

# Political Activity and Government Affairs Policy

Policy owner: Communication and Public Affairs

Questions: [GovernmentAffairs@bestbuy.com](mailto:GovernmentAffairs@bestbuy.com)

**At our best.**

**Every decision. Every day.**

Effective: December 15, 2021.



*This policy applies to all employees in the U.S. who are full-time, part-time, or occasional/seasonal, including employees of Best Buy's U.S. affiliates or subsidiaries. This policy also applies to contingent workers and contracted workers in accordance with their employer's contractual obligations to Best Buy. All employees are expected to conduct themselves in a manner consistent with this policy and our values. Employees not following this policy may be subject to disciplinary action up to and including termination.*

## Summary

This policy seeks to educate employees on political activity as it pertains to employment with Best Buy as a U.S.-domiciled company. Best Buy encourages employees to engage in the political process, both personally and professionally in accordance with the law and this policy. U.S. federal and state laws regulate certain political activities of U.S.-domiciled corporations and its employees and certain laws compel disclosure pertaining to engagement with government entities, officials, candidates, and committees. Failure to comply with these laws, even if that failure is inadvertent and caused by lack of awareness of the law, could result in a legal violation, civil and/or criminal penalty, and reputational risk to the Company. To that end, the purpose of this policy is to clarify the legal and ethical obligations associated with political activity as it relates to your employment with Best Buy.

For purposes of this policy, the term "government official" applies to any elected or appointed official, or any other official or employee, of any foreign, federal, state, or local legislature, executive branch agency, or other government agency, commission, board, authority, public fund, or any other governmental or quasi-governmental entity.

Although comprehensive in scope, the policy is intended to be an overview and does not address every instance where political implications may impact an employee's job. For questions related to this policy, employees should contact [GovernmentAffairs@bestbuy.com](mailto:GovernmentAffairs@bestbuy.com).

## Policy details

While participation in politics is a personal choice, U.S. federal, state and local laws define the parameters of permissible activity. The Best Buy Government Affairs Department represents all Best Buy entities in governmental processes and serves as the only authorized representatives of Best Buy in the

*Note: Printed copies of this policy are considered current only on the day printed. Go to Best Buy Connect>Policies for the most current version.*

public policy arena. This policy seeks to educate employees on the range of permissible activity as well as conduct that is strictly prohibited or otherwise requires pre-approval. It represents the mandatory minimum requirements to be followed by Best Buy employees and contractors and addresses the following topics:

- **Lobbying**
- **Grassroots & Employee Advocacy Requirements**
- **Political Campaign Volunteering & Personal Contributions**
- **Voting**
- **Conducting Business with Government Entities**
- **Gifts, Gratuities and Payments to Public Officials**
- **Corporate Funding in Support of Candidates & Issues**
- **Trade Organizations**
- **Employee Political Forum (PAC)**
- **Public Policy Priorities**

Please also refer to the following resources and policies:

- **Code of Ethics**
- **Corporate Responsibility Report**
- **Solicitation and Distribution Policy**

For guidance on international government interactions, please see the Anti-Corruption Policy.

## **Lobbying**

Lobbying involves making contact with government officials in an attempt to influence legislation or regulatory activity and in some cases procurement activity at the federal, state or local level. Federal law requires companies to register and report lobbying activity in certain instances. Best Buy files lobbying reports, copies of which may be viewed at <http://lobbyingdisclosure.house.gov> or [http://www.senate.gov/legislative/Public\\_Disclosure/LDA\\_reports.htm](http://www.senate.gov/legislative/Public_Disclosure/LDA_reports.htm). States and local governments may also have their own lobbying, registration and reporting requirements.

Examples of lobbying activities can include attempting to influence legislation, formal rulemaking or ratemaking, influencing the decision on the award or terms of a government contract, and grassroots lobbying.

### **As a Best Buy employee:**

- Employees of Government Affairs (and other employees pre-authorized by Government Affairs) are the only employees that may engage in lobbying. In general, employees should not be engaging in lobbying activity on behalf of Best Buy unless done in conjunction with the

Government Affairs Department and with pre-approval from the VP of Government Affairs & Corporate Responsibility.

- If employees believe their job responsibilities require interaction with government officials, such employees are required to seek pre-approval from the VP of Government Affairs & Corporate Responsibility.
- Employees may not invite candidates or government officials to a Best Buy facility without prior approval from the VP of Government Affairs & Corporate Responsibility.
- Unless part of an approved grassroots lobbying effort, employees must avoid communicating or acting in a manner that could mislead others into believing such employees' personal views are those of the company.
- Employees must obtain prior approval from Government Affairs prior to retaining any outside consultant to engage in lobbying activities.

### **Grassroots & Employee Advocacy Requirements**

Best Buy may engage in “grassroots” lobbying activity by communicating with employees or a segment of the public for purposes of influencing legislation or a rulemaking. Government Affairs is responsible for advocacy efforts concerning industry or public policy issues of interest to Best Buy.

