



ArcelorMittal

Give Boldly

FAQs

Program overview

Why does ArcelorMittal offer the Give Boldly program?

It is important to ArcelorMittal to be an active and welcomed member of our communities. Our communities are so much more than the locations of our facilities. They are also the places where our employees choose to live and raise their families, and where our future workforce is educated and trained.

ArcelorMittal's Give Boldly employee giving program is designed to:

- Encourage our employees to give to nonprofit organizations most important to them
- Increase total community impact by matching employee donations
- Reinforce our commitment to supporting our local communities

In addition to matching employees' charitable donations made to eligible nonprofit organizations, ArcelorMittal provides financial support to programs that align with our focus areas of education, with a special emphasis on science, technology, engineering and math (STEM), environment, and health and safety. To learn more about ArcelorMittal's corporate community investment initiatives, visit usa.arcelormittal.com/sustainability/our-10-outcomes/outcome-8-community.

Why should I participate in the ArcelorMittal Give Boldly program?

The ArcelorMittal Give Boldly program is designed to make supporting nonprofit organizations easy, convenient and meaningful. By participating in the ArcelorMittal Give Boldly program, you can maximize your contribution and impact on your favorite nonprofit organizations through our combined resources.

Who is responsible for the program guidelines?

The ArcelorMittal Give Boldly program guidelines are managed by ArcelorMittal's corporate responsibility team and designed with input from company leadership, the ArcelorMittal USA Sustainable Development Council (a multi-disciplinary group of USA-wide leaders that reviews and provides recommendations on overall CR objectives, employee and stakeholder engagement and philanthropy), and Councils for Stronger Communities (CSCs). CSCs are employee councils that work to build and sustain quality community partnerships, manage stakeholder engagement, and identify or improve local corporate responsibility programs and initiatives. CSCs are locally led at USA facilities.

If you have technical questions about the Give Boldly website, please email the program vendor at Support@benevity.com.

For more information about Give Boldly or any other corporate responsibility programming, please email our ArcelorMittal CR team at USACR@arcelormittal.com.

Program guidelines

How is the program structured?

ArcelorMittal USA's Give Boldly program matches up to \$1,500 per year per employee on direct or payroll giving contributions when a match is requested on qualifying contributions. Since 2010, ArcelorMittal USA has budgeted up to \$750,000 per year to match employee contributions which are matched monthly throughout the year on a first come, first served basis until that maximum is reached. ArcelorMittal will match and/or deduct your financial donations to eligible 501(c)(3) nonprofits or tax-exempt police and fire departments and schools within the constraints of the eligibility requirements listed below. Please see FAQs on organization eligibility for full explanation of a 501(c)(3) organization.

ArcelorMittal Give Boldly Program overview:

- **Donate to an eligible nonprofit organization.**
 - Direct donations: You can donate directly to a qualified nonprofit of your choice on the Give Boldly portal via credit card, PayPal or payroll. Giving in this way will automatically include a corporate match.
 - Payroll donations: You can sign-up to donate to a qualified nonprofit of your choice via payroll on the Give Boldly portal. For current payroll givers, you can view, change or request a match for your existing payroll deductions. New payroll deductions or changes can be made at any time of the year. Please note that payroll givers must *request* a match from the Give Boldly program in order to receive it. Once this initial match request is made, it will be rolled over until the payroll request is changed or cancelled.
- **Request a match for a donation you already made:** you can request a match for a donation you made in the same calendar year to any qualified nonprofit. For donations that have already been made, matches are not automatic—they must be requested through the Give Boldly portal. To access the portal's login page and for additional information, visit the Give Boldly website: www.ArcelorMittalGiveBoldly.com.
- Match requests must be electronically submitted by December 31 of the year the gift is made in order to be considered for a matching gift within that calendar year (the date of the gift is based on the date the employee made the gift to the nonprofit).
- ArcelorMittal will provide a maximum corporate match of \$1,500 per employee per calendar year for the Give Boldly program. No carry-over of the annual eligible match gift is permitted from year to year. The \$1,500 available match per employee must be used within the calendar year it is applicable.

Is there a budget, or cap, for the employee match portion of the annual Give Boldly program?

Each year, ArcelorMittal will determine the program budget, or cap, based on national benchmarks provided by our Give Boldly vendor, available funds and program usage. Since 2010, ArcelorMittal USA has budgeted up to \$750,000 per year to match employee contributions. These donations are matched monthly throughout the year on a first come, first served basis until that threshold is reached. The ArcelorMittal Give Boldly program operates on a calendar year. Once the annual cap is met, the program is closed until the following year. ArcelorMittal recommends that employees submit a match request as soon as the gift is made to the nonprofit.

