



What Matters 2U Rewards Conditions & Procedure



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1. Introduction

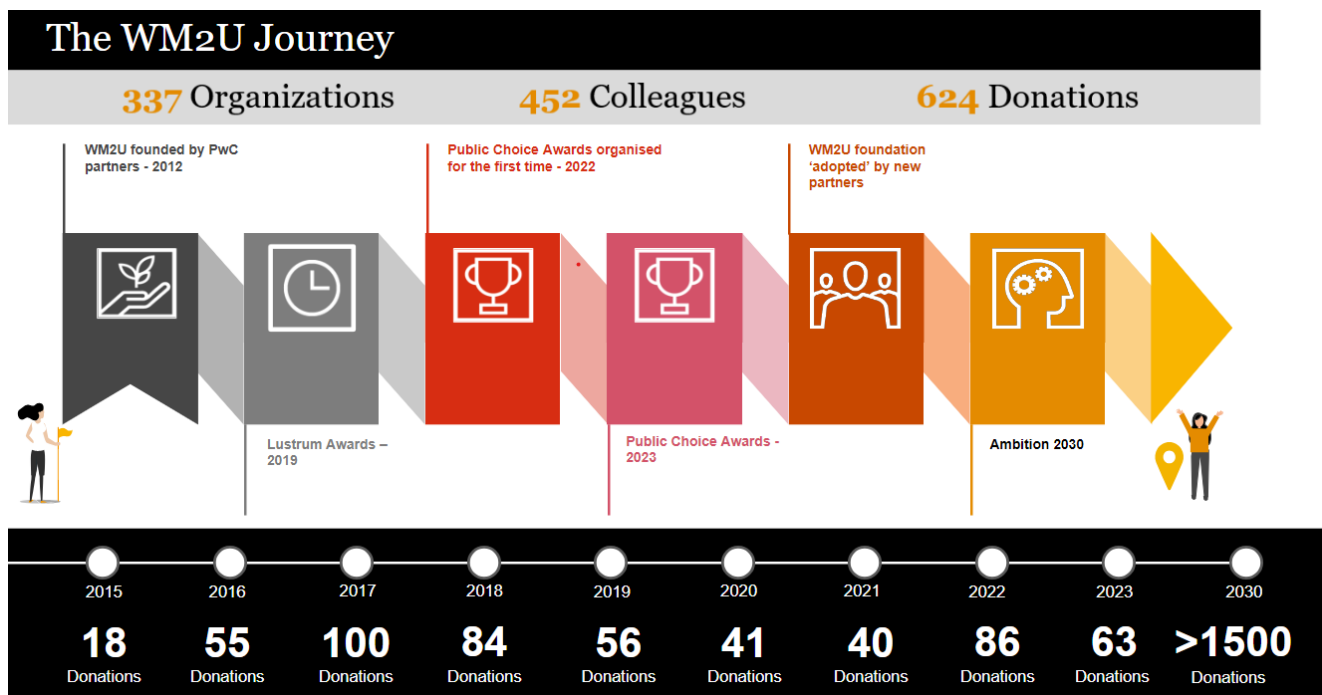
PwC appreciates the social commitment of their employees and their willingness to volunteer for good causes in their spare time. PwC would like to reward the efforts of these employees with a financial contribution for the good cause where the employee is volunteering. That is why the partners of PwC established the What Matters 2U (WM2U) foundation in 2012, which presents two types of Rewards: the What Matters 2U Action Rewards (€250) and the What Matters 2U Donations (€1,000). The WM2U foundation depends on PwC partners and employees for its financial resources but is independent of PwC in the decision it makes about applications.

We have described the various Rewards in chapter 2. Chapter 3 then highlights the conditions for your application. Finally, a step-by-step approach has been adopted to explain the application procedure for a Reward.

If you are curious about the experiences of your colleagues, you can watch a video [here](#).

Questions about the conditions and/or procedure? Then contact:

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1. Rewards

The two types of Rewards are explained below including a few examples.

2.1 What Matters 2U Action Rewards

Employees who commit themselves to a social initiative or event by a social organization on **one occasion**, can qualify for a What Matters 2U Action Reward. The foundation will donate the sum of €250, - to the concerned organization if the conditions have been met.

Here are a few examples:

Taking part in a sponsored run, caring for the elderly during events at a care home, playing songs at a radio station in return for donations to a national charity appeal, giving a charity concert, taking part in the ALS City Swim or acting as play supervisor during a sports or games day for children from under-privileged areas.

2.2 What Matters 2U Donations

The What Matters 2U Donations are presented to employees who **actively** dedicate their time to a social organization. If the conditions are met, the foundation will donate the sum of > €1,000 to the concerned social organization.

Here are a few examples:

Reading to children with a language deficiency, supervising a winter sports holiday for the disabled, being the treasurer of a foundation that is dedicated to vulnerable children, organizing activities for asylum seekers or organizing a sports event for school children at a sports association.

3 Conditions

You must meet a few conditions to be considered for a What Matters 2U Action Reward or Donation. Firstly, the organization you help must be a social organization with a widely supported social objective. Depending on the type of work you carry out, you can then apply for a What Matters 2U Action Reward or Donation using the concerned [application form](#).

In addition, the general terms & conditions (see paragraph 3.3) are applicable.

3.1 Social organizations

The WM2U Rewards are intended for colleagues (up to director level) who dedicate their spare time to organizations or associations that serve a widely supported social objective. Social organizations include, for example, charity organizations, development aid organizations, cultural institutions, interest groups, social enterprises, or membership organizations. Associations can also serve a social objective. For example, sports associations or music associations play a significant role in the development of young people. Society benefits greatly from the sports, games and musical activities organized by associations. Organizations or associations with a specific objective will not be considered. This includes objectives that are too closely linked to promoting the ideas of a religion, (political) conviction or group, whereby they cannot be classed as widely supported social objectives.

Finally, it is worth mentioning the following:

- The organization or association should primarily be **non-profit**. An element of profit can be present for social enterprises, but priority must be given to the social objective.
- **ANBI status** is not mandatory for social organizations. Institutions with this status dedicate at least 90% of their efforts to the public interest (see the website of the Tax Authority for a more detailed explanation).
- A social organization does not need to be **an SBBI**. SBBI stands for social advocacy institution (see the website of the Tax Authority for a more detailed explanation).
- The organization or association must be registered with the Chamber of Commerce and must have existed for quite some time.
- The finances of the organization must be properly documented, and it must be of irreproachable conduct.

3.2 Your contribution

- **What Matters 2U Action Rewards:** You must commit yourself to a social organization or association on **one occasion**. This means you dedicate your time to one social initiative or event that is being organized by or on behalf of the organization. The following additional conditions will apply if the application is submitted for an association:
 - You have a structural role within the organization. For example, you are a board member or committee member.
 - The Reward is requested in relation to a specific 'social' activity or objective of the association. This means the Reward is requested for something that falls within the association's regular activities and not only benefits members of the association. A social activity is thus defined as a non-regular activity where non-members also play a significant role. The board will determine whether this condition has been met.
- **What Matters 2U Donations:** You are **actively** involved in a social organization. This means that, at the time of application, you will have performed (or will be performing) a total of over 40 hours of volunteer work per year for your social organization. The following additional conditions will apply if the application is submitted for an association:
 - You have a structural role within the organization. For example, you are a board member or committee member.

- The Reward is requested in relation to a specific 'social' activity or objective of the association. This means the Reward is requested for something that falls within the association's regular activities and not only benefits members of the association. A social activity is thus defined as a non-regular activity where non-members also play a significant role.

3.3 General terms & conditions

Besides conditions for non-profit organizations and your contribution, your application will also be subject to a few other general terms & conditions:

- You must not receive any form of **remuneration** for your contribution, in monetary or other form. However, you are allowed to, for example, receive a kilometre allowance or a Christmas hamper.
- You must still be **employed** by PwC when the donation is presented. If you have a temporary contract, your application will only be considered if your contract lasts at least six months.
- If you are taking **a sabbatical or maternity leave**, your application will only be considered if you intend to return to work afterwards.
- You cannot request the same Reward **several times** for the same activities in one calendar year. However, you can request the same Reward for the same activities in consecutive years if the conditions have been met. To make sure that social organizations do not become reliant on the donations of WM2U, it has been decided that a Reward can only be requested for 3 consecutive years. A gap of one year will then be implemented. This condition will apply as of January 2024.
- **No more than €3,000** in Rewards can be presented to each organization in a single calendar year. This means a maximum of 3 applications for What Matters 2U Donations, from different PwC professionals, for the same social organization can be approved in one year (or maximum 12 applications for What Matters 2U action Rewards).
- The amount cannot be transferred to a personal bank account.
- The decision whether to award the grant is entirely up to the WM2U foundation's considerations.
- Your contribution as volunteer must meet conditions in the **PwC Global Independence Policy**. More information about this can be found under 'Personal independence' on the Spark page of NL Compliance & Independence Office (NLCIO). You can also contact NLCIO directly via: NLCIO@nl.pwc.com or 088 792 8769.

4 Procedure

Each step of the application process has been explained below.

Step 1	You complete the application form for a Reward.
Step 2	You submit the application form before the following dates: 31 March / 30 June / 30 September / 31 December
Step 3	CP office checks whether your application meets the formal conditions and whether your application is complete. <ul style="list-style-type: none">• If so, your application will be presented to the board of the What Matters 2U foundation for evaluation. You will be informed of this via e-mail.• If not, you will be sent an explanation by e-mail. If possible, you will be given the opportunity to revise your application if necessary and re-submit it.
Step 4	The board of the What Matters 2U foundation will evaluate your application during its next meeting. The board meets four times a year. Possible decisions: <ul style="list-style-type: none">• Award.• Provisional rejection. Your application does not yet meet all conditions. You are given the opportunity to revise your application if necessary.• Rejection.
Step 5	CP office notifies you of the board's decision via e-mail. You will receive an explanation in case of provisional rejection or rejection.

Step 6	If a What Matters 2U Action Reward or a What Matters 2U Donation is approved, CP office will inform your organization about the donation by letter.
Step 7	Your social organization receives the donation from the What Matters 2U foundation.
Step 8	The awarding of a What Matters 2U Action Reward or a What Matters 2U Donation will also be shared internally with the BU.