



FOR INTERNAL USE AND DISTRIBUTION ONLY

September 16, 2024

Dear Rain Carbon Colleagues,

In the coming weeks, we will kick off the annual United Way campaign at each of our U.S. locations. I encourage you to continue your generous support of the important work and mission conducted by this organization.

In 2024, Rain employees pledged \$156,287, which is a slight reduction over last year. However, with our company's 50% match totaling \$234,430, we will have donated more than a quarter of a million dollars to fund many United Way programs that are vital to our communities. Our level of giving in 2024 has been the result of participation by 88% of our U.S. employees – including, 100% participation by employees in Purvis, Robinson, Covington and Lake Charles plant and lab.

As in previous years, Rain Carbon will contribute 50 cents for every dollar donated to United Way by our employees. In addition, Fair Share contributors who pledge at least 1% of their annual salaries to support local United Way activities such as the ALICE (Asset Limited, Income Constrained and Employed) campaign, which assists people in our communities who are just one emergency from falling into poverty, will receive one bonus day of vacation in 2025, and they will be entered into a drawing for an additional three days of vacation in 2025.

Thank you in advance once again for your ongoing generosity and support of our Community Involvement Building Block for Success. By working as One Rain Carbon, we will continue to positively impact the people in the communities where we operate.

Sincerely,



Gerry Sweeney  
President