



Charitable Giving and Community Investment Practices

This document outlines our framework for charitable giving at GAIA Insights and forms part of the mandatory onboarding plan for new employees. It is shared and discussed with all employees at least once a year.

Intended Social and Environmental Impact of GAIA Insights' Philanthropy

There are three specific areas that we support with our charitable giving. These areas are directly linked to the pillars of our brand:

- People
- Planet
- Purpose

The positive impact we intend to have with our charitable donations is to improve education and living standards, to support environmental protection, to improve leadership skills and to raise awareness for a holistic and conscious lifestyle.

Organizations We Support

People: PLAN International, SOS Children's Villages

Planet: WeForest, TheOceanCleanUp, WWF

Purpose: GAIA Gives

Donation Timing and Volume

GAIA Insights gives annually to a select number of charities. The exact amount depends on the company's financial situation at the time.

Selecting Recipients

Occasionally, GAIA Insights employees participate in the selection of charities to receive our annual donations. Once we have a shortlist of potential charities, we do our due diligence and check the background of the charities (that they are properly registered and still in existence and have not received any bad press recently) to ensure they are legitimate.

In-kind Donations

In-kind donations include GAIA Insights' continuous support of the GAIA Gives association.

If you have any questions, suggestions or recommendation on how to approach this subject in the GAIA Insights workplace, don't hesitate to contact our People & Culture team.