Under the direction of Government Affairs, Best Buy or one of its subsidiaries may request that employees contact state or federal legislators regarding an issue of critical importance to the business. Such requests will generally include background information about the issue, its importance to Best Buy and a suggested message for employees to convey to their legislator. If applicable, Government Affairs may also share information on relevant state or local lobbying laws as prepared by Best Buy legal counsel.

#### ***As a Best Buy employee:***

- If requested by Best Buy to participate in grassroots initiatives, employees' participation is encouraged but is never required as a condition of employment.
- No employee may engage in grassroots lobbying activities on behalf of Best Buy without prior approval from the VP of Government Affairs & Corporate Responsibility.
- From time to time, Best Buy (as represented by senior management and Government Affairs) may organize events to educate employees or support community initiatives related to government. Such events must be approved by the VP of Government Affairs & Corporate Responsibility.

\*See [www.bluegrassrootsnetwork.com](http://www.bluegrassrootsnetwork.com) for additional information.

## **Political Campaign Volunteering & Personal Political Contributions**

Best Buy employees are encouraged to serve their community by seeking elected office or engaging in other ways in the democratic process. However, when a Best Buy employee participates in a political campaign as a candidate, volunteer, financial sponsor or otherwise the employee is participating as a private citizen and not as a representative of Best Buy. Employees providing personal financial support to a political candidate or issue are urged to familiarize themselves with state laws and contribution limitations. In some states, certain employees may be required to disclose their personal contributions. Affected employees may include members of Best Buy Board of Directors, Executive Officers, and employees contracting with government officials. Immediate family members of affected employees may also be impacted by these laws. State and federal laws require that all political contributions – whether financial (e.g., in the form of a corporate check or a purchase of tickets to a political fundraiser) or in-kind (e.g., the use of company personnel or facilities or donation of product or services) – are reported to proper election authorities and public disclosure is often required. In most instances, corporate contributions are illegal and prohibited. All donations --including products or services --to political entities where permissible require close coordination with Best Buy Government Affairs and must be discussed with VP of Government Affairs & Corporate Responsibility prior to being made.

### ***As a Best Buy employee:***

- While engaging in personal political activities, Best Buy employees must do so as an individual and may not hold themselves out as representing Best Buy, or in a manner which could be perceived as representing Best Buy. Any overt, visible, and partisan political activity (including use of corporate title) that would cause someone to believe that an employee's actions reflect the views or positions of Best Buy requires pre-approval by Government Affairs.
- Employees who are contemplating running for public office (local, state or federal) should first inform and discuss with their manager. Candidate/officeholder activities should not reduce the level of work you provide to the company.
- Employees may not perform campaign/officeholder activities on company time and are prohibited from using company property or resources (e.g., computers, email, phones, printers, copy machines, postage, etc.) for such activities.
- If running for office or elected to an office (local, state or federal), employees must disclose that on the Conflict of Interest Disclosure Form.
- If your store or location is approached about a contribution (including donations of equipment or other resources) to a political campaign or organization, please contact the Government Affairs team prior to making any commitment.
- Best Buy shall not directly or indirectly reimburse or otherwise compensate any person for his or her personal political contributions (see also Best Buy Employee Political Forum (PAC), below).
- See also the Best Buy Solicitation and Distribution Policy.

## **Voting**

Best Buy promotes the importance of voting through its “Turn up the Vote” initiative and encourages all employees to vote on Election Day.

### ***As a Best Buy Employee:***

- Employees can find information about voting on [www.bluegrassrootsnetwork.com](http://www.bluegrassrootsnetwork.com) or by contacting their local government offices.
- Each employee should talk with his or her manager about Election Day plans to minimize disruption to schedules at home and at work.
- Employees may receive up to 8 hours PTO for volunteering at the polls on Election Day. To be eligible for paid time off, the employee must show proof to their manager (e.g., confirmation letter or email from an election authority).

## **Conducting Business with Government Entities**

In an effort to prevent bribery and corruption, both federal and state laws regulate the manner in which companies may conduct business with government entities. Some states and localities have enacted so-called “pay-to-play” laws, which may require Best Buy to report certain information, including personal political contributions of covered employees and their families, or limit the scope of business transactions with governmental entities if these covered individuals make or solicit political contributions to a candidate campaign in that jurisdiction. To ensure compliance with applicable laws, it is imperative that employees understand the instances where personal contributions may impact their business activities and trigger compliance obligations for Best Buy.

### ***As a Best Buy employee:***

- Employees may not make a political contribution to obtain or retain business or to obtain any other improper advantage.
- Prior to making or soliciting political contributions at the state or local level (or to a state or local official running for federal office), employees should contact the Legal Department for additional guidance on pay-to-play laws specific to their business activities and to report applicable activity.

## **Gifts, Gratuities and Payments to Public Officials**

In connection with Best Buy Code of Ethics, Anti-Corruption Policy, and in accordance with applicable federal, state, and local laws, employees are strictly prohibited from giving gifts, gratuities or anything of value to influence a government official or to advance a particular business. This prohibition extends to anything that personally benefits the individual to whom it is given, including meals, entertainment, travel, lodging, and any other items of value to the recipient. In no event should any employee provide any such items to a government official (federal, state or local public officials, and in some cases their

spouse or children), without the prior approval of Government Affairs and the Legal Departments. Employees must strictly comply with these policies to ensure their conduct complies with legal requirements and avoids the appearance of impropriety.

