

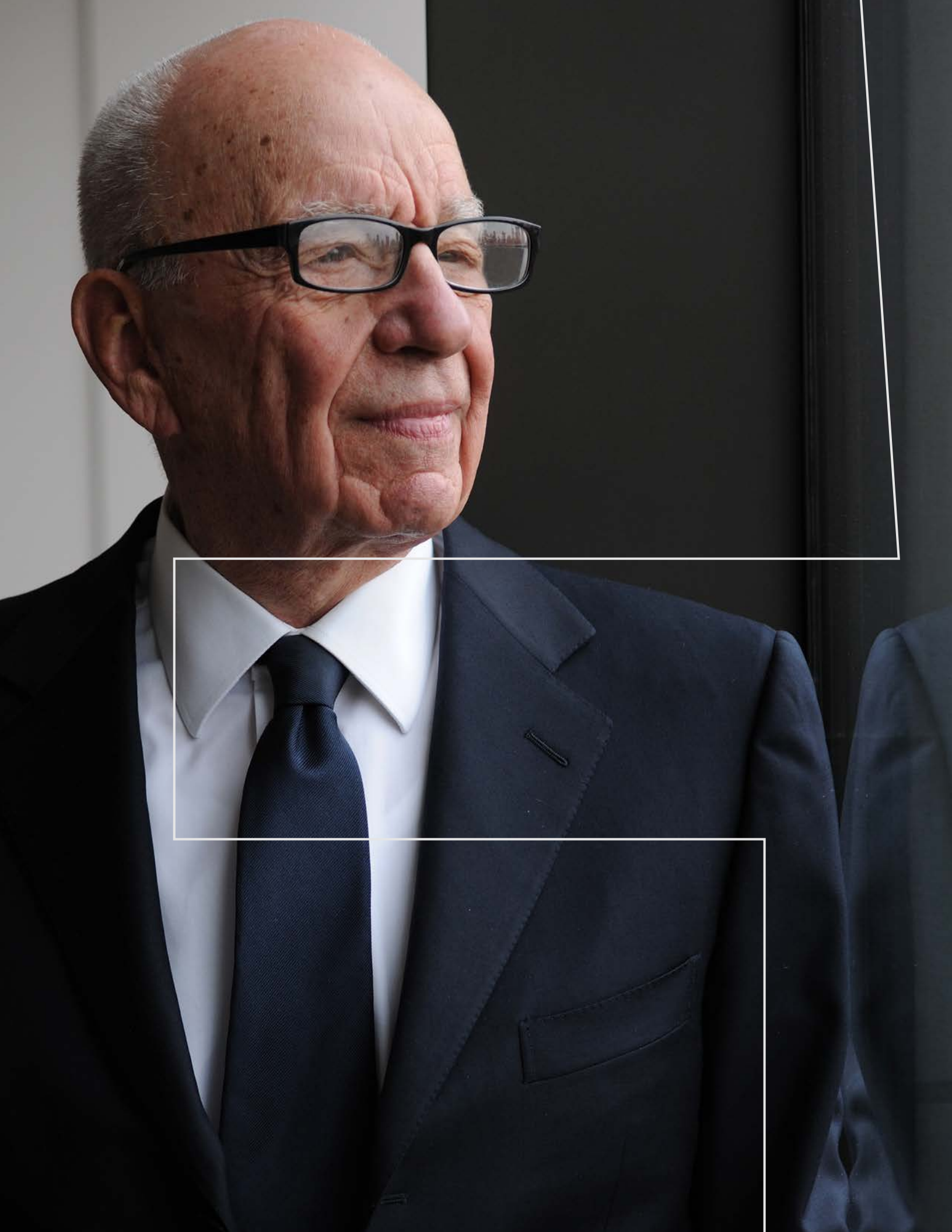
Corporate Social Responsibility Report
2020

FOX



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A LETTER FROM OUR CHAIRMAN

FOX has returned to its roots as an innovative, bold and agile company. During the changes that our brands and assets have experienced recently and across the more than six decades since I began this business, the spirit of civic duty remains a constant.

Throughout our evolution and recent new beginning, we have been anchored to a commitment to creating opportunities – opportunities to unite people through sports and entertainment, opportunities to inform viewers of the events that most impact their lives, and opportunities to contribute to the communities we serve.

Creating opportunities starts from within by treating our employees with respect and equality and ensuring our policies and processes are best in class. With that cultural foundation of collaboration and caring, we unite to give of our time, our expertise and our resources to impact those beyond our company.

Lachlan has ensured that these ideals are imbued throughout FOX. Thanks to the legacy of our past and the commitments of our present, FOX will continue to shape a bright future for us all.



Rupert Murdoch





A LETTER FROM OUR CEO AND EXECUTIVE CHAIRMAN

We founded FOX in March 2019 with a commitment to doing good and doing well for our viewers, our partners, our employees, our communities, and our shareholders. We are driven by a desire to serve these stakeholders, knowing that by doing so we also advance our corporate objective to strengthen and grow our business for many years to come.

When we began this fiscal year in July 2019, we could not have imagined how important and essential our ability to serve and assist our neighbors and our nation would become. The devastating COVID-19 pandemic poses a historic challenge, influencing not only how we work and live, but how we contribute to the greater good. From our dedication to accurate and timely news, to using our platforms and resources to give back to our audiences, and support our FOX Family, we have played an important role in covering the pandemic and caring for those impacted.

Our approach to corporate social responsibility springs from the work we do as a media company. Through FOX News, FOX Sports, FOX Entertainment and FOX Television Stations, we are an integral part of the lives of the American people – we are where they turn for breaking news, we are the live and event television that connects them, we are the place they trust for information and entertainment. We cherish that privilege and will always seek to earn it. We are practitioners of First Amendment activities and defenders of the U.S. Constitution and its rule of law. To retain the trust placed upon us, we always conduct our business with the utmost integrity.

This is not just an obligation; it is part of our identity and the foundation of our success. Integrity will always define the decisions we make and the operations of our business.

As we conceived and developed the corporate social responsibility vision that is described in this report and – most importantly – embedded in the fabric of our company, we aligned our philanthropic efforts with our corporate mission through a platform we call FOX Forward. We focus our efforts in the places where we live and work, which given our presence across the country, allows us to positively impact many locations. At the same time, FOX Forward is designed to have a deep impact with particular communities including veterans and active duty military members, underserved youth, and the creative community.

This inaugural corporate social responsibility report finds us still amid the extraordinary circumstances of COVID-19. While I am grateful for everything that our company and our team have accomplished, I also welcome the opportunity to do more. And that is what we plan to do as we deepen our civic connections, expand our philanthropic partnerships, and engage further with our shared communities. Thank you for your support as we continue to do the work that matters so much to us and to those touched by it.

A handwritten signature in black ink, appearing to read "Lach" followed by a long horizontal line.



OUR CORPORATE RESPONSIBILITY APPROACH

We create value for our audiences, employees, partners and shareholders by delivering unique and compelling storytelling and the finest in news, sports and entertainment. We approach corporate social responsibility as another avenue through which we can create value – value to our shareholders, communities and to the neighbors and colleagues we serve; value by investing in our people, our reputation, and our brands; and value in knowing our actions help others and seeing the impact of our philanthropy.

The unprecedented challenges of COVID-19 brought forth an unprecedented response by FOX employees who acted quickly, and often times selflessly, to protect the health and well-being of our colleagues, provide essential news, information and entertainment to our viewers, celebrate the local heroes and contribute to impacted communities in need.

Of the many millions of dollars raised, resources donated, and philanthropic actions taken, the spirit of FOX's corporate social responsibility is best captured by our desire to assist our employees with additional company-sponsored medical insurance benefits and our meal preparation and donation partnership with Los Angeles Mayor Eric Garcetti. With our employees' health and safety our foremost priority, we provided them with several new benefits in response to the spread of coronavirus.



To ease the financial burden on our employees, beginning in March 2020, we began covering 100% of the medical insurance premiums for all full-time Company employees through the end of the year and waived the telemedicine copay for full-time employees. FOX took these industry-leading steps to ensure our employees were supported during this difficult time.

While most of FOX's workforce worked remotely and most of the operations at our Studio Lot in Los Angeles shut down to protect the well-being of our teams, we protected the livelihoods of our food services employees while assisting local residents. In partnership with the Los Angeles Mayor's Office and the Los Angeles Department on Disability, FOX food service workers prepared 10,000 meals weekly that were delivered to Angelenos with disabilities from April through June. This program not only provided vital meal assistance to Angelenos in need, it also maintained employment for dozens of members of our FOX family. The program also proved extremely rewarding for our employees, who felt a sense of purpose in their work and took comfort in easing the struggle for the recipients. Both initiatives underscore a core aspect of our corporate social responsibility philosophy: taking care of our people and empowering our people to care for our communities. This report provides a detailed and comprehensive review of our philanthropic, human capital, environmental, and governance programs and achievements.

The Board of Directors plays an active role in developing our overall business and risk management strategies, including issues relating to our corporate social responsibility. In particular, the Nominating and Corporate Governance Committee of the Board oversees the Company's efforts on sustainability and corporate social responsibility. The Audit Committee of the Board (1) oversees the Company's policies and practices with respect to risk assessment and risk management, including with respect to data privacy and security, (2) oversees procedures to evaluate alleged violations of the [Standards of Business Conduct](#) and (3) reviews with the Company's counsel and management any legal or regulatory matter that could have a significant impact on the Company's financial statements.

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

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

Unless otherwise stated, this report covers activities in Fiscal Year 2020 (July 1, 2019 – June 30, 2020).

FISCAL YEAR 2020 CSR HIGHLIGHTS

OUR COMMUNITIES



85,000
pounds of food

Launched a nationwide Holiday Campaign in November 2019 during which FOX employees collected over 85,000 pounds of food for local food banks and donated more than 260,000 toys to foster children and military families.



BACK
IN THE GAME

FOX Sports created and aired several Public Service Announcements (PSAs) urging viewers to work together to help limit the spread of COVID-19. Featuring on-air sports personalities, one PSA highlighted a game plan to get everyone “back in the game.”



FOX Entertainment supported the real-life heroes our programming portrays. *9-1-1: Lone Star* donated to the National Fallen Firefighters Foundation, which assists the families of fallen fire heroes and works to reduce firefighter deaths and injuries.

FOX News donated all proceeds from John Rich and *The Five's* song “Shut Up about Politics” to Folds of Honor, which provides educational scholarships to the children and spouses of our fallen and disabled service members.

100%

Each of our 29 FOX Television Stations plays an integral role in their cities and towns. FOX 26 in Houston featured a different child in foster care each month to raise awareness about the incredible need for more loving foster families to provide temporary care for children or to adopt.



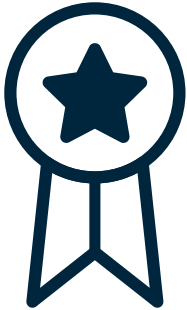
OUR PROTECTIONS

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

Disclosed [Privacy Policies](#) designed to provide clarity and transparency.

Conducted mandatory companywide cybersecurity compliance training.

OUR PEOPLE



BEST PLACE TO WORK FOR LGBTQ EQUALITY

Received a 100% score in the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI) – our second year earning top marks. The score gives FOX the distinction of "Best Places to Work for LGBTQ Equality."

Recognized by DiversityComm as a Top Employer and as a Top LGBTQ+ Friendly Company in 2019.

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

Appointed to the Top Military Friendly® Employer list.



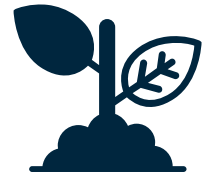
OUR WORLD



9.5 tons

Donated over 9.5 tons of unserved, prepared food from the FOX Studio Lot to local food banks and nonprofit organizations.

CARE FOR THE ENVIRONMENT



Published our supplier management policy, Doing Business with FOX, which includes a commitment to comply with relevant environmental laws and regulations and to continual improvement and pollution prevention.

OUR PRACTICES

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

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.



OUR COMMUNITIES

We are dedicated to building a better future for the FOX Family as well as the country, states, and communities we serve. Our FOX Forward initiative addresses issues affecting neighborhoods across the country, utilizing our resources and platforms to support causes impacting our stakeholders and bringing attention to the voices of those in need. Our thousands of employees, our stations and news footprint around the United States, and our leading entertainment and sports networks work in harmony to touch millions of people in a way that improves their lives, while creating value for both society and our business.

VOLUNTEERING FOR GOOD

The mission to serve is rooted in the DNA of our company. Nowhere is that more evident than the engagement and involvement of our colleagues who volunteer their time, share their talents, and contribute to worthy causes through FOX Forward. FOX Forward launched a nationwide Holiday Campaign in November 2019 to provide support to local communities and non-profit organizations. In just two months, more than 2,000 FOX employees improved the lives of 345,854 people in need across the United States.

- FOX employees, representing all our business units, participated in a food drive through Move for Hunger that collected over 85,000 pounds of food for local food banks.



- Working with Ticket to Dream and Blue Star Families, FOX donated over 260,000 toys, which were gifted to foster children and military families.
- In addition to more than 50 hands-on volunteer activations across America, FOX employees donated more than \$200,000 to non-profit organizations during the holiday season through FOX Giving.

GIVING FOR GOOD

Our FOX Giving donation program matches contributions (dollar for dollar) made by eligible employees to verified non-profit organizations, up to an annual per person amount.

The program inspires, encourages, and supports employees to give back to their communities and support their personal passions. Through this program, we support hundreds of tax-exempt non-profit organizations and greatly increase the impact of our employees' charitable donations. We have donated over \$1 million this year, enabling our employees to help a wide range of philanthropic organizations.

FOX works with numerous charities through meaningful customized campaigns for FOX Giving, from supporting the American Cancer Society during Breast Cancer Awareness Month, to supporting communities impacted by natural disasters through grants to the California Relief Fund, to supporting Hurricane Dorian relief efforts through donations to the Amicares Foundation.



PARTNERSHIPS FOR GOOD

FOX is honored to partner with leading