

## THE SHERWIN-WILLIAMS FOUNDATION MATCHING GIFTS PROGRAM

**PLAN** (Effective for gifts made October 1, 2020 or later.)

The Sherwin-Williams Foundation will match, on a 1:1 basis, gifts of \$100 USD or more up to an annual maximum of \$3,000 USD. Employees can request up to \$1,000 USD in matching of payroll deduction gifts made through a Sherwin-Williams pledge campaign, which will count toward the \$3,000 annual limit. Currency adjustments will be made at the time the match is issued.

When gifts of a donor exceed the limitations of Matching Gifts under this Plan, the Foundation will apportion its contribution in such manner as it may consider equitable and proper, unless otherwise specified by the donor. The Sherwin-Williams Foundation will match eligible requests for contributions during each quarter. Gifts may be in cash or securities that have a quoted market value. For these purposes, the value of listed securities is the average market price for such securities on the day on which the gift is made.

**Participants eligible to have their donations to qualifying agencies matched by the Foundation are:**

- (a) All active, full-time or part-time employees of The Sherwin-Williams Company or subsidiaries thereof (at least 80 percent owned) with at least one year of continuous service;
- (b) All members of The Sherwin-Williams Company Board of Directors; or
- (c) All retirees who have retired from The Sherwin-Williams Company as active, full-time, salaried employees and who are also employees, directors or retirees of Sherwin-Williams at the time of the contribution.

**The organizations eligible to receive a matching gift under this Program are:**

- (a) All organizations that are created or organized in the United States, Canada, or any possession thereof and recognized as tax-exempt entities (see IRS Exempt Organization Select Check) under United States Internal Revenue Code section 501(c)(3); this includes educational institutions or tax-exempt affiliates of such organizations; or
- (b) Those which provide the Company with a current United States IRS determination letter evidencing the organization's tax-exempt status, and are not subject to any of the program's named exclusions.

Notwithstanding the above, those institutions which are generally not eligible under this program may include the following: religious (when denominational or sectarian in purpose), political or advocacy, business, trade or professional, social or other membership groups, organizations that sponsor sporting events, or those promoting a private interest in hobbies.

**Ineligible gifts include but are not limited to:**

- Gifts to private foundations, supporting organizations or donor advised funds
- Payments for tuition, class dues, books or other student fees or alumni fees
- Accumulated or pooled monies raised by a group of employees/retirees and submitted by one participant
- Gifts that, by themselves or in combination with matching Foundation grants, entitle the participant to some personal benefit or service, e.g., dinners, tickets, admission fees, auction items, etc.
- Dues for clubs, fraternities, sororities or boosters; publication subscription fees; bequests; tithes or other financial commitments; or any type of payment not made as a direct contribution.

It is intended that The Sherwin-Williams Foundation Matching Gifts Program will be a continuing program. However, the Foundation retains the right to suspend, change, revoke, or terminate the program at any time. If a contribution matched by the Foundation is at any time determined to have been an ineligible contribution, the Foundation retains the right to have its matching contribution refunded by the recipient institution. This discretion and the administration of this Plan will be determined by The Sherwin-Williams Foundation and its decisions will be final.

### PROCEDURE

- Visit online giving portal: <http://sherwinwilliams.yourcause.com/> and log in through SSO or contact the Community Engagement team for your user name and temporary password.
- Use the portal to give directly via credit card or log an offline donation by uploading your receipt.
- If you are unable to use the online portal, contact the Community Engagement team to discuss other options.
- Request must be received by The Sherwin-Williams Foundation no later than March 15 of the year following the calendar year in which the gift was made.
- If you are a new user who needs access to the giving platform, contact [swfoundation@sherwin.com](mailto:swfoundation@sherwin.com).

Contact the Community Engagement team with any questions: [swfoundation@sherwin.com](mailto:swfoundation@sherwin.com) or 216-566-1659