

CELEBRATING COMMUNITY HEROES

FOX
CORPORATE
SOCIAL
RESPONSIBILITY
REPORT 2021



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A LETTER FROM OUR CEO AND EXECUTIVE CHAIRMAN



The unprecedented and ongoing challenges presented by the COVID-19 pandemic did not lead FOX to shy away from its commitments to FOX Forward, our companywide philanthropic initiative; rather, FOX deepened its outreach and assistance to our neighbors and communities.

FOX's dedication to serving veterans and active-duty military members, underserved youth, and the communities around us continued through our longstanding partnerships, financial donations, and magnification across our media assets. This fiscal year, we particularly focused on the heroes in our backyards—those food banks, educational programs and veterans' initiatives that assist people in local communities. Addressing the unique needs and issues of each area allows us to provide tailored support and assistance to neighbors in the locations where FOX operates.

Los Angeles, our West Coast headquarters and home to thousands of FOX employees, is a prime example of this community-centric giving. FOX Forward activated in a variety of ways to ensure our impact was both broad and deep, including: donations to national organizations with a service footprint in Los Angeles, partnerships with local organizations that squarely focus on the local region, the launch of our FOX For Students initiative, the use of the FOX Studio Lot and reach of the local FOX 11 station to unite, inform and thank our fellow Angelenos.

Again this year, FOX invested in the American Red Cross Los Angeles Chapter with a donation to the Annual Disaster Giving Program, which pre-funds the Red Cross' assistance after disasters strike. Our partnership with U.S. VETS expanded during the year as we supported veterans at their Los Angeles, Houston and Washington, D.C. housing programs. FOX Forward uplifted veterans and their families through holiday meal services, site improvements and supply donations.

The FOX Studio Lot in Century City is the heart of our Los Angeles operations and was the home base for much of our in-person volunteering this year. In recognition of Veterans Day, FOX Food Services workers on the Lot prepared more than 3,300 meals for veterans. Continuing the program we implemented early in the pandemic, our dedicated teams cooked and packaged meals for local Angelenos in need. Our recent donation benefited veterans facing food instability.

Students in the vicinity of the Lot and across Los Angeles are our inspiration for and focus of FOX For Students, an initiative dedicated to sparking the creativity of local students through arts, sports and music programs. Beginning in the 2021 school year, FOX For Students will support 12 Los Angeles area schools with \$250,000 to enable the creation and continuation of arts, music and other creative programs. We know that kids can't be at their creative best and thrive in their education if they are hungry, which is why we're also supporting the Los Angeles Regional Food Bank's BackPack Program. FOX's support will enable low-income students from two schools in the Los Angeles Unified and Compton Unified School Districts to receive much-needed healthy, fresh food throughout the school year. FOX For Students will be a key area of focus for our corporate social responsibility efforts in the coming year.

As a two-year-old company, Fox Corporation's still burgeoning corporate social responsibility work is solidly grounded in its commitments to particular geographic communities and specific populations while also being flexible enough to adapt to the acute needs facing our neighbors. While FOX Forward's mission is improving the lives of the people it serves, it also positively impacts all of our stakeholders. Current employees report being gratified by our community engagement, and potential future employees will be drawn to this unifying work. Further, the impact we make through FOX Forward deepens our viewers' attachments to our brands and expands their understanding of what these brands stand for, benefiting all stakeholders invested in the strength, relevance and vitality of our business.



Lachlan Murdoch
CEO and Executive Chairman, Fox Corporation

FISCAL YEAR 2021 CSR HIGHLIGHTS

OUR COMMUNITIES

 **250,000**
Meals Contributed
In collaboration with No Kid Hungry, FOX provided 250,000 meals to children in need.

160,000 PSAs
Over 3,000 hours of public service announcements ran across FOX platforms, helping to inform and educate our viewers on topics including the importance of the COVID-19 vaccine.

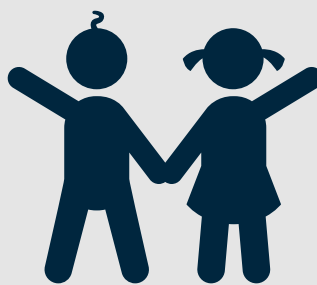


 **2,880**
Hours Volunteered
FOX employees, despite COVID-19 restrictions, volunteered their time through virtual activities and skills-based pro bono work.



\$3 Million
in Food Donated
FOX Television Stations food drives and telethons raised funds for food banks battling food insecurity across the nation.

62,872
Children Impacted



Partnering with Good Sports, FOX Sports utilized its family of networks and digital platforms to address the impact the health crisis is having on the youth sports community.

OUR PROTECTIONS

FOX is committed to safeguarding information in its possession against loss, theft and unauthorized use, disclosure or modification.

FOX conducts annual mandatory companywide cybersecurity compliance training, fosters awareness during Cybersecurity Awareness Month, releases monthly cybersecurity training videos and conducts regular targeted employee training.



OUR PEOPLE

Best Place to Work

Received a 100% score in the Human Rights Campaign Foundation's 2021 Corporate Equality Index (CEI) – our third year earning top marks. The score gives FOX the distinction of "Best Places to Work for LGBTQ Equality."

Recognized as a DiversityComm Top Employer and top LGBTQ+ Friendly Company from 2020 to 2021.

Listed as a top employer by Black EOE Journal, HISPANIC Network Magazine, Professional WOMAN's Magazine and U.S. Veterans Magazine.

Appointed to the Top Military Friendly® Employer list.

FOX News Media was designated as a 2020 Great Place to Work-Certified™ Company.



OUR WORLD

25%
Reduction in Power Used



The recently opened FOX Technology Center (FTC) in Arizona was created and constructed with environmentally-friendly elements at the forefront. Through local partnerships, deliberate design and construction choices, and the use of efficient technologies, the FTC has reduced its traditional, operational power needs by more than 25%.

OUR PRACTICES

Zealously guard and defend journalists in their search for the truth, believing so strongly in these core values that we have often come to the defense of our competitors, recognizing that a free press benefits all of us and requires the support of each and every one of us.

All FOX employees must read our Standards of Business Conduct and Global Anti-Bribery and Anti-Corruption Policy and acknowledge that they have done so. In the coming year, this process will include annual training about our Standards of Business Conduct.



3.2 tons
Donated

Donated over 3.2 tons of unserved prepared food from the FOX Studio Lot to local food banks and non-profit organizations—helping to minimize waste while feeding those in need.

6,346
Trees Planted

During Earth Month, FOX joined forces with One Tree Planted to engage employees in a fitness challenge—FOX planted a tree for each mile employees ran.



OUR COMMUNITIES



Through our corporate social responsibility initiative, FOX Forward, we endeavor to create a healthier, happier and more promising future for our colleagues, their families and the people in the neighborhoods where we live and work. FOX Forward focuses on issues affecting communities across the country, utilizing our resources and platforms to provide support to underserved groups and amplify the voices of those in need. Through the time and engagement of our employees, the reach of our platforms, and the resources we donate, we work together to improve the lives of millions of people across the country while simultaneously creating value for our stakeholders and our business.

VOLUNTEERING FOR GOOD

With the support and facilitation of FOX, employees can harness their enthusiasm for sharing their time and talents to contribute to worthy causes.

While we experienced an unprecedented year, with most of our employees working from home and our volunteer opportunities being virtual, our colleagues remained engaged and active. There was no shortage of organizations to support or people in need. And they met the moment, with employees logging thousands of volunteer hours. Among this year's highlights:

- FOX employees, representing all our business units, participated in a food drive that helped provide 36,000 meals to local food banks.
- Through our partnership with New York Cares, FOX employees donated over 700 coats to our neighbors in New York City.
- FOX employees donated more than \$300,000 to over 700 non-profit organizations during the holiday season.
- FOX employees completed over 400 hours of pro bono work, donating \$79,000 of skills-based service to their communities.

GIVING FOR GOOD

Our FOX Giving program matches contributions (dollar for dollar) made by eligible employees to verified non-profit organizations, up to an annual per person amount. This program was especially impactful during this difficult year, allowing employees to double their impact to causes that resonate with them.

We support hundreds of tax-exempt organizations and greatly increase our employees' charitable donations, allowing them to give back to their communities and support their personal passions. We matched over \$1 million of employee donations this year, exponentially expanding the impact our colleagues have on a wide range of philanthropic organizations.

Among the organizations that employees supported were: Blue Star Families, Breast Cancer Research Foundation, Foundation for Women Warriors, Kids In Need Foundation, Movember Foundation, One Tree Planted, Operation Gratitude, Southern Poverty Law Center and United States Veterans Initiative.

PARTNERSHIPS FOR GOOD

Fox Corporation continues to impact our communities through our partnerships with leading non-profit organizations.

We are focused on leveraging our assets, maximizing employee engagement and impacting communities through, among other things, support of food insecurity programs, veterans and military initiatives, national disaster relief assistance and nurturing the next generation of storytellers and creative minds.

We partner with leading non-profits committed to impacting the areas close to our homes and our hearts, with a particular focus on Los Angeles, where we have our largest footprint.

LOS ANGELES REGIONAL FOOD BANK

FOX expanded our commitment to provide much-needed sustenance to those facing hunger across the country. In collaboration with the Los Angeles Regional Food Bank, FOX provided meals to community members in areas heavily impacted by the COVID-19 crisis and in Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities in the Los Angeles area.

AMERICAN RED CROSS

FOX's pledge to pre-invest in national disaster relief continues through our American Red Cross Annual Disaster Giving Program partnership. Our gift supports relief efforts in response to disasters across the nation, providing safe shelter, hot meals, emotional support and resources to aid in recovery.

"EVERY DAY, PEOPLE TURN TO THE AMERICAN RED CROSS FOR HELP IN THE FACE OF DISASTERS. WITH THE ADVANCE SUPPORT OF FOX CORPORATION, THE RED CROSS CAN PREPARE INDIVIDUALS AND COMMUNITIES FOR THE UNEXPECTED AND PROVIDE RELIEF WHENEVER AND WHEREVER DISASTERS STRIKE - WHETHER IT'S A WILDFIRE, HURRICANE, HOME FIRE OR OTHER EMERGENCY. WE ARE TRULY GRATEFUL FOR THEIR ANNUAL PARTNERSHIP THAT HELPS ENSURE WE CAN DELIVER OUR LIFESAVING MISSION EACH YEAR."

- Trevor Rigger, SVP of Disaster Cycle Services - American Red Cross



"THE FOX MATCHING PROGRAM ENABLES ME TO MAKE AN EVEN LARGER ANNUAL CONTRIBUTION TO THE CHARITIES THAT MATTER TO ME. I AM GLAD THAT THE COMPANY TAKES AN ACTIVE PART IN HELPING ME SUPPORT THE CAUSES THAT I CARE ABOUT."

