

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 grantmaking practices to our company values.

**LEADING WITH PURPOSE (Integrity, Excellence)**  
The arts, economic development

**A HEALTHY TOMORROW (Sustainability)**  
Sustainability, health and wellness

**TOGETHER WE STRIVE (People)**  
Diversity and Inclusion, economic inclusion

**INSPIRED SOLUTIONS (Innovation)**  
Education, STEAM

Milliken®  
**CHARITABLE  
FOUNDATION**

# MILLIKEN & COMPANY CHARITABLE FOUNDATION OVERVIEW

## HISTORY

At Milliken, we've always cared about the communities where we live and work. Historically, company donations have been made from our corporate budget but in November 2020, we established a new Milliken & Company Charitable Foundation to help us grow our positive impact through giving.

## PROGRAMS + STRATEGY

- The Foundation currently supports the following programs:
  - Community Gifts
  - Impact Gifts
  - School Match
  - Dependent Scholarships
  - Disaster Relief/Emergency Funds
- Our 2023 strategy is to maintain annual community gifts, manage existing impact gifts, and explore opportunities to grow our match and scholarship programs.
- We are also investing to grow the Foundation corpus significantly by 2028.

## GOVERNANCE

### 2022 Board of Directors and Officers

Halsey Cook - Chair

Craig Haydamack

David Smart

Danna Vetter

Kasel Knight

Natalie Dunham - Secretary

### Foundation Team

Mark Allen - Investment Strategy

Robert Guest - Financial Reporting

Anne McCraw - Foundation Manager,  
Community Relations

Randy Richeson - Investment Strategy

Betsy Sikma - Community Relations

Milliken\*

**CHARITABLE  
FOUNDATION**

# MILLIKEN & COMPANY CHARITABLE FOUNDATION OVERVIEW

## FIVE PROGRAMS WITH BIG IMPACT

**Community Gifts:** Currently focused on nonprofits in Spartanburg, SC where our global headquarters is located, we review applications for community grants that range from \$10,000 to \$150,000.

- Applications are reviewed annually and must be submitted online between November 1 and January 31.
- More information about the application process and link to the online application portal at <https://www.milliken.com/en-us/about-us/foundation>.
- Most gifts are \$10,000 to \$20,000 per organization.
- Corporate sponsorships are not considered/awarded through the Foundation. Send sponsorship requests to [MillikenGives@Milliken.com](mailto:MillikenGives@Milliken.com).

**Impact Gifts:** Providing an opportunity to support longer-term initiatives, we are currently managing three gifts as part of this program and are not considering new opportunities until 2024 or 2025.

**School Match:** We match employee gifts up to \$2,500 per year for public and private universities, colleges, and community colleges and for private elementary, middle, and high schools.

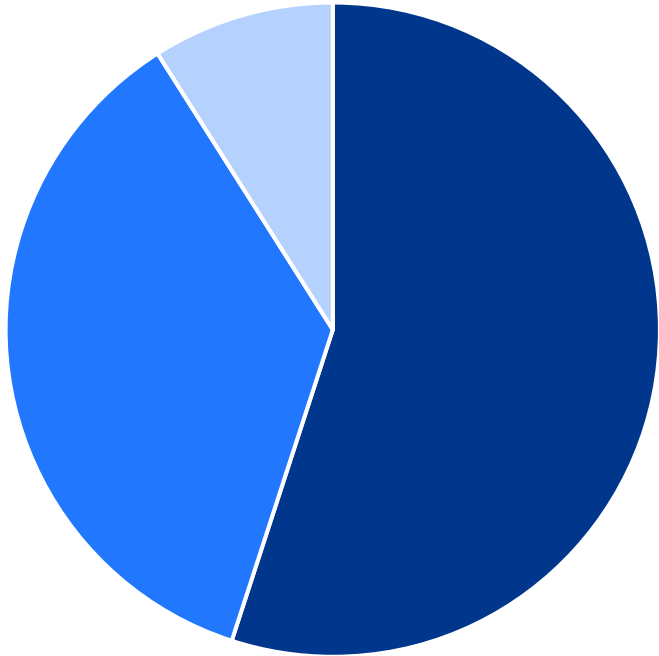
**Dependent Scholarships:** New in 2022, we fund a scholarship program, which is renewable up to three years, for dependent children of fulltime Milliken & Company employees.

**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.

Milliken®  
**CHARITABLE  
FOUNDATION**

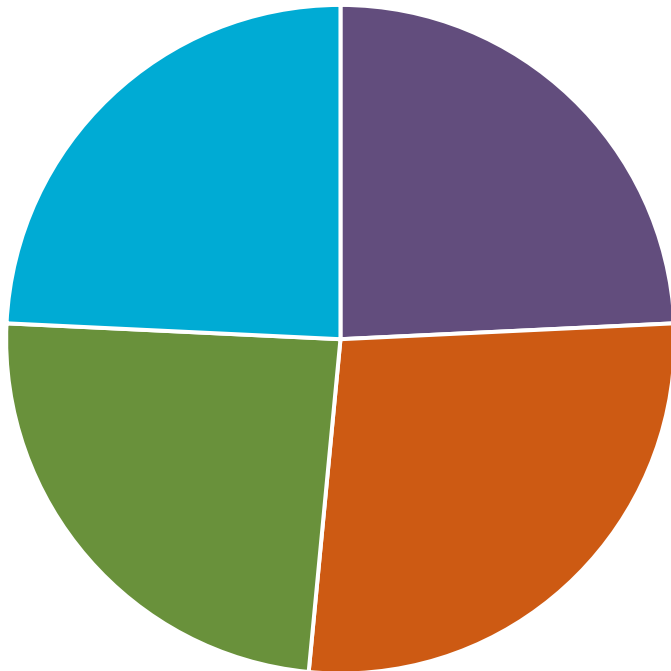
# MILLIKEN & COMPANY CHARITABLE FOUNDATION OVERVIEW

## 2022 GRANT DISTRIBUTIONS



■ Community Gifts ■ Impact Gifts ■ Other Gifts ■

## 2022 GIVING BY PILLAR



■ Leading with Purpose ■ Together We Strive  
■ A Healthy Tomorrow ■ Inspired Solutions

