

A vertical bar on the left side of the page, composed of five horizontal segments in orange, teal, orange, teal, and teal from top to bottom.

# Global Charitable Giving Policy

# Charitable Giving Policy

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Here at Cision, we recognize that our employees have a wonderful tradition of giving back.

To encourage and reward these efforts, Cision's Charitable Giving program allows eligible employees to continue contributing to causes they care the most about. The program will double the impact of their charitable donations to eligible nonprofits with matching gifts up to USD 200 (or the global currency equivalent of USD 200) per employee, per calendar year.

"Here at Cision, we recognize that our employees have a wonderful tradition of giving back"

# Program Rules

**Eligible Charitable Organizations:** Charitable organizations must be a community-led non-profit or tax-exempt under section 501(c)(3) of the Internal Revenue Code. (Further information regarding 501©(3) designations can be found on the Internal Revenue Service’s Website.)

## Eligibility

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Cision’s Charitable Giving Program is subject to employee eligibility and IRS rules and regulations which include the following:

- The employee must be an active regular, full-time employee of Cision.
- The employee has donated via the THRIVE platform to an eligible 501©(3) organization.
- The employee has not reached their annual charitable giving maximum match of \$200 USD (or the currency equivalent of \$200 USD globally).

## Ineligibility

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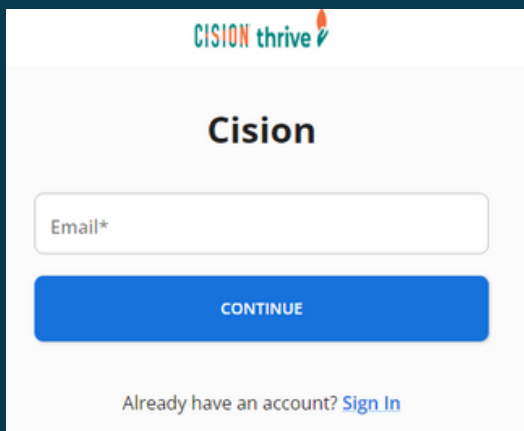
- Religious organizations: religious programs or organizations whose principal purpose is to promote a particular religious faith, creed, or doctrine (e.g. missions, religious orders, etc.)
- Discriminatory organizations: Cision will not match contributions to any organization that discriminates based on race, religion, national origin, citizenship, gender, sexual orientation, marital status, disability, or any other classification protected by law.
- Lobbying/Advocacy: Cision will not match contributions to political causes or candidates, organizations associated with fraternities, sororities, their affiliated foundations, political organizations, lobbying groups, or individuals.
- Personal gain: We do not match charitable gifts that provide benefits directly to employees or their families, such as trips, tours, internships, tuition, event tickets, parking privileges, club dues, products, and services, or discounts on products or services.

# Program Rules

## Matching process

Eligible employees can directly contribute via credit card to eligible organizations of their choice through the THRIVE platform. Donations made by eligible employees through THRIVE will be matched systematically once a donation is made.

while there is no limit on the amount that the employee can contribute to eligible organizations, Cision will only match up to USD 200 (or the global currency equivalent of USD 200) annually.



The screenshot shows the Cision THRIVE login interface. At the top left is the logo 'CISION thrive'. Below it is the word 'Cision' in a large, bold font. There is an input field labeled 'Email\*' and a blue button labeled 'CONTINUE'. At the bottom, there is a link that says 'Already have an account? Sign In'.



The screenshot shows a 'GIVING ACTIVITY' card. The top part features a photo of several hands stacked together in a circle. Below the photo, the text reads 'Donate Online and Receive a Donation Match' and 'Dec 16, 2022 - Ongoing'.



The screenshot shows a banner for 'Giving in Honor of Martin Luther King, Jr.'. The background is a dark image with a silhouette of a person and faint text. The main text reads 'Giving in Honor of Martin Luther King, Jr.' in a large, white, serif font. Below the main text, there is a date range 'Jan 10, 2023 - Jan 31, 2023', a paragraph of text: 'Please take a moment to learn about the charities we have chosen to spotlight in honor of Martin Luther King, Jr and his legacy of nonviolence, equity, civic engagement and standing up to bigotry and hate.', and another paragraph: 'If you can, make a donation to one of these charities and take advantage of Cision's matching gift policy.'

# Additional Items

## Employee Responsibility:

Employees must ensure familiarity with Cision's charitable giving program rules. Failure to abide by these rules or providing any false or misleading information in connection with a matching gift request could result in disciplinary action up to and including termination. Cision reserves the right, in its sole discretion, to discontinue funding and to demand the return of the matching gift grant amount, or any portion thereof, if any false or misleading information or any misrepresentations are provided in connection with a request for a matching gift.

## Disclaimer:

Cision regularly evaluates our programs to ensure the process adheres to stated guidelines and our commitment to corporate social responsibility, including random reviews of organizations receiving matching funds from our programs. Cision may suspend, change, or terminate this program at any time.

Thank you for your donations to the causes closest to your heart. Together, we at Cision will continue to make a positive, meaningful, and measurable impact across our communities around the world.

## Questions?

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