- Los Angeles-based Fox Corporation employee



"I HAVE BEEN ABLE TO MAKE A GREATER IMPACT FOR THE CHARITIES I GIVE TO THANKS TO FOX'S MATCHING. AND THIS YEAR IN PARTICULAR, I WAS ABLE TO HELP THE SOCIAL ISSUES OF THE DAY WITH FOX'S CAMPAIGNS THAT DOUBLE MATCHED WHAT I DONATED."

- New York-based FOX Television Stations employee



"I LOVE HOW MANY ORGANIZATIONS ARE PART OF FOX'S MATCHING PROGRAM. IT ALLOWS ME TO SUPPORT BOTH NATIONAL AND LOCAL INITIATIVES. THANK YOU TO FOX FOR DOUBLING THE MONETARY IMPACT OF CHARITIES THAT ARE NEAR AND DEAR TO MY HEART."

- Washington, D.C.-based FOX News Media employee



UNITED STATES VETERANS INITIATIVE

FOX established and continues to grow a strong partnership with the United States Veterans Initiative (U.S. VETS), a national leader in providing housing, employment and mental health services to veterans across the country. Through food services, site improvements and supply drives, FOX is committed to giving veterans the opportunity to live with dignity and independence.

"U.S. VETS IS ON A MISSION TO END VETERAN HOMELESSNESS. WE ARE GRATEFUL FOR FOX CORPORATION'S DEDICATED PARTNERSHIP AND THE GENEROUS COMMITMENT THEY HAVE MADE TO ADVANCE OUR MISSION AND SUPPORT THE MEN AND WOMEN WHO HAVE BRAVELY SERVED OUR COUNTRY."

- Darryl J. Vincent, Chief Operating Officer - U.S. VETS (USMC)

OPERATION GRATITUDE

FOX expanded its relationship with Operation Gratitude, hosting an employee volunteer event during which employees made Paracord Survival Bracelets for deployed troops, first responders, and medical personnel on the frontlines of COVID-19 relief efforts. Not only did the bracelets remind the recipients of our appreciation for their work, they also can be used for a variety of purposes in the line of duty.

"FOX'S PARTNERSHIP ENABLES OPERATION GRATITUDE TO LIFT THE SPIRITS OF OUR MEN AND WOMEN IN UNIFORM, PAST AND PRESENT, DESPITE THE NUMEROUS AND OVERWHELMING CHALLENGES ASSOCIATED WITH COVID-19."

- Kevin Schmiegel, CEO - Operation Gratitude

TOGETHER WE RISE

Since its inception, FOX Forward has partnered with Together We Rise to transform the way kids experience foster care. Our employees have impacted the lives of more than 500 foster children this year through service projects including building Birthday Boxes, Superhero Boxes and Snuggle Kits.



FOX FORWARD

IN ACTION

HOMETOWN HEROES: SPOTLIGHT ON LOS ANGELES

The FOX Studio Lot, with its rich and storied history, has long been a vital part of the Los Angeles community. Over the decades, tens of thousands of writers, actors, engineers, directors and other FOX colleagues have left their marks creatively and through their commitment to the surrounding area.

FOX works closely with local community leaders, schools and organizations to support issues including parks enrichment, foster care, youth wellness, and creative programs in schools. We are grateful for the heroes in our own backyard—our veterans, our teachers, our small business owners and our first responders.

Our legacy is one we continue to nurture and grow within and outside of the FOX Studio Lot. We are committed to our neighbors and their well-being.

FOX FOR STUDENTS

In the summer of 2021, FOX debuted its “FOX For Students” program, a broad and deep investment in schools across Los Angeles. The program provides local schools with the resources needed for activities that ignite students’ passion in the arts, creativity and storytelling.

FOX is supporting the programs of 12 schools, including:

- Overland Elementary School, which launched a visual arts program for students in Fall 2021
- Castle Heights Elementary, whose art teacher introduces students to the work of famous artists and teaches lessons based on the style of those artists
- Canfield Elementary, which offers students programs in visual arts, dance and music
- Westwood Charter Elementary, whose art teacher teaches oil pastels, watercolor, drawing and other creative arts on an age-appropriate basis to each grade
- Palms Middle School, which has a new Modern Media & Communications Magnet program focused on career and technical education for the communications-based jobs of the 21st century. The curriculum is designed around writing, public speaking, technology and film & video
- Emerson Community Charter Middle School, which launched an Arts & Media Academy that features classes on video production, costume design and scriptwriting
- Hamilton High School, which has a new film program focused on technical education in video production, screenwriting, music technology and broadcast journalism
- 54th Street Elementary, which works with the “Why Can’t We Make A Difference Foundation” to provide students with classes in drama, choir and visual arts



We also nurture the next generation of imaginative minds through our work with Young Storytellers, which matches employee volunteers with middle school students to encourage creative discovery through storytelling. FOX mentors meet with students weekly to guide them through the process of writing a story from start to finish, inspiring students to be the center of their own narratives and emphasizing that their stories matter.

Students need their minds nourished with creativity and opportunity, and they also need the nourishment of consistently healthy food. As part of FOX For Students, we are working with the Los Angeles Regional Food Bank's Backpack Program. FOX's support will enable low-income students from two schools in the Los Angeles Unified and Compton Unified School Districts to receive healthy, fresh food all school year long.

Outside of the classroom, FOX supports the teamwork and passion that sports can foster. FOX sponsored a capital improvement for the youth baseball programs with the Cheviot Hills Pony Baseball Association, located near the FOX Studio Lot.

ACCESS BOOKS

During the height of the pandemic in the summer of 2020, FOX wanted to ensure that local students had books to read and share after the school year ended. With FOX's support, Access Books delivered 1,900 new books to students and neighbors of Longfellow Elementary in the Compton area of Los Angeles.

"THE PARTNERSHIP WITH ACCESS BOOKS PROVIDED HUNDREDS OF UNDERSERVED STUDENTS WITH BOOKS TO READ, OWN AND SHARE DURING THE VERY STRESSFUL AND UNCERTAIN COVID SCHOOL CLOSURES. BOOKS PROVIDE STUDENTS WITH AN ACADEMIC LIFELINE AND AN EMOTIONAL CONNECTION TO STORIES AND THEIR COMMUNITY."

- Rebecca Constantino, Ph.D., Founder & Executive Director - Access Books

LOS ANGELES LGBT CENTER

In connection with Pride month, FOX sponsored supplies for 90 participants in the Los Angeles LGBT Center's Culinary Arts program, which provides culinary job training to underserved youth and seniors in the local LGBT community. The program gives participants the skills needed for long-term employment in the culinary field.

WEST LA HOMELESS

FOX partnered with West LA Homeless, a hyperlocal organization that employs trained outreach professionals to engage with and assist people experiencing homelessness in Century City and West Los Angeles. The program connects our unhoused neighbors to government and community resource solutions. West LA Homeless' mission aligns with FOX's commitment to expand our support of organizations whose services lead to permanent housing for those in need.

"WEST LA HOMELESS IS GRATEFUL TO FOX CORPORATION, WHOSE SUPPORT ALLOWS US TO PROVIDE EACH PERSON WITH PSYCHIATRIC AND PHYSICAL HEALTHCARE, FOOD AND CLOTHING, AND TO HELP THEM ACCESS PUBLIC RESOURCES, ALL WITH THE GOAL OF MOVING THEM INTO PERMANENT HOUSING OR BACK WITH THEIR FAMILIES. WITHOUT THE SUPPORT OF FOX, WE WOULD BE UNABLE TO ASSIST THOSE WILLING TO IMPROVE THEIR CIRCUMSTANCES AND RISE OUT OF HOMELESSNESS."

- Michael Stevenson, President & COO - West LA Homeless



DOWNTOWN WOMEN'S CENTER

FOX Forward and the Downtown Women's Center (DWC) united throughout the year to drive awareness and support for DWC programs including MADE by DWC, a purpose-driven social enterprise that provides a platform for female makers and creators, empowering them to break the cycle of chronic homelessness through employment. Items sold by MADE by DWC fund career training and mentorship programs that provide hands-on training that changes lives.

BRIDGING THE DIGITAL DIVIDE

FOX Sports supported the Los Angeles Rams Foundation's Annual Kickoff for Charity luncheon with proceeds building a better Los Angeles through the team's efforts in bridging the digital divide that is disproportionately impacting under-resourced students in Los Angeles. This event celebrates the start of the football season and the Rams' community outreach initiatives helping to fund partnerships with more than 75 local non-profits and schools.

MAYOR GARCETTI'S LATINO COVID-19 VACCINATION CAMPAIGN

FOX's year-long and ongoing campaign to promote public health awareness and timely information about the pandemic continued with support for Los Angeles Mayor Eric Garcetti's bilingual PSA campaign to encourage vaccination uptake among Latino communities. FOX's two owned-and-operated stations in Los Angeles again answered the Mayor's call, airing the "Vacúnate Ya, Los Angeles" and "Get Vaccinated, L.A." PSAs thousands of times.

"MEDIA PARTNERS LIKE FOX 11, THROUGH THEIR GENUINE DEDICATION TO SERVING THE COMMUNITY, ALLOWED US TO DELIVER CRUCIAL INFORMATION TO ANGELENOS WHEN IT MATTERED THE MOST. THROUGH THEIR SUPPORT, OUR BILINGUAL PSA CAMPAIGN 'GET VACCINATED, L.A.!' / ¡VACÚNATE YA, L.A.!' HAS REACHED THOUSANDS OF FAMILIES AND BROADENED OUR MESSAGE. WE THANK THEM FOR THEIR CONTINUED SUPPORT AND PARTNERSHIP."

- Eric Garcetti, Mayor - Los Angeles



"DOWNTOWN WOMEN'S CENTER ENDS HOMELESSNESS FOR WOMEN THROUGH HOUSING, HEALTH & WELLNESS SERVICES AND EMPLOYMENT. WITH THE SUPPORT OF FOX, WE HAVE BEEN ABLE TO ENSURE THAT OUR SOCIAL ENTERPRISE, MADE BY DWC, AND OUR TRANSITIONAL WORK PROGRAM HAS KEPT WOMEN EMPLOYED AND ON A PATH OF PERSONAL STABILITY. WE ARE SO GRATEFUL TO FOX STAFF FOR THEIR GENEROSITY AND DEDICATION TO ENDING WOMEN'S HOMELESSNESS."

- Amy Turk, CEO - Downtown Women's Center

BETTER TOGETHER

KTTV's Good Day LA hosted its second annual "Better Together Food Drive" in May 2021. The week-long food drive raised funds to support the donation of nearly 200,000 meals. Grace Resources, Los Angeles Regional Food Bank, Second Harvest Food Bank, Food Share Ventura County and Feeding America IE benefited from the initiative.

SOCIAL JUSTICE ON SCREEN

As part of its commitment to shining a light on social justice, KTTV, the FOX-owned television station in Los Angeles, produced *Rising Up*, a docuseries which captures Los Angeles's social justice movement throughout 2020 and early 2021. The five-part docuseries, which aired during the month of May, weaved together more than 25 interviews with activists, thought leaders, law enforcement officials, politicians, journalists and protesters to tell the stories of the social justice movement in Los Angeles.