How do I know if the cap has been reached?

If the cap is met for that program year, a message will be displayed on the Give Boldly website: www.ArcelormittalGiveBoldly.com.

Is there a program deadline?

The ArcelorMittal Give Boldly program operates on a calendar year (January 1 – December 31) and matches are made on a first come, first served basis. Matches will only be considered for employee gifts made in the current calendar year and requests must be submitted no later than December 31. It is recommended that you submit a match request at the same time as, or soon after, making your donation to a nonprofit. The eligibility date of your gift is determined by the date you made the contribution to the nonprofit organization. Once the \$1,500 annual maximum is met, no additional matches will be considered for you in that program year.

What fees are associated with the Give Boldly program?

A small management fee (2.9%) is collected from each donation made through our Give Boldly program vendor, Benevity. This fee directly eliminates administrative work for nonprofit organizations such as sending receipts, creating reports, and qualifying the organization for participation in ours and hundreds of other corporate giving programs.

Employee donations paid by credit cards through the Give Boldly website are charged a merchant fee. This amount (less than 2.5%) is added onto donations you make with a credit card or via PayPal. It is similar to the fee you would incur if you donated by credit card to a charity on its website. This fee does not apply to matching funds.

To maximize effectiveness and reduce waste, nonprofits are issued funds via electronic transfer. If they choose to receive paper checks, a manual check fee is also applied to the nonprofit organization. Regardless of these fees, 100% of your donation is tax deductible.

Payroll deduction

When can I make a payroll deduction?

You may enroll in, change or cancel a payroll deduction at any time of the year.

I was enrolled in payroll deduction prior to the launch of the ArcelorMittal Give Boldly program. How can I check to see if my funds are being matched?

Access the Give Boldly portal's login page by visiting the program website: www.ArcelormittalGiveBoldly.com. Once logged into the portal, on the homepage you will be able to view the total of your payroll donations that have been made to date in that calendar year and what has been matched. To change payroll deductions or request the match, visit the "dashboard" section of the website and click on

"my donation activity." On that page you will be able to edit your current payroll deductions.

Historical payroll givers must request a match from the Give Boldly program once in order to receive it. Once this initial match request is made, it will be rolled over until the payroll request is changed or cancelled.

How can I see my Give Boldly giving history?

All historical donations made after June 2018 are available in the "giving history" on www.ArcelormittalGiveBoldly.com. If you have questions about your giving history prior to this date, please email USACR@arcelormittal.com.

How does the annual program budget cap impact payroll deductions?

You are encouraged to enroll early, as the matching funds are available on a first come, first served basis. Once enrolled in payroll deductions, financial commitments will be noted in the annual budget to ensure that funds are available throughout the year for these matches.

Will my paycheck stub reflect all charitable giving to date?

The amount noted on your paycheck will only reflect the amount given through payroll deduction to date for that program year. Paycheck stubs will not reflect any donations you make via non-payroll (such as direct giving and credit card donations).

Employee eligibility

Who is eligible to participate in the ArcelorMittal Give Boldly program?

You must be an active, full-time employee and paid through a participating payroll system to participate in the ArcelorMittal Give Boldly program. Individuals that are *not* eligible include:

- Part-time, seasonal, per-diem, temporary, retired or contract employees or interns
- Spouses, surviving spouses or domestic partners
- Some expatriates may not qualify; please see your human resources department to confirm
- Employees not paid through a participating payroll system (participating payroll systems include ArcelorMittal USA, I/N Tek and I/N Kote and AM/NS Calvert)

Are new hires eligible to participate in Give Boldly?

Yes, employees are eligible to participate upon their first day of work.

What if my spouse or partner writes the donation check?

Donations are eligible to be matched if they were either made by the employee or made from a spouse/partner's joint banking account.

Will my personal information be shared?

Any personal information collected by the Give Boldly program administrator is used for the sole purpose of administering the program and ensuring a safe and secure transaction. This information will not be shared or sold for any reason.

When you participate in Give Boldly, you have the option to select a donor recognition level. You may select to provide your name and contact information to the recipient organization or to remain anonymous. If you have never selected to make your information available for payroll donations, the default action performed by the campaign is to release your zip code only. ArcelorMittal does not release any employee salary information.

Organization eligibility

What types of organizations are eligible to receive a gift?

