

Akzo Nobel

Employee Matching Gifts Plan



This plan is designed to encourage employees of Akzo Nobel to give financial support to certain non-profit organizations of their choice.* Akzo Nobel's matching contributions will be made without restriction and may be used by the recipients in their sole discretion for the purposes they determine most desirable. Under this plan, Akzo Nobel will match dollar-for-dollar the tax-deductible portion of the individual gift(s) of its eligible employees to qualified institutions and organizations in the amounts of \$25 to \$3,000 per donor per year, subject to the conditions herein.

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Employee Matching Gifts Plan

1. Eligible Participants

All regular, active full-time employees of Akzo Nobel Inc. and its operating companies located in the United States are eligible to participate in the plan.

2. Eligible Organizations *

The following institutions and organizations are eligible for matching funds under this plan provided that on the date of the gift the recipient organization is recognized as a tax-exempt, non-profit organization under Section 501(c)(3) of the United States Internal Revenue Code and that contributions are deductible by the donor for Federal income tax purposes. Organizations will provide verification of status. Institutions must also have full-time, paid professional management and be nonsectarian, nonpolitical and open to full nondiscriminatory public participation.

A) Colleges, universities, high schools and primary schools – Accredited, degree granting two- or four-year private or public colleges or universities, graduate schools, or dental, law or medical schools and high schools and primary schools located in the United States. Gifts also will be matched when made to a properly certified alumni fund, foundation, or subdivision of the school, qualified to receive gifts for the school and its educational program. A donor is not required to be an alumnus of the school receiving the gift.

B) Public radio and/or public television stations listed in the Corporation for Public Broadcasting Directory.

C) Museum of art, history or science, aquariums, planetariums, botanical gardens, and zoos

D) Historical societies and historic preservation organizations

E) Private and public libraries, provided the public library has established a 501(c)(3) or equivalent entity for the collection of privately solicited contributions

F) Performing arts groups such as orchestras, theaters, opera and dance companies, and performing arts and cultural centers (excluding amateur, recreational and volunteer groups)

3. Liability

Akzo Nobel Inc. reserves the right to limit its liability for matching contributions on behalf of Akzo Nobel Inc. and its operating companies at any time. Payments will be made in the order received on the attached form.

4. Conditions

Gifts may be made to one or more organizations with a minimum of \$25 and a maximum of \$3,000. Any number of gifts may be made aggregating to not more than \$3,000 per employee annually. Pledges, notes, payments for student fees, alumni dues, etc., will not be matched. Gifts may be made from a personal charitable trust if established by the employee and/or spouse.

To qualify for gift matching, each contribution must be the unrestricted personal gift of the employee in cash or securities. If the gift is made in securities, the quoted market value as of the date contributed will be matched in the same manner as cash. In the event that the security is not freely traded or is not traded on the date the gift is made, the responsibility will be upon the donor to establish to the satisfaction of the company the cash value thereof.

Institutions and organizations that meet the specific criteria listed herein are considered for participation, but Akzo Nobel Inc. solely makes the determination of an institution's initial and continuing participation and reserves the right to request any supporting documentation it considers necessary.

If a matching gift is at any time found to have been generated by an ineligible individual or organization, Akzo Nobel Inc. expects return of the gift.

Akzo Nobel Inc. determines the interpretation, application and administration of this plan, which may be amended, suspended, revoked or terminated at any time.

5. Procedure

An employee who wishes to participate in the *Employee Matching Gifts Plan* should follow the instructions contained in the form that appears on the opposite page. Requests for additional information, copies of this form, and all correspondence relating to this plan should be sent to:

Akzo Nobel Inc.
Employee Matching Gifts Plan
525 West Van Buren
Chicago, IL 60607-3823

Donor _____
Date _____ Amount \$ _____

(Organization may retain this page for future reference)

Instructions:

The employee completes Section I by printing or typing and forwards this entire folder with his/her contribution to the designated institution/organization no later than December 31 in the year the gift is made.

Upon receipt of the contribution and this folder, the recipient is requested to complete Section II and mail this form to Akzo Nobel Inc. prior to January 31 of the year following the date of the employee's gift. Matching grants will be distributed on or prior to April 15 for gifts made during the preceding calendar year.

Section I (To be completed by employee – Please print or type)

Date of Gift _____, _____

Attached is my personal gift of \$ _____, or _____, shares of _____
(DESCRIPTION OF SECURITIES)

having a quoted market value of \$ _____ on the above date, to _____

(NON-PROFIT INSTITUTION/ORGANIZATION)

located at _____
(ADDRESS)

The above institution/organization is requested to report my gift to Akzo Nobel Inc. in order that a matching contribution may be made by Akzo Nobel Inc. Please complete Section II and forward this form in accordance with the above instructions.

Name of Employee: _____
(PLEASE PRINT OR TYPE)

Home Address: _____

Operating Company _____ Location: _____

(EMPLOYEE SIGNATURE)

Section II (To be completed by a designated official of the above named organization – Please print or type)

I hereby confirm that the above gift of \$ _____, or _____, shares of _____
was received by _____

(NAME OF INSTITUTION/ORGANIZATION)

on or about _____ and that this organization qualifies as a 501(c)(3) organization under the Internal
(DATE)

Revenue Code and that contributions made to it are deductible by the donor for Federal Income Tax purposes. Please attach verification of your 501(c)(3) status.

(SIGNATURE AND TITLE OF OFFICIAL)

(MAILING ADDRESS)

(TYPE NAME AND TITLE)

(CITY)

(STATE)

(ZIP CODE)

(TELEPHONE)

When completed please mail to:

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**You will note that, as in the past, the program matches employees' gifts to various charitable organizations primarily in education, the arts, and other cultural areas. We receive questions from time to time about why organizations such as the American Cancer Society and others of that type are not included. The rationale is that Akzo Nobel already makes sizable contributions each year to organizations of that kind, some examples being the American Cancer Society, the American Heart Association, the Aids Foundation, UNICEF, and the Greater Chicago Food Depository. As well, many other organizations benefit greatly through Akzo Nobel's involvement with the United Way campaign.*

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For further clarification on the Akzo Nobel Employee Matching Gifts Plan, please contact your site Human Resources department.

(Revised 1/2003)