

## 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 2025 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-profit causes 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. Associate Gift Match
4. Dependent Scholarships
5. Disaster Relief/Emergency Funds

## BOARD MEMBERS

Halsey Cook, Chair  
Kasel Knight  
David Smart, Vice President  
Bethany Smith  
Danna Vetter

## FOUNDATION TEAM

Natalie Dunham, Secretary  
Greg Liening, Vice President, Officers  
Tamika Prince, Foundation and Community Relations  
Stacie Ray, Financial Reporting  
Zach Rubin, Treasurer  
Betsy Sikma, Foundation and Community Relations

## 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:** Matches 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](mailto:MillikenGives@Milliken.com).**

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.

**LEADING WITH PURPOSE (Integrity, Excellence)**

The arts, economic development

**A HEALTHY TOMORROW (Sustainability)**

Sustainability, health and wellness

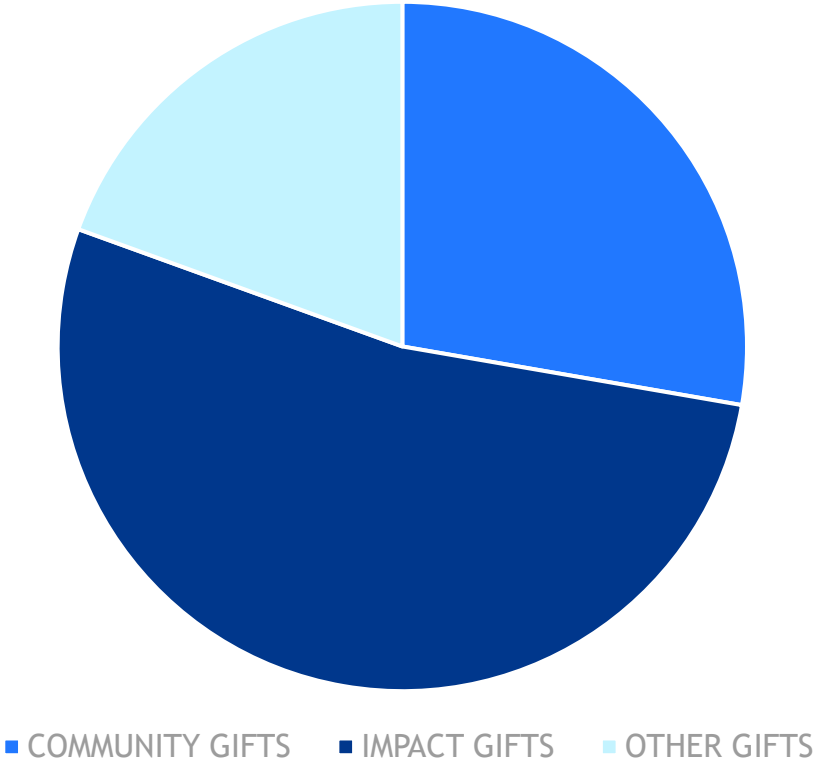
**TOGETHER WE STRIVE (People)**

Diversity and Inclusion, economic inclusion

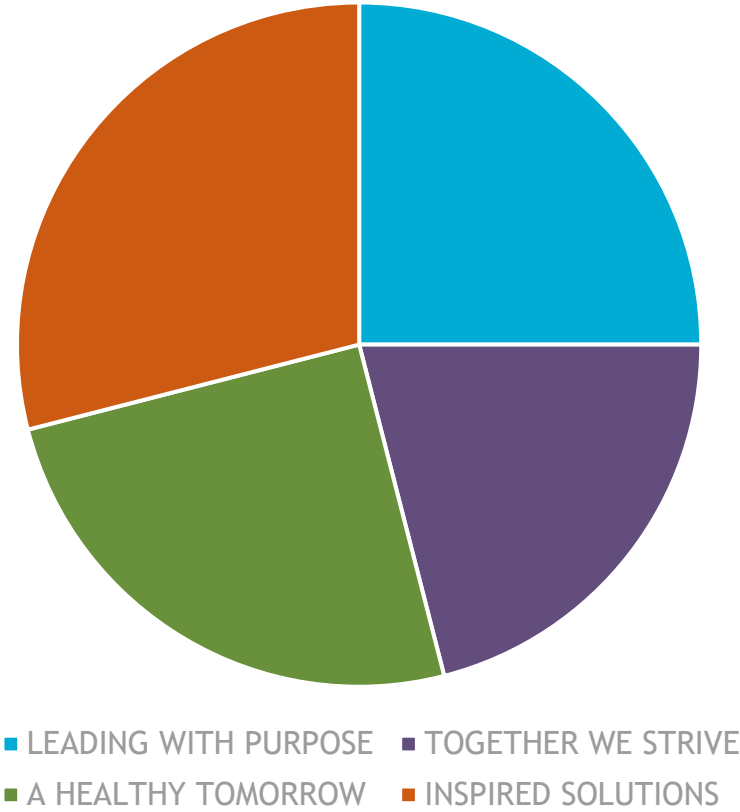
**INSPIRED SOLUTIONS (Innovation)**

Education, STEAM

2025 GIVING BY PROGRAM



2025 GIVING BY PILLAR



# COMMUNITY AND IMPACT GIFTS ANNUAL APPLICATION PROCESS



**Grants Application System:** YourCause/GrantsConnect by Blackbaud

- New users should “Sign up” to create an account.
- Existing users should “Sign in” to access current and past applications.
- Use the “Forgot password?” or “Need assistance?” options for help.