Recession-Proof
Your CSR Program
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And more!
During the Great Recession of 2007-2009, Americans became more generous to those in need.

65% of internal employees report they would like to work for an organization with a strong social & environmental conscience.
Our Panelists

Megan Baker
Associate Manager, Social Impact
Stryker

Mark Daniels
Director, Global Mobility
Guidewire

Erica Graham Jordan
Area VP of Sales
Benevity
Megan Baker, Associate Manager, Social Impact

Top five strengths
- Harmony
- Empathy
- Activator
- Communication
- Developer

Three words that describe me
- Dedicated
- Adaptable
- Adventurous

Favorite career highlights
- Rwanda Op Smile experience
- Launch of Impact

Fun and little-known things about me
- Love Baltimore, Go O’s!
- Claw machine addict
Together with our customers around the world...

- In 75+ countries
- Served by 46K employees
- We impact more than 100M patients annually
Our Corporate Responsibility framework

Corporate Responsibility objective

Creating a better, healthier world

Stronger people
We are committed to serving our communities and creating a healthy, diverse, equitable and inclusive workplace where employees thrive

Healthier planet
We are committed to reducing our environmental impact on the world through responsible, sustainable operations

Good business
We are committed to helping customers improve patient outcomes and growing responsibly by pursuing quality and integrity in everything we do

Our key commitments

- Advance a culture of inclusion, engagement and belonging
- Strengthen the diversity of our workforce and measure progress
- Realize 20% reduction in carbon emissions for all facilities 2019-2024*
- Become carbon neutral for all Stryker facilities by 2030*
- Increase supply chain transparency and supplier diversity
- Establish formal accountability to the Board of Directors for Corporate Responsibility
Social impact

Our giving and volunteering strategy aims to advance healthcare, support education, improve environmental health and enrich community culture through the arts.

Giving and volunteering globally and in our communities

- We determine philanthropic support based on community needs and the desire to create equity for underserved populations — from humanitarian aid to healthcare access and other charitable assistance.

- Impact, our global giving and volunteering platform, allows employees to choose from over 700k+ nonprofits, donate to causes that they are passionate about and leverage the company match.

- Employees can request paid time to volunteer.

- In total, Stryker donated $6 million in products and $9 million in monetary support in 2021.

Operation Smile, our Signature Volunteer Program

- We support Operation Smile’s efforts to provide critically needed surgical and comprehensive care for children with cleft and other conditions in low- and middle-income countries.

- Through the Smile Match campaign employees fund life-changing surgeries for people living in resource-limited communities.

- Since 2015, the Smile Match campaign has funded 5000+ life-changing surgeries.
Building a program in uncertain times

- **Gain support from leadership**: use strong benchmarking data
- **Communication directly from the top** (CEO town halls, company-wide emails)
- **Lean on engaged employees**: Development of Global Volunteer Network
- **Collaboration is key**: across functions (Communications, Finance, Compliance, Human Resources)
- **Be the scale**: balance ideas of leadership and the employees
- **Consider all the options**: find ideas that might not impact your budget drastically, but have a larger bang for your buck
Getting to know…Mark Daniels

- Director - Global Mobility and Employee Community Engagement
- Chicago and San Francisco
- Passionate about connecting people and cultures across the world
- Involved with our Work from Anywhere program, Employee Recognition, Community Impact program, and all community building initiatives
- Enjoy volunteering with Cartoon Clubs with adults with disabilities
Guidewire Software

- Software company supporting the Property & Casualty Insurance market
- Operating in 17 countries with 3,300 employees currently
- Key employee hubs
  - San Mateo, CA – world headquarters
  - Dublin, Ireland
  - Krakow, Poland
  - Mississauga (Toronto), Canada
  - Bengaluru and Chennai, India
  - Kuala Lumpur, Malaysia
- Our community impact program – Guidewire Gives Back - driven around our people and our industry.

GGB Strategic Pillars

1. EDUCATION – supporting education in technology for underserved communities and women
2. COMMUNITIES IN CRISIS – supporting those in need due to violence, natural disaster, and lack of daily living resources

Learn more about our partnership charities for in the GGB Platform
Guidewire Gives Back

- Program created 8 years ago as Volunteer based global program with 3 VTO per year.
- Launched financial giving with implementation of Benevity Spark in October 2020.
- Growth supported by partnerships with ERGs, New Hire Seeding, and cosponsorship with our clients.

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<th>$1.5M</th>
<th>31%</th>
<th>~6,700</th>
<th>~1,200</th>
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<tbody>
<tr>
<td>Donations</td>
<td>Employee participation</td>
<td>Volunteer hours</td>
<td>Nonprofits supported</td>
</tr>
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Participation is % of employees that have donated or volunteered at least 1 hour.

Total Employee Donations (In $ millions)

<table>
<thead>
<tr>
<th>FY21</th>
<th>FY22</th>
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<td>$0.35</td>
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Total GGB Donations (In $ millions)

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*Figure is inclusive of Guidewire charitable contributions and employee giving.
Questions
Check out our Resources
Thank you!