

IV. The Elsevier Foundation Matching Gift program

To support community engagement, the Elsevier Foundation provides annual matching funds to charitable organizations supported by Elsevier employees. Each year, we earmark \$200,000 to match employee’s individual and group donations to eligible non-profit organizations around the world. This fund is also used to support global disaster relief efforts championed by Elsevier colleagues. By matching employee gifts, both employee and Foundation resources are leveraged for maximum community benefit, ensuring that colleagues feel connected to the world around them.



“The Matching Gift makes it possible for colleagues to play a positive role in their local and global communities. Whether colleagues are doing charity runs or holding book sales, fashion days, pub quizzes or simply giving quietly under-the-radar, Elsevier employees’ generosity is overwhelming and their fundraising impressive..” — YLANN SCHEMM Director, The Elsevier Foundation

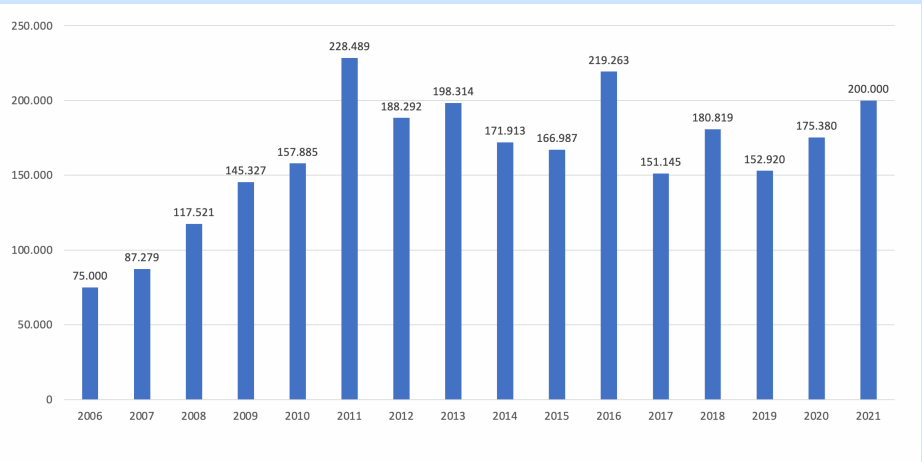
In March 2022, the Elsevier Foundation joined the RELX divisions’ Employee Giving Program (Lexis Nexis Legal and Professional, Risk Solutions and Reed Exhibitions) migrating our Matching Gift offering to the Benevity platform for charitable donation-management. As a new Matching Gift vendor, Benevity will offer significant economies of scale and expanded international giving. Benefits include:

- Single, consistent culture of giving worldwide
- Opportunity to manage giving campaigns across the company
- Direct payroll giving
- Integration into Elsevier’s Workday HR platform
- Reduced and streamlined approvals
- Centralized reporting

“One of things I love about Elsevier is the opportunity to stretch my donation funds further with the gift matching benefit. Our new Employee Giving platform not only makes this process simpler but it enables you to increase the impact of your donation. There are so many in need and Elsevier is answering the call to amplify our charitable donations.” — KEVONNE HOLLOWAY, Managing Director, Global Content Partners, Elsevier



Overview of Matching Gift expenditures 2006-2021



Breakdown of 2021 Gift Matching

US Gift Matching

- Individual level: \$35,000
- Office level: \$20,000

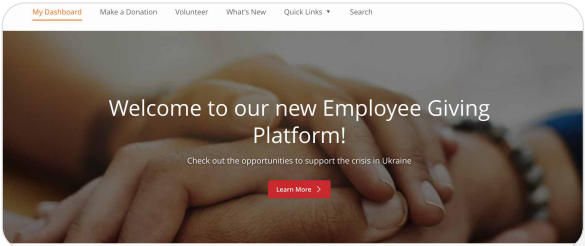
International Gift Matching

- Individual: \$14,000
- Office level: \$10,000
- Exchange rate fees: \$4,000

Admin costs

- \$19,000

The table presents an overview of over a decade of Gift Matching. The spike in 2011 reflects a large scale response to the earthquake and Fukushima disaster relief efforts in Japan; while the spike in 2016 was due to an additional \$20,000 in disaster relief to the Red Cross for the Louisiana flooding. The US matches also continue to comprise about 90% of all matches.



Our new Employee Giving platform

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I am delighted to let you know about our new **Employee Giving** platform which we’re sharing with colleagues across RELX. This is where all employees* can have their charitable donations gift matched by the Elsevier Foundation up to US\$1,000 per year*.

Did you know?

Over the last three years, Elsevier has matched over **US\$470,000** of colleague donations.

This is now easier than ever with our new platform where you can simply donate directly to your favorite charity³ through the platform as well as request matches to donations you’ve made elsewhere through the Elsevier Foundation. It’s all accessed through SSO (Single Sign On), can be found by searching for ‘Matched giving’ on PeopleHUB, and you only have to choose a few setting options the first time you go in.