Nonprofit organizations are recognized by the United States Internal Revenue Service as tax-exempt and designated a public charity under Section 501(c)(3) of the IRS Code or as an instrumentality of a federal, state or local government as provided by Section 170(c)(1) of the Code. Eligible organizations include but are not limited to: accredited colleges and universities; private and public elementary and secondary schools; civic, arts and culture organizations; health and human services agencies; and environmental organizations. The ArcelorMittal Give Boldly program will also match and/or deduct employee contributions to tax-exempt units of police and fire departments.

What is a 501(c)(3)?

501(c)(3) refers to a section of the Federal Tax Code which establishes the criteria for tax-exempt charitable organizations. A charitable organization must have 501(c)(3) status (and therefore be tax-exempt) in order to receive matching funds. If you'd like to check to see if an organization is classified as a 501(c)(3), visit www.irs.gov or contact the organization directly. Important note: not all 501(c)(3) organizations qualify for the ArcelorMittal Give Boldly program.

What types of organizations or gifts are not eligible for ArcelorMittal's Give Boldly program?

The following types of organizations or gifts are not eligible for ArcelorMittal's Give Boldly program:

- Gifts made by or through Community Trusts or similar organizations, including Charitable Remainder Trusts, Donor Advised Funds, or Family or Private Foundations
- Direct gifts not paid in full
- Gifts of real or personal property
- Bequests
- Donations to political organizations
- Gifts to individuals
- Religious organizations and groups which are denominational or sectarian in purpose such as churches, missionary groups, etc. (see specific question below)
- Organizations that discriminate on items such as race, color, ethnic origin, national origin, creed, religion, political belief, sexual orientation, marital status, age, veteran status, or physical or mental disability or any other status prohibited by law
- Government agencies (except police, fire departments and schools)
- Organizations whose purpose or methods of operation are deemed to pose a potential conflict of interest for the company
- Loans or investments
- Collective funds raised for sports events benefiting an eligible nonprofit such as golf tournaments, relays, races, walk-a-thons or bowl-a-thons (only personal donations to the nonprofit can be matched)
- Tuition fees, dues or other contributions for athletics, clubs, sororities, fraternities, alumni groups or similar
- Sporting events and sports clubs
- Spousal gifts

An employee's gift must be a contribution, made in good faith, as his or her own individual contribution. The Give Boldly program does not support a match to any gift by an employee who obtains gifts from multiple individuals through fundraising, i.e., collecting dollars for walk-a-thons, relays, online fundraising or other activities.

ArcelorMittal reserves the right, at its sole discretion, to deny match requests to any organization if it is determined that the organization is an inappropriate recipient of charitable funds. ArcelorMittal also reserves the right to change, append or terminate the Give Boldly program as conditions may warrant and to make all decisions regarding its interpretation.

Can I donate money to organizations located outside the United States?

Yes. However, the program will ensure that foreign organizations comply with ArcelorMittal's program guidelines and are considered charitable entities in accordance to their national standards. This application also takes into account the USA Patriot Act requirement and other compliance requirements.

Why aren't my contributions to my church eligible for a match or payroll deduction?

ArcelorMittal will not match an employee gift to a church, synagogue, mosque or other house of worship. However, ArcelorMittal may match a gift to a faith-based organization that has a 501(c)(3) status to support programs that: (a) are open to all individuals in the community regardless of race, creed or religious belief; (b) serve a secular purpose, such as a food pantry or homeless shelter; and (c) do not require participants to join in religious worship or doctrine as a condition of receiving the services that the charity offers. Examples of eligible faith-based organizations include Catholic Charities, Salvation Army, Lutheran Family Service and Jewish Community Foundations.

Why isn't a donation to a "Community Trust or similar organization" eligible?

The ArcelorMittal Give Boldly program only matches and/or deducts charitable donations made directly from an eligible donor's personal funds to an eligible nonprofit organization. A donation to a Community Trust or similar organizations has the potential to benefit the individual making the donation. As a result, these requests are reviewed on a case by case basis.

How do I determine the tax-deductible portion of my donation?

Only the tax-deductible portion of an employee donation is eligible for a matching gift. A charitable gift for which the donor receives nothing in exchange is 100% tax-deductible and eligible for a match. The portion of a charitable gift that covers any goods or services received in exchange for a donation is not tax-deductible or eligible for an ArcelorMittal match. Examples include: tickets, dinners, promotional items, subscriptions, dues, etc. The nonprofit can tell you what portion of your gift is considered tax-deductible if you are in doubt.

