

Charitable Giving

The following policy applies to all employees of White Mountains Insurance Group, Ltd., White Mountains Capital, Inc., and White Mountains Advisors LLC.

Our philosophy and practice is to support select charitable organizations and activities in the local communities where our employees live and work (or which otherwise have special meaning to them). We do this in two ways. First, we make outright company gifts in response to internal and external solicitations. Second, we match charitable gifts made by employees and board members to the educational or charitable organizations of their choice.

In assessing a request, we evaluate (i) the connection between the organization and a “sponsoring” employee, (ii) the connection between the organization and the communities in which our company operates, and (iii) the overall fit and expected impact for our participation.

We are proud of our employees’ support for education, community and charitable organizations, and we are pleased to join them in their contributions.

If an employee participates in, or benefits from, a community organization they believe is valuable, they may invite that organization to request a contribution from the Chief Administrative Officer, who oversees White Mountains’ Charitable Giving Program.

Matching Gift Programs

White Mountains established a Matching Gifts Program to acknowledge and encourage employee support of educational institutions and charitable organizations for which they have an interest or affiliation, and to be responsible members of our local community. To be eligible, the educational, charitable or nonprofit nonproprietary organizations must have been granted 501(c)(3) (tax-exempt) status by the U.S. Internal Revenue Service.

Gifts to Community or Charitable Organizations

White Mountains supports the charitable and community programs in which its employees believe. White Mountains will match contributions that employees make to local community or charitable organizations on the basis of \$1.00 for every dollar they contribute up to a maximum annual match of \$5,000 per employee. (This limit is independent of the educational grant limit outlined below.) The Chief Administrative Officer oversees our corporate charitable giving program and can assist employees with their requests.

If an employee is contributing their time or other expertise to an organization (rather than money which can be matched), they can request a contribution in support of their interest. The Chief Administrative Officer can provide instructions on how to apply.

White Mountains will match employee contributions to the Upper Valley United Way without limit.

Gifts to Educational Institutions

All local K-12 schools, accredited institutions of higher learning, and nonprofit nonproprietary organizations that have been granted 501(c)(3) (tax-exempt) status by the U.S. Internal Revenue Service are eligible. White Mountains will match on the basis of \$1.00 for every dollar an employee contributes up to an annual maximum of \$5,000 per employee. The Chief Administrative Officer oversees the program and can assist employees in preparing their contributions so that they will be properly matched.