

a message from

Dave Robertson

President & COO, KII

Situation in Eastern Europe

We are closely monitoring the tumultuous events in Eastern Europe and are deeply concerned about their effects on Koch company employees — especially those who have family, friends and colleagues in the region.

Times like these can take a profound mental and physical toll. Because the health and safety of Koch company employees and their families is our top priority, we want to make sure you're aware of the resources available to you.

Our Employee Assistance Program provides 24/7 professional resources to all Koch company employees. Visit the [Global EAP site](#) for details on these assistance programs.

In addition, we will be providing immediate financial support through the Koch Employee Assistance Fund to employees directly affected in Ukraine.

As we continue to monitor the situation and its humanitarian effects, we will suggest organizations that employees can consider supporting to help address developing needs.

Thank you for your continued perseverance and commitment to our colleagues, friends and families.



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