Process guidelines

How do I submit a request for a corporate match?

A corporate match must be requested through the Give Boldly portal. To access the portal's login page and for additional information, visit the Give Boldly website: www.ArcelorMittalGiveBoldly.com.

The portal will allow you to donate directly to an eligible nonprofit organization and request a match via credit card, PayPal or through payroll deductions. You can also visit this site to request a match for a donation you previously made to an eligible nonprofit within that calendar year. Additionally, this website will allow you to view the status of your payments and change or cancel payroll deductions. If you require a paper form, please email USACR@arcelormittal.com.

Please note that payroll givers must request a match from the Give Boldly program in order to receive it. Once this initial match request is made, it will be rolled over until the payroll request is changed or cancelled.

How do I log in to the new Give Boldly system for the first time?

First-time visitors will be asked to register for full access to the site by entering their username and a temporary first-time password.

Username*:

- Employee payroll ID/clock number
- Followed immediately by your two-digit birth month and two-digit birth date

For example, if your employee clock number is 01234 and your birth month and date is May 16, you would enter the following: 012340516

*AM/NS Calvert employees: your username is just your 8-digit ID.

First-time password:

- Home address zip code (5 digits)
- Immediately followed by an exclamation point (!)
- Immediately followed by your birth month, written out in characters (First letter uppercase, all other letters lowercase)

For example, if your home zip code is 60601 and you were born in May, you would enter the following: 60601!May

New password: Passwords must be at least eight characters in length, contain at least one upper case and at least one lower case character, contain one numerical digit and one special character. Employees are reminded to use a password they will remember or write it down in a safe and secure location. Once registered, you will be able to view your Give Boldly account immediately and complete a match request. Note that passwords will need to be updated every 90 days.

What is the direct link to the Give Boldly portal login page?

To directly go to the Give Boldly portal login page, visit: <https://arcelormittal.benevity.org>.

The portal can also be accessed by going to www.ArcelorMittalGiveBoldly.com and clicking through to the login page.

When will the organization receive my money?

Give Boldly (payroll donations, direct donations and corporate match) disbursements will be made on a monthly basis to nonprofit

organizations.

Can I obtain a document for tax purposes?

Tax receipts are available once an online donation has been made. To view your tax receipt on the Give Boldly portal, click on "my profile," then "giving," then "donation receipts." Receipts can be downloaded and printed from this page. Tax receipts for payroll donations can be downloaded at any time on this website.

Note that the Give Boldly vendor utilizes a donor advised fund to disburse donations to your selected nonprofits. The name of this donor advised fund will be listed as the recipient of your donation for the purpose of your tax receipt. All donations made to charities within the U.S. will be made through the American Online Giving Foundation and all international donations will be made through the United Kingdom Online Giving Foundation.

How much time do I have to request a match once I've made a donation?

All match requests for contributions you made directly to a nonprofit must be received before December 31 of the year that the gift was made. The program will restart on January 1 of the following year for gifts made within that calendar year. It is also important to remember that the program is offered on a first come, first served basis. Once the matching gift budget is met, the program will close for that year. Therefore, we encourage you to apply for a match as soon as the eligible gift is made.

Why is it necessary to provide the exact date of my gift?

ArcelorMittal requires the exact date of the gift in order to determine if the gift is eligible to be matched. ArcelorMittal's policy is not to match gifts that are requested after December 31 of the year the gift was made.

What does the section of the website labeled "My Funds" mean?

In addition to making direct donations to nonprofit organizations through the Give Boldly website, you can also add money to your "My Funds" account. Once you do so, you will be automatically charged the selected amount and you will be able to download a tax receipt. However, you can wait to decide when and where to donate these funds until a later date. These funds will be matched when donated to eligible nonprofits. You can also use the "My Funds" option to buy Give Boldly gift cards – see below.

What are Give Boldly gift cards and what does it mean to send one?

At any time, you can choose to give a virtual Give Boldly gift card to any individual, including ArcelorMittal employees and non-employees. Gift cards allow you to gift charitable dollars to another individual who can direct the funds to the eligible nonprofit of their choice. When you give a Give Boldly gift card, you choose the amount and the individual recipient. The individual will receive an email notification and be directed to our public Give Boldly portal (<https://arcelormittal.benevity.org/community>) in order to select the charity of their choice to receive the funds.

Note that donations of gift cards are not eligible for matching funds. While the employee donor will receive a tax deduction for the gift, the recipient does not receive a tax deduction.