



The **WALT DISNEY** Company
Europe, Middle East & Africa

CHARITABLE GIVING GUIDELINES

The Walt Disney Company aspires to be the most admired company in the world, equally admired for the integrity of our people and the way we behave as citizens of the world as we are for the quality of our exceptional entertainment experiences.

Philanthropic Vision: Disney will build on our philanthropic legacy with programs that share our resources and talents to make lasting, positive change in communities and promote the happiness and well-being of children and families.

Financial and in-kind support is focused on the following areas in our local communities across Europe, the Middle East and Africa:

What we currently support:

- a) Children's Hospitals and places of care: Bring hope and happiness to children and families during their hospital stay, principally in locations where Disney does business.
- b) Disney Wishes: Create experiences that provide hope, strength and joy to children faced with illness.
- c) Youth Development: Provide tools and resources to, and support organizations that, help young people become successful.
- d) Healthy Children: Promote healthy lifestyles for children and families through the encouragement of good nutrition and physical activity.
- e) Supporting Grassroots Conservation: Work with local communities and organizations to protect the planet and connect children to nature.

Funding Priorities:

Disney receives 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 assist organizations in understanding the company's charitable priorities. However, Disney reserves the right to make all determinations regarding the organizations and programs to which it will provide support. When a request is denied, it does not imply that the applicant's program is not vital or valued. It may be that the request does not fall within these Guidelines or focus areas, or that available funds for the relevant period have already been committed to other worthy programs. Disney cannot accommodate every request, and accordingly, it is inevitable that even requests that are consistent with these Guidelines will not be granted. Generally, Disney does not consider unsolicited requests for financial support.

Disney Wishes - Program Requirement and Support

Through our Disney Wishes program, we fulfil first wishes referred by charitable 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 charitable wish-granting organization that qualifies the child's eligibility. We do not fulfil wishes for adults or requests for second wishes, regardless of how the first wish was fulfilled.

Disney VoluntEARS – Employee Volunteerism

In addition to direct contributions, Disney supports charitable organizations through the Disney VoluntEARS program which provides our employees both team and skills-based engagement through our local community partners across Europe, the Middle East and Africa.

In-Kind Donations – Restrictions

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

Organization Requirements

Disney only considers organizations meeting the following eligibility criteria:

- Organizations must represent that they operate within the parameters of all applicable laws, including the Foreign Corrupt Practices Act, the U.S. Patriot Act and all applicable laws and regulations in countries where program support is provided.
- Organizations must represent they do not discriminate in employment practices or services on the basis of race, religion, ethnicity, sex, national origin, age, marital status, mental or physical ability, sexual orientation or gender identity
- 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.

Ineligible Organizations

As a standard practice, Disney does not support and considers ineligible:

- Organizations that operate or support activities counter to the policies of The Walt Disney Company.
- Organizations that are actively engaged in highly controversial issues or use controversial tactics to advocate their position. A controversial issue is a serious matter for which different segments of the community have strong opposing positions and that has an impact on society or its institutions. A controversial tactic is an unlawful activity, or an extreme action that intentionally damages or threatens people or property.
- 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.
- (U.S. only) 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.

Generally Ineligible Requests

When evaluating requests, Disney will generally *not* support the following:

- Unsolicited requests to support dinners, conferences, seminars and workshops, unless there is a direct relationship to Disney's charitable goals and strategies.
- Requests or informal social media platform campaigns 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.
- Donations for families or individuals.

Please note: 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.