



The WALT DISNEY Company Europe, Middle East & Africa

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.

Philanthropic Mission:

The Walt Disney Company Europe, Middle East and Africa (EMEA) supports programs that bring comfort, inspiration, and opportunity to children and families around the world through collaboration with leading not-for-profit organizations.

Funding Priorities: Disney EMEA focuses its charitable giving, specifically to:

Deliver comfort and inspiration to families with children facing serious illness: Focusing on children's hospitals and wish granting for seriously ill children. See below for Disney Wishes Programme Requirements.

Provide inspiration and opportunity by supporting youth skills development for the future.

Strengthen the diverse communities where we operate and promote ethical, social and environmental business practices. This includes the Disney Conservation Fund (DCF) focused on: saving wildlife, protecting the planet; and inspiring action, through purposeful grants to charitable organisations (by invitation only). Visit www.disney.com/conservation for grant considerations and criteria.

All Organizations Considered for Any Type of Support Must Meet the Following 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, colour, 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.

Disney Does Not Support:

- 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, labour union, alumni, or trade associations, fraternal or political organisations, 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).
- Organizations or public benefit programmes 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.
- 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.
- Organizations that are raising funds to give to another charity.
- Individuals fund-raising for organizations (e.g. walk-a-thons, contests, etc.).
- Donations for families or individuals.
- Organizations that operate or support activities counter to the policies of The Walt Disney Company.

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.

Disney Wishes Programme Requirement:

Through the Disney Wishes programme, we fulfil first wishes referred by not-for-profit wish-granting organisations 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 recognised and registered not-for-profit wish-granting organisation 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 EMEA.

NOTE: *Disney reserves the right (in its sole discretion) to make all determinations regarding the organisations and programmes 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 more information on Disney Social Responsibility efforts in EMEA please visit:

www.TheWaltDisneyCompany.eu