

SEABOARD FOUNDATION MATCHING GIFTS PROGRAM

11.1.2020

Seaboard encourages our employees to support charitable organizations and the work they are doing in the community. The Seaboard Foundation Matching Gifts Program provides a matching contribution to a qualified agency based upon an employee's donation to the same agency. The program supplements the Foundation's charitable giving in the communities in which we operate and beyond.

To qualify for a matching gift, an agency must be a non-profit organization, as defined by IRS Section 501(c)(3), which exists for the purpose of supporting worthwhile activities and operated exclusively for public purposes. The following categories are not eligible for funds from this program:

- o Political or military organizations.
- o Religious groups (for example, church donations will not qualify for matching; however, some organizations with religious foundation or backing may qualify if their focus is to provide support to a broad spectrum of the community at large; decisions to provide support will be made on a case-by-case basis.)
- o Heart of America United Way; it is not the Foundation's intention to match an employee's United Way giving as we make an annual donation for the purpose of supporting United Way.
- o College/university athletic departments.
- o Children's school, club, or league activity fund-raising events.

Effective August 2003, tax qualified college/university scholarship endowment funds or other alumni funds are eligible for the matching contribution program. Donations made to these funds when directly connected to the right to purchase athletic tickets are not eligible.

The Matching Gifts Program may not be used for organizations that discriminate based on creed, race, color, national origin, religion, age, disability, sex, gender, identity, sexual orientation, pregnancy or any other legally protected classification or for organizations whose mission is contrary to that of the Company. It may also not be used for organizations that support or promote political causes, terrorist activities, or religious organizations for denominational or religious purposes.

To request a matching gift, employees should submit a request form to the "Matching Gifts" email address along with a paid receipt or canceled check which verifies the employee's contribution. The Seaboard Foundation will review the request and notify the individual whether it qualifies for a matching gift. If it does, the Seaboard Foundation will send the donation and a letter to the recipient agency. The minimum gift must be at least \$25, and the maximum that will be matched each calendar year will be \$1,000 total contributions per employee.