



CHARITABLE GIVING GUIDELINES

Together as ONE, opening doors for those in need, making a positive impact and difference in the lives of the communities where we live, work and play.

Philanthropic Vision: Realty ONE Group Cares Foundation is committed to strengthening communities with programs that dedicate our time and talent to bring positive, lasting change to children and families around the world together as ONE.

Funding Priorities: Realty ONE Group Cares Foundation focuses its charitable giving primarily in three areas, with an emphasis on underserved populations: Community, Education and Volunteerism, as further described below.

Realty ONE Group Cares Foundation receives an extraordinary amount of requests for cash and in-kind donations, numbering many more than Realty ONE Group Cares can accommodate. These guidelines are designed to assist organizations in understanding the company's charitable priorities. However, Realty ONE Group Cares reserves the right (in its sole discretion) to make all determinations regarding the organizations and programs to which it will provide support. When a request is denied, it does not imply that the applicant's program is not vital or valued. It may be that the request does not fall within these Guidelines or focus areas, or that available funds for the relevant period have been committed to other worthy programs. Realty ONE Group Cares cannot accommodate every request, and accordingly, it is inevitable that even requests that are consistent with these Guidelines will not be granted.

Generally, Realty ONE Group Cares does not consider unsolicited requests for financial support. In addition to direct contributions, Realty ONE Group CARES supports charitable organizations through #GiveONEBack and Realty ONE Group Cares projects and Realty ONE Group Cares Associate Volunteerism Program under Realty ONE Group Cares Foundation.

These Guidelines may be modified at any time without advance notice. Realty ONE Group Cares reserves the right to change, suspend, revoke or terminate its charitable giving at any time, and to deviate from these Guidelines at its own discretion.

Financial and in-kind support is focused on the following areas:

- 1) **Community:** Realty ONE Group Cares is committed to strengthening communities by providing hope, happiness and comfort to children and families within our communities together as ONE.

What we fund

- a) U.S. Military/Veteran Families: Provide support to organizations that create opportunities for and provide comfort to U.S. military personnel and veterans and their families.
- b) Disaster Preparedness and Relief: Help kids and families prepare for disasters and provide support to communities impacted by disasters where Realty ONE Group does business.
- c) Children's Specialty Centers: provide hope, strength and joy to kids faced with illness.
- d) Child abuse and neglect shelters and programs: Help at-risk children and their families that are impacted within our communities.

- 2) **Education:** Realty ONE Group Cares seeks to build partnerships with local underserved public schools to bring positive hope and happiness to children.

Scholarships – Program Requirement

Through our Scholarship program, Realty ONE Group Cares gives scholarships to children of Realty ONE Group Associates and local children within our communities. Children are eligible for one scholarship per year. The awarded scholarship of \$300 to \$1,000 supports higher education in university programs and books, or real estate school.

What we fund

- a) Educational Giving Program: Collaborate with underserved public schools where Realty ONE Group does business to provide needed school supplies.
- b) Youth Development: Providing tools and resources to help young people become successful.

- 3) **Associate Volunteerism:** Realty ONE Group Company seeks to strengthening communities by dedicating our time and talent to the communities where we live, work and play.

Associate Volunteerism – Program Requirement

Through our Associate Volunteerism program, Associates request for direct contribution to nonprofit organization must log 40+ volunteer hours for funding request to be considered. Only one request per approved 501 (c)(3) nonprofit charitable organization will be accepted within any 12-month period for direct contribution. We are not able to offer complimentary hotel, travel arrangements, merchandise items, or other forms of donations.

Organization Requirements

Realty ONE Group Cares only considers organizations meeting the following eligibility criteria:

- Organizations based in the United States must be verifiable through the Internal Revenue Service (IRS) Exempt Organizations.
- Organizations must represent that they operate within the parameters of all applicable laws, including the U.S. Patriot Act and all applicable laws and regulations in countries where program support is provided.
- Organizations must represent they do not discriminate in employment practices or services on the basis of race, religion, color, sex, national origin, age, marital status, mental or physical ability, sexual orientation or gender identity.

Ineligible Organizations

As a standard practice, Realty ONE Group Cares does not support and considers ineligible:

- Organizations or public benefit programs that do not qualify as tax-exempt under Section 501(c)(3) of the U.S. Internal Revenue Code are determined ineligible.
- Organizations that operate or support activities counter to the policies of The Realty ONE Group Company.
- Educational organizations, including private schools and non-public school districts, that have not been, or would not be, granted tax-exempt status under IRS Section 501(c)(3) .
- Private foundations (non-public charities, including personal and corporate foundations).
- Recreational, sporting or athletic associations unless serving special needs or underserved populations.
- Faith-based organizations or religious programs whose principal purpose is promulgating a particular religious faith, creed or doctrine and, whose programs do not serve the broader public regardless of religious belief.
- Organizations seeking underwriting solely for advertising.

Generally Ineligible Requests

When evaluating requests, Realty ONE Group Cares will generally *not* support the following:

- Unsolicited requests to support dinners, conferences, seminars and workshops, unless there is a direct relationship to Realty ONE Group Care's charitable goals and strategies.
- Requests that solely focus on payment of group or individual travel expenses such as team-based competitions, illness or hardship.
- Unsolicited proposals for campaigns to eliminate or control specific diseases.
- Publications, films, television programs and other media production.

Donations – Restrictions

A nonprofit organization becomes eligible for local community grant funding after Realty ONE Group Associate's invest 40 hours or more of community service towards its program.

Ineligible Uses and Recipients

- Sponsorships or donations for individuals, teams or organizations raising funds on behalf of another benefiting group (e.g., walk-a-thons, contests, pageants, scholarships, or ambassador programs).
- Activities or efforts such as competitions, recognition events, holiday parties, door prizes, giveaways, and reward or other incentive programs.
- Donations must be made directly to the charitable organization and not to an alternative delivery address.
- Donations for families or individuals.