

Introduction

The IFF Matching Gifts Program (the “Program”) provides an opportunity for all non-employee IFF directors and eligible employees to join the Company’s continuing effort to assist educational, arts and cultural, civic, and health and welfare institutions. The Program is a voluntary one designed to provide participants with an additional incentive to make periodic contributions benefiting eligible organizations of their own choosing.

Under the Program, the IFF Foundation will match eligible contributions on a 1:1 basis up to an aggregate of \$10,000 per director or employee per calendar year. To be eligible to receive a matching contribution for a contribution made by a donor during a prior calendar year, the IFF Foundation must receive the Matching Gift Form completed by the charitable recipient organization no later than March 1. Contributions may be made by cash, check or credit card or by negotiable securities that have a publicly listed market value. A gift of securities will be valued on the date the gift is made.

Eligible Individuals

Individuals eligible for the Program are non-employee directors of IFF and US-based active non-union full-time employees who have completed at least one year of Company service.

Eligible Organizations

Any non-profit, non-religious, non-political, non-fraternal charitable health care, education, civic and cultural organization is eligible for the Program, provided it is located in the United States, recognized as tax exempt by the Internal Revenue Service under Section 501(c)(3) of the Internal Revenue Code, and is not a private foundation. Public elementary and secondary schools are also eligible.

Examples of Eligible Organizations

- Eligible health care organizations include: hospitals, hospices, psychiatric/mental health organizations, ambulatory care facilities, long-term convalescent facilities, as well as a range of national and local health-related organizations, including those whose programs relate to specific diseases.
- Eligible educational organizations include: accredited graduate and professional schools, colleges and universities and private secondary schools, private or public elementary and pre-elementary schools, as well as a range of national and local education-related organizations, including those that provide education for mentally or physically challenged children, who, by reason of the nature of their handicap, are not able to participate in accredited school programs.
- Eligible civic organizations include: a wide range of national and local civic and social service groups, such as community recreational centers, programs for the elderly, halfway houses, women’s centers, drug/alcohol rehabilitation projects, youth programs, conservation groups, legal assistance centers, programs for the physically and/or mentally challenged, vocational/technical training and non-academic research organizations.
- Eligible cultural organizations include a wide range of organizations available to and operated for the benefit of the general public, such as aquariums, arboretums, art galleries, arts councils, botanical gardens, cultural/performing arts centers, dance companies, film societies, historical

societies/restorations, libraries, museums, music/choral groups, opera companies, orchestras, planetariums, public broadcasting television and radio stations, theater companies and zoos.

Restrictions and Non-Eligible Gifts

The IFF Foundation will **NOT** contribute matching funds in the following circumstances or to the following organizations:

- Gifts to organizations that do not have a 501(c)(3) exemption, except for public schools
- Gifts to any institution whose policies are anti-business and/or inconsistent with national equal opportunity policies
- Gifts to any institution or organization that supports or whose policies encourage activities that are inimical to the interests or threaten the security of the United States or the safety of its residents or citizens, wherever in the world they may be located
- Gifts in kind (i.e., property other than cash or securities, including gifts of services, materials, supplies or pledges)
- Gifts made from or to private foundations or trusts
- Individual, family or group memberships in organizations
- Gifts in lieu of tuition, books or other student fees, dues paid to national or local alumni groups, or subscription fees for publications
- Gifts made with funds provided to the employee for donation purposes by other individuals (pooled funds)
- Gifts to individual research projects, or to individual professors, teachers or other staff employees
- Payments of insurance premiums under which the educational institution or other organization is beneficiary
- Gifts for athletic scholarships, activities and facilities
- Memberships, dues, fees, admissions, ticket purchases or subscriptions for arts and cultural institutions or publications
- Gifts to religious, political, fraternal and social organizations, to political candidates or to support specific legislation
- Unpaid pledges
- Gifts intended to fulfill a person's pledge, tithe or other religiously-related financial contributions
- Tickets for benefit dinners or events
- Gifts made by spouses or surviving spouses

Making a Contribution

To make a contribution, an eligible person should complete the "Donor" portion of the attached Matching Gift Form and send it with his or her contribution to the institution to which the individual is making the contribution. The institution should review the "Donor" portion (Form A) of the Matching Gift Form, complete the "Recipient Organization" portion (Form B) of the Form and send the entire form to:

**IFF Foundation
521 West 57th Street
New York, New York 10019-2960**

Prior to year-end, the eligible director or employee should submit a copy of the form with Part A completed to the IFF Foundation, 521 West 57th Street, New York, NY 10019. However, to be eligible to receive a Matching Contribution for a contribution made by a donor during a prior calendar year, the IFF Foundation must receive the Matching Gift Form, completed by the "Recipient Organization", no later than March 1.

Administrative Conditions

The IFF Foundation will determine whether each contribution is eligible for matching funds.

IFF reserves the right to change, suspend or discontinue the Program at any time.

