

GLOBAL CHARITABLE GIVING GUIDELINES

Introduction:

Disney businesses receive an extraordinary amount of requests for cash and in-kind contributions from around the world, numbering many more than Disney can accommodate. These guidelines are designed to describe the Company's charitable priorities. Generally, Disney does not consider unsolicited requests for financial support.

Charitable organization requests for U.S. theme park tickets may be considered through the Park Ticket program (see requirements below).

Philanthropic Mission:

At Disney, our purpose is **to inspire a better world through the power of stories, with a focus on inspiring:**

- A **world of belonging** through inclusive stories and storytellers
- A **world in balance** by taking action to help change our planet's story
- A **world of hope** by bringing joy, comfort, and hope to our communities and especially to children and families

World of
Belonging

World in
Balance

World of
Hope

Charitable Giving Priorities:

Our philanthropic giving strategy is aligned to these three focus areas. Our grants are purposeful and thus are by invitation only in accordance with the focus areas below:

To inspire a world of belonging, we make grants to nonprofit organizations that advance authentic representation of underrepresented communities in media and entertainment, increase access and economic opportunity in our industries, promote positive messages of inclusion, and empower the next generation of diverse storytellers and innovators.

To inspire a world in balance, through the Disney Conservation Fund we make grants to nonprofit organizations focused on saving wildlife and protecting our planet. Visit www.disney.com/conservation for grant considerations and criteria.

To inspire a world of hope, we deliver comfort and inspiration to families with children facing serious illness. We work with children's hospitals to reimagine the patient experience, easing the stress of a hospital visit by delivering moments of joy, strength, and comfort when children need it most. We also support wish granting for seriously ill children. See below for Disney Wishes Program Requirements.

Disney Does Not Support:

- Organizations or public benefit programs that do not qualify as tax-exempt under Section 501(c)(3) of the U.S. Internal Revenue Code or, for non-U.S. organizations are determined ineligible utilizing the IRS's *Reliance Standards for Making Good Faith Determinations or Expenditure Responsibility* rules and regulations.
- Organizations that have been a tax-exempt entity for less than one year.
- Organizations that operate or support activities counter to the policies of The Walt Disney Company.
- Social, labor union, alumni, or trade associations, fraternal or political organizations, or organizations serving a limited constituency.
- Educational organizations, including private schools and non-public school districts, that have not been, or (if outside the U.S.) would not be, granted tax-exempt status under IRS Section 501(c)(3).
- Private foundations (non-public charities, including personal and corporate foundations).
- Recreational, sporting, or athletic associations unless serving special needs or underserved populations.
- Faith-based organizations or religious programs whose principal purpose is promulgating a particular religious faith, creed, or doctrine, and whose programs do not serve the broader public regardless of religious belief.
- Organizations seeking underwriting solely for advertising.
- Unsolicited requests to support dinners, conferences, seminars, and workshops.
- Requests that solely focus on payment of group or individual travel expenses such as team-based competitions, illness, or hardship.
- Publications, films, television programs, and other media production.
- Unsolicited proposals for campaigns to eliminate or control specific diseases.
- Individuals fundraising for organizations (e.g. walk-a-thons, contests, etc.).
- Organizations that are raising funds to give to another charity.

All Organizations Considered for Any Type of Support Must Meet the Following Criteria:

- Organizations based in the United States must be verifiable through the Internal Revenue Service (IRS) Exempt Organizations *Select Check* online tool or the National Center for Education Statistics database. For non-U.S. organizations, Disney utilizes the IRS's *Reliance Standards for Making Good Faith Determinations or Expenditure Responsibility* rules and regulations in determining eligible charitable organizations;
- Organizations must represent that they operate within the parameters of all applicable laws, including, but not limited to, the Foreign Corrupt Practices Act, the U.S. Patriot Act, and all applicable laws and regulations in countries where program support is provided; and
- Organizations must represent they do not discriminate in employment practices or services on the basis of race, religion, color, sex, national origin, age, marital status, mental or physical ability, sexual orientation, or gender identity.

In-Kind Donations—Restrictions:

- We do not accept unsolicited requests for complimentary hotel or cruise accommodations, travel arrangements, merchandise items, or other forms of donations.

- Items donated to an organization are for charitable purposes only and may not be marketed or re-sold, with the exception of charitable fundraising auctions.

Organizations Applying for Disney Park Tickets:

- Disney has joined with Points of Light—the world’s largest organization dedicated to volunteer service—to reward eligible U.S. nonprofit organizations with complimentary Disney park tickets for hosting family-friendly volunteering activities. **NOTE: Due to the COVID-19 pandemic, the Disney Family Volunteering Rewards Program is temporarily on hiatus, and we are not accepting new applications at this time. Please check back periodically for updates, or sign up for email notifications at <http://pointsoflight.org/disneyrewards/>**

Disney Wishes Program Requirement:

- Through the Disney Wishes program, we fulfill first wishes referred by nonprofit wish-granting organizations that make wishes come true for children, ages 2 ½ through 18, with life-threatening medical conditions. All wish requests must be submitted through a recognized and registered nonprofit wish-granting organization that qualifies the child’s eligibility. We do not fulfill wishes for adults or requests for second wishes, regardless of how the first wish was fulfilled.

NOTE: *Disney reserves the right (in its sole discretion) to make all determinations regarding the organizations and programs to which it will provide support. These Guidelines may be modified at any time without advance notice. Disney reserves the right to change, suspend, revoke, or terminate its charitable giving at any time, and to deviate from these Guidelines at its own discretion.*

For general information on Disney Social Responsibility efforts please visit www.TheWaltDisneyCompany.com.