



5.3 Company Strategic Financial Giving Guidelines

We support programs and initiatives that enhance our communities, our businesses and our people, promote inclusion and build skills in science, technology, engineering and math.

Criteria to Consider

- Strategic Partnerships: Projects that build strategic relationships or partnerships
- Local Community: Projects providing valuable support and proactive, positive exposure in the community and areas surrounding THG locations
- Educational Impact: Projects that foster education, workforce development, or educate audiences around THG industries
- Employee Involvement: Projects that have employee support through direct volunteer time, that create opportunities to build employee connections or include development opportunities
- The Company supports organizations that demonstrate leadership, evidence of impact, financial soundness and the capacity to implement initiatives and evaluate their success

General Exclusions

- Organizations without 501(c)(3) status
- Religious groups for religious purposes
- Lobbying/political organizations for political purposes
- Individuals or individual needs