



## GIVING BACK POLICY

stok's purpose is to boldly catalyze an environmentally restorative and socially equitable world. We are able to achieve this through the work we do with our paying clients as well as through unpaid work with partner organizations who have aligned visions.

At our core, we believe that giving—in all of its forms—is vital to our company's balance and overall health. We see that there are three main types of giving: time, treasure, and talent: "treasure" is considered monetary giving and "talent" is our expertise and skills. Giving in these ways provides a means for stokers to do meaningful work in areas we care most about—thereby energizing the core self of each individual; deepening the connection between our company and our community; and contributing to global good.

The Giving Back Committee engages the entire organization to keep a pulse on issues that matter most and then structures activities and efforts around these interests. We recognize that there is good work that needs to be done across the spectrum of giving—from tackling the root causes of problems; to pointing out and taking on the elephant in the room; to fixing effects of broken environmental and societal systems—and we structure events that address this spectrum. We identify BIG solutions we are capable of giving to BIG problems in both social and environmental realms at local and a global levels. We measure the results of our giving through the most compelling metrics.

stok supports these efforts by giving each team member 4 full days off per year to participate in volunteering events, whether organized by the Giving Back Committee or not. We also pledge to donate 2% of the organization's before-tax profits to IRS registered charitable or not-for-profit organizations.