

a message from

## Dave Robertson

President & COO, KII

We continue to be concerned about, and focused on, helping employees affected by the catastrophic events in Eastern Europe – especially those from Ukraine. Koch companies are working closely with several organizations in the region to coordinate assistance for much-needed humanitarian aid.

Koch Industries has committed more than \$350,000 to the Koch Employee Assistance Fund, which provides immediate financial aid to employees and contracted employees affected by the events in Ukraine. Employees eligible for support are working directly with their local human resource contacts.

Many of you have expressed concern over the humanitarian crisis in Ukraine and neighboring countries and asked how you can help. If you would like to personally donate to the Koch Employee Assistance Fund, your contribution will help qualifying employees receive support for food, clothing and other basic needs.

[Donation \(U.S.\)](#)

[Donation \(Non-U.S.\)](#)

You can also text “KEAF” to [REDACTED] to make a donation. All donations to the Koch Employee Assistance Fund are tax-deductible in the U.S.

In addition, below are several relief organizations actively providing humanitarian aid; however, we are unable to confirm that your donations to any of these will go immediately to the region.

Red Cross

Polish Humanitarian Action

UNHCR

We remain united in our support for all employees, their families and colleagues who are affected by this conflict.

Sincerely,



*Note: Russian citizens interested in donating need to check if current banking, finance systems or other potential limitations in force would allow such transactions.*



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