**As a Best Buy employee:**

- Due to sensitive and complex nature of these prohibitions, employees should consult Government Affairs for advice prior to interacting with government officials, their spouses, or children in order to avoid inadvertent violations of company policy and applicable law.

**Corporate Funding in Support of Candidates and Issues**

As allowed by law, Best Buy may provide corporate funding to candidates and/or issue campaigns that align with the company’s business objectives and public policy goals.

When deciding whether to support a particular candidate or campaign, the company manages the process as follows:

**Disclosure and Corporate Governance**

Best Buy discloses corporate funds in compliance with applicable laws and discloses such corporate expenditures via its Political Activity & Public Policy Report each year. This information is reviewed annually by the Nominating, Corporate Governance and Public Policy Committee of the Best Buy Board of Directors.

The Contributions Steering Committee, comprised of five senior executives – including a representative from the Best Buy Legal Department, a representative of Best Buy Retail and three other leaders, meets quarterly, or as needed, to review and approve corporate funding for contributions or expenditures (over \$5,000) pertaining to:

- Candidates, political parties or political organizations;
- Ballot campaign initiatives;
- Independent expenditures;
- Any electioneering communications on behalf of federal, state or local candidate.

**Selection Criteria:**

The Contribution Steering Committee will evaluate the following criteria when considering potential recipients of corporate funds:

- Business impact – including the interests of the company, employees, shareholders and customers

- Public Policy goals – including the recipient’s ability to positively impact one or more of the Best Buy policy priorities
- Alignment with Best Buy core values

***As a Best Buy employee:***

- Government Affairs works to educate employees on Best Buy political activity and policy through online learnings, group meetings, communications and individual conversations.
- Feedback from employees is encouraged.
- Employees who would like to learn more about Best Buy political engagement should contact Government Affairs.
- Employees may not cause Best Buy to make political contributions—which include monetary contributions from company funds, use of corporate personnel or facilities, and donations of equipment or other resources—without obtaining prior approval from Government Affairs and Legal.

For more information, please see Best Buy Political Activity & Public Policy Report.

**Trade Organizations**

Best Buy belongs to several business and trade organizations that support and lobby on behalf of various public policy initiatives. Best Buy Government Affairs monitors the use of dues or payments to trade associations and other organizations to ensure consistency with the company’s stated policies, practice, values and long-term interests. For more information on Best Buy memberships in trade organizations, please see Best Buy Political Activity & Public Policy Report.

***As a Best Buy employee:***

- Employees should notify Government Affairs if a business or retail team is considering joining a trade organization or association that engages in lobbying activity.

**Best Buy Employee Political Forum (Best Buy PAC)**

The political action committee (PAC) is Best Buy’s federally-registered non-partisan political action committee governed by the Federal Elections Campaign Act. The PAC allows eligible employees to pool their personal funds on a voluntary basis to help elect candidates to Congress who appreciate and understand the issues important to Best Buy and the retail industry.

The PAC is governed by a Board composed of a diverse group of Best Buy PAC members. The PAC Board has term limits to allow additional opportunities for PAC members to participate in the review and approval of contributions and direction of the PAC. The PAC’s activity, including all receipts and disbursements are reported regularly to the Federal Election Commission (FEC) and available for public

viewing at [www.fec.gov](http://www.fec.gov). Nothing in this Political Activity and Government Relations Policy is intended to prohibit the activities of the PAC or the ability of eligible employees to participate in the PAC as allowed by federal law.

**As a Best Buy employee:**

- Participation in the PAC is completely voluntary and at the discretion of eligible employees as allowed by federal law.
- Employees will not be favored or disadvantaged based on their decision to join or not join the PAC.
- No employee may cause the PAC to make a political contribution without obtaining prior approval from Government Affairs.
- Neither the company nor the Best Buy PAC may reimburse an individual or entity for making political contributions.

**Best Buy Public Policy Priorities**

Each year, under the direction and approval of the VP of Government Affairs & Corporate Responsibility, the company develops public policy positions that have a direct impact on our business. Government Affairs manages these issues throughout the local, state and federal legislative sessions. Consistent with state and federal laws, Best Buy discloses all activities and expense related to lobbying. Federal lobbying reports can be found at: [http://www.senate.gov/legislative/Public\\_Disclosure/LDA\\_reports.htm](http://www.senate.gov/legislative/Public_Disclosure/LDA_reports.htm) or <http://lobbyingdisclosure.house.gov/>.

For additional information, please see <https://corporate.bestbuy.com> and the Best Buy Political Activity & Public Policy Report.

## Reservation of rights

This policy is not intended to be a contract. Best Buy reserves the right in its sole discretion to interpret the provisions of this policy, vary from them, change them, or rescind them, unless prohibited by applicable law.