

Stichting Barenbrug Helping with Hands Foundation



Policy 2024

1. Activities

The goal of 'Stichting Barenbrug Helping with Hands Foundation' (hereafter: the Foundation) is to contribute globally and in a positive way to the society. The Foundation concentrates on situations where Barenbrug employees can dedicate their time to social projects in their proximity.

The Foundation has defined its objectives in the Articles of Association:

The objectives of the Foundation are:

- a. the support of charitable projects, including but not limited to charitable projects in the field of environment, education and sports;
- b. to embed a sustainable and social way of doing business in the company Barenbrug Holding BV, established in Nijmegen, the Netherlands and her subsidiary companies (hereafter: Barenbrug), in order to strengthen the company's social engagement;
- c. everything related to the above or that can be conducive to it for the benefit of the public interest;
- d. this all in the broadest sense of the word.

The Foundation wants to achieve her objectives by encouraging projects in which Barenbrug employees physically lend a hand and, if needed, to which the Foundation can provide a financial contribution. Employees contribute to projects as a team. Barenbrug offers employees paid leave of absence to participate in such a project. Activities are being organized and managed by Barenbrug employees. Know-how and other means that are in line with Barenbrug's business are made available. The Foundation explicitly does not have a profit motive with these activities.

Examples of projects of the Foundation:

- Employees in South Africa organized an informative day for school children. During this day the children also received school supplies.
- In the United States employees cooked a meal and served it to homeless people.
- Employees of Barenbrug Holding renovated a grassy playground by laying turf sod at resort that offers vacations specifically for families with children with a disability.

2. Raising funds

The financial means come from donations. The Barenbrug family will provide a yearly donation to the Foundation. The Foundation will use the donated money to pay for the costs of the projects.

3. Financial management

The funds of the Foundation will only be spent on projects that have been approved by the Board of the Foundation. Indirect costs will be reduced to a minimum and will relate to expenses like bank interest and general costs.

4. Spending of funds

The funds will only be spent on projects that are in line with the objectives of the Foundation. This concerns charitable projects, including but not limited to charitable projects in the field of environment, education and sports. In case part of the yearly donation of the Barenbrug family remains unused, these funds will be added to the reserves. In this way these funds can be used for charitable projects in future years.

5. Criteria

In order to qualify for financial support from the Foundation the following criteria need to be met:

- It concerns a charitable project, for example in the field of environment, education and sports.
- To realize the project a physical and active contribution of a team of five or more Barenbrug employees is needed.
- The project application needs to be submitted for approval at least two weeks before the project starts.
- Total costs of the project, with the exception of personnel costs, amounts to more than EUR 1,000.00.
- The Foundation's contribution will be limited to a maximum of EUR 10,000.00 per OPCO per year.
- After completion of the project a short report of the performed activity, including pictures, has to be provided to the Board of the Foundation.

6. Board

The Board of 'Stichting Barenbrug Helping with Hands Foundation' consists of the following persons:

Chairman: John Thijssen
Treasurer: Marjolein Willeboordse
Secretary: Simone Jeurissen

The Board performs its duties without remuneration.

Nijmegen, 13 December 2024