

**FOX**  
**FORWARD**  
CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT

20  
23

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# INTRODUCTION

## LETTER FROM OUR EXECUTIVE CHAIR AND CEO



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At Fox Corporation, our continued investment in cultivating meaningful relationships with our viewers, employees and other stakeholders allows us to create lasting opportunities to positively affect our communities. Our dedication to corporate social responsibility has continued to grow through the expansion of FOX Forward, our company-wide philanthropic initiative, and the collaborative partnerships we have established in those efforts.

FOX Forward's mission is to positively impact the lives of the people we serve while deepening our viewers' attachment to our brands. Our team members continually report being gratified by our community engagement and actively give their own time and talents in support of this unifying work.

FOX Forward is focused on three main pillars: serving veterans, active-duty military members and first responders, enhancing educational opportunities for under-resourced students and investing in our local communities. Our purpose-driven efforts include investing through our partnerships, financial donations, volunteer efforts and magnification across our media assets.

This year, we put the power of FOX For Students to work as FOX became a founding partner in establishing the Roybal Film and Television Production Magnet program within the Los Angeles Unified School District. This scalable initiative drives transformational change across the industry by building a more inclusive pipeline of historically underrepresented students pursuing below-the-line careers in film and television. Through this partnership, we have created hands-on educational opportunities for Roybal students, providing them with insight and exposure to the full array of career paths available across our industry.

Our employees welcomed students to the FOX Studio Lot for behind-the-scenes experiences and an exclusive show production panel.

As we marked the first year of the war in Ukraine, we honored our fallen friends and colleagues, cameraman Pierre Zakrzewski and Ukrainian journalist Oleksandra "Sasha" Kuvshynova, as well as reporter Benjamin Hall, who miraculously survived the deadly attack on our crew. In tribute to their sacrifices and all those across the FOX News team who remain steadfast in their mission to shed light on these inhumanities, Fox Corporation made a second \$1 million donation to the American Red Cross. These funds support the ongoing global efforts of the Red Cross to provide much-needed relief to people in Ukraine and neighboring countries.

In addition to showcasing our annual FOX Forward initiatives, this report highlights FOX's forward-thinking efforts in sustainability, employee benefits and resources, data security and more. In thinking holistically about our stakeholders, our strategic business objectives and our capacity for driving measurable impact, we can focus our resources to make meaningful advances in these key areas.

Thanks to the commitment of every member of the FOX family, we continue to move FOX forward together.

A handwritten signature in black ink, appearing to read "Lachlan Murdoch". The signature is fluid and cursive, with a long horizontal line extending to the right.

**LACHLAN MURDOCH**  
Executive Chair and CEO, Fox Corporation

# ABOUT FOX

Under the FOX banner, we produce and distribute content through some of the world's leading and most valued brands, including FOX News Media, FOX Sports, FOX Entertainment, FOX Television Stations and Tubi Media Group. We empower a diverse range of creators to imagine and develop culturally significant content, while building an organization that thrives on creative ideas, operational expertise and strategic thinking.

We have long been a leader in news, sports and entertainment programming, achieving strong revenue growth and profitability in a complex industry environment over the past several years. FOX will continue to invest across our businesses, allocate resources toward investments in higher growth initiatives and take advantage of strategic opportunities, including potential acquisitions across the range of the media categories in which we operate.

## FOX News Media

FOX News Media operates the FOX News Channel (FNC), FOX Business Network (FBN), FOX News Digital, FOX News Audio, FOX News Books, the direct-to-consumer streaming services FOX Nation and FOX News International and the free ad-supported television service FOX Weather. Currently the number one network in all of cable, FNC has also been the most watched television news channel for more than 20 consecutive years, while FBN ranks among the top business channels on cable. FOX News Media reaches 200 million people each month.

## FOX Sports

FOX Sports, the industry leader in live events, is the umbrella entity representing Fox Corporation's wide array of multi-platform U.S.-based sports assets. Built with brands capable of reaching more than 100 million viewers in a single weekend, FOX Sports includes the sports television arm of the FOX Network, cable networks such as FS1, FS2, FOX Soccer Plus and FOX Deportes, as well as a joint-venture business in the Big Ten Network; and digital properties including FOXSports.com and the FOX Sports App. FOX Sports has delivered the most watched television program, NFL's *America's Game of the Week* on FOX, for 14 consecutive years.

## FOX Entertainment

With a legacy spanning more than 35 years, FOX Entertainment is one of the world's most recognizable media brands and a prolific content producer across its iconic broadcast network and both owned and third-party streaming platforms. Known for its independent, innovative spirit and provocative, groundbreaking storytelling, the company was reinvented in 2019 with the formation of FOX Entertainment. While maintaining its leadership in broadcast television (*The Simpsons*, *The Cleaning Lady*, *Hell's Kitchen*, *LEGO Masters*), the company is actively building a portfolio of businesses and

libraries of owned original content. To date, FOX Entertainment's long-term growth strategy included the acquisitions of award-winning animation studio Bento Box Entertainment (*Bob's Burgers*, *The Great North*, *Krapopolis*, *Grimsburg*), entertainment platform TMZ and global production studio MarVista Entertainment (*The Way Home*), as well as the formation of the culinary and lifestyle content venture Studio Ramsay Global (*Next Level Chef*, *Gordon Ramsay's Food Stars*) in partnership with Gordon Ramsay. The company also established its in-house unscripted studio FOX Alternative Entertainment (*The Masked Singer*, *I Can See Your Voice*, *Name That Tune*), FOX Entertainment Studios (*Animal Control*) to develop scripted content and worldwide content sales unit FOX Entertainment Global.

## FOX Television Stations

FOX Television Stations owns and operates 29 full power broadcast television stations in the U.S. These include stations located in 14 of the top 15 largest designated market areas (DMAs) and duopolies in 11 DMAs, including the three largest DMAs (New York, Los Angeles and Chicago). Of these stations, 18 are affiliated with the FOX Network. In addition to distributing sports, entertainment and syndicated content, our television stations collectively produce approximately 1,200 hours of local news every week. These stations leverage viewer, distributor and advertiser demand for the FOX Network's national content.

## Tubi Media Group

Tubi Media Group drives strategic technological innovation combining data insights, ad technology, consumer television streaming services and powerful digital platform integrations to further propel FOX into the future of media. Tubi Media Group, a division of Fox Corporation, leverages the synergies between Tubi, AdRise, Blockchain Creative Labs, Credible and other platform services across FOX.

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**FOX NEWS**  
media



**FOX**  
ENTERTAINMENT



tubi media group



**FOX**  
TV STATIONS



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### BOARD OF DIRECTORS AND COMMITTEE ACTIVITY

Our Board of Directors (or Board) plays an active role in developing our overall business and risk management strategies, including with respect to corporate social responsibility.

The Nominating and Corporate Governance Committee of the Board (1) oversees, reviews and monitors the Company's efforts on sustainability and corporate social responsibility and related risks and (2) provides guidance to the Board on these matters.

The Compensation Committee of the Board (1) reviews the Company's compensation policies and practices applicable to all employees to determine whether they create risk-taking incentives that are reasonably likely to have a material adverse impact on the Company and (2) assists the Board, as necessary, in reviewing and assessing the Company's strategies and policies related to human capital management.

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.

### 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, 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.

Certain information contained in this report relating to any environmental, social and governance goals, targets, intentions, or expectations is subject to change, and no assurance can be given that such goals, targets, intentions or expectations will be met. Similarly, there can be no assurance that Fox Corporation's environmental, social and governance policies and procedures as described in this report will continue; such policies and procedures could change, even materially. Fox Corporation is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its initiatives, policies and procedures based on cost, timing or other considerations. Further, the receipt of any awards by Fox Corporation is no assurance that Fox Corporation's business objectives, including its environmental, social and governance- or sustainability-related objectives, have been achieved or successful.

Any statistics and metrics provided herein relating to environmental, social and governance matters are estimates and may be based on estimates or assumptions, which may be inaccurate, or developing standards and methodologies. The accuracy of such statistics and metrics is therefore subject to variance.

Certain information contained in this report has been obtained from third parties, and in certain cases has not been updated through the date hereof. While these third-party sources are believed to be reliable, Fox Corporation makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor.

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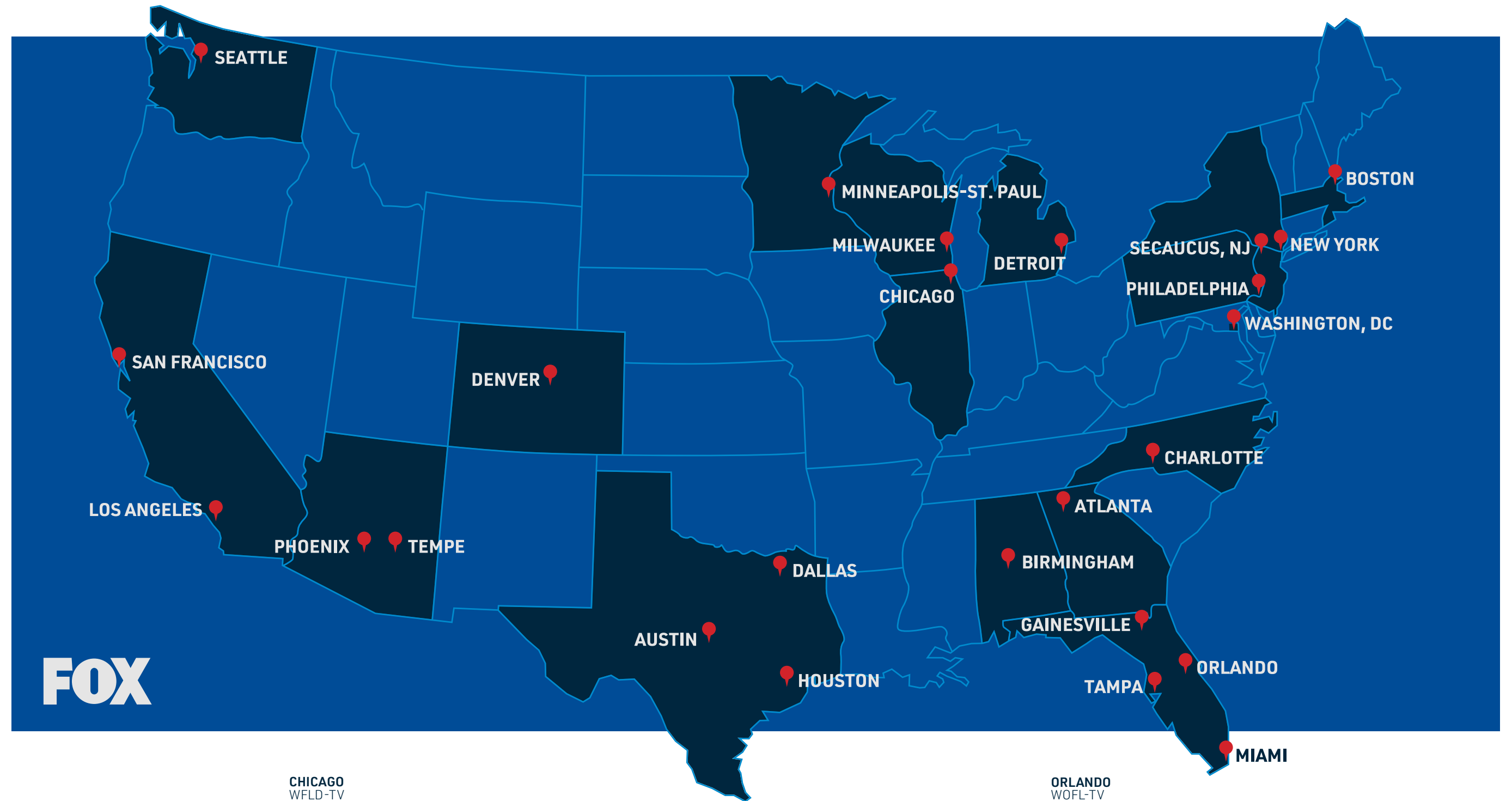
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WAGA-TV  
FOX News Atlanta Bureau

**AUSTIN**  
KTBC-TV

**BIRMINGHAM**  
United States Football League

**BOSTON**  
FOX News Boston Bureau

**CHARLOTTE**  
FOX Sports Charlotte

**CHICAGO**  
WFLD-TV  
WPWR-TV  
Big Ten Network  
FOX News Chicago Bureau

**DALLAS**  
KDFW-TV  
KDFI-TV  
FOX News Dallas Bureau

**DENVER**  
FOX News Denver Bureau

**DETROIT**  
WJBK-TV

**GAINESVILLE**  
WOGX-TV

**HOUSTON**  
KRIV-TV  
KTXH-TV

**LOS ANGELES**  
KTTV-TV  
KCOP-TV  
Fox Corporation Offices  
FOX Deportes  
FOX Entertainment  
FOX News Los Angeles Bureau  
FOX Sports Headquarters  
FOX Studio Lot  
FOX Television Stations  
Tubi Media Group

**MIAMI**  
FOX News Miami Bureau

**MILWAUKEE**  
WITI-TV

**MINNEAPOLIS-ST. PAUL**  
KMSP-TV  
WFTC-TV

**NEW YORK**  
WNYW-TV  
Fox Corporation Offices  
FOX News Media Headquarters

**ORLANDO**  
WOFL-TV  
WRBW-TV

**PHOENIX**  
KSAZ-TV  
KUTP-TV

**PHILADELPHIA**  
WTXF-TV

**SAN FRANCISCO**  
KTVU-TV  
KICU-TV

**SEATTLE**  
KCPQ-TV  
KZJO-TV  
FOX News Seattle Bureau

**SECAUCUS, NJ**  
WWOR-TV

**TAMPA**  
WTVT-TV

**TEMPE**  
FOX Technology Center

**WASHINGTON, DC**  
WTTG-TV  
WDCA-TV  
FOX News DC Bureau

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Fox Corporation continually endeavors to positively impact the communities we serve and to conduct our business in a sustainable and responsible manner.

By leveraging our assets and maximizing employee engagement, we are focused on impacting communities through, among other things, veteran, military and first responder initiatives, global disaster relief assistance, support of food insecurity programs and nurturing the next generation of storytellers and creative minds. We partner with trusted, leading nonprofit organizations committed to impacting the areas closest to our homes and our hearts, with a particular focus where we have our largest footprints – Los Angeles and New York City.

This Corporate Social Responsibility Report provides an annual summary of our approach to our corporate giving and environmental, social and governance (“ESG”) activities, which aims to drive the success of our business while taking a range of stakeholders into consideration. In addition to describing the commitments and investments that we believe are important to the long-term sustainability of our business and our positive impact on our communities, this report also addresses and is guided by the Sustainability Accounting Standards Board (SASB) standard relevant to our business. The index on page 39 presents information about our ESG activities by reference to our applicable SASB standard. We also report through programs such as CDP, a global environmental disclosure system.

Our continued progress has earned high marks from several leading ESG ratings providers including earning an “A” rating from MSCI. Additionally, Fox Corporation is also a constituent of FTSE Russell’s FTSE4Good Index Series.

The FOX Corporate Social Responsibility Report covers our activities during the fiscal year ending June 2023 (FY2023), except as otherwise noted. Calendar years (CY) are marked as such or written in a four-digit format.

### VETERANS, ACTIVE-DUTY MILITARY & FIRST RESPONDERS

FOX has long been a vocal and active advocate for the veteran, active-duty military and first responder community and the caregivers and service organizations that support them. In addition to our work with U.S.VETS, our employees, our networks and our audiences consistently rally to support and show our gratitude to members of our armed services across the country and around the world.

### YOUTH & EDUCATION

FOX supports the education and creative development of the next generation of storytellers and leaders. In bringing the depth of our creative expertise as well as the resources of FOX into the classroom, we are able to create opportunities for students to explore their passion and define their voice. While we look to develop an enthusiasm for storytelling and a curiosity about their world at large, we are also aware that many students struggle to have their basic needs met to facilitate their learning. FOX is committed to filling those gaps for those in need in our community.

### SERVING OUR COMMUNITY

The FOX Studio Lot, with its rich and storied history, has long been a vital part of the Los Angeles community, and we continue to build on that legacy. Tens of thousands of writers, actors, engineers, directors and other FOX colleagues who have passed through the studio gates have left their mark both through their creative endeavors and their contributions to the community. FOX has again reaffirmed its commitment to the well-being of our neighbors and the local youth, residents, small businesses and community organizations around each of our business headquarters from coast to coast, including the cities that are home to each of our 18 FOX-affiliated owned and operated stations.



FTSE4Good

See Appendix for further MSCI and FTSE Russell information.



# FISCAL YEAR 2023 HIGHLIGHTS

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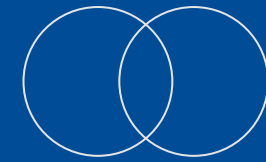
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## COMMUNITY FORWARD

### OVER \$1.5 MILLION IN SUPPORT OF VETERANS, ACTIVE-DUTY MILITARY AND FIRST RESPONDERS

FOX supports our veterans, active military, first responders and their caregivers through organizations including Purple Heart Homes, U.S.VETS, American Corporate Partners and the Elizabeth Dole Foundation.

### 1.5 BILLION PSA IMPRESSIONS

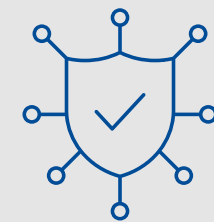
Across all our platforms, FOX informs and educates our viewers on topics including mental health awareness, foster care adoption and veteran crisis prevention. Our donated media resulted in over 1.5 billion impressions.

### OVER \$1 MILLION IN RESOURCES FOR STUDENTS

Through initiatives with the Kids In Need Foundation, Los Angeles Unified School District, PENCIL and College to Congress, FOX delivered over \$1 million in resources and support to students across the country.

### 1,200+ NONPROFITS SUPPORTED

Through FOX Forward initiatives and the FOX Giving employee matching program, FOX has supported over 1,200 nonprofit organizations.



## DATA FORWARD

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

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



## POLICY FORWARD

FOX zealously guards and defends 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 of us.

All FOX employees must read our Standards of Business Conduct and Global Anti-Bribery and Anti-Corruption Policy and acknowledge they have done so. Additionally, all employees must complete the Standards of Business Conduct training modules.



## SUSTAINABLY FORWARD

### 4.4 TONS OF FOOD DONATED

In CY2022, FOX donated over 4.4 tons of unserved prepared food from the FOX Studio Lot to local food banks and nonprofit organizations, helping to minimize waste while feeding those in need.

### 14.97 TONS OF CLOTHING DONATED

In CY2022, FOX provided 14.97 tons of clothing to local organizations, decreasing the amount of waste diverted to landfills.

### 1,717 MWH SOLAR ENERGY GENERATED

In FY2022, our solar panels generated 1,717 MWh of electricity which avoided approximately 400 metric tons of CO2e.

### 10,000 TREES PLANTED

FOX engaged our employees in a virtual Race for Reforestation, where the Company planted one tree for each mile raced.



## PEOPLE FORWARD

### TOP EMPLOYER by

- HISPANIC Network Magazine
- Professional WOMAN's Magazine
- U.S. Veterans Magazine
- Black EOE Journal

### INTERNSHIP PROGRAM OF THE YEAR

by Interns 2 Pros

### 4-STAR EMPLOYER 2023

by VETS Indexes

### MILITARY FRIENDLY® EMPLOYER AND MILITARY FRIENDLY® BRAND

### BEST PLACES TO WORK FOR DISABILITY INCLUSION

by the Disability Equality Index

### TOP LGBTQ+ FRIENDLY COMPANY

by DiversityComm

## COMMUNITY FORWARD

### GIVING FOR GOOD

Through our giving and outreach, we invest in causes that are meaningful to our employees and to FOX.

**FOX Forward** continues to contribute to communities close to home and beyond, with a strategic focus. This year's annual giving uplifted students, teachers, veterans and military service members whose dedication inspires us every day. Some of our commitments included:

- Multi-year support as a Founding Partner of the Roybal Film and Television Production Magnet Fund
- Continued sponsorship of the Supply A Teacher program through the Kids In Need Foundation
- Multi-year commitment to the Pat Tillman Veterans Center at Arizona State University to provide scholarships and mental health resources to veteran students
- Funding of the FOX Career Center at the U.S.VETS Inglewood, California, location
- Expansion and upgrades to the FOX Sports Skybox, a home-away-from-home for U.S. military personnel stationed at the Al Udeid Air Base in Doha, Qatar
- Funding to provide equipment for twelve Los Angeles schools specializing in filmmaking, digital media, visual arts and performance theater including cameras, lighting, green screens and staging platforms for concerts, musicals and plays

- Funding for the Los Angeles Regional Food Bank's Backpack Program providing close to fifty thousand meals to over 350 students attending two Los Angeles and Compton Unified School District schools

**FOX Giving** offers programs aimed at engaging our employees and providing the opportunity to see their donations amplified throughout the year. FOX matches contributions (dollar for dollar) made by eligible employees to verified nonprofit organizations, up to \$1,000 per person annually. The program also includes a donation award to vetted nonprofits for employee volunteer time.

This fiscal year, contributions through FOX Giving exceeded \$1 million, with the Company's match doubling and, for some campaigns, tripling the impact of employee donations that reflect their philanthropic interests. Together with our employees, FOX contributed to over 1,200 organizations, some of which are listed on the following page.

FOX holiday giving programs raised over \$525,000 in November and December of 2022 for non-profit organizations across the country, including Team Rubicon, Angel City Sports, Feeding America and Toys for Tots, providing meals, coats and holiday gifts for those in need.



*"I've been able to support organizations in my community through donations and volunteering. It's great to have the added impact from FOX Giving."*

*- Tempe-based FOX Technology employee*

*"By supporting the Los Angeles Regional Food Bank, FOX has made a difference in the lives of children and families all over Los Angeles County who might have otherwise gone hungry. We look forward to this ongoing partnership so that we can continue to reach our neighbors in need."*

*- Michael Flood, President and CEO, Los Angeles Regional Food Bank*



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# GOING MOMORE



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FOR CHILDREN'S RIGHTS ALONG COMES HOPE ALZHEIMER'S FOUNDATION OF AMERICA AMERICAN  
ASSOCIATION OF PEOPLE WITH DISABILITIES AMERICAN CANCER SOCIETY AMERICAN HEART ASSOCIATION  
AMERICAN RED CROSS AMNESTY INTERNATIONAL ANGEL CITY ALLIANCE ANIMAL HUMANE SOCIETY ANTI-  
DEFAMATION LEAGUE ASIAN CULTURE AND MEDIA ALLIANCE ASPCA AUTISM SPEAKS AVIVA FAMILY AND CHILDREN'S  
SERVICES BABY2BABY BAY AREA RESCUE MISSION BEST FRIENDS ANIMAL SOCIETY BIG BROTHERS BIG SISTERS OF  
AMERICA BOYS AND GIRLS CLUB BREAST CANCER RESEARCH FOUNDATION BROADWAY CARES-EQUITY FIGHTS AIDS  
BROOKLYN PUBLIC LIBRARY BUILDING HOMES FOR HEROES CALIFORNIA STATE PARKS FOUNDATION CAMP FOR ALL KIDS  
CANCER RESEARCH INSTITUTE INC CENTRAL PARK CONSERVANCY CHARITY: WATER CHILDREN'S HOSPITAL LOS ANGELES CITY  
OF HOPE COLON CANCER FOUNDATION COMMITTEE TO PROTECT JOURNALIST COMMON GOAL USA COMMUNITY FOOD BANK OF  
SOUTHERN ARIZONA COOKIES FOR KIDS CANCER COVENANT HOUSE CYSTIC FIBROSIS FOUNDATION EARTHJUSTICE ENTERTAINMENT  
INDUSTRY FOUNDATION FEEDING AMERICA FOLDS OF HONOR FOUNDATION FOOD BANK FOR NEW YORK CITY GARY  
SINISE FOUNDATION GET LIT WORDS IGNITE GIRLS INC GIRLS WHO CODE GLAAD GLEANERS COMMUNITY FOOD BANK OF  
SOUTHEASTERN MICHIGAN GOD'S LOVE WE DELIVER GOOD SPORTS GUIDE DOGS FOR THE BLIND HABITAT FOR HUMANITY HARLEM  
ACADEMY HEADSTRONG FOUNDATION HEAL THE BAY HIRE HEROES USA HOLE IN THE WALL GANG FUND HOPE STREET FOOD PANTRY  
HUMANE SOCIETY OF THE UNITED STATES INSPIRE SPORTS CAMPS INTERNS 2 PROS JDRF INTERNATIONAL KIDS IN NEED FOUNDATION  
LA FAMILY HOUSING LATINO COMMUNITY FOUNDATION LOAVES & FISHES LOS ANGELES COUNTY ANIMAL CARE FOUNDATION LOS ANGELES  
REGIONAL FOOD BANK LUPUS RESEARCH ALLIANCE MAKE-A-WISH FOUNDATION OF AMERICA MARINE TOYS FOR TOTS FOUNDATION MEALS  
ON WHEELS AMERICA MEMORIAL SLOAN KETTERING CANCER CENTER MICHAEL J FOX FOUNDATION FOR PARKINSON'S RESEARCH MOTHERS AGAINST  
DRUNK DRIVING MOVEMBER FOUNDATION MUSCULAR DYSTROPHY ASSOCIATION NATIONAL ALLIANCE ON MENTAL ILLNESS NATIONAL LEAGUE  
OF POW/MIA FAMILIES NATIONAL PARKS CONSERVATION ASSOCIATION NATIONAL TRUST FOR HISTORIC PRESERVATION IN THE UNITED STATES NATURE  
CONSERVANCY NAVY SEAL FOUNDATION NEW YORK CARES NOURISHING HOPE ONE TREE PLANTED OPERATION GRATITUDE OPERATION WARM  
PARA LOS NIÑOS PAWS OF WAR PEOPLE ASSISTING THE HOMELESS POLICE ATHLETIC LEAGUE PREVENT CANCER FOUNDATION PROJECT ANGEL FOOD  
PURPLE HEART HOMES READING TO KIDS RISE AGAINST HUNGER RONALD MCDONALD HOUSE CHARITIES ROOF ABOVE ROOM TO READ SAFE HORIZONS  
SALVATION ARMY NATIONAL CORP SAMARITAN'S PURSE SANDY HOOK PROMISE FOUNDATION SAVE OUR ALLIES SHRINERS HOSPITALS FOR CHILDREN  
SPECIAL OLYMPICS SPORTS BIZ CARES ST. JUDE'S CHILDREN'S HOSPITAL STARLIGHT CHILDREN'S FOUNDATION STEPHEN SILLER TUNNEL TO TOWERS  
FOUNDATION STUDENTS RUN LA SUPPORT FOR FAMILIES OF CHILDREN WITH DISABILITIES SURFRIDER FOUNDATION TEACH FOR AMERICA TEAM RUBICON THE  
ELIZABETH DOLE FOUNDATION THE GIVING SPIRIT THE LEUKEMIA & LYMPHOMA SOCIETY THE NEW YORK PUBLIC LIBRARY FOUNDATION TOGETHER WE RISE  
TOYS FOR TOTS UNICEF USA UNITED SERVICE ORGANIZATIONS UNITED STATES VETERANS INITIATIVE WATER.ORG WILDLIFE CONSERVATION SOCIETY WORLD  
CENTRAL KITCHEN WORLD FOOD PROGRAM WORLD WILDLIFE FUND WOUNDED WARRIOR PROJECT WREATHS ACROSS AMERICA YOUNG STORYTELLERS YOUTHLINK



# FOX FORWARD

## IN ACTION | SUPER BOWL LVII COMMUNITY INITIATIVES

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Fox Corporation and FOX Sports teamed up to create a lasting, positive impact in Arizona, the host state of Super Bowl LVII.

As in previous FOX Super Bowl broadcast years, FOX Forward and FOX Sports Supports, the community impact arm of FOX Sports, continued the tradition of giving back to the cities and communities that welcome the FOX team leading up to and beyond game day.

In honor of Super Bowl LVII, FOX Forward made a commitment to the Pat Tillman Veterans Center (PTVC) to provide scholarship funding and mental health resources for student veterans for a five-year period. The FOX Pat Tillman Veterans Center Scholarship awards funds to students at the Cronkite School of Journalism. Trek for Vets, a weekend wilderness therapy program, provides healing and strategies for veterans in their post-traumatic growth journey.

The PTVC, which honors Pat Tillman, an Arizona State University (ASU) graduate, pro football star and U.S. Army veteran who lost his life while serving, is located on the ASU campus, as is the FOX Technology Center, which served as the broadcasting hub for Super Bowl LVII. FOX Technology Center employees will also engage with PTVC student veterans to provide ongoing pathways to employment through skill building workshops, internships and more.

Through FOX Sports' Gamechanger Fund, established to benefit nonprofit programs in Super Bowl host communities, FOX Sports teamed with Purple Heart Homes to renovate the home of a U.S. Air Force veteran in need. The FOX Sports and FOX Technology Center teams put their skills to work completing a bathroom remodel, new ADA-compliant door and floors, wheelchair accessible kitchen adaptations and the installation of a new wheelchair ramp, providing independence and a dignified way for this veteran to age in-place.

Additionally, the Gamechanger Fund supported the creation of Boys & Girls Clubs of the Valley's new AZYouthforce West Valley Career Readiness Center, delivering essential skills training and mentorship to teens preparing for internships and permanent job placement. AZYouthforce members visited the FOX Sports Super Bowl LVII compound during Super Bowl Week for a behind-the-scenes look at careers in sports media.

The Gamechanger Fund also granted the FOX Sports Super Bowl LVII Scholarship to Arizona's representatives for the annual Boys & Girls Clubs of America Youth of the Year and Boys & Girls Clubs of America Military Youth of the Year competitions.



**FOX 10** FOX CORP FUNDS MULTI-YR SCHOLARSHIP PROGRAM AT THE PAT TILLMAN VETERANS CENTER



# FOX FOR STUDENTS

IN ACTION | ROYBAL FILM AND TELEVISION PRODUCTION MAGNET FUND

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In 2022, FOX joined other leading media companies as a Founding Partner of the Roybal Film and Television Production Magnet Fund, which was established in partnership with the Los Angeles Unified School District by George Clooney, Grant Heslov and Creative Artists Agency's Bryan Lourd. The Fund supports the Roybal Film and Television Production Magnet, a specialized academy formed to drive transformational change across the industry by building a more inclusive pipeline of historically underrepresented college and career-ready students pursuing below-the-line careers in film and television.

This coalition collectively committed more than \$4 million to the school, which officially opened in the Fall of 2022 with an inaugural class of 150 students.

As a part of our wider FOX For Students initiative, this investment and partnership further establishes our commitment to supporting educational opportunities across varied communities.

Rob Wade, Chief Executive Officer of FOX Entertainment, sits on the Roybal Advisory Board working alongside his industry peers. The Advisory Board works to create pathways for students from underserved neighborhoods and remove barriers to lucrative jobs by providing educational resources and hands-on experience to opportunities in the entertainment industry.

FOX kicked off our partnership with Roybal in October 2022, hosting 9th and 10th grade students at the FOX Studio Lot in Los Angeles. In addition to touring soundstages and studios, the FOX Entertainment team presented an exclusive panel with *The Masked Singer* showrunners, costume team and FOX executives.

FOX established an internal working group that brings together colleagues from across our business units to create year-long programming and real-life opportunities for Roybal students, the future of our industry.





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# FOX FORWARD

## AND THE AMERICAN RED CROSS

### DISASTER RELIEF

Fox Corporation contributed \$2 million to relief efforts supporting communities affected by the catastrophic impact of Hurricane Ian and the Southern and Midwest Tornadoes & Storms.

The Red Cross delivered immediate financial assistance, which aided over 50,000 households in replacing lost clothing, buying food and gas and meeting other pressing needs in the early days after a disaster.

In times of need, FOX viewers once again answered the call to action with over \$1.7 million in donations through the FOX Forward Red Cross fundraising microsite after these events.

FOX continues to be an Annual Disaster Giving Program partner, enabling the Red Cross to respond immediately to disasters across the nation, providing safe shelter, hot meals, emotional support and resources to aid in recovery.





# FOX FORWARD

IN ACTION | SERVING OUR VETERANS AND ACTIVE-DUTY MILITARY MEMBERS

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Across FOX, our commitment to veterans and active-duty military members is put into action through support of cause marketing campaigns, vocational opportunities, wellness initiatives and more.

## UNITED STATES VETERANS INITIATIVE (U.S.VETS)

Fox Corporation has nurtured a strong, long-term partnership with U.S.VETS, a national leader in providing housing, employment and mental health services to veterans across the country. We are proud to make contributions to their mission, some of which include:

- Continued support as the Founding Media Partner of the "Make Camo Your Cause" national cause marketing campaign, activating financial support for the U.S.VETS mission and generating more than 147 million views/ impressions across FOX brands.
- FOX Forward funding of the newly renovated and expanded FOX Career Center at the U.S.VETS Inglewood facility, which provides ongoing career pathway resources and guidance to veteran clients.
- Sponsorship of the inaugural U.S.VETS Boots to Business Veteran Hiring Fair in Los Angeles.

## LOS ANGELES FLEET WEEK FOUNDATION AND THE USO

Los Angeles Fleet Week returned for Memorial Day Weekend 2023, and FOX welcomed U.S. Navy Sailors and Marines for a tour of the historic FOX Studio Lot, an exclusive simulated on-air experience in the FOX Sports studio hosted by *SPEAK* co-host Joy Taylor and an All-American BBQ lunch with FOX employees.

At the Port of Los Angeles, FOX Sports was proud to support and celebrate our nation's heroes as the presenting sponsor of the 2nd Annual LA Fleet Week Dodgeball Tournament. FOX Entertainment also sponsored the Galley Wars cooking competition for the second year.

In New York, FOX partnered with the USO to support Fleet Week once again over Memorial Day Weekend. FOX kicked off its support at the Parade of Ships Welcome Breakfast, then hosted crew members on the FOX Plaza for a *FOX & Friends* All-American Summer Series concert. Members of the USS Wasp's weather command visited FOX Weather studios for a tour and on-air appearance. FOX volunteers also greeted crews from the USS Wasp and the Royal Navy's HMS Scott at the USO Pop Up where employees served food with a side of NYC hospitality to visiting fleets.





# FOX FORWARD

## IN ACTION | FOX SUPPORTS OUR MILITARY AT HOME AND ABROAD

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FOX's commitment to support our military extends to both service members at home and abroad.

Coinciding with the start of FOX Sports' broadcast of the FIFA World Cup Qatar 2022™, FOX unveiled a renovated and expanded FOX Sports Skybox and Plaza at Al Udeid Air Base in Qatar.

The FOX Sports Skybox and Plaza upgrades and expansion include a sports bar, outdoor kitchen, indoor and outdoor seating, multiple televisions, a video game area, an artificial turf field and other recreational features.

Fox Corporation Executive Chair and CEO Lachlan Murdoch officially opened the new FOX Sports Plaza along with FOX Sports CEO and Executive Producer Eric Shanks, Lt. General Alex Grynkewich and Brigadier General Jeffrey Nelson.

The ribbon cutting ceremony, attended by 200-plus U.S. Armed Forces service members stationed at the base, members of U.S. Congress and other government dignitaries, reinforced FOX's commitment to never forget the sacrifices made by those who serve.

Led by the FOX Government Relations team, the \$2 million investment, approved by the Department of Defense, enhances the existing space, providing a home-away-from-home for U.S. military personnel

stationed at and passing through the air base. Profits generated from the establishment support the air base's morale and welfare activities, providing military members stationed there with additional entertainment and leisure activities.

The FOX Sports Skybox origins go back to November of 2009, when FOX NFL Sunday embarked on a historic Veterans Day broadcast from Kabul, Afghanistan, with top talent Curt Menefee, Terry Bradshaw, Michael Strahan, Howie Long, Jimmy Johnson and Jay Glazer previewing the Sunday slate of NFL games before a live audience of U.S. Armed Forces stationed at Bagram Airfield.

During the on-air team's return to U.S. soil, their travel was unexpectedly delayed in Qatar. Fortunately, FOX Sports was the beneficiary of warm hospitality provided by the 379th Air Expeditionary Wing stationed at Al Udeid Air Base outside of Doha.

As a gesture of appreciation, FOX Sports designed and constructed the new sports bar and has continued providing improvements over the years. With roughly one million service members served, FOX is proud to strengthen its commitment to members of the U.S. Armed Forces with this donation.



*"I think it's so important we remind our friends at home and our families at home what you do and what you sacrifice every single day that you're here and a part of the armed forces. It's with great appreciation and gratitude, I say thank you to all of you."*

- Lachlan Murdoch, Executive Chair and CEO, Fox Corporation



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### GIVING ACROSS THE COMPANY

Each FOX business unit takes pride in its ability to utilize its platforms, talent and storytelling to impact our viewers and our communities.

### FOX SPORTS

FOX Sports' long-standing community impact program, FOX Sports Supports, harnesses the power of sport to create and advance fighting chances for underserved youth and our military heroes to play, grow and be inspired.

### SPORTS FOR ALL

This year, FOX Sports emphasized its commitment to expanding access to quality community-based sports programs for all athletes across the country – regardless of race, gender, socioeconomic status or sexual orientation – through its historic collaboration with global nonprofit organization Common Goal during the FIFA World Cup Qatar 2022™. FOX Sports became the first national FIFA World Cup™ broadcaster to take the Common Goal Pledge, dedicating 1% of its World Cup coverage to telling the story of soccer for good across its platforms, then nearly doubling its commitment by the end of the tournament.

In Los Angeles and New York City, FOX Sports and Common Goal hosted youth soccer festivals to increase access to the sport which were attended by hundreds of young people from more than 10 local nonprofit organizations. The multi-year collaboration kicked off in 2022, continued through the FIFA Women's World Cup Australia & New Zealand 2023™ and will carry forward to the FIFA World Cup North America 2026™.

FOX Sports continued its efforts to provide adaptive sports programming for hundreds of athletes living with physical disabilities or visual impairments in Southern California through its partnership with nonprofit organization Angel City Sports. In connection with the 2022 MLB at Field of Dreams Game in Iowa, FOX Sports teamed with Miracle League of Dubuque to provide athletes with disabilities the chance to play baseball.

FOX Sports also served as the presenting sponsor of Angel City Sports' inaugural Courage Weekend in Los Angeles, furthering the company's commitment to creating access to adaptive sports programming for all athletes, including our nation's military heroes. The event was the first of its kind on the West Coast, designed to build a stronger community amongst the veteran and first responder population in Los Angeles County and beyond.

### CAREER PATHWAYS AND EDUCATION

FOX Sports partners with nonprofit organization Sports Biz Careers to promote inclusion and equity in sports business and increase social capital for underrepresented populations. FOX Sports employees hosted and participated in virtual educational programs attended by students from over 50 universities and colleges across the country interested in pursuing career pathways in sports media.

In Charlotte, North Carolina, the FOX NASCAR broadcast and RACE HUB teams welcomed local high school students into their studio for a simulated on-air experiences and discussions with industry professionals surrounding preparation for sports media careers.



### FOX SPORTS UNIVERSITY

FOX Sports University connects college students with FOX Sports employees, FOX business units and our league partners, providing real world experience through collaboration on projects relevant to the sports industry and student curriculum. FOX Sports U creates a pipeline of potential talent to FOX Sports for internships and full-time hires.

- **15 Seasons:** FOX Sports University celebrated 15 years during the 2022-23 school year.
- Within the school year, FOX Sports U partnered with 14 prestigious universities nationwide impacting **over 400 students**.
- **7 Fields of Study** including: Marketing, Advertising, Public Relations, Technology, Sports Media, Marketing Communications and Journalism.
- The **FOX Sports University Career Development Fund** in partnership with the University of North Carolina's *Chuck Stone Program for Diversity and Education* provides students with the ability to pay for college application fees, trips to visit colleges, college materials and other professional development opportunities during their senior year of high school.

Highlights from recent FOX Sports University partnerships can be found in the [digital yearbook](#).

*"The FOX Sports University program and the feedback I received gave me the confidence to pursue a career in sports."*

- FOX Sports U Student, University of Missouri



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FOX ENTERTAINMENT

FOX Entertainment leads with purpose, connection and action using meaningful content to create sustained impact at the intersection of culture and entertainment. Our #TVForAll and FOX NOW digital campaigns leverage FOX's storytelling to promote awareness and give a voice to all communities. Across FOX's social platforms this past year, FOX had over 2.838 million impressions and nearly 1.8 million views on content supporting Pride Month, Juneteenth, Hispanic Heritage Month, Women's History Month, AANHPI Month, Mental Health Awareness Month, Stand Up To Cancer and Red Cross Relief.

- FOX activated with the Coalition of Asian Pacifics in Entertainment (CAPE) for *The Cleaning Lady*, providing custom reads from AAPI talent and content exclusives for use on their social media accounts. CAPE advances representation for Asian American and Pacific Islander creators and executives in Hollywood.
- During Women's History Month, FOX NOW hosted a custom collection of short form and episodic content highlighting the amazing women on the network, including special pieces that featured Gina Torres, Dania Ramirez and Angela Bassett.
- During Hispanic Heritage Month, a #TVForAll campaign honored the diverse cultures of the community with a video featuring Hispanic and Latino actors and actresses from such series as *Fantasy Island*, *MasterChef*, *9-1-1: Lone Star*, *I Can See Your Voice* and *The Cleaning Lady*. The anthem featured in the video was an original piece produced by the FOX Entertainment Music Team.
- FOX and Get Lit, a Los Angeles-based education nonprofit to increase literacy, empower youth

and energize communities through poetry and visual media, entered a year-long multicultural collaboration creating impactful videos, including:

- "Black Future," a poem in honor of Black History Month, was written and performed by Monique Mitchell. The #TVForAll poem and video featuring FOX talent was shared across local FOX stations and FOX digital all month long.
- For Pride Month, *9-1-1: Lone Star's* Ronen Rubinstein narrated the poem "No One Else" alongside poet Libby Oren.
- A diverse range of FOX talent from Asian American, Native Hawaiian and Pacific Islander backgrounds showcased their unique talents and cultural heritage during AANHPI Month, including an original poem in honor of AANHPI heritage month that was written by Get Lit poet Sam Luo and narrated by Élodie Yung, star of *The Cleaning Lady*.
- FOX NOW hosted special collections and Roku posted the Anthem video on their Buzz placement for Pride.
- To acknowledge Mental Health Awareness Month, FOX NOW hosted editorial collections featuring related short form and episodic content. FOX created vignettes to highlight the importance of overcoming stigmas and getting access to treatment. Included were several characters from *The Great North* that navigate some of these topics.

THE POWER OF FOX PROGRAMMING

At its best, television provides context and connection for the audience around what can be complex and challenging subject matter.

In those moments, FOX seeks to provide resources beyond the episode to give viewers that see their experience reflected on screen the opportunity to take action.

- For *Alert: Missing Persons Unit*, FOX partnered with the National Center for Missing & Exploited Children, the nation's largest and most influential child protection organization, to share uplifting statistics about the organization, the Amber Alert system and Missing Persons Units on social media. The nonprofit also promoted the series prominently on their blog.
- FOX's series *Accused*, a collection of 15 intense, topical and exquisitely human stories of crime and punishment, highlighted resources for viewers on topics like Suicide Prevention, Mental Health and Substance Abuse.
- In a special partnership with the National Association of the Deaf, fully accessible content was exclusively placed on their social media handles in conjunction with the airing of director Marlee Matlin's episode of *Accused*, featuring the story of a deaf woman who fears for the safety of the surrogate child she gave birth to.
- FOX worked with the American Red Cross to promote the season premiere of *9-1-1: Lone Star* and National Blood Donor Month with a custom social read from talent.
- Tied to the premiere of *Animal Control*, FOX partnered with Animal Care groups and shelters across the country in support of Animal Control officers everywhere.



**FOX** PARTNERS WITH **GETLIT**  
**FOR AANHPI MONTH**



For #MentalHealthAwarenessMonth (and every single month after), don't be afraid to share how you feel. ❤️





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**FOX PARTNERS WITH PAL TO DONATE HUNDREDS OF GIFTS**  
*All-American TREE LIGHTING AT FOX SQUARE*



**FOX PLEDGES \$1M TO AMERICAN RED CROSS FOR UKRAINE**  
★ One More THING ★

### FOX NEWS MEDIA

FOX News Media's (FNM) mission is to advance community outreach and impact, support causes that are meaningful to our employees and viewers and to engage our teams through volunteer initiatives.

### COMMUNITY YOUTH PROGRAMS

FNM partnered with the Police Athletic League NYC (PAL) to host an employee-led toy drive benefiting New York City's youth. FNM employees purchased and wrapped over 500 gifts that were presented to PAL children and families during the third annual All-American Tree Lighting ceremony. FNM has long supported PAL's mission to provide resources for NYC's youth to play, learn and grow, while being nurtured by a meaningful and impactful relationship with local youth development professionals and police officers.

### REMEMBERING OUR FIRST RESPONDERS

Each year, FNM recognizes the anniversary of 9/11 through initiatives benefiting organizations that provide aid and resources for first responders, injured veterans and their families. FNM's "Team FOX Fleet" participated in the 2023 Tunnel to Towers Tower Climb NYC at the Freedom Tower. The event celebrates the lives and sacrifice of all 9/11 heroes. With 16 members on board, FOX's team successfully completed the 104-floor climb, raising over \$13,000 for this important cause.

### A CALL TO ACTION

Through FOX News holiday donations, over \$15,000 was raised for Save Our Allies to provide essential aid packages containing a wood-burning stove, firewood, food and medical supplies to remote villages in the Kharkiv region of Ukraine. These essential aid packages provided crucial support as weather conditions worsened and evacuation of remote and elderly villagers became necessary.

### HONORING OUR HEROES

This year, FOX News dedicated its London bureau to photojournalist Pierre Zakrzewski, who was killed last year while covering the war in Ukraine. Zakrzewski's vehicle was struck by incoming fire while the FNC team gathered news in a village outside Kyiv. Ukrainian freelance journalist Oleksandra Kuvshynova also died in the attack. FNC's State Department correspondent Benjamin Hall, who was also critically injured in the attack, is recovering and back on FOX News' airwaves.

### SHINING A LIGHT ON OUR EMPLOYEES

FOX remains committed to recognizing the important contributions of our colleagues who go above and beyond inside and outside the workplace. In 2022, FOX News Media Spotlight Awards were given to employees who showed exemplary dedication at work and within their communities. The Spotlight Community Service Award recognized the employee who has invested the most time and energy to their local community. Our Inclusion Ambassador of the Year Award was presented to the employee who led by example in celebrating, engaging and advocating on behalf of diverse voices within FNM and in the community. The Impact Award went to the professional who most significantly impacted the business and profitability over the past year. Our Innovator of the Year Award recognized our colleague who developed the thoughtful initiatives that led to a new way of delivering information, telling a story or doing business. The Rising Star Award goes to four entry-level employees who have demonstrated an exemplary work ethic and grown through the last year. The Unsung Hero Award went to four employees who consistently and continually go above and beyond with work that is vital to FOX News Media, but who may go unnoticed.



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FOX TELEVISION STATIONS

FOX owned and operated stations across the country support and inform their communities on multiple levels. Whether through public affairs programming, on-air fundraisers or local nonprofit partner support, the strong connection to community is the foundation of FOX Television Stations (FTS).

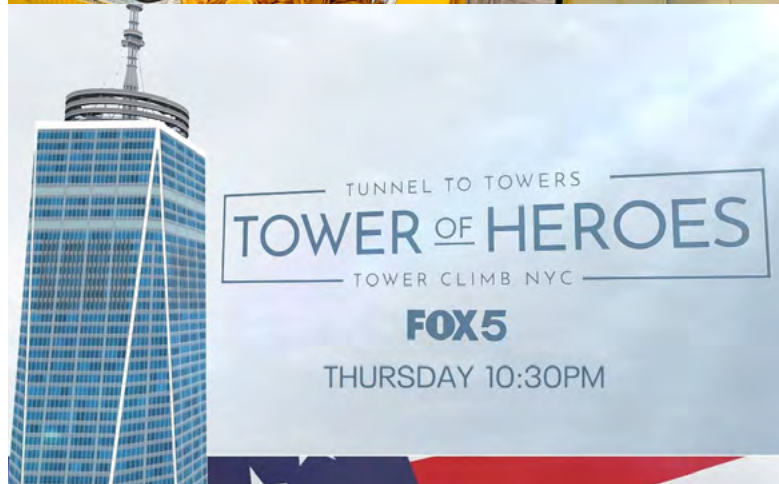
OUR VIEWERS IN ACTION

FTS viewer participation and support grows year over year. On-air and digital campaigns have raised awareness and yielded contributions to a wide range of nonprofits across our local footprint. Our FTS teams are proud to partner with these organizations and are inspired by the tremendous contributions made by FOX viewers.

VETERANS, FIRST RESPONDERS AND MILITARY SERVICE MEMBER SUPPORT

FTS continues FOX's company-wide support of veterans, first responders, active military and their families.

- In September of 2022, all FTS owned and operated stations aired the Tunnel to Towers one-hour special produced by FOX 5 New York spotlighting this annual event which raises funds for first responders, veterans and their families. The FOX 5 team also produced "Tower of Heroes," featuring inspirational stories behind the annual Tunnel to Towers Tower Climb NYC. Our FOX 13 Care Force station team participated in this nationwide program as well, completing a Tower Climb in Tampa.
- FOX 35 Orlando Care Force honored dozens of first responders at a station-hosted lunch to thank them for their tireless efforts in response to the devastating impacts of Hurricane Ian.
- For the 20th year, FOX 4 Dallas-Fort Worth partnered with the U.S. Marine Corps Reserves for their annual Toys for Tots drive. Over 250,000 toys were distributed to kids in Dallas County, Kaufman County and the City of Arlington.



EDUCATIONAL SUPPORT

- FOX 13's on-air support of the Metropolitan Ministries Back to School campaign supporting Tampa Bay area students and teachers in need raised \$500,000 in 2023.
- FOX 4 Dallas-Fort Worth partnered with Kroger and iHeartRadio for the annual Backpack Boosters school supply drive for collecting over \$600,000 in aid for more than 60,000 students.
- In San Francisco, FOX 2 partnered with the nonprofit SupplyBank.org to raise funds to purchase school supplies at wholesale prices to distribute to community partners and schools in low-income neighborhoods. Additionally, their School Supply Drive raised \$40,000 in donations in 2022.
- FOX SOUL'S Screening Room, hosted by Vivica A. Fox, features and celebrates young Black filmmakers and their short films. This year, a pitch contest was launched to encourage aspiring filmmaker students to "shoot their shot." The contest kicked off at North Carolina A&T State University with a live watch party of Screening Room's season premiere, followed by a Q&A session with students. The winning student from Morehouse College was awarded a \$5,000 grant to help fund their film and was featured in an episode. Since taking home the grand prize and graduating, the winning student has gone on to be a member of the Academy Gold Rising Program with the Academy of Motion Picture Arts and Sciences.

FOOD INSECURITY

- FOX 26 Houston provides on-air support for the Houston Restaurant Week which raised over \$1.2 million this year benefiting Houston Food Bank. The funds serve over one million people in need of food in 18 southeast Texas counties through a network of more than 15,000 community partners.

INFORMING AND SUPPORTING OUR COMMUNITIES

Our FOX Television Stations public affairs programming addresses important issues for our local audiences and can have a profound influence on how the community engages on these matters. Through this content, we strive to earn and maintain the trust of our viewers.

We do this by creating content around the topics and experiences that shape their day-to-day life, while ensuring integrity of our editorial practices and strategically using our platforms to create positive impacts where possible.

Over the course of fiscal year 2023, our stations have brought to the forefront a vast array of social issues including:



The FOX Legal pro bono team once again supported National Adoption Day this year after a more than two-year hiatus during the pandemic.

FOX partnered with Alliance for Children's Rights to assist finalizing adoptions for children in foster care. The Alliance and their volunteers finalize nearly one-third of all adoptions in Los Angeles County. FOX employees are honored to be a part of the process.

Leading up to representing the family in court to finalize the adoption, FOX team members train, complete relevant documents and work with the families to fully prepare them for the big day.

This year, a group of 12 FOX employees worked with seven families, joining children with their forever families.



# PEOPLE FORWARD

Our employees, numbering over 10,000 strong, help make FOX the successful media and entertainment company it is. We recognize and support our colleagues by promoting inclusion and diversity, offering competitive compensation and benefits, affording workplace flexibility for work-life balance, providing learning and development opportunities and fostering workplace civility and respect. We are committed to freedom of association and the protection of human rights.

## INCLUSION AND DIVERSITY

Our commitment to diversity starts at the very top. Our Board of Directors requires that minority and female candidates are presented for consideration with each Director vacancy. The more unique voices in the room and the broader 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, entertainment and other programming that serves all viewers across the country. We cultivate this commitment with our approach to talent recruitment, development and retention across all our disciplines.

The Executive Vice President of Human Resources and the Vice President of Diversity & Inclusion monitor and oversee diversity initiatives and data on an ongoing

basis. Moreover, we voluntarily post on our corporate website our Employment Information Report (EEO-1), showing the race, ethnicity and gender of our U.S. employees.

FOX has several talent recruitment initiatives designed to identify, attract, hire, build and retain promising talent with various backgrounds and experiences. Our centralized recruitment team ensures job postings are written and distributed to appeal to candidates broadly and on an equal basis. We list our job openings internally and externally because we believe this is one of the best tools to reach the widest and most diverse pool of candidates. Our employee referral incentive encourages employees to identify strong candidates who can succeed at the Company. We include the salary range in each job posting to promote pay transparency and further pay equity.

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 by 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 475 students in calendar year 2022 and was listed in Vault's 2022 and 2023 "100 Best Internships" surveys.



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The program was also the 2023 Winner of the Interns 2 Pros Internship Program of the Year.

We also partner with the Emma Bowen Foundation, the T. Howard Foundation, the International Television and Radio Society, Sports Biz Careers, National Association of Broadcasters' Emerson Coleman Fellowship Program, Pathway at UCLA Extension and the Entertainment Industry College Outreach Program to provide media internships for promising students.

FOX has developed and implemented a number of internal training programs designed to provide outstanding individuals with workforce skills and professional development opportunities. These programs build the pipeline of our next generation of leaders. Examples include:

**FOX Ad Sales Training (FAST):**

Initiated in 2021, this rotational program aims to attract, develop and retain early career talent. Through exposure to various functions within Ad Sales, FAST develops the professional skills of promising individuals recruited from outside FOX.

**FOX Alternative Entertainment (FAE) FASTRACK:**

This highly selective accelerated producers' initiative is designed to nurture producers with diverse backgrounds and life experiences and create a pipeline for new behind-the-camera talent on FAE series. Launched in 2020, the program places candidates as associate producers on production teams across various FAE-produced shows to provide valuable exposure to many facets of production.

**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 News Media Career Launch Program:**

Established in 2021, this program strives to set up early-career talent for success by providing tools and resources that empower them to navigate their own career journey and become well-rounded employees who contribute to the long-term success of FOX News Media.

**FOX News Media Digital Rotational Program:**

Launched in 2021, this program strives to identify high potential talent from diverse backgrounds with a passion for the FOX News Media brand. The goal is to find staff placement for the individuals who complete the one-year rotational program across three key departments for four months each and have proven themselves to be integral members of the FOX News Media Digital team.

**FOX News Media High-Octane Mentoring Program:**

Under the mentorship of executive leadership team members, mentees who exhibit a track record of consistently high performance and collaborative and inclusive leadership within their teams are provided with opportunities to build their business acumen and leadership competencies. Launched in 2021, this program aims to engage, retain and prepare high potential talent for continued growth within FOX News Media.

**FOX News Multimedia Reporters Training Program:**

This program 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 talent to continually hone their journalistic skills.

**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.

**FOX Television Stations Sales Training Program:**

This program was created to develop and mentor the next generation of diverse and motivated sales professionals for 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 Writers Incubator Initiative:**

This FOX Entertainment program, which welcomed its first class in 2022, nurtures and trains talented writers with diverse voices, backgrounds and life experiences. Writers work intensively on their scripts with the support of established writers, executives, directors and producers across all genres (comedy, drama, animation, etc.).



FOX also collaborates with professional organizations that offer the Company access to talent at 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)
- NLGJA: The Association of LGBTQ+ Journalists
- Radio Television Digital News Association (RTDNA)



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FOX facilitates several employee-driven Employee Resource Groups (ERGs) formed around shared identity, interests or pursuits for the purpose of advancing careers, encouraging a more respectful workplace community and fostering a sense of belonging. They include:

- **ABLE** -- promotes an inclusive environment and culture for our colleagues with disabilities through 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 and supports causes important to the LGBTQ+ community
- **VETS** -- 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@FOX** -- creates the space for developing female leadership at all levels and fosters a culture where women thrive

We are a member of the National Minority Supplier Development Council and its Advertising, Entertainment, Media and Sports industry group. 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.

**FOX CELEBRATES DIVERSITY AND FOSTERS INCLUSION**

**BLACK HISTORY MONTH**

At FOX, we celebrate the continuous achievements of the Black community every day, and especially during the month of February. In 2023, our company focused programming for the month on the theme "Celebrating Black Excellence," providing platforms for Black executives and talent across FOX to share their stories of career development and advancement.

Our FOX Sports Inclusion Council hosted conversations with RJ Young and Gus Johnson, and our ERG BLK+ highlighted some of the newest Black executives across Fox Corporation, FOX News, FOX Weather and FOX Soul in a panel discussing how they are working as changemakers in their respective areas of the business.

FOX Sports created a short-form video series titled "Black History Heroes" to recognize the contributions of significant Black figures in sports - highlighting Black talent and the contributions they've made





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to entertainment. The vignettes aired daily across FS1 studio shows and were featured on our internal communications platform. A dedicated newsletter featuring this content and FOX Soul initiatives was sent to 1.6 million subscribers.

The FOX Sports *Voices* documentary series, created in 2021, featuring diverse sports stories impacting our communities and culture, earned industry recognition with a Synopsis Best of the Best Sports-Related Documentary Series/Special award.

#### WOMEN'S HISTORY MONTH

To celebrate Women's History Month, FOX curated a series of activations and programming to engage and inform across our business units. We continued our multi-year partnership with SeeHer, a movement with the mission to accurately portray women and girls in marketing, advertising, media and entertainment, to introduce new custom content as part of our "She's a Hero" franchise. We also entered into a new year-long partnership with Get Lit to debut an original poem by Olivia Le, "A Chorus of Women." The poem was performed by Le alongside Gina Torres, star of *9-1-1: Lone Star*. Tubi also curated a collection of movies and shows featuring female leads.

Our WOMEN@ & Women in Tech (WiT) ERGs started the month with a collaborative trivia event to learn more about historical female figures. FOX Sports presented a conversation series with trailblazing motorsports broadcaster Jamie Little focused on the veteran reporter's life and groundbreaking career, and FOX Entertainment's Female Mentor Program hosted a Fireside Chat with Chief Kristin Crowley of the Los Angeles Fire Department.

WOMEN@ hosted a "Real Tough Women" panel with FOX Nation correspondent and host Gerri Willis, FOX 5 New York anchor Natasha Verma and FOX Business anchor Cheryl Casone where they discussed in-depth the obstacles they have overcome, from terminal illness to professional adversity, and their best advice for staying strong.

WiT also profiled and celebrated five outstanding Women in Technology professionals and members of the FOX Technology team by highlighting their efforts in supporting both streaming and broadcast operations for FOX to deliver Super Bowl LVII to over 100 million viewers.

Throughout the month, FOX Giving double-matched employee donations to the Women's Education Project, Girls Who Code and Girls Inc.

#### MENTAL HEALTH AWARENESS MONTH

As part of our ongoing investment in cultivating the mental health of our employees and our community members, Fox Corporation once again supported the National Alliance on Mental Illness' NAMIWalks 17th annual fundraising event.

Our "FOX Walks" team joined 2,000 walkers, volunteers and supporters in raising over \$1 million. Funds raised support NAMI-NYC's mission to help families and individuals affected by mental illness build better lives through education, support and advocacy. FOX 5 New York covered the event at the South Street Seaport with *Good Day New York* on-air talent on hand to inspire the crowds.



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Our FOX ABLE ERG encouraged colleagues to grow out their facial hair to raise awareness for men’s mental health, suicide prevention and cancer through their “Gro’ A Mo” campaign for No Shave November. The ERG also partnered with the Employee Assistance Program to host a series of “Setting You Up For Success” sessions that addressed achieving work-life balance and balancing work responsibilities with home obligations. Through a collaboration with RespectAbility, ABLE presented a Disability Inclusion Training 101 session for those hoping to gain a better understanding of the disability community, the current state of disability representation in media and how to be an ally in the workplace.

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

During May 2023, FOX continued to recognize and celebrate the AANHPI community’s contributions and leadership on and off screen. Through the event programming of our Asian American Employee Resource Group, ACE, our employees put a spotlight on nonprofits such as the Native Hawaiian Legal Corporation, Chinatown Manpower Project, Take One Vocational Youth Media Arts Program and AAPI Youth Rising.

The ACE ERG, in collaboration with Native Hawaiian Legal Corporation, hosted a panel discussion about laws impacting Native Hawaiian culture and practices. ACE also presented a panel of Asian American creators, featuring Bento Box co-founder Joel Kuwahara, FOX 11 Los Angeles morning anchor Sandra Endo, Emmy-winning coordinating producer for FOX Sports Bernie Kim, actor and director Ian Anthony Dale, producer and supervising director Jane Wu and FOX Sports digital producer and award-winning filmmaker Jon Hill, to reiterate the power of storytelling and AANHPI representation in media and entertainment.

Across our businesses, FOX showcased the tremendous contributions made by notable influencers in the Asian community. Through FOX News Media’s *America Together* series, FOX Business correspondent Susan Li shared the inspirational story of Anna May Wong, the first Chinese American film star in Hollywood and the first Asian American whose face is on U.S. currency.

Élodie Yung, star of FOX’s *The Cleaning Lady*, joined 17-year-old poet Sam Luo in delivering an inspirational reading of “Against All Odds,” a poem written by Luo for Asian American, Native Hawaiian and Pacific Islander Heritage Month as part of FOX Entertainment’s #TVForAll campaign.

PRIDE MONTH

The FOX PRIDE ERG offered workshops and webinars to foster more engaged and dynamic allies for our LGBTQ+ communities.

The FOX PRIDE ERG participated in the AIDS Walk Los Angeles 2022, and it collaborated with HOLA to present a movie screening and dialogue day for the MarVista Entertainment-produced original film *Atrapadas en Familia*, which featured queer Hispanic and Latino characters. To recognize Spirit Day, FOX PRIDE presented a virtual Fireside Chat with Olympic athlete Gus Kenworthy.

The FOX PRIDE ERG also hosted and promoted a number of employee events and opportunities including:

- Virtual screening of *Pieces of Us*, a documentary produced by members of the Bento Box team highlighting the beauty, trials and perseverance of five LGBTQ+ hate crime survivors
- Pride-themed ice cream social for New York-based employees
- FOX Studio Lot Brunch event for employees in celebration of Pride Day





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### HISPANIC HERITAGE MONTH

FOX celebrated Hispanic Heritage Month with a focus on inclusivity for a stronger nation. The HOLA ERG invited FOX Television Stations' Los Angeles-based news reporter Gigi Graciette and FOX Weather meteorologist Marissa Torres to come together for an in-depth conversation to discuss the importance of Hispanic and Latino heritage and representation in the news industry. FOX Deportes launched its first-ever NFT collection as part of its 25th anniversary and National Hispanic Heritage Month celebration.

### NATIONAL VETERANS AND MILITARY FAMILIES MONTH

FOX celebrated our FOX veterans, service members and their caregivers all month long with a variety of engaging and educational events and fundraising campaigns. The FOX Crafting Club partnered with Operation Gratitude on Veteran's Day to knit items for veterans during their "Crafting for a Cause" event. The FOX VETS ERG hosted a conversation about career growth and development with The Independence Fund and *Wall Street Journal* reporter Ben Kesling. They discussed serving after service and cultivating careers post-military service.

### COMPENSATION AND BENEFITS

We are proud to invest in our people through competitive pay and comprehensive benefits designed to attract, motivate and retain our talent.

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. Providing equal pay for equal work, without regard to race, 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. Other employees may be eligible for stock equity awards or other long-term incentives depending on their business unit and level/role.

We also provide a broad array of generous benefits that support the health, wellness and financial stability of our employees and their families. Full-time employees are eligible for medical insurance through a choice of several plans. Employees may enroll family members, including same- and opposite-sex domestic partners and their child(ren), in this coverage. Many employees benefit from the convenience of covered telemedicine visits as well as virtual primary care services. In addition, we provide vision and dental insurance, which includes coverage for adult orthodontic care. Our coverage is generous, with employee contributions and costs more favorable than national averages, according to a 2022 Mercer LLC survey. In addition, eligible employees may participate in flexible spending accounts, health savings accounts that receive annual company contributions and qualified transportation expense accounts.

We also provide employees with a health advocate service with experts to support employees and their eligible family members in navigating a wide range of health and insurance-related issues.

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

- paid company holidays, floating holidays, vacation, sick and safe time
- life insurance, accidental death and dismemberment insurance, and business travel accident insurance
- full salary replacement for up to 26 weeks of short-term disability

- basic long-term disability insurance
- tuition reimbursement
- employee referral incentive
- charitable gift matching
- employee assistance program, including onsite counseling in our New York and Los Angeles worksites
- smoking cessation and weight management programs
- meditation, relaxation and mindfulness content on the Calm app
- cybersecurity and malware protection for personal devices
- Our 401(k) FOX Savings Plan provides employees with a company contribution, and it offers a company match, Roth and post-tax contribution options, catch-up contributions and a company match true-up feature.

Freelance employees who work a minimum number of hours are also eligible for a medical, dental and vision plan, as well as our 401(k) FOX Savings Plan and the health advocate service.

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

### WORK-LIFE BALANCE AND WORKPLACE FLEXIBILITY

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, FOX allows eligible individuals the opportunity to work on a partially remote (i.e., "hybrid") or fully remote basis in appropriate circumstances. We support these working arrangements by deploying online collaboration tools, offering e-learning courses on effective remote work, providing reasonable office supplies and reimbursing business expenses.

The Company also reimburses employees who work on a fully remote basis with a monthly stipend for business expenses (including mobile or other devices, Internet and electricity). Where appropriate, we provide technology and mobile communication devices, tailored to employee duties.

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 provide onsite subsidized childcare to full-time employees at the Los Angeles FOX Child Care Center. In addition, we offer up to 40 days of backup child, adult, elder and return-to-work care benefits to help full-time employees with back-to-school transitions and caregiving support while managing remote work. Our coverage includes an additional 20 days of extra backup care to use during a child's first year to assist with a parent's return to work. Starting in 2022, we added backup pet care and online academic help with homework and tutors for all ages.

In addition, we have onsite fitness centers in our New York and Los Angeles worksites.

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**PREMIERE**  
MANAGEMENT DEVELOPMENT PROGRAM



**TRUE NORTH**  
LEADERSHIP DEVELOPMENT EXPERIENCE

**HARVARD** ManageMentor

## 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. Each business unit trains employees on skills and topics specific to its business needs. In addition, the centralized FOX Learning & Development team provides training across the company on a wide variety of topics and skills. In CY2022, the Learning & Development team held over 150 training events for over 5,900 attendees. 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 regardless of where they are located. Examples include:
  - **Premiere Management Development Program:** This leadership development experience is designed to help new managers develop as frontline leaders. In 2022, 67 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. In 2022, 58 FOX leaders completed the program.

- **Harvard ManageMentor Certificate Program:** This program develops skills and competencies for leading others and the business. In 2022, 106 FOX leaders completed the program.
- **e-Learning.** 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 2022, 2,331 users logged in to view 3,900 hours of educational content across several thousand courses.
  - **Harvard ManageMentor:** Expert advice and content from world-renowned business leaders available to FOX employees to build business and leadership skills. During 2022, approximately 1,270 newly registered users made more than 5,300 visits to the platform.
  - **Learning Paths:** Curated lists of online courses available to help FOX employees pursue specific development goals.
- **Live Webinars.** We connect employees with subject matter experts to build employee skills and awareness.
- **Custom Engagements.** FOX Learning & Development works with specific business units and teams to create bespoke learning and team development offerings based on specific needs.
- **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.



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- **MentorMatch.** FOX pairs employees and senior leaders across the organization to build meaningful professional relationships. In 2022, about 211 mentees were paired with approximately 184 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, retention and succession planning. The Learning & Development team provides training to managers and employees on how to make the most of the performance assessment process.

### FOSTERING WORKPLACE CIVILITY AND RESPECT

FOX is committed to equal employment opportunities for all employees and applicants for employment. We are similarly committed to complying with and exceeding the International Labour Organization's (ILO) conventions for eliminating discrimination in respect to employment and occupation.

Our commitment to creating and maintaining an environment free of discrimination and harassment begins at the highest leadership level of the Company, and we have focused on embedding this commitment throughout our policies and practices. The FOX Standards of Business Conduct and the Preventing Harassment, Discrimination and Retaliation Policy, which are posted on our website, lay out 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 that harassment is sexual in nature or is based on any characteristic protected by applicable law." It makes clear that "it is our policy to investigate promptly and thoroughly any complaint of discrimination or harassment and to take remedial measures if FOX determines there has been a violation of FOX's policy against such conduct."

We are also committed to providing a workplace that treats all employees with dignity and respect and is free from all forms of harassment, discrimination and retaliation. Harassment, discrimination and retaliation are inconsistent with the Company's philosophy, undermine employee morale and interfere with productivity. 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, immigration or citizenship status, 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, as well as sex stereotyping), gender, gender identity, gender expression, sexual orientation, sexual and reproductive health decisions, reproductive health decision-making, hair texture or hairstyles, height, weight, 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 the facts and the names of the individuals involved to a manager in the Company's Human Resources department or to one of several alternative reporting channels, including the confidential, third-party managed Alertline, which allows for anonymous reporting of concerns. Members of management who learn of harassing, discriminatory or retaliatory conduct from any source are required to report it immediately.

Reported incidents of harassment, discrimination and retaliation will be investigated in a fair, complete and timely manner by impartial, qualified personnel, with due process given to all parties involved and due consideration given to the surrounding circumstances. If FOX reasonably determines that a violation of this policy has occurred based on the investigation it has undertaken, the Company will take appropriate remedial action up to and including immediate termination of employment. 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 related to potential incidents of harassment or discrimination.

The Board has 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

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or discretionary bonus paid to any employee for the period when the employee 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.

**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, to discuss working conditions openly and to choose to be or not 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.

**COMMITMENT TO DIVERSE EXPRESSION**

The core values of our business—a free press, free speech and free expression—reflect our commitment to our audiences' right to know, be informed and participate in the marketplace of ideas. We empower our news, sports and entertainment teams to develop content that speaks to the various cultural intersections within our diverse audiences.

Given the variety of communities we serve, there may be content on our platforms that some members of our audiences disagree with or feel is not reflective of their values. We also understand and respect that some employees may not agree with certain content they see, contribute to or are asked to develop.

We ask each of our employees to join us in upholding these core values, as well as supporting the independent editorial judgments of our teams, as we work together to deliver the highest quality content to our viewers.

**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 ILO's Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

**ENVIRONMENT, HEALTH AND SAFETY (EHS) PROGRAM**

FOX is committed to protecting the health, safety and work environment of our employees, clients and neighbors.

Our [EHS Program](#) manages risks by implementing proactive, practical and feasible controls into daily work activities, as appropriate. Employees receive health and safety training orientations and have access to several workplace safety programs and resources. The program works to continuously improve performance through preventive measures as well as efforts to correct hazards or dangerous conditions and minimize the environmental impact of our activities.

The day-to-day management of FOX's EHS Program, sustainability initiatives and environmental compliance is overseen by our President and General Manager, Studio Operations, and implemented by our dedicated Environment, Health and Safety team.

Moreover, the Company also has a Global Security team that oversees FOX's security and emergency response efforts, as well as emergency planning and preparedness. The team proactively monitors, reports and responds to potential and actual threats to people, physical assets and property, as well as productions and events, using a number of tools including advanced technology, active training programs, risk assessment and management processes.



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FOX is dedicated to furthering the transformation of the media and entertainment business into a more sustainable industry. Since the formation of Fox Corporation in 2019, our focus has evolved from awareness and data collection to action, impact and influencing positive change. We are committed to operating efficiently and reducing environmental impacts associated with our operations across all our FOX businesses. Based on our operating footprint, we have identified the following environmental impact priority areas:

- **Cleaner and More Efficient Facilities** – 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.
- **More Sustainable Productions and Broadcasting** – From sports to news and entertainment, our productions and broadcasts require energy, travel and materials that need to be managed responsibly.
- **Engagement** – Requiring our suppliers to manage relevant environmental risks, supporting industry wide efforts and encouraging employees to adopt sustainability practices in the workplace.

- **Transparency** – We seek to align with reporting best practices and to independently ensure appropriate environmental data to be comprehensive and clear when disclosing our efforts and impact.

During FY2023, we:

- Went live with our new energy and emissions management platform on Salesforce's Net Zero Cloud, enabling us to enhance data collection, control and reporting processes.
- Audited our climate data management process to prepare for potential future mandatory disclosures.
- Submitted our first response to the CDP Climate Change Questionnaire.
- Moved into the implementation phase of our ISO 14001-aligned Environmental Management System.
- Developed sustainability guidelines for our broadcast productions.

## CLEANER AND MORE EFFICIENT FACILITIES

Our facilities, including studios, television stations, data centers, news bureaus and corporate offices, generate our largest environmental impact. That is why we seek energy efficient solutions to minimize our energy consumption and seek to identify clean sources of energy to power our operations.

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

- 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
- Offering and managing commuter programs, including a Qualified Transportation Expense benefit that encourages employees to commute via mass transit
- Virtualizing servers at our owned and operated television stations and data centers and eliminating local file servers across our business units

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**FS1 CHARLOTTE HIGHLIGHT**

At the FOX Sports Studios location in Charlotte, North Carolina, sustainability is a key aspect of facility operations. Bevi machines were installed as water stations and encouraged the use of reusable water bottles. Annually, the use of these machines eliminates about 66,000 single use plastic bottles. The Charlotte studios have also switched from disposable coffee cups and lids, saving approximately 51,000 cups and lids from going to the landfill every year. In 2022, 7,120 pounds of food were composted and over 18,000 pounds of material recycled. Even used coffee packets are recycled. The coffee is composted to the tune of almost 700 pounds per year. Lastly, 25,792 pounds of electronics have also been properly recycled.

**MORE SUSTAINABLE PRODUCTIONS AND BROADCASTING**

Our portfolio of businesses includes sports, news and entertainment productions, all of which contribute to our collective environmental impact. Whether it is the fuel needed onsite to power our productions, transportation of our crews to broadcast events around the world or the equipment needed to broadcast our content to the viewers, we continue to search for ways to reduce fuel consumption, minimize our onsite environmental footprint and adopt innovative mitigation technologies to power our broadcasts with cleaner sources.

Ongoing initiatives to reduce our environmental impact include:

- Purchasing fuel efficient vehicles for news teams
- Upgrading to more energy efficient transmitters across our owned and operated television stations

- Utilization of solar-powered generators by FOX News Media and FOX Television Stations field crews for daily and breaking news coverage
- Utilization of alternative fuel and power on remote broadcasts to reduce dependence on diesel generators
- Migration of equipment to rechargeable batteries
- Donating materials from set builds
- Piloting solar-powered golf carts at the FOX Studio Lot

**ENGAGEMENT**

Engaging our employees, suppliers, partners, industry peers and viewers is essential to amplifying our positive impact. We understand the media and entertainment industry is a complex ecosystem of stakeholders, and we intend to work with them to drive sustainability within the industry.

**INDUSTRY ASSOCIATIONS**

In addition to the environmentally focused industry associations below, FOX has participated in the formation of sustainability working groups and subcommittees within broader industry associations, such as the North American Broadcasters Association (NABA) and the Internet and Television Association (NCTA). Members of these groups span the media and entertainment value chain, and FOX has played an active role in shaping the agenda to prioritize key sustainability topics, such as Scope 3 emissions, carbon reduction strategies and climate disclosures.



**SUSTAINABILITY AT THE GAME**

At Super Bowl LVII, FOX focused on several sustainability initiatives throughout the Broadcast compound and Studio set areas. To eliminate single use plastic water bottles, water refill stations and five-gallon jugs were set up and 1,200 reusable aluminum PATH water bottles were distributed to the crew. Two bin waste stations were also set up, as well as separate bins for cardboard recycling. FOX also partnered with NFL Green on donations and material recovery efforts. Items ranging from CAT6 cable and lumber to turf, office supplies and surplus food were donated to local organizations.

During the 2022 MLB season, FOX engaged with MLB Green on various environmental initiatives at several events including the All-Star Game, Field of Dreams, Postseason Playoffs and the World Series. Efforts included distributing reusable aluminum PATH water bottles, setting up water refill stations, donating leftover food, utilizing recycle bins and purchasing offsets. We look forward to continuing our relationships with MLB and NFL Green and exploring new ways we can continue to promote sustainability onsite.





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### CONNECTING WITH VIEWERS ON EARTH DAY

#### FOX 2 WJBK Detroit

Our FOX 2 station reported live at the Dossin Great Lakes Museum to celebrate Earth Day in partnership with Michigan State University's Science Festival. The museum's free family day centered around the natural habitat and history of Belle Isle, a 2.5-mile-long island park in the Detroit River, and highlighted their new exhibit, "Microplastics: Here, There, Everywhere," and discussed the Detroit River and its importance to humans and animals.

As part of the station's special Earth Day coverage, FOX 2 also covered local cleanup and e-waste events. All weather forecasts highlighted Earth Day as well.

#### FOX 29 WTXF PHILADELPHIA

The team at our FOX 29 station celebrated Earth Day by promoting several sustainable home products and eco-friendly toys. The station also encouraged viewers to volunteer at the Pennsylvania Horticultural Society (PHS) which connects people with horticulture to create beautiful, healthy and sustainable communities in the Greater Philadelphia Region. FOX 29 also promoted Camden Park Cleanups as well as an Earth Day Rally and Green Fair for locals to attend.



### EARTH MONTH EMPLOYEE ENGAGEMENT

FOX hosted a variety of events for employees during Earth Month.

For the fourth consecutive year, FOX partnered with One Tree Planted to support their mission to restore forests and create habitats for biodiversity, making it simple for our employees to help the environment through tree planting.

Through FOX's virtual Race for Reforestation, employees recorded over 6,300 miles during the month of April 2023, doubling our miles and engagement from last year. For each mile, FOX planted a tree through One Tree Planted and made an additional charitable donation to the nonprofit organization to help reach 10,000 trees planted.

FOX also organized an Earth Month Bingo Sweepstakes to challenge employees to complete environmentally friendly tasks and practices at home and at work and hosted a presentation for employees from Omni, an innovative food tech company that produces plant-based alternatives to traditional meats.

Additionally, FOX launched a dedicated Sustainability page on One FOX, the company's internal communications platform, as a resource for employees to learn about our initiatives and partnerships, get tips and stay up to date on sustainability-related industry news.

### SUPPLY CHAIN MANAGEMENT

Consistent with our Supplier Management Policy, [Doing Business with FOX](#), we require our suppliers to have a documented environmental policy that includes a commitment to comply with relevant environmental laws and regulations and work toward continual improvement and pollution prevention.

We have also developed policies and guidelines for sourcing goods and materials, including plywood, durable goods, computer equipment and service ware.

### TRANSPARENCY

To truly understand our impact and remain accountable, we believe that it is important that we align ourselves with best reporting practices, including publicly reporting our efforts and having our data verified by independent third parties, as appropriate. For the second year in a row, we provided responses to the CDP Climate Change Questionnaire during the new fiscal year, and we intend to continue to publicly report our annual greenhouse gas emissions inventory and refine our methodology. We also plan to engage a consultant to expand our Scope 3 greenhouse gas emissions inventory for fiscal year 2024. We aim to be as comprehensive and clear as possible.

# SUSTAINABILITY HIGHLIGHTS

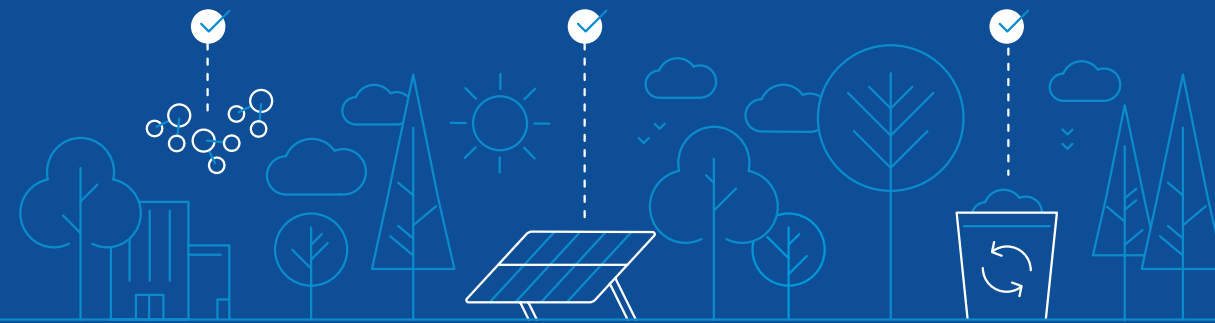
## OUR COMMITMENT TO ENVIRONMENTALLY FRIENDLY PRACTICES ACROSS ALL OPERATIONS

FOX HAS CREATED ENVIRONMENTAL INITIATIVES TO:

REDUCE CARBON EMISSIONS

PURSUE CLEAN ENERGY

RESPONSIBLY DISPOSE OF WASTE



### PURSUING CLEAN ENERGY

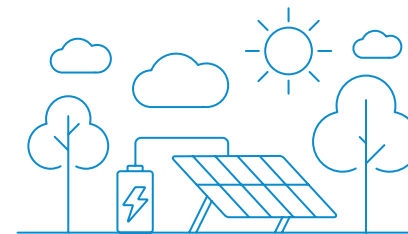
In addition to efforts to reduce our overall energy consumption, we are pursuing cleaner sources for the energy we do use to reduce carbon emissions. Current efforts include:

- ✓ Investments in solar power generation capacity
- ✓ 44 EV chargers with 52 charging ports available for employee and visitor use at the FOX Studio Lot
- ✓ Transition to sustainable aviation fuel (SAF) for corporate jets

Location	FOX Studio Lot	KTVU / KICU Television Station
Energy source	Onsite Solar	Natural Gas Fuel Cell
Consumption (MWh)	1,717	3,294
Emissions avoided (MTCO2e)	402	174

CO2e EMISSIONS AVOIDED IN FY2022 WITH CLEAN ENERGY SOURCES

576 METRIC TONS



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

- ✓ Expanding organic waste infrastructure at the FOX Studio Lot
- ✓ Conducting energy audits and life-cycle assessments
- ✓ Evaluating additional Scope 3 categories to include in our inventory
- ✓ Exploring clean energy procurement in deregulated energy markets and through existing utility green tariff programs

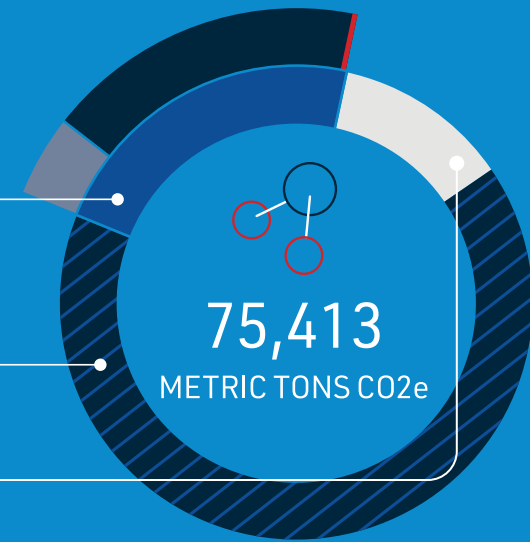
### FY2022 ENERGY USE AND CARBON EMISSIONS

OUR CARBON FOOTPRINT INCLUDES:

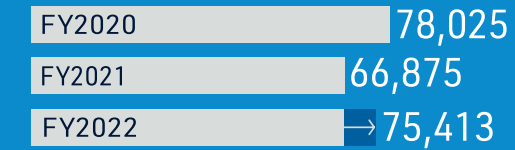
SCOPE 1 direct emissions from fuel and energy consumption  
**16,807 METRIC TONS**  
 ■ building energy use (3,381) ■ fuel consumption (13,343)  
 ■ refrigerant use (83)

SCOPE 2 indirect emissions from the purchase of electricity  
**49,571 METRIC TONS**

PARTIAL SCOPE 3 other indirect emissions from business air travel  
**9,035 METRIC TONS**



EMISSIONS BY FISCAL YEAR  
 (METRIC TONS OF CO2e)



**INCREASED BY 8,538 MT CO2e**  
 AS BUSINESS OPERATIONS RETURNED TO PRE-PANDEMIC LEVELS

ENERGY USE AND CARBON EMISSIONS BY CONSUMPTION TYPE

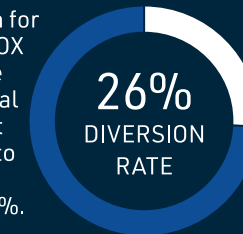
BUSINESS AIR TRAVEL	ENERGY CONSUMPTION	FUEL CONSUMPTION	REFRIGERANT USAGE
62,326,459 Passenger Miles	175,553 Megawatt Hours	1,417,988 Gallons	100 Kilograms
9,035 Metric Tons CO2e	52,952 Metric Tons CO2e	13,343 Metric Tons CO2e	83 Metric Tons CO2e

All energy and GHG emissions data is verified to a limited level of assurance by the independent 3rd party verification company Cventure. Due to rounding, emission sources may not reflect totals.

### WASTE MANAGEMENT

FOX is making progress on effectively and sustainably managing or recycling the waste produced at all locations.

Our largest location for solid waste is the FOX Studio Lot. We have implemented several waste management initiatives, helping to achieve our CY2022 diversion rate of 26%.



DONATIONS OF UNSERVED PREPARED FOOD:  
**4.4 TONS**

YARD WASTE COMPOSTED:  
**18 TONS**

CLOTHING DONATED:  
**14.97 TONS**

FOOD WASTE COMPOSTED:  
**220 TONS**

WASTE DIVERTED FROM LANDFILL:  
**955 TONS**

PLASTIC BOTTLES SAVED WITH BEVI WATER DISPENSERS:  
**168,464 BOTTLES**

For additional disclosure data, please see Appendix.

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# POLICY FORWARD

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Our audiences expect quality 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.

- **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.
- **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.
- **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 reviewing the content and operation of FOX's business ethics and compliance program including anti-bribery and anti-corruption programs. The Chief Ethics and Compliance Officer reports to the Audit Committee and to senior management about existing compliance programs and proposed new initiatives. The Company has several operational compliance policies and programs, including a Global 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.

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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 is responsible for ensuring the ethics and compliance processes are fully embedded in the business. Additionally, the Chief Ethics and Compliance Officer works with liaisons in each business unit to coordinate compliance policies and controls and related ongoing risk assessments.

DYNAMIC RISK ASSESSMENTS

We undertake various risk assessments as part of our efforts to ensure compliance with our Standards of Business Conduct and other compliance policies. 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 compliance risk and prioritizes resources to address those risk areas.

- Financial transactions involving government-related vendors 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 Global Anti-Bribery and Anti-Corruption Policy, and we strive to ensure that all payments to third parties are recorded accurately and documented appropriately.

TRAINING

All FOX employees are required to read our Standards of Business Conduct and Global Anti-Bribery and Anti-Corruption Policy and acknowledge that they have done so. There is also periodic 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 FOX's independently managed 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 senior members of the Audit, Legal and HR teams, as well as the Chief Ethics and Compliance Officer, who decide what further action may be necessary.

On a quarterly basis, the Senior Vice President, Corporate Audit & Risk Management, 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.





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#### INTEGRITY IN SPORTS BETTING

FOX Sports is synonymous with the best live sports events in the country. The Company also operates a licensed sports-betting marketing affiliate site and has other relationships with and involving the licensed U.S. sports-betting industry. For all those reasons, ensuring the integrity of sporting events and wagering, and avoiding even the appearance of impropriety, are critical. Gaming and broadcast integrity are a top priority. FOX is committed to expanding sports fans' experience responsibly and ethically.

At FOX, it is our policy to 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 personnel may learn information about sporting events and athletes before it becomes known to the public. We do not share non-public information except as part of our journalistic responsibilities. It is our policy to never use it for personal gain. For example, members of the production team on FOX's broadcast of an NFL football game might learn before the game begins that one team's starting quarterback suffered a serious injury while warming up—information not yet known to the general public. Any FOX personnel learning of this information would be prohibited from betting on the game and would also be prohibited from sharing the information with friends, family members or acquaintances before it becomes known to the general public. Similarly, if the injured football player was a

member of the USFL, that player's teammates would be barred from sharing the information with third parties.

- FOX personnel may not wager with or through a FOX-controlled or affiliated sportsbook or marketing affiliate. FOX currently does not own majority interest in or control any sportsbook; however, FOX's Outkick Media LLC, for example, is a licensed sports-betting marketing affiliate. FOX personnel may not open any account or place any wager through Outkick or any other marketing affiliate or sportsbook in which FOX may acquire a majority interest or control in the future.
- 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.
- We do not promote unlawful or unlicensed betting. FOX prohibits its personnel from endorsing, promoting or otherwise advancing unlawful or unlicensed sports betting or gambling.
- At FOX, we always uphold the integrity of sporting events or sports betting that FOX broadcasts or promotes. FOX's unique position as a leading sports broadcaster, coupled with its relationship to the sports betting industry, necessitates extra care to avoid even the appearance of impropriety in this area. We avoid taking any step that might be viewed as creating that perception and promptly report any incident or event that might do so.

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

The FOX Political Activities Policy serves to ensure that all employees and Company officers comply with FOX's standards for political activity. The Policy focuses on six areas of political activity:

- providing gifts or other items of value to public officials
- lobbying lawmakers and government officials on policies that are important to FOX
- making corporate or personal political contributions
- running for political office
- supporting the FOX Political Action Committee (FOXPAC)
- trade association membership

Additionally, FOX publicly discloses its political activity on an annual basis. The 2022 report can be found on [foxcorporation.com](https://www.foxcorporation.com).

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### 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 seek to 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 seeks to protect 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.
- 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.
- The independence of our editorial judgments: We will resist the attempts of litigants, regulators or other third parties to infringe on them.
- Respect for 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 70 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.





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- Promoting 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 Tubi, which also provides parental controls to block programs.
- Protection of intellectual property: It is our policy to 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 online at [FOX.com](https://www.fox.com) and [FOXSports.com](https://www.foxsports.com), as well as for [FOXNews.com](https://www.foxnews.com) and [FOXBusiness.com](https://www.foxbusiness.com). 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 seek to 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.

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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 complies with notice requirements under applicable law and consistent with FOX's incident response plan. FOX also employs data minimization and data retention consistent with internal policy and procedures and applicable law.

## DATA PRIVACY AND DATA SECURITY PROGRAM

FOX has a dedicated Privacy and Data Security Legal Department, headed by two Co-Chief Privacy Officers who share oversight and responsibility over the enterprise's privacy program and advise and support the enterprise's data security function.

The Privacy and Data Security Legal 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 engages employees on privacy-related risk, compliance and information protection procedures through regular training. FOX also periodically conducts privacy-related audits. Additionally, FOX participates in data privacy industry organizations including as a corporate member of the International Association of Privacy Professionals (IAPP).

FOX's Co-Chief Privacy Officers are experts in their field and have spoken on panels at industry conferences including the IAPP, the American Bar Association Forum on Communications Law, the Privacy + Security Forum and the UCLA Ziffren Institute for Media, Entertainment, Technology & Sports Law's Privacy and Access Series.



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## DATA SECURITY

FOX has a dedicated Information Security department headed by its Chief Information Security Officer. FOX uses an external third-party auditing firm to assess the overall maturity of its cybersecurity program against the National Institute of Standards and Technology (NIST) Framework. This is an annual quantitative assessment, which includes how the program evaluates and mitigates risk, as well as how it fares 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. This qualitative testing is conducted multiple times per year by external third-party firms. These tests are routinely performed at the application, infrastructure and network level by leading third-party assessment firms. FOX leverages security orchestration, automation and response systems (SOAR) to continuously react to events based on the relative risk.

FOX conducts annual mandatory company-wide cybersecurity compliance and information handling training, fosters awareness during Cybersecurity Awareness Month and conducts regular targeted employee training. FOX also sends out ad hoc advisories based on internal and external threat trends and/or cyber intelligence. FOX regularly conducts executive tabletop exercises involving detailed and topical cybersecurity scenarios.

FOX conducts vendor security assessments to evaluate associated risks and necessary internal and vendor security controls. FOX also uses commercially reasonable efforts to include applicable and appropriate contractual protections to mitigate vendor risk.

# SASB

## 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®.

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MEDIA PLURALISM			
ACCOUNTING METRIC	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals and (3) all other employees		Description of policies and procedures to ensuring (sic) pluralism in news media content
CATEGORY	Quantitative		Discussion and Analysis
UNIT OF MEASURE	Percentage		n/a
CODE	SV-ME-260a.1		SV-ME-260a.2
FOX CORPORATION DISCLOSURES	We voluntarily post on our corporate website (foxcorporation.com) our Employment Information Report (EEO-1), showing the race, ethnicity and gender of our U.S. employees. Moreover, a description of our efforts promoting inclusion and diversity is disclosed in the "People Forward" section of this report beginning on page 19.		As an important source of news, information, analysis and media, we play a leading role in the marketplace of ideas. We are committed to respect for 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 concern. We disclose more in the "Editorial Guidelines and Broadcast Standards" section of this report on pages 35-36.
JOURNALISM INTEGRITY & SPONSORSHIP IDENTIFICATION			
ACCOUNTING METRIC	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	Revenue from embedded advertising	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
CATEGORY	Quantitative	Quantitative	Discussion and Analysis
UNIT OF MEASURE	Presentation Currency	Presentation Currency	n/a
CODE	SV-ME-270a.1	SV-ME-270a.2	SV-ME-270a.3
FOX CORPORATION DISCLOSURES	We disclose material legal proceedings in annual and quarterly reports filed with the SEC.	This information is not part of our public reporting.	Our flagship news properties are some of the most influential in history, and we respect the significant responsibility that comes with that role. FOX's Standards of Business Conduct, Employee Handbook and Standards & Practices Manual confirm our position and expectations regarding editorial independence and broadcast standards. We disclose more in the "Editorial Guidelines and Broadcast Standards" and "Advertising Ethics" sections of this report on pages 35-36, where we discuss our commitment to accuracy and editorial independence, freedom of speech and the press, protection of the news gathering process, our specialized training for newsroom and creative employees, the independence of editorial judgments and equal access to content and services, as well as our guidelines on advertising.

INTELLECTUAL PROPERTY PROTECTION & MEDIA PIRACY	
ACCOUNTING METRIC	Description of approach to ensuring intellectual property (IP) protection
CATEGORY	Discussion and Analysis
UNIT OF MEASURE	n/a
CODE	SV-ME-520a.1
FOX CORPORATION DISCLOSURES	We engage in fair competition, protect our intellectual property and respect the intellectual property and proprietary information of others. We disclose more in the "Editorial Guidelines and Broadcast Standards" section of this report on pages 35-36.
RECIPIENTS OF MEDIA	
ACTIVITY METRIC	(1) Total recipients of media and (2) the number of households reached by broadcast TV, (3) subscribers to cable networks and (4) circulation for magazines and newspapers
CATEGORY	Quantitative
UNIT OF MEASURE	Number
CODE	SV-ME-000.A
FOX CORPORATION DISCLOSURES	Please refer to pages 1-11 of the Fox Corporation Annual Report on Form 10-K for the fiscal year ended June 30, 2023 ("Fiscal 2023") for information regarding the reach of our broadcast and cable networks, television stations and other properties, including: <ul style="list-style-type: none"> <li>The FOX Network delivers primetime programming to 209 local market affiliates, including 18 stations owned and operated by the Company, covering approximately 99.9% of all U.S. television households, according to The Nielsen Company ("Nielsen").</li> <li>FOX Television Stations owns and operates 29 full power broadcast television stations, which deliver broadcast network content, local news and syndicated programming to viewers in 18 local markets. These include stations located in 14 of the top 15 largest Nielsen-designated market areas ("DMAs") and two stations (referred to as duopolies) in each of 11 DMAs, including the three largest DMAs (New York, Los Angeles and Chicago). Collectively, the stations reach over 38% of the U.S. television households in these 18 DMAs as of January 2023, according to Nielsen.</li> <li>Our cable networks and the number of subscribers to each network as of June 30, 2023 as estimated by Nielsen include: FOX News (72 million), FOX Business (70 million), FS1 (72 million), FS2 (52 million), The Big Ten Network (48 million) and FOX Deportes (13 million).</li> <li>Tubi, our advertising-supported video on demand service that is available on multiple digital platforms in the United States and select international regions, provides broad distribution of a content library of over 60,000 titles, as well as sports programming and live local and national news content. Tubi offers nearly 250 sports, entertainment and local news linear streaming channels, including feeds from over 100 local television stations (including our owned and operated television stations) covering 75 DMAs and 22 of the top 25 markets. In Fiscal 2023, Tubi generated approximately 6.8 billion hours of total view time.</li> </ul>
MEDIA PRODUCTIONS AND PUBLICATIONS	
ACTIVITY METRIC	Total number of media productions and publications produced
CATEGORY	Quantitative
UNIT OF MEASURE	Number
CODE	SV-ME-000.B
FOX CORPORATION DISCLOSURES	Please refer to pages 1-11 of the Fiscal 2023 Form 10-K for a discussion of our programming and other content, including the following: <ul style="list-style-type: none"> <li>the approximate number of hours of local news FOX Television Stations produce weekly</li> <li>the approximate number of hours of primetime programming the FOX Network delivers weekly</li> <li>the number of titles offered in Tubi's content library, as well as the number of Tubi's sports, entertainment and local news linear streaming channels</li> </ul>

Data as of June 30, 2022



## ADDITIONAL ENVIRONMENTAL DATA

ENVIRONMENTAL DISCLOSURE DESCRIPTION	DATA (FY2022)
CO2 Scope 1 & 2 Location-Based (Metric Tons)	60,044
CO2 Scope 1 (Metric Tons)	16,674
CO2 Scope 2 Location-Based (Metric Tons)	49,370
Methane (CH4) Scope 1 (Metric Tons)	0.62
Nitrous Oxide (N2O) Scope 1 (Metric Tons)	0.12
Methane (CH4) Scope 1 in CO2 Equivalent (Metric Tons CO2e)	17.19
Nitrous Oxide (N2O) Scope 1 in CO2 Equivalent (Metric Tons CO2e)	32.51
Hydrofluorocarbon (HFC) Scope 1 in CO2 Equivalent (Metric Tons CO2e)	83.19
Total Energy Consumption (Thousand Megawatt Hours)	229.86
Renewable Energy Use (Thousand Megawatt Hours)	1.72
Electricity Used (Thousand Megawatt Hours)	153.57
Fuel Used - Natural Gas (Thousand Cubic Meters)	1,769
Fuel Used - Crude Oil/Diesel (Thousand Cubic Meters)	2.90
Total Fuel Consumed (Thousand Megawatt Hours)	72.97
Percentage Natural Gas of Total Fuel Consumed (Percentage)	25.58%
Biomass Fuel Used (Thousand Megawatt Hours)	0.01
Fleet Fuel Used (Thousand Megawatt Hours)	23.92
Liquefied Petroleum Gas (LPG) Used (Thousand Cubic Meters)	0.0068
Propane Used (Thousand Cubic Meters)	0.000026
Grid Electricity Used (Thousand Megawatt Hours)	151.85
Percentage of Grid Electricity Used (Percentage)	98.88%
Total District Heating and Cooling (Thousand Megawatt Hours)	3.32
Water Use FOX Studio Lot (Thousand Cubic Meters)	158.23

### ADDITIONAL MSCI AND FTSE RUSSELL INFORMATION

The use by Fox Corporation of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation or promotion of Fox Corporation by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Fox Corporation has been independently assessed according to the FTSE4Good criteria and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.



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POLICY FORWARD

DATA FORWARD

APPENDIX

**FOX**

**FOX NEWS**  
media



**FOX**  
ENTERTAINMENT

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TV STATIONS

