



Charitable Giving Policy (2025)

White Mountains' 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, the Company makes outright gifts in response to internal and external solicitations. Second, the Company matches charitable gifts made by employees and board members to the educational or charitable organizations of their choice.

In assessing a request, the Company evaluates (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 company's participation.

White Mountains is proud of our employees' support for education, community and charitable organizations, and is 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 Jen Moyer, who oversees the Company's 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 you 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 you believe in. White Mountains will match contributions you make to local community or charitable organizations on the basis of \$1.00 for every dollar you contribute up to a maximum annual match of \$5,000 per employee. (This limit is independent of the educational grant limit outlined below).

If you are contributing your time or other expertise to an organization (rather than money which can be matched), you can request a contribution in support of your interest. Jen Moyer oversees our corporate charitable giving program and can assist you with your request.

White Mountains will match your contribution to the Upper Valley United Way without limit. Please use the attached Matching Charitable Gift Form and refer to a description of our Matching Charitable Gifts Program for additional information.

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 you contribute up to an annual maximum of \$5,000 per employee. Jen Moyer oversees the program and can assist you in preparing your contribution so it will be properly matched.