

MILLIKEN & COMPANY CHARITABLE FOUNDATION: OVERVIEW

HISTORY:

At Milliken, we have a long-standing commitment to community engagement. To build on that legacy, in November 2020, we launched a reconstituted Milliken & Company Charitable Foundation to grow our positive contribution through charitable donations and philanthropic programming.

PROGRAMS + STRATEGY:

Our 2024 strategy includes maintaining annual community gifts, managing current impact gifts, and expanding our gift match and scholarship programs. We plan to enhance our gift match program to support more non-profits that our associates care about. We are also committed to significantly increasing the Foundation's funds by the year 2028.

The Foundation offers **FIVE PROGRAMS:**

1. Community Gifts
2. Impact Gifts
3. School Match
4. Dependent Scholarships
5. Disaster Relief/Emergency Funds

BOARD GOVERNANCE

2024 Board of Directors and Officers

Halsey Cook - Chair
 Bethany Smith
 David Smart
 Danna Vetter
 Kasel Knight
 Natalie Dunham - Secretary

FOUNDATION TEAM

Zach Rubin - Treasurer, Investment Strategy
 Stacie Ray - Financial Reporting
 Betsy Sikma - Foundation and Community Relations
 Tamika Prince - Foundation and Community Relations

MILLIKEN & COMPANY CHARITABLE FOUNDATION: PROGRAMS OVERVIEW

FIVE PROGRAMS WITH BIG IMPACT

Community Gifts*: Serves the communities where we operate around the globe. Most community gift awards are between \$10,000 - \$15,000 per organization.

- Applications are reviewed annually and must be submitted online between November 1 and January 31.
- Information about the application process can be found at <https://www.milliken.com/en-us/about-us/foundation>

Impact Gifts: Supports longer-term, multi-year initiatives at a larger gift amount. The foundation is not considering any new opportunities until 2029.

Associate Gift Match: Starting in 2024, our expanded match program will match associate contributions to eligible and verified 501c3 organizations, as approved through YourCause. This platform provides a centralized location for associates to contribute to charitable causes.

Dependent Scholarships: We offer a scholarship program for dependent children of full-time Milliken & Company associates, which can be renewed annually for up to three years.

Disaster Relief / Emergency Funds: We budget funds to support unplanned disasters or other situations that our associates care about or that happen near our locations.

***Corporate sponsorships are not considered/awarded through the Foundation. Send sponsorship requests to MillikenGives@Milliken.com.**

MILLIKEN & COMPANY CHARITABLE FOUNDATION: GIVING PILLARS

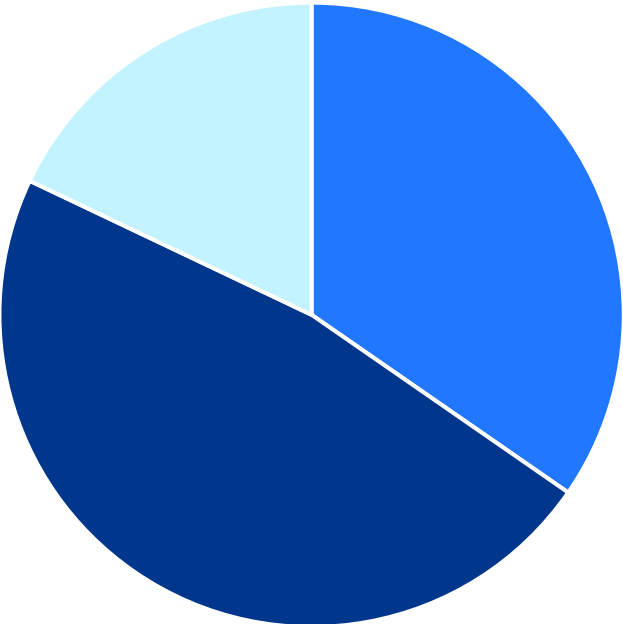
The Milliken & Company Charitable Foundation serves the communities where Milliken associates live and work through strategic financial gifts that align with our company Purpose, Values, and Vision.



We have identified the following **GIVING PILLARS** to tie our giving practices to our company values.

<p>LEADING WITH PURPOSE (Integrity, Excellence) The arts, economic development</p>	<p>A HEALTHY TOMORROW (Sustainability) Sustainability, health and wellness</p>
<p>TOGETHER WE STRIVE (People) Diversity and Inclusion, economic inclusion</p>	<p>INSPIRED SOLUTIONS (Innovation) Education, STEAM</p>

2024 GIVING BY PROGRAM



■ COMMUNITY GIFTS ■ IMPACT GIFTS ■ OTHER GIFTS

2024 GIVING BY PILLAR



■ A HEALTHY TOMORROW ■ INSPIRED SOLUTIONS
■ LEADING WITH PURPOSE ■ TOGETHER WE STRIVE

COMMUNITY AND IMPACT GIFTS ANNUAL APPLICATION PROCESS

