



Donation Matching Program

As part of our commitment to give back to the communities in which we live and work and to cultivate an inclusive workplace that embraces a wide range of ideas and interests, FOX Corporation is proud to support our colleagues' passions by doubling their impact on the causes they care most about. Through the FOX donation matching program, the company will match contributions made by eligible employees to vetted non-profit organizations, dollar for dollar, up to USD \$1,000 per year per employee.

Together, we can maintain an enduring business that delivers both financial and societal value and strengthen our shared culture of conscientiousness and respect for all.

Program Guidelines

FOX will match any contribution made by a **permanent, full-time** or certain other eligible employee of FOX, up to a total of **USD \$1,000** per fiscal year (July 1-June 30).

The FOX donation matching program is administered by Benevity, and all contributions must be submitted through the FOX Benevity giving portal at <https://FOX.benevity.org>.

Donation Eligibility

All donations must be made on or after March 19, 2019 from personal funds and must be made directly by the individual employed by FOX. Donations made by a family member of an employee will not be matched. All donations must be paid in full, not pledged. Donations may be made by credit, debit, or PayPal directly through the FOX giving portal or submitted as a match request within the giving portal with an electronic receipt within 90 days of the date of your donation.

FOX will match donations to non-profit organizations or charities that carry a **501(c)(3) tax status**, or international equivalent, as defined by the program administrator Benevity. The organizations listed on the FOX giving portal have been prequalified as eligible, and if your preferred cause is not listed, you may nominate it for review and approval through the giving portal in accordance with the procedures listed on the site.

Please be mindful of the types of donations or organizations that FOX will not match:

- Donations to organizations that discriminate on the basis of a personal characteristic or attribute, including but not limited to, age, disability, ethnicity, gender, sexual orientation, gender identity characteristics or expression, marital status, national origin, political affiliation, veteran status, race, color, religion, religious observations, beliefs,



practices, pregnancy or medical condition either in its selection of recipients of the organization's services, funds, or other support; in delivery of services; or in its employment practices.

- Donations made to organizations that are private and non-operating, or political, religious, or fraternal in nature.
 - o Note: FOX will consider matching gifts to programs operated by faith-based organizations if those programs: (a) are open to all individuals in the community regardless of religious belief; (b) serve a secular purpose, such as a food pantry or a homeless shelter; and (c) do not require individuals to join in religious worship to receive the services that the non-profit offers.
- Donations that benefit any specific predetermined individual or benefit an organization that the contributing FOX employee has founded or runs through a position of sole leadership.
- Donations of goods or services that carry equivalent cash value e.g. cash value of items donated to Goodwill (or equivalent organization) will not be matched, even with receipt.
- Donations made as a consequence of, or that lead to a material or other direct benefit to the donor, a member of the donor's family or an individual designated by the donor, including tuition, membership or subscription fees, tickets, meals, services, or preferential treatment of any kind.
- Donations made prior to the employee's start date at FOX.

Please contact your tax or financial advisor for any questions regarding the tax, financial, or other implications of making a charitable contribution.

The FOX Donation matching program is not to be construed as creating a pledge or legal obligation of FOX. Matches are made at FOX's sole discretion and are not subject to external review. As with any charitable contribution, there are fees associated with every donation; please reference the FAQs available in the FOX giving portal for more information. FOX may suspend, amend or discontinue the Donation Matching Program at any time, and reserves the right to determine whether any gift shall be matched.