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| <b>POLICY #: 115</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>TITLE: Family Engagement and Education</b>                                       |
| EFFECTIVE DATE: June 25, 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | REVISED DATE: New                                                                   |
| MANAGED BY: Operations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | APPLIES TO: Board                                                                   |
| APPROVED BY: Board                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | SIGNATURE: <u>Jay Gibbons</u><br><small>Jay Gibbons (Jul 2, 2025 09:53 EDT)</small> |
| <p><b>PURPOSE:</b></p> <p>Rasmuson Foundation (the “Foundation”) is an Alaska-focused family philanthropic organization that works to empower Alaskans through its investing, connecting and convening.</p> <p>As a family philanthropic organization, welcoming non-director family members through engagement and education is critical to the long-term effectiveness and governance of the Foundation. Cultivating a welcoming and educational environment ensures the necessary development of a pool of family members with awareness, enthusiasm, knowledge and skills to serve on the Foundation’s Board of Directors (the “Board”) as future family directors.</p> <p>This policy provides guidance to ensure the Foundation is welcoming to all non-director family members of all ages, providing them the opportunities to understand the role of the Foundation and of family directors.</p> |                                                                                     |
| <p><b>POLICY:</b></p> <p>The Foundation may utilize and pay for various engagement and education tools as determined appropriate by the President and CEO in consultation with the Executive Committee, including, but not limited to, the following.</p> <ol style="list-style-type: none"> <li>1. Sharing with non-director family members non-confidential communications that provide insights into the day-to-day workings of the Foundation.</li> <li>2. Educating non-director family members about the Foundation’s history, its founders, their intent, and the evolution of the Foundation over time.</li> <li>3. Hosting educational events to welcome family members, help them learn about and celebrate the Foundation’s work and the communities it serves.</li> <li>4. Participating in local site visits and celebration at no or minimal costs to the Foundation</li> </ol>             |                                                                                     |

## #115 Family Engagement Policy

As part of the annual budget process, the Foundation may fund the Family Engagement and Education program. Costs should reflect costs within the state of Alaska. The Governance Committee has the authority to approve exceptions to this policy consistent with its intent. Any exceptions must be sent in writing to the President/CEO for Governance Committee consideration.

RELATED POLICIES: 111- Director Plus One Policy; 113-Family Director Development Policy; 504-Conflict of Interest and Self-Dealing

REVIEW PERIOD: This policy will be reviewed annually, or as necessary for needed revisions.