FOX 11

**"IT IS THE PEOPLE'S
VOICES HERE IN
LOS ANGELES
WEAVING THEIR
OWN STORY."**

- Peter Wilgoren, Executive Producer,
Rising Up, KTTV Assistant News Director





NEIGHBORS HELPING NEIGHBORS

Our thousands of Los Angeles-based employees donated to local charities and FOX multiplied that financial support through our matching program for all full-time employees. Among the charities we joined our employees in supporting are: Asian American Journalists Association, Veterans in Media & Entertainment, WriteGirl, Reel Stories and Heal the Bay.

PLAY BALL

Sports, action and fun are in FOX's DNA. The Company ensured youth in Los Angeles could enjoy these activities with donations of sports and summer camp supplies. FOX Sports-branded baseballs were gifted to 250 players at the Cheviot Hills Pony Baseball Association at their season closing day. Palms Park and Cheviot Hills Recreation Center campers were set for the summer with FOX co-branded beach towels, bags and water bottles.

LOS ANGELES HEROES: SERVING THOSE WHO SERVED OUR COUNTRY

FOX, in its current form as Fox Corporation and in previous corporate formations, is a vocal and active advocate for the veteran and active-duty military community. In addition to our work in Los Angeles with U.S. VETS, our employees, our networks and our audiences rally to thank members of our armed services.

Continuing our dedication to maximizing impact in our key areas of operation, much of our work on behalf of veterans is in the Los Angeles area.

U.S. VETS

Los Angeles-based U.S. VETS, our key partner for serving the brave men and women who served our country, focuses on assisting homeless veterans and those in need of essential services. This year, FOX invested in supporting veterans housed within U.S. VETS' residential locations, including those in Long Beach, Inglewood and Inland Empire. These spaces allow veterans and their families to live a fulfilling, meaningful life with dignity.

In the spirit of leaving a positive and lasting impact within our communities, FOX revitalized the career center at the U.S. VETS South Los Angeles facility. Veterans at this location now have access to new computers, printers and more, giving them tools necessary for resume writing, job applications, mock interviews and other professional needs.

FOX Forward funded holiday dinners for more than 600 veteran residents of the U.S. VETS residential facility in Long Beach. FOX also provided holiday gifts for veterans and their children within the U.S. VETS support program.

VETERANS IN MEDIA & ENTERTAINMENT

FOX joined other media industry leaders for the Los Angeles-based Veterans in Media & Entertainment's Annual Summit. The employment-focused event connects veterans, active military in transition and military family members with hiring managers and other industry professionals. Over 1,000 participants benefited from educational workshops, a speaker series and one-on-one sessions that highlighted best practices for recruitment, engagement, and increased accessibility to the media industry.

WEST LOS ANGELES VETERANS AFFAIRS FACILITY

Being a member of the West Los Angeles community is a source of pride for employees who work on the FOX Studio Lot; it is also a source of responsibility to support and assist those who live and work around the Studio Lot. The food service workers on the Lot once again put their skills, their time and their kindness to excellent use during Veterans Day.

FOX Food Services employees prepared more than 3,300 meals for veterans struggling with food insecurity in West Los Angeles. Members of the West Coast FOX VETS Employee Resource Group helped to deliver the meals to the West Los Angeles Veterans Affairs Hospital.

LOS ANGELES CHAPTER OF THE AMERICAN RED CROSS

FOX works closely and often with the Los Angeles chapter of the American Red Cross, devoting volunteer time and media time to both annual and urgent campaigns. We worked with the Red Cross Service to the Armed Forces to supply comfort kits for homeless veterans at the West Los Angeles Veterans Administration campus throughout the month of May. Veterans were also honored at a special Military Appreciation Month event at the Veterans Administration providing much-needed food, comfort and recognition.

"AS SERVICE MEMBERS AND VETERANS TRANSITION FROM THE PANDEMIC BACK INTO WORK, THE COMFORT ITEMS WE HAVE BEEN ABLE TO PROVIDE HERE IN LOS ANGELES HAVE HELPED SAVE ON THEIR MONTHLY EXPENSES. WHAT IS MOST INSPIRING IS THAT FOX CORPORATION STEPPED IN TO ADD SUPPORT TO BOLSTER OUR HUMANITARIAN EFFORTS AND HELPED MAKE THE IMPOSSIBLE POSSIBLE. WE ARE GRATEFUL FOR THEIR COMMITMENT TO OUR MISSION."

- Myra Valle, Service to the Armed Forces & International Services Director - American Red Cross

FOX FORWARD

IN ACTION

VETERANS DAY AND MEMORIAL DAY RECOGNITION

On Veterans Day and Memorial Day, FOX businesses and brands unite to recognize and honor veterans for their service. During these holidays and throughout the year, FOX honors and expresses our deep appreciation for our veterans, military service members and their families.

FOX NFL Sunday broadcast live from the Marine Corps Air Station Miramar in San Diego. More than 11,000 troops participated in FOX Sports' longstanding tradition of broadcasting from a military installation in honor of Veterans Day.



©K.C. Alfred/San Diego Union-Tribune via ZUMA Wire

Additionally, FOX Sports supported Blue Star Families in New York City and Chicago with donations of fitness equipment and athletic apparel. Families of active duty service members in the Fort Wadsworth Sector Housing on Staten Island received play packs for their children to stay active at home in the wake of canceled sports activities. In Chicago, sports and fitness equipment were donated to the military-impacted North Chicago School District 187 for the families of 335 children lacking the necessary resources to supplement virtual learning physical education classes.

FOX News Media harnessed the power and reach of its multiple platforms to support our nation's veterans and military members. Through the *Grateful Nation* and *Proud American* promotions, FOX News Media continued its commitment to supporting the veteran and military community.

In honor of Memorial Day, the *Grateful Nation* initiative offered one-year free access to the FOX Nation streaming service for all active United States military members and veterans.

FOX Nation's Veterans Day Promotion raised money for The Independence Fund, which empowers and supports our nation's catastrophically wounded, injured or ill veterans. For every FOX Nation subscription order placed during a two-week period, a \$5 donation was made to The Independence Fund.



FOX News' *Proud American* franchise supported the USO of Metropolitan New York's meal and morale-boosting kit deliveries to service members stationed at COVID-19 vaccination sites during Fleet Week and Memorial Day.

FOX News Media also continued its support of the Navy SEAL Foundation's benefit dinner recognizing their 20 years of sustained combat since 9/11.

GOOD ACROSS THE COMPANY

Our business units leverage their platforms, on-air personalities and resources to make a positive difference.

FOX SPORTS

FOX Sports' long-running community impact program, FOX Sports Supports, continues to combine the power of its brand with the greatest sports in the world to give underserved youth and military heroes fighting chances to play, grow and be inspired.

In response to the impact the COVID-19 crisis is having on the youth sports community, FOX Sports partnered with the non-profit Good Sports on its "Restore Play" initiative in the summer of 2020. As the official media partner, FOX Sports delivered over \$7 million of media value in support of the initiative and contributed \$316,000 worth of sports equipment. Restore Play achieved its 12-month goal of delivering \$15 million in brand-new sports equipment to thousands of children and youth organizations across the country.

As a long-time champion of Boys & Girls Clubs of America, FOX Sports continued its support of the organization with donations of new sports equipment to 29 local Clubs across the country, including locations in Alabama, California, Colorado, Florida, Hawaii, Missouri and the District of Columbia. The donations enabled the Clubs to keep their members active and engaged in physical fitness during and beyond the pandemic, fulfilling the needs of at-home or socially distanced play as well as the launch of new in-person sports programming.

FOX Sports is dedicated to supporting our military heroes. From supplying holiday meals to Veterans at the U.S. VETS location in Long Beach, CA, to contributions to Purple Heart Homes in Charlotte, NC, and Merging Vets & Players and the Foundation for Women Warriors in Southern California, FOX Sports Supports focuses on programs in the communities where its employees live, work and play and furthers each organizations' intended impact.



FOX ENTERTAINMENT

FOX Entertainment launched its #TVForAll social activation campaign to champion diverse voices in entertainment and to celebrate contributions made by actors, directors and creatives who represent different cultures and who contributed to some of FOX Network's most historic and groundbreaking moments.

#TVForAll highlighted Women's History Month, Asian American, Native Hawaiian and Pacific Islander Heritage Month, Black History Month, Latinx Heritage Month and Pride Month, among others. This unique campaign creates a space for all voices to be heard and shared; earning more than 6 million impressions across social media since launching in June of 2020.



The Masked Singer joined organizations across the globe to support World Mask Week during August of 2020. FOX's #WearAMask PSA, featuring *The Masked Singer* favorites, encouraged viewers to "Keep Your Mask On!" The spots were shared through social media and aired on the Network and FOX affiliates across the U.S.



9-1-1 & *9-1-1: Lone Star* partnered with Operation Gratitude to donate funds for first responder care kits as members of our frontline communities continued to face challenges due to COVID-19. PSAs featuring show talent were created to promote Operation Gratitude's mission to support our veterans and first responders.

The cast of *Duncanville* conducted a special virtual table read benefiting Feeding America. Streamed on FOX's Animation Domination YouTube Channel, the event was part of a digital campaign focused on storytelling through FOX talent, TV viewing and, most importantly, directing charitable donations to get food and funds to local food banks across the U.S.

FOX NEWS MEDIA

FOX News Media harnesses the power and reach of its multiple platforms to inform its audience and provide opportunities for viewers to give back to worthy organizations.

Through its annual *Patriot Awards* gala (held virtually in 2020), FOX Nation donated \$5 to Answer the Call for every new subscription ordered during a week in November. Answer the Call provides financial assistance and support to the families of New York City police and firefighters who have died in the line of duty.

FOX News Media offered a free one-year subscription to its streaming service FOX Nation for all active-duty military members and veterans.

The communications team of FOX News Media found a way to support other worthy causes – donating to Feeding America over the holiday season on behalf of the reporters with whom they work.

Also, in recognition of Black History Month, FOX News Media supported the United Negro College Fund.

FOX TELEVISION STATIONS

Our local FOX Television Stations not only bring the latest news, weather and traffic, they truly connect with and support the communities they serve across the country.

FOX6 Milwaukee's year-round support of Fisher House Wisconsin provides a place for veterans' families to stay at no cost while a loved one is receiving treatment at the Milwaukee VA Medical Center. The station also created the "Feed A Hero" program for viewers to buy meals for first responders working at local hospitals, fire departments and police departments.

In Minnesota, FOX9 aired "Home Teams vs. Hunger," a week-long campaign featuring content and appearances by Minnesota's pro sports athletes, coaches and executives, plus unique give-back opportunities and many one-of-a-kind auction items up for bid. The nearly \$50,000 in proceeds from the campaign supported Second Harvest Heartland and Minnesota's five additional Feeding America food banks, serving 110 counties in Minnesota and Western Wisconsin.



OVER THE COURSE OF THIS YEAR, OUR 29 FOX TELEVISION STATIONS HAVE PROVIDED OVER 2,500 HOURS OF PSAS AND OVER 23 MILLION DIGITAL IMPRESSIONS TO SUPPORT HUNDREDS OF NON-PROFITS ACROSS THE U.S.

Q13 FOX in Seattle ran on-air and digital campaigns throughout the year, including a school supply drive and telethon benefiting Treehouse, a non-profit that serves foster children across Seattle, giving students access to school supplies and new clothes for the school year.

Fighting hunger, specifically childhood hunger, is the top community service priority for FOX2 Detroit. The station worked with its local hunger partner, Gleaners Community Food Bank, to raise \$2.1 million through four telethon events. These funds were matched by local commercial partners, bringing in a record-breaking total of \$4.3 million to help feed families in the Detroit area.

A SHOT FOR OUR COMMUNITIES

Fox Corporation joined the Ad Council and COVID Collaborative to support the “It’s Up To You” PSA Campaign to educate millions of Americans about the safety and efficacy of the COVID-19 vaccines. Along with major brands, media companies, community-based organizations, faith leaders and other trusted messengers, FOX worked to share the message across all channels with a focus on Black and Hispanic communities, who were particularly impacted by the pandemic. FOX aired over 108 hours of vaccine PSAs across its networks.

Additionally, FOX leveraged our top-tier talent to create a series of PSAs targeted to FOX audiences and communities disproportionately hard hit by COVID-19.

FOX News’ Harris Faulkner, Steve Doocy, Dana Perino and John Roberts asked Americans to “Keep Up The Fight”; the FOX Deportes team stressed “Si Todos Trabajamos En Equipo, Venceremos A Esta Enfermedad!”; Michael Strahan and Erin Andrews shared the “COVID Hasn’t Got A Shot” message.

Stars from FOX’s *9-1-1*, including Angela Bassett and Peter Krause, encouraged audiences to “Beat COVID-19,” and *Family Guy* produced a “Stewie Reminds You to Get Vaccinated!” spot.

FOX Television Stations (FTS) hosted a series of nationwide town halls with elected officials that also reinforced the importance of getting vaccinated. The bipartisan “Pulse of the People” series enabled lawmakers to interact with their local communities through candid conversations about getting vaccines. Spanning eleven markets, the series is part of FTS’ strong and continued commitment to providing a platform for diverse voices and increasing awareness around important issues facing our local communities. In addition, FOX Soul, the streaming service focused on amplifying Black voices and encouraging diverse perspectives, hosted a roundtable discussion with national leaders about issues affecting urban communities, including vaccine uptake.



OUR PEOPLE

Our nearly 9,000 employees are the creative, strategic and operational engine of FOX's success. We recognize and support our colleagues by promoting diversity and inclusion, offering competitive compensation and benefits, providing learning and development opportunities, fostering workplace civility and respect, and conducting our work in alignment with human rights principles.

DIVERSITY AND INCLUSION

We believe that the more voices in the room and the more diverse the experiences of our colleagues, the better FOX's internal culture and external programming are. Our diversity enables us to be more reflective of the audiences we reach and enhances our ability to create news, sports and entertainment programming that serves all viewers across the country. A diverse and inclusive workplace is not merely a strategy or business objective—it is fundamentally woven in the fabric of the Company. This commitment begins with our approach to talent recruitment across all our disciplines and extends to the way we nurture our colleagues' careers.

The Executive Vice President of Human Resources and Vice President of Diversity and Inclusion monitor and oversee diversity initiatives and data on an ongoing basis. Moreover, we have voluntarily posted on our corporate website our [2020 Employment Information Report](#) (EEO-1) showing the race/ethnicity and gender of our U.S. employees. We are proud of our diverse workforce. For example, by the end of 2020, our first/mid-level officials and managers were approximately 41% female and 29.3% non-White. Similarly, our employees categorized as professionals were 37.8% female and 33.8% non-White.





FOX has several talent recruitment initiatives designed to optimize the composition of our workforce. We have a centralized recruitment team that utilizes artificial intelligence to ensure our job postings are written optimally to appeal to candidates broadly and on an equal basis. We post our job listings internally and externally because we believe this is one of the best tools to reach the widest and most diverse pool of candidates.

We offer paid internships to build a diverse pipeline of early-career talent and emerging leaders. The FOX Internship Program offers students an exciting opportunity to gain practical experience, participating in real-world projects and seminars on the media industry, technology, and professional development. This internship program, which runs for 8-10 weeks three times per year, welcomed over 250 students in calendar year 2020 and was ranked number 44 on Vault's 2021 "100 Best Internships" survey.

We also partner with the Emma Bowen Foundation, the T. Howard Foundation, the International Television and Radio Society, the Posse Foundation and the Entertainment Industry College Outreach Program to provide media internships for promising students.

FOX also collaborates with an array of professional organizations that offer the Company access to recruiting events and conventions. These organizations include:

- Asian American Journalists Association (AAJA)
- National Association of Black Journalists (NABJ)
- National Association of Hispanic Journalists (NAHJ)
- Native American Journalists Association (NAJA)
- The Association of LGBTQ Journalists (NLGJA)
- ADCOLOR (Promoting the visibility and advancement of people of color in ad sales)

FOX developed and implemented several internal training programs designed to provide individuals from underrepresented backgrounds with workforce skills and professional development opportunities to further their success and foster careers, including:

- **FOX News Multimedia Reporters Training Program:**
Launched in 2011, it places talent from diverse backgrounds in multimedia reporter roles across the country, where they shoot, report, edit and produce their own high-end content across FOX News platforms. Through daily guidance and feedback from management, we challenge and enable the annual program's participants to continually hone their journalistic skills.
- **FOX News Leadership Development Program:**
This program equips diverse, high-potential talent with the tools needed to build and propel a career with FOX. Program pillars are mentorship, access and networking, skill-building and development, and exposure to the other FOX businesses.

- **FOX Television Stations Sales Training Program:**

This program was created to develop and mentor the next generation of diverse, motivated sales professionals for the FOX Television Stations. Trainees participate in both intensive classroom study of all aspects of the television station advertising sales business and shadowing of FOX Television Stations sales account executives.


FOX also facilitates Employee Resource Groups, which are formed around shared identity, interests or pursuits for the purpose of advancing careers, culture and community.



FOX offers nine Employee Resource Groups:

- **ABLE** -- promotes an inclusive environment and is committed to breaking the stigma around seen and unseen disabilities and supporting our FOX colleagues, and those affected by them, through education, advocacy, and allyship.
- **ACE** (Asian Community Exchange) -- serves Asian Americans at FOX by advancing our members, championing our stories and empowering our communities.
- **BLK+** -- celebrates our Black colleagues and seeks to build community through programming and professional development while standing in solidarity with our allies.
- **HOLA** (Hispanic Organization for Leadership and Advancement) -- develops Hispanic leaders, enriches FOX's diverse culture and drives positive impact.
- **PRIDE** -- cultivates community among FOX's LGBTQ+ colleagues and allies, supports causes important to the LGBTQ+ community and fosters a work environment where all colleagues feel 100% authentic and professionally supported.
- **VETS** -- is committed to the community of veterans, current service members, military supporters and military spouses employed at FOX by embracing our four core values – Community, Appreciation, Connection & Education.
- **WiT** (Women in Tech) -- attracts, advances and empowers women technologists and amplifies their impact at FOX.
- **Women of FOX Sports** -- connects, inspires, informs and gives back to the community, with the goal of furthering women's collective contributions and advancement within the sports industry.
- **WOMEN@FOX** -- is committed to developing female leadership at all levels and fostering a culture where all women thrive.





FOX is also proud to have been recognized by outside organizations for our deep commitment to diversity and inclusion and our success in championing various communities within our workforce. For example:

- FOX received a 100% rating, the highest score, in the Human Rights Campaign Foundation's 2021 Corporate Equality Index (CEI) – our third consecutive year earning top marks. CEI is the Human Rights Campaign Foundation's annual scorecard assessing LGBTQ workplace equality. The score gives FOX the distinction of "Best Places to Work for LGBTQ Equality."
- DiversityComm also recognized FOX as a Top Employer and as a Top LGBTQ+ Friendly Company from 2020 to 2021 and FOX News Media was designated as a 2020 Great Place to Work-Certified™.
- Black EOE Journal, HISPANIC Network Magazine, Professional WOMAN's Magazine and U.S. Veterans Magazine, as well as the Disability Equality Index, have all listed FOX as a 2021 top employer.
- The Company was appointed to the 2021 Military Friendly® Employer list.
- In 2019, the FOX Flight Team was named the first recipient of the Women And Drones organization's Piloting Innovation Award. In 2020, FOX joined with Women And Drones to sponsor the 2020 FOX Piloting Innovation Award, which provides visibility to women in the drone industry.

Finally, we understand that diversity and inclusion should influence the way we purchase goods and services. We are a member of the National Minority Supplier Development Council, and we invite minority business enterprises to engage with us and be part of our vendor base. Our goal is to identify and grow a diverse supplier community that provides us best-in-class goods and services. We engage employees, suppliers, partners and stakeholders through education, training, interaction and leadership initiatives that foster an inclusive culture and environment. We also seek to build business opportunities and lasting relationships with companies owned and operated by women, veterans, people with disabilities and LGBTQ individuals.

FOX CELEBRATES DIVERSITY AND FOSTERS INCLUSIVENESS

FOX strives to recognize, honor and support our employees of all backgrounds through philanthropic opportunities, special programming and engagement activities throughout the year.

BLACK HISTORY MONTH

FOX curated special programming focused on the theme of **Black Futures Month**, which honors the past while shaping the future. Through this informative and interactive series, FOX presented financial, mental health and virtual mentoring sessions, as well as a panel discussion with Black executives from across our businesses.

Additionally, FOX Sports Inclusion Council hosted a virtual event entitled "Why My HBCU Made Me Great," which featured FOX Sports executives and talent detailing their decisions to attend Historically Black Colleges and Universities and explaining how their school experiences set the stage for successful careers.

WOMEN'S HISTORY MONTH

In addition to supporting the Downtown Women's Center monetarily during the month of March, FOX also hosted a virtual seminar with the organization's CEO to discuss the work the Center does to support women experiencing homelessness in the Los Angeles area.

MENTAL HEALTH AWARENESS MONTH

Through a financial grant, FOX supported the National Alliance on Mental Illness's (NAMI) mission to help families and individuals affected by mental illness build better lives through education, support and advocacy. Additionally, FOX double matched employee donations to NAMI, American Foundation for Suicide Prevention, Paws of War and the Headstrong Project during the month of May.

FOX also presented two powerful employee webinars about mental health. The webinars featured “Breaking the Stigma: A Fireside Chat with FOX Sports and NFL Insider Jay Glazer” and FOX News Media contributor and veteran Joey Jones who focused on breaking the stigma around mental health. Additionally, the Company hosted “Riding The Tiger: A Roundtable Discussion About Bipolar Disorder,” a dynamic roundtable conversation with experts from the University of Michigan to discuss the implications of bipolar disorder. These candid conversations about the effects of anxiety and depression opened the doors for colleagues to speak freely on issues that are often hidden and emphasized the importance of treating each other with grace and empathy.

ASIAN AMERICAN, NATIVE HAWAIIAN AND PACIFIC ISLANDER (AANHPI) HERITAGE MONTH

During an especially difficult year marked by a wave of hate and violence against people of Asian descent, FOX created safe spaces for employees to connect and support each other.

“Owning the Punchline: An AANHPI Comedy Roundtable,” which featured comedic talent discussing the funny (and not-so-funny) moments of the AANHPI experience, was appreciated by employees. The session also included a cross-studio mixer connecting AANHPI employee groups from across the entertainment industry.

In addition to offering employees double matching opportunities to charities that support the Asian American, Native Hawaiian and Pacific Islander communities, FOX celebrated the richness of experiences across the AANHPI community.

PRIDE MONTH

In recognition of the five-year anniversary of the Pulse Night Club shooting, FOX Pride honored those affected through support of the onePulse Foundation.

FOX also raised awareness and demonstrated support for organizations working on behalf of the LGBTQ community including: the Ali Forney Center, Los Angeles LGBT Center, GLAAD and GLSEN.

HISPANIC HERITAGE MONTH

FOX held a series of panels including “Power of the Latino Vote,” an empowering and insightful discussion about the growing influence of Latino voters.

Additionally, employee donations to the Hispanic Scholarship Fund, Los Angeles Regional Food Bank and Food Bank For New York City were double matched, increasing FOX’s support of local Hispanic communities across the country.

NATIONAL VETERANS AND MILITARY FAMILIES MONTH

As part of FOX’s Veterans Day initiatives, FOX Food Services prepared over 3,300 meals for Veterans and Veterans Affairs staff to be delivered by FOX colleagues to the Los Angeles Veterans Affairs campus.

And in Arizona, FOX team members joined St. Mary’s Food Bank and the Arizona Coalition for Military Families to deliver food and supplies to at-risk veterans and their families.

Through employee donations and corporate double matching, FOX colleagues gave more than \$100,000 to various veterans’ service organizations including: U.S. VETS, Blue Star Families, Operation Gratitude, Veterans in Media & Entertainment, Volunteers of America, Paws of War and the Foundation for Women Warriors.



COMPENSATION AND BENEFITS

We are proud to invest in our people through competitive pay and benefits, as well as flexibility and support to balance work and personal demands.

FOX operates with an ownership mentality, which is intended to encourage our entrepreneurial spirit and collegial approach, providing our employees with an environment where they can take creative risks and fulfill their own professional goals. All full-time employees who were with FOX when we became a standalone publicly traded company in March 2019 received an equity award grant. That award vested in December 2020, with over 6,000 employees receiving shares of FOX's common stock.

Providing equal pay for equal work, without regard to gender or other protected characteristics, is an imperative at FOX. We link our more senior employees' pay to corporate performance through discretionary annual incentive compensation awards. To acknowledge their tremendous contributions throughout the challenges of fiscal 2021, we increased eligible employees' discretionary annual incentive compensation awards for fiscal 2021. We also paid a special, one-time cash bonus to all other employees who worked with us throughout fiscal 2021, including union and freelance employees who worked the equivalent of full-time.

We also provide generous benefits that support our employees' health, wellness and financial stability. Full-time employees are eligible for medical, dental and vision insurance, with access to telemedicine and pharmacy benefits. Freelance employees who work a minimum number of hours are also eligible for a medical plan. In addition, eligible employees may participate in flexible spending accounts, health savings accounts and qualified transportation expense accounts. We also provide employees with a health advocate service, with experts who support employees and their eligible family members in navigating a wide range of health and insurance-related issues.

To provide additional support during the pandemic, we are also paying full-time employees' medical insurance premiums from March 2020 through December 2021.

Additional benefits that FOX provides to full-time employees include:

- paid company holidays
- paid floating holidays
- paid vacation
- paid sick and safe time
- life insurance
- full salary replacement for up to 26 weeks of short-term disability
- a 401(k) savings plan with a generous company match and contribution
- educational reimbursement
- charitable gift matching
- an employee assistance program

FOX also offers employees group discounts in various voluntary benefits such as critical illness insurance, group universal life insurance, auto and home insurance, legal insurance, pet insurance, long-term disability insurance and student loan refinancing.

We believe offering our employees the tools necessary for a healthy work-life balance empowers them to thrive in our modern workforce. To that end (before, during and after the COVID-19 outbreak), FOX allows eligible individuals the opportunity to work remotely in appropriate circumstances. Our parental leave policy allows eligible new parents to bond with their children for a substantial period with full pay, and our workplaces have lactation rooms for our new mothers. We also offer backup child, adult, and elder care benefits to help full-time employees with back-to-school transitions and caregiving support while managing remote work and virtual learning. For calendar years 2020 and 2021, we doubled the number of days, from 20 to 40, that employees could use the service for child, adult or elder care and waived employees' co-pays from September 2020 through December 2020 so they could use the backup care benefits at no cost. We also allowed employees to use their backup care benefits for virtual tutoring.

LEARNING AND DEVELOPMENT

Our learning and development programs help employees reach their full potential in a rapidly changing world. We create opportunities for our leaders to grow and develop as managers, to share information about all parts of the business, and to increase individual and team effectiveness. Our approach to learning and development includes:

- Management and Leadership Development. FOX offers programs to prepare employees for critical manager roles. Programs were originally developed for in-person delivery but have been converted to virtual and hybrid models to help leaders continue to develop even while working remotely. Examples include:
 - Premiere Management Development Program. This leadership development experience is designed to help new managers develop as frontline leaders. In 2020, 77 FOX leaders completed the program.
 - True North Leadership Development Experience. This leadership program is targeted toward more senior leaders and empowers executives to grow as leaders, strategists and visionaries for their team. The program was launched in 2020, with 19 FOX leaders completing the initial round of the program.
 - FOX Sports Professional Development Program. This program prepares production team leaders with skills for the unique sports production environment, such as communication and influence in the control room under short deadlines. In 2020, 62 FOX leaders completed the program.
- eLearning. We offer online, on-demand training courses to FOX employees, including:
 - LinkedIn Learning: Library of thousands of video courses covering everything from 3D animation to Microsoft Office suite. In 2020, 5,756 users logged in to view nearly 9,000 hours of educational content across several thousand courses.

- Harvard ManageMentor: Provides FOX employees with expert advice and content from world-renowned business leaders to build business and leadership skills. During 2020, approximately 1,065 newly registered users made 4,256 visits to the platform.
- Learning Paths: Curated lists of online courses available to help FOX employees pursue specific development goals.

- Live Webinars. We connect subject matter experts to build employee skills and awareness.
- Navigating the Pandemic. FOX developed a suite of workshops to equip employees with the skills required to be productive and successful while navigating the ambiguity surrounding the COVID-19 pandemic, including Managing Remotely, Leading Remote Meetings and Leading in Uncertainty.
- Assessments. FOX offers assessment tools (e.g., DISC, Birkman, MBTI, 360 Leadership Assessments) to help employees develop greater self-awareness and gain insight into their performance and decision-making processes.
- MentorMatch. FOX pairs employees and senior leaders across the organization to build meaningful professional relationships. In 2020, over 400 mentees were paired with over 200 volunteer mentors in this six-month program.
- Performance Assessments. All managers are encouraged to perform annual performance reviews with employees, with an eye toward career development, progression and succession planning.
- Within FOX News Media and FOX Television Stations, we deliver specialized training on the First Amendment, defamation, privacy, infringement and other newsgathering and reporting topics to educate newsroom and creative employees on these principles and provide advice on best practices.

FOSTERING CIVILITY AND RESPECT IN THE WORKPLACE

Our commitment to creating and maintaining an environment free of discrimination and harassment begins at the highest leadership level of the Company and is embedded throughout the policies and practices at FOX. The FOX Standards of Business Conduct and the Preventing Harassment, Discrimination and Retaliation Policy, which are posted on our website, create our framework for addressing complaints and taking remedial measures as needed.

Our Standards of Business Conduct expressly state that FOX endeavors to ensure that the workplace “is free of bullying and harassment, whether the harassment is sexual in nature, or is based on an employee’s sex, race, religion, disability or any other characteristic protected by applicable law.” It makes clear that it is our policy to “investigate promptly and thoroughly any FOX colleague complaint of discrimination or harassment, and to take remedial measures, if FOX determines that there has been a violation of FOX’s policy against such conduct.”

We are also committed to maintaining a workplace that treats all employees with dignity and respect, and is free from all forms of harassment, discrimination and retaliation. Our Preventing Harassment, Discrimination and Retaliation Policy protects individuals on the basis of a person’s actual or perceived race, religious creed, color, national origin, ancestry, citizenship, age, physical disability, mental disability, medical condition, genetic information, marital status, family status, caregiver status, sex (including pregnancy status, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, sexual orientation, sexual and reproductive health decisions, reproductive health decision making, hair texture or hairstyles, military or veteran status, political affiliation, arrest or conviction record, union membership, unemployment status, credit history, status as a victim of domestic violence, stalking, or sexual offenses, or any other legally protected characteristic.

Any employee or applicant who believes they have experienced or witnessed harassment, discrimination or retaliation, including as a bystander, must immediately report it to a manager in the Company’s Human Resources Department or to one of several alternative reporting channels, including the confidential, third-party managed Alertline¹. Members of management who learn of harassing, discriminatory or retaliatory conduct from any source are required to report it immediately.

Reported concerns are investigated, and if FOX determines that a violation of this policy has occurred, we will take appropriate remedial action. These reports and investigations are evaluated by the most senior members of FOX’s management team. The Chief Legal and Policy Officer must approve any settlement related to a violation of the FOX Standards of Business Conduct as well as claims related to sexual harassment or other forms of discrimination. Further, the Audit Committee of the Board of Directors is informed of all matters that require the Chief Legal and Policy Officer’s approval.

The Board also adopted a clawback policy, whereby the Compensation Committee has sole discretion to require reimbursement of all or any portion of any performance-based compensation or discretionary bonus paid to any executive for the period when the executive engaged in harassment, discrimination and/or retaliation, including the failure to respond to allegations or complaints of such behaviors.

All new hires must complete training on the Preventing Harassment, Discrimination and Retaliation Policy, as well as compliance and business ethics, and existing employees must complete the training periodically.

FOX is committed to equal employment opportunity for all employees and applicants for employment. FOX complies with and exceeds the International Labour Organization’s (ILO) conventions for eliminating discrimination in respect of employment and occupation.

¹ The results of investigations into Alertline submissions are reported to senior management and the Audit Committee of the Board of Directors.

WORKPLACE PROFESSIONALISM AND INCLUSION COUNCIL

Comprising experts in workplace and inclusion matters, with a majority serving from outside the Company, the Workplace Professionalism and Inclusion Council advises FOX News Media and its senior management in its ongoing efforts to ensure a proper workplace environment for all employees and guests, strengthen reporting practices for wrongdoing, enhance HR training on workplace behavior, and further recruitment and advancement of women and minorities. The Council meets with and provides written reports to FOX’s Board of Directors and its Nominating and Corporate Governance Committee. All available [council reports](#) can be found on our website.

FREEDOM OF ASSOCIATION

FOX has always been and will continue to be unequivocally committed to our employees and their right to freely associate with any third party. Indeed, our Preventing Harassment, Discrimination and Retaliation Policy forbids discrimination on the basis of political affiliation or union membership. We firmly adhere to the National Labor Relations Act (NLRA). The NLRA and the subsequent Taft-Hartley Amendments protect rights of employees and employers in the private sector. The foundation of the NLRA includes the employees’ right to participate in protected, concerted activities, discuss working conditions openly, and the choice to be or not to be associated and/or represented by a third-party representative without fear of discrimination or retaliation.

Across FOX Entertainment, FOX Sports, FOX Television Stations and the FOX Studio Lot, we are a party to approximately 75 separate collective bargaining agreements that cover thousands of staff and freelance employees.

PROTECTING HUMAN RIGHTS

FOX is committed to operating in a manner that respects, protects and promotes human rights worldwide. This commitment includes respecting the dignity and worth of all individuals, encouraging all individuals to reach their full potential, encouraging the initiative of each employee and providing equal employment opportunity to all employees. These key principles are embodied in FOX’s [Human Rights Statement](#).

Taken collectively, FOX’s workplace policies and practices—including nondiscrimination, prohibitions against forced and child labor, freedom of association and the right to engage in collective bargaining—are aligned with the principles of the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.





Across all our businesses, we are committed to operating efficiently and reducing environmental risks associated with our operations. Based on our operating footprint, we have identified the following priority areas for environmental risk management:

- **Building and production management** – we own and lease various properties in the U.S. (including the FOX Studio Lot in Los Angeles) that use energy and water and generate related greenhouse gas emissions and waste.
- **Business continuity** – we believe our main climate risk is related to business continuity in the event of more extreme weather events.
- **Supply chain** – we require our suppliers to manage relevant environmental risks.

We have taken specific action as part of our strategy to mitigate environmental risks, including those related to climate change:

- Develop and implement a comprehensive Environmental, Health and Safety (EHS) program
- Track energy and greenhouse gas emissions data in order to reduce consumption
- Invest in resource efficiency and clean energy initiatives
- Develop a comprehensive business continuity plan
- Develop and implement a supplier management policy

NEW FACILITIES INCLUDE A FOCUS ON ENERGY AND THE ENVIRONMENT

FOX TECHNOLOGY CENTER IN TEMPE, AZ

The FOX Technology Center (FTC), a critical cornerstone of our investment in technology capabilities, became operational in February 2021. FTC, which serves as the streaming and technology hub for FOX, was designed with sustainability in mind, including biomass, hydropower, geothermal, solar, and wind energy sources. FOX partnered with the Arizona State University Research Park, local communities, the Salt River Project, and a local commercial power service provider to reach our sustainable goals.

This approach fostered an ability to “design-in” next generation sustainable building technologies, including:

- Thermoplastic Polyolefin, or “cool roof” technology that significantly reduces energy demands
- High efficiency building and landscaping water systems that reduce our water consumption by over one million gallons per year
- LED lighting, occupancy sensors to ensure energy usage only when needed, and lighting controls and ambient dimmers to adjust to natural lighting
- Efficient, closed-loop HVAC systems
- Four EV charging stations installed with eight ports for employees and guests
- Interior wall, tile, and acoustical material composed of 40-70% pre-consumed recyclable content

Our local partnerships, design and construction approaches, and choice of efficient technologies have reduced our traditional, operational power needs by over 25% to date.

FOX TELEVISION STATION IN WASHINGTON, D.C.

FOX5, our station serving the nation’s capital and surrounding areas, debuted a new state-of-the-art studio in the summer of 2021.

The complex was selected with its environmentally friendly aspects in mind, meeting LEED Gold Certification standards and featuring 10 electric vehicle charging stations. In addition, the building utilizes energy efficient technologies to reduce energy waste.



As part of our ongoing efforts to identify and evaluate steps that have positive impact and advance our strategy to mitigate environmental risks, we have formalized a number of Environmental, Health and Safety initiatives identified in 2019.

During 2020, we:

- Completed the first carbon footprint for Fox Corporation, which will establish FY20 as a baseline for future reduction targets.
- Provided additional transparency into our activities and best practice certifications. We retained a consultant to assist with our ISO 14001 Certification, demonstrating that we meet the expectations of our stakeholders with respect to resource, waste and energy management. We expect to begin a gap assessment in FY22.
- Focused on additional solutions for more environmentally sound sourcing: adding biodegradable straws at our Studio Lot that are durable and reusable as well as compostable; providing Heart Water bottles at our Studio Lot that are made of aluminum which is infinitely recyclable; and increasing the number of eco-friendly products in the Studio Store.

ENGAGING OUR EMPLOYEES ON THE ENVIRONMENT

FOX seeks to promote employee awareness and encourage their active participation in sustainability efforts.

In recognition of Earth Month, FOX partnered with five New Jersey public schools to revitalize their green spaces. Trees, plants and flowers were added to existing campus gardens and newly created greenways. The initiative also served as an opportunity for students to learn about the benefits of open spaces and their importance in an urban environment.

With FOX's support, the Jersey City Public Schools system is continuing its efforts to become more sustainable in metropolitan areas.

- Frank R. Conwell Middle School
- Whitney M. Young, Jr. Community School
- Dr. Maya Angelou Elementary
- Nicolaus Copernicus School
- Alfred Zampella School

In April, we also partnered with One Tree Planted to support global reforestation initiatives helping to protect biodiversity and create a healthier climate. These Earth Day 2021 events focused on raising awareness of the role of honeybees in supporting biodiversity and our food supply by introducing beehives at our headquarters.



ENVIRONMENTAL, HEALTH AND SAFETY (EHS) PROGRAM

Environmental management at FOX is guided by our enterprise-wide [EHS Policy and EHS Management System](#).

The ultimate responsibility and authority for establishing and maintaining effective EHS programs rests with our Executive Chairman and Chief Executive Officer, as confirmed in the policy, whose responsibilities include the following:

- Issue the organization’s EHS Policy, setting the example for FOX’s culture
- Assume overall responsibility for implementing the EHS Policy at all FOX facilities
- Assess information provided during periodic EHS management reviews, and direct actions to continually improve the EHS management program and reduce risk in the workplace

Day-to-day management of environmental issues is overseen by our President of Operations and Distribution and implemented by our dedicated Environmental, Health and Safety team.

RESOURCE EFFICIENCY AND EMISSIONS

Our EHS team tracks the energy and fuel used in the course of our business, develops new methods to improve energy efficiency, and creates campaigns to engage employees, audiences, vendors and industry partners on environmental issues.

Ongoing initiatives to reduce energy consumption and related greenhouse gas emissions include:

- Implementing Environmental and Energy Management (EEM) software to manage energy and GHG emissions across the Company’s portfolio of facilities

- Constructing new buildings to LEED certified standards
- Installing high-efficiency LED lights on production stages
- Adding occupancy/motion switches in common areas and selected offices
- Replacing older HVAC systems with more efficient units
- Purchasing fuel efficient vehicles for news teams
- Offering and managing commuter programs, including a Qualified Transportation Expense benefit that encourages employees to commute via mass transit

CLEANER SOURCES OF ENERGY USAGE

In addition to reducing overall energy consumption, we are pursuing cleaner sources for the energy we do use. Current efforts include:

- Utilization of alternative fuel and power on remote broadcasts to reduce dependence on diesel generators
- Migration of equipment to rechargeable batteries
- Investments in solar power generation capacity
- Installation of 44 chargers with 52 charging ports available for employee and visitor use at the FOX Studio Lot

FY2020
CLEAN ENERGY
GENERATION

LOCATION	ENERGY SOURCE	CONSUMPTION (MWH)	EMISSIONS AVOIDED (MT CO2E)
FOX Studio Lot	Onsite Solar	1,918	434
KTVU / KICU Television Station	Natural Gas Fuel Cell	7,248	341

We will continue to build on these efforts and look for further carbon reduction opportunities by:

- Planning to develop companywide carbon reduction goals
- Establishing a process to collect energy and emission-related data from in-house productions
- Developing tools to track projects that reduce our environmental impact
- Expanding organic waste infrastructure at the FOX Studio Lot
- Further developing cloud-based solutions to better track and manage environmental data
- Conducting energy audits and life-cycle assessments

**FY2020
ENERGY USE AND
CARBON EMISSIONS**

CONSUMPTION TYPE	AMOUNT	MT CO2E
Scope 1 Building Energy Use (MWh)	25,589	4,286
Scope 1 Fuel Consumption (gal)	1,280,357	12,071
Scope 1 Refrigerant Usage (kg)	237	215
Scope 1 Total		16,572
Scope 2 Electricity consumption (MWh)	144,374	49,273
Scope 3 Business Air Travel (passenger miles)	68,574,824	10,615
Total		76,460

- Engaging expert consultants and industry partners for our sports and entertainment-related production to advise and pilot new technologies, processes and vendors to help move towards the achievement of emissions reduction goals
- Soliciting ideas for operational improvements from local managers
- Promoting best practices and awareness-raising initiatives

DIVISION	CONSUMPTION TYPE	AMOUNT	MT CO2E
FOX Corporate	Business Air Travel (passenger miles)	11,507,519	1,849
	Energy Consumption (MWh)	9,536	2,239
	Fuel Consumption (gal)	633,857	6,201
FOX Entertainment	Business Air Travel (passenger miles)	2,836,391	454
	Energy Consumption (MWh)	896	239
FOX News Media	Business Air Travel (passenger miles)	11,525,570	1,797
	Energy Consumption (MWh)	14,749	4,139
	Fuel Consumption (gal)	74,109	668
FOX Sports	Business Air Travel (passenger miles)	39,077,501	5,955
	Energy Consumption (MWh)	10,008	3,330
	Fuel Consumption (gal)	10,160	104
FOX Studio Lot	Business Air Travel (passenger miles)	64,755	11
	Energy Consumption (MWh)	32,807	6,756
	Fuel Consumption (gal)	15,367	134
	Refrigerant Usage (kg)	159	71
FOX Television Stations	Business Air Travel (passenger miles)	3,563,088	549
	Energy Consumption (MWh)	101,967	36,857
	Fuel Consumption (gal)	546,863	4,965
	Refrigerant Usage (kg)	78	144
	TOTAL		76,460

WASTE MANAGEMENT

Our largest location for solid waste is the FOX Studio Lot. We have implemented a number of waste management initiatives, helping to achieve our 2020 diversion rate of 38% and a decrease in total waste by 24% from 2019.

Waste management investments at the FOX Studio Lot include:

- Development and implementation of a single stream recycling system. All glass, plastics and paper are collected together rather than separately, allowing for increased participation among employees.
- Continuing donation of unserved prepared food. FOX donated over 3.2 tons of food to local food banks and non-profit organizations in 2020.
- Food waste composting program. FOX was among the first studios to launch such a program. In 2020, the Studio Lot sent 105 tons of food waste from kitchens, cafeterias and restaurants on the Studio Lot for compost, as well as an additional 9 tons of yard waste.
- Donation programs. Donations of an assortment of lumber, construction equipment, clothing, office supplies and furniture—a total of 34 tons—were provided to local organizations in 2020, decreasing the amount of waste diverted to landfills.
- Use of eco-friendly materials in food outlets. These materials include: cups and lids that are either compostable or made from post-consumer recycled material; fiber-based trays, plates and bowls; paper straws; and bio-based utensils.

DONATIONS FROM THE FOX STUDIO LOT TO NEIGHBORS IN NEED

Office supplies, construction materials and home furnishings are necessary materials for the corporate functions and entertainment productions that call the FOX Studio Lot home. When FOX has unneeded or gently used items, including drills and table saws, clothing, sofas, refrigerators and plywood, we donate them to charities around Los Angeles. This year, FOX donated more than 21,000 pounds of these items to Habitat for Humanity and Union Rescue Mission. New life is infused into these items when they are repurposed to help people who need and use them.

WATER CONSERVATION

At the FOX Studio Lot, we have replaced more than 13,000 square feet of lawn with artificial turf, eliminating the need for regular irrigation of these areas and saving more than 6,000 gallons of water per year. A computerized irrigation system allocates water based on the amount of recent rainfall, the type of plant and how long each plant has been in place. This system saves an estimated 1.5 million gallons of water each year.



INDUSTRY COLLABORATION

Environmental Media Association

In February 2021, FOX joined the Environmental Media Association (EMA), a charitable organization composed of a diverse subsection of entertainment industry influencers, business entrepreneurs and green icons dedicated to the mission of promoting environmental progress. Initiatives include the EMA School Garden Program providing nationwide education for children on the value of organic/sustainable farming and healthy eating.

Sustainable Production Alliance

FOX is a member of the Sustainable Production Alliance (SPA), a collaboration among the major studios housed under the Producers Guild of America (PGA) as part of the PGA Green program. The goal of the alliance is to find tools and solutions to minimize the environmental impact of the entertainment industry, as well as provide leadership in sustainability that all stakeholders in the industry can follow. Other members include Sony, NBCUniversal, Disney, WarnerMedia, Netflix, Amazon Studios, Amblin Partners, ViacomCBS and Participant Media.

SUPPLY CHAIN MANAGEMENT

As confirmed in our Supplier Management Policy, [Doing Business with FOX](#), our suppliers must have a documented environmental policy that includes a commitment to comply with relevant environmental laws and regulations and to continual improvement and pollution prevention.

OUR PRACTICES

Our audiences expect great content from brands they can trust and companies they can believe in. This requires us to be principled, transparent, respectful, and fair to each other and to our business partners, customers and other stakeholders. We are proud of the way we conduct our business and the ethical principles we follow.

OUR POLICIES

We insist that everyone working for and with FOX will always act with integrity. That standard is set forth in the comprehensive policies and codes that govern our ethical conduct and responsible behavior.

- [Statement of Corporate Governance](#) sets forth the Company's corporate governance guidelines and practices, and ensures the Company is governed in a manner that serves the interests of our shareholders, colleagues and other stakeholders.
- [Standards of Business Conduct](#) outlines our principles regarding fair, ethical and honest business dealings, full and fair disclosure, and compliance with applicable laws, and confirms the expected standard of behavior governing all FOX employees and businesses.
- [Global Anti-Bribery and Anti-Corruption Policy](#) confirms our commitment to never engage in, tolerate or condone bribery, corruption or similar conduct. This policy applies globally to every director, officer and employee of FOX and its majority-owned subsidiaries and divisions, as well as to third parties acting on behalf of FOX and its subsidiaries.
- [Political Activities Policy](#) establishes standards for employees to ensure compliance with gift, lobbying and political contribution laws, and any additional, more restrictive requirements required by FOX.





ETHICS AND COMPLIANCE PROGRAM OVERSIGHT

OVERSIGHT

The Audit Committee of the Board of Directors has responsibility for the content and operation of FOX's business ethics and compliance program including anti-bribery and corruption programs. The Chief Ethics and Compliance Officer reports to senior management and to the Audit Committee about existing compliance programs and proposed new initiatives.

The Company adopted several operational compliance policies and programs, including an Anti-Bribery and Anti-Corruption Policy, an Insider Trading and Confidentiality Policy, a Political Activities Policy, and a Global Sanctions, Anti-Boycott, and Import/Export Policy.

FOX's Chief Ethics and Compliance Officer leads the Company's ethics and compliance program and assists the Board of Directors in fulfilling its oversight duties concerning compliance with applicable laws, regulations and accounting standards, and the dissemination of true and accurate information. On behalf of senior management, the Chief Ethics and Compliance Officer ensures processes are fully embedded in the business.

The Chief Ethics and Compliance Officer works with liaisons in each business unit to coordinate compliance policies and controls and related ongoing risk assessments.

RISK ASSESSMENT

We undertake various risk assessments as part of our efforts to ensure compliance with our Standards of Business Conduct and Global Anti-Bribery and Anti-Corruption Policy. These include:

- All compliance-sensitive vendors are identified and escalated to the Chief Ethics and Compliance Officer for risk assessment and review before being approved. We utilize both subjective assessments and screening of all vendors embedded in the intake process for our Accounts Payable/Vendor Management system.
- Through periodic compliance risk assessments, FOX identifies and assesses operations that present the greatest ethics and compliance risk and prioritizes resources to address those risk areas.
- Financial transactions involving government-related parties must be reviewed and approved by, among others, the Chief Ethics and Compliance Officer.
- The FOX Corporate Audit group periodically reviews the completeness and reliability of this practice. In addition, business units that conduct operations in jurisdictions with known levels of perceived corruption, or in other situations where the potential for corruption may present itself, meet prospectively with our Compliance team to assess potential risks and formulate risk reduction and remediation strategies.

THIRD PARTIES

We require that consultants, agents and other third parties acting on behalf of FOX adhere to the principles contained in our Anti-Bribery and Anti-Corruption Policy.

We ensure that all payments to third parties are recorded accurately and documented appropriately.

TRAINING

All FOX employees must read our Standards of Business Conduct and Global Anti-Bribery and Anti-Corruption Policy and acknowledge that they have done so. In the coming year, this process will include annual training about our Standards of Business Conduct.

All new employees are required to complete an online training module focused on anti-bribery and anti-corruption as part of the onboarding process, and existing employees are also required to complete this training periodically.



REPORTING CONCERNS

The Standards of Business Conduct and Employee Handbook both include information about how ethics concerns can be raised. Employees can approach a manager in Human Resources or an attorney in the Legal Department, in any FOX business unit.

The Chief Ethics and Compliance Officer and designated compliance or legal liaison in each respective business unit are also available to serve as additional resources.

Any stakeholder (including employees, suppliers, customers and other third parties) can also use the FOX Alertline. Alertline supports anonymous reporting of concerns either through a dedicated, domestic/international toll-free telephone number available 24 hours a day, 365 days a year, or through a secure website.

Translation services are available through Alertline. Reports are treated confidentially. Alertline (both online and telephonic) is maintained by a third-party provider. The system generates an auditable log of all concerns that are received through that system. A summary of the complaint is distributed by the system to the Chief Ethics and Compliance Officer as well as senior members of the Audit, Legal and HR teams, who decide what further action may be necessary.

On a quarterly basis, the Senior Vice President of Corporate Audit reports on whistleblower complaints to FOX senior management and to the Audit Committee of the Board of Directors.

The Chief Ethics and Compliance Officer also plays a role in the resolution of complaints, where warranted. In addition, there may be certain circumstances when a colleague or anyone with an ethics or compliance concern believes that they cannot communicate that concern through regular channels. In such a situation, that person may communicate directly with the Lead Director of FOX's Board, by addressing a letter to the attention of Lead Director, Fox Corporation, 1211 Avenue of the Americas, New York, NY 10036.

INTEGRITY IN SPORTS BETTING

FOX Sports is synonymous with the best live sports events in the country. Through our stake in FOX Bet, the Company is committed to expanding sports fans' experience responsibly and ethically. At all times, gaming and broadcast integrity are at the forefront.

At FOX, we never exploit our positions for personal gain—in gaming, broadcasting, or otherwise. Our Standards of Business Conduct demonstrate our fidelity to our focus on acting ethically and refraining from self-dealing.

- As one of the world's leading sports broadcasters, FOX employees may learn information about sporting events and athletes before it becomes known to the public. FOX journalists and broadcast personnel may obtain and share such information with public audiences, of course.
- FOX employees should never use access to non-public information to their personal advantage in sports betting or similar activities. They are prohibited from using any confidential or advance information for personal gain, including using it to their advantage in betting on sporting events or engaging in other forms of gambling.
- Not only are FOX employees required to refrain from improperly benefiting from their position or access, they must also guard against family, household members and others receiving improper betting advantages.
- With FOX's investment in the FOX Bet brand, it is more important than ever that consumers trust that our commitment to integrity extends not just to the accuracy of the news and information provided to them but also to how FOX employees handle it at every step in the process.

FOX employees are encouraged to seek clarification on the use of non-public information from the Legal Department, the Chief Ethics and Compliance Officer, and the Chief Legal and Policy Officer.

POLITICAL INVOLVEMENT

As outlined in our Political Activities Policy, FOX established standards concerning political contributions and activities to ensure that all employees and Company officers comply with our requirements, including:

- Prohibition or restriction of gifts to elected officials;
- Registration and disclosure of all lobbying activities and disclosure of political contributions made by all registered lobbyists; and
- Prohibition or restriction of political contributions made by corporations.

FOX discloses all contributions from our [Political Action Committee](#).

Lobbying expenditures are disclosed with the [Clerk of the U.S. House of Representatives](#). Fox Corporation also retains government relations services in California and Massachusetts and discloses its lobbying activity publicly as required by law. Our filing in Massachusetts can be viewed [here](#). Our filing in California can be viewed [here](#).

EDITORIAL GUIDELINES AND BROADCAST STANDARDS

The First Amendment and the fundamental values it embodies help define who we are and what we do. As an important source of news, information, analysis and media, we play a leading role in the marketplace of ideas. Our flagship news properties are some of the most influential in history, and we respect the significant responsibility that comes with being a steward of the people's right to know.

The core values of our entire business—free press, free speech and free expression—reflect our commitment to the people's right to know, to be informed and to participate in the marketplace of ideas.

FOX's Standards of Business Conduct, Employee Handbook and Standards & Practices Program Standards Manual confirm our position and expectations regarding editorial independence and broadcast standards. Employees are required to read the policies and acknowledge that they have done so.

FOX is committed to:

- **Accuracy and editorial independence:** Our news organizations carefully vet sources and check facts, and we maintain strict separation between revenue sources and our news and opinion content.
- **Freedom of speech and the press:** We zealously guard and defend our journalists in their search for the truth. Indeed, we believe so strongly in these core values that we have often come to the defense of our competitors, recognizing that a free press benefits all of us and requires the support of each and every one of us.
- **Protection of the newsgathering process:** FOX protects the integrity of the entire newsgathering and editorial process. We safeguard the confidentiality of information, communications and sources that our journalists acquire in the course of their reporting. We defend against external intrusion into the editorial or thought processes of our newsroom personnel, including the disclosure of drafts, edits or confidential newsroom discussions about which stories merit publication.

We are committed to the independence of our editorial judgments and will resist the attempts of litigants, regulators or other third parties to infringe on them.

- **Respect cultural rights and diversity:** Various FOX programming and advertising guidelines outline our expectations regarding sensitivity to and respect for ethnic, religious, sexual and other areas of social concern.
- **Equal access to content and services:** FOX networks are widely distributed (including cable, satellite and streaming), ensuring that anyone can easily gain access to our content. FOX News and FOX Business are available in approximately 80 million U.S. households, and the FOX Network covers approximately 99.9% of U.S. television households. To ensure access for people with disabilities, FOX provides closed captioning, video description and visual access to emergency information.

- **Promote responsible decision making by appropriate audiences:** We provide V-Chip ratings and advisories, where applicable, on all entertainment programming and promotions longer than 10 seconds (excluding news and live sports), allowing parents to block programs they do not want children to watch. We are also beginning to provide ratings for programming that appear on our recently-acquired streaming service Tubi, which also provides parental controls to block programs.
- **Protect intellectual property:** We engage in fair competition, protect our intellectual property and respect the intellectual property and proprietary information of others. We do not seek or accept the confidential information of competitors or business partners to gain an improper commercial advantage. We do not download or use copyrighted materials—such as pictures, films or videos, music, software, or source code—without a proper license.

In November 2019, FOX News became a partner in the Protect Press Freedom campaign launched by the Committee to Protect Journalists to create public awareness about threats to press freedom. Other members of the campaign include CNN, The New York Times, Reuters, The Wall Street Journal and The Washington Post.

In addition, for many years, FOX News and FOX Television Stations have supported the Media Law Resources Center (MLRC), founded in 1980 by leading American publishers and broadcasters to assist in defending and protecting free press rights under the First Amendment. Today, MLRC is supported by more than 115 members, including leading publishers, broadcasters and cable programmers, as well as internet operations, media and professional trade associations, and media insurance professionals, in America and around the world.

Fox Corporation's Standards & Practices Program group reviews advertising and on-air promotional material to confirm that it complies with regulatory and network guidelines and is placed within appropriate programming.

Our business units maintain portals through which viewers can provide feedback regarding the content of programming, advertising and on-air promotional materials. The feedback portals relating to our sports and entertainment programming are available at [FOX](#) and [FOXSports](#), and we will be implementing feedback portals at FOX News Channel and FOX Business in the future.

The Standards & Practices Program group maintains records of all complaints received through these portals as well as feedback passed to the network via local stations. We use viewer feedback to review our Standards & Practices judgments with regard to content and scheduling.

FOX also participates in many industry initiatives and organizations to promote media ethics, including:

Entertainment Industries Council: FOX regularly hosts events and supports initiatives that further the Council's mission to encourage the entertainment industry to more effectively address and accurately depict major health and social issues.

TV Parental Guidelines Monitoring Board: FOX is an active member of this organization, which is "responsible for ensuring there is as much uniformity and consistency in applying the Parental Guidelines as possible."

ADVERTISING ETHICS

The marketplace of ideas is where FOX and its brands thrive. Our success rests on the principles of free expression, free inquiry and freedom of choice. That also holds true for our participation in the business world generally, where we vigorously protect our reputation for honesty, transparency and fair competition. Our credibility lies at the core of our success, from the content we create to the advertising that appears on our networks. Our networks sell commercial announcement time for the advertising of goods and services and for institutional advertising. We recognize that advertising must be truthful, appropriate, and comply with all Federal Communications Commission, Federal Trade Commission and legal requirements.

The FOX Network's Advertiser Guidelines provide a comprehensive set of standards covering, among other things, stereotyping and other community sensibilities, violence and anti-social behavior, and requirements for product claims to be fully substantiated.

The Advertiser Guidelines also mandate that every commercial airing on the FOX Network must be evaluated and approved in advance by FOX's Broadcast Standards Department, which reserves the right, at any time, to withdraw approval of a commercial spot.

FOX's Standards & Practices Program group reviews advertising and on-air promotional material to confirm it complies with regulatory and network guidelines.



OUR PROTECTIONS

Our audiences welcome us into their homes and their lives through our content. We protect that relationship by handling personal information responsibly and with care. FOX uses commercially reasonable administrative, technical, personnel and physical measures designed to safeguard information in its possession against loss, theft and unauthorized use, disclosure or modification.

DATA PRIVACY POLICY

FOX's Privacy Policies are designed to provide clarity and transparency about how we collect, use, disclose and retain users' personal information. These policies describe our businesses' practices concerning personal information collected through services such as websites, mobile sites and applications. For example, FOX's Privacy Policies identify the sources of personal information, the purposes for using personal information (such as to operate our businesses or provide our products and services), and the categories of other parties with whom that information is shared. FOX's Privacy Policies also provide various choices for consumers to access and control their personal information, including the ability to access and delete their personal information.

FOX also notifies users of changes to its Privacy Policies, including informing users that they should look at the Effective Date of the applicable policy to see when it was last revised and that any changes will become effective when a revised policy is posted.

FOX treats personal information consistent with these stated purposes, and we comply with notice requirements under applicable law and consistent with FOX's incident response plan.

DATA PRIVACY PROGRAM

FOX has a dedicated Privacy Department, headed by two Co-Chief Privacy Officers who share oversight and responsibility over the enterprise's privacy program.

The Privacy Department works closely with FOX's Information Security Department and Chief Information Security Officer to ensure a coordinated and layered approach to protecting user data. FOX participates in data privacy industry organizations including as a corporate member of the International Association of Privacy Professionals.

FOX's Co-Chief Privacy Officers are experts in their field and have spoken on privacy panels at industry conferences including the IAPP, the American Bar Association Forum on Communications Law, and the Privacy + Security Forum.

DATA SECURITY

FOX has a dedicated Information Security department headed by its Chief Information Security Officer. FOX uses the NIST Cybersecurity Framework for assessing the overall maturity of its cybersecurity program including how the program assesses and mitigates risks. An independent third-party auditing firm annually assesses our adherence to the NIST Framework and our program maturity against industry benchmarks. The Chief Information Security Officer updates the Audit Committee of the Board of Directors quarterly on our cybersecurity program and on progress against maturity improvement areas.

FOX also regularly employs internal and external technical penetration testing and audit procedures against our environments including those systems, products and practices collecting or storing confidential business and personal information—including user data—in accordance with FOX's security policies. These tests are performed at the application, infrastructure and network level by leading third-party assessment firms.

FOX conducts annual mandatory companywide cybersecurity compliance training, fosters awareness during Cybersecurity Awareness Month, releases monthly cybersecurity training videos and conducts regular targeted employee training. FOX also regularly conducts executive tabletop exercises involving detailed and topical cybersecurity scenarios.

The Board of Directors plays an active role in developing our overall business and risk management strategies including issues relating to our corporate social responsibility. In particular, the Nominating and Corporate Governance Committee of the Board oversees the Company's efforts on sustainability and corporate social responsibility.

The Audit Committee of the Board (1) oversees the Company's policies and practices with respect to risk assessment and risk management including with respect to data privacy and security, (2) oversees procedures to evaluate alleged violations of the Standards of Business Conduct and (3) reviews with the Company's counsel and management any legal or regulatory matter that could have a significant impact on the Company's financial statements.

The Company's management team executes, monitors and adjusts corporate responsibility efforts consistent with our core values to best serve the interests of the Company and our stakeholders.

In addition to describing the commitments and investments that we believe are critical to the long-term sustainability of our business and our positive impact on our communities, this report also addresses the Sustainability Accounting Standards Board (SASB) criteria that are relevant to many of our stakeholders. The index below aligns our social, environmental and governance activities with the SASB standards.

Unless otherwise stated, this report covers activities in Fiscal Year 2021 (July 1, 2020 – June 30, 2021).

SUSTAINABILITY ACCOUNTING STANDARDS BOARD DISCLOSURES

This index references the Fox Corporation information in this report pertaining to standards applicable to companies classified by the Sustainability Accounting Standards Board (SASB) in the Media & Entertainment industry, as per SASB's Sustainable Industry Classification System®.

TOPIC	CODE	ACCOUNTING METRIC	FOX CORPORATION DISCLOSURE
Media Pluralism	SV-ME-260A.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	Of our U.S. full-time workforce in CY20, 40% identified as female and 34% identified as non-White. At the Manager level, 41% are female and 29% are persons of color. See page 36 for more information on advancing diversity and inclusion at FOX.
Journalistic Integrity & Sponsorship Identification	SV-ME-270A.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	As an important source of news, information, analysis and media, we recognize our responsibility to build a culture of trust, integrity and ethical behavior. Read more in the "Editorial Guidelines and Broadcast Standards" section of this report on page 75.
Intellectual Property Protection & Media Piracy	SV-ME-520A.1	Description of approach to ensuring intellectual property (IP) protection	We always engage in fair competition, protect our intellectual property, and respect the intellectual property and proprietary information of others. Read more in the "Editorial Guidelines and Broadcast Standards" section of this report on page 75.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

Certain statements in this report may constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “may,” “will,” “anticipate,” “expect,” “intend,” “plan,” “believe,” “estimate,” “committed,” “desire,” “seek,” “plan” and similar expressions are used to identify these forward-looking statements. These statements are based on management’s current expectations and beliefs and are subject to uncertainty and changes in circumstances. Actual results may vary materially from those expressed or implied by the statements in this report due to changes in economic, business, competitive, technological, strategic and/or regulatory factors, the impact of coronavirus disease 2019 and other widespread health emergencies or pandemics and measures to contain their spread, and other factors affecting the operation of the business of Fox Corporation, the achievement of the goals, targets and commitments and the implementation or continuation of the programs described in this report. More detailed information about risk factors affecting Fox Corporation is contained in the documents Fox Corporation has filed with or furnished to the Securities and Exchange Commission including its Annual Report on Form 10-K.

Statements in this report speak only as of the date they were made, and Fox Corporation undertakes no duty to update or release any revisions to any forward-looking statement made in this report or to report any events or circumstances after the date of this report or to reflect the occurrence of unanticipated events or to conform such statements to actual results or changes in Fox Corporation’s expectations, except as required by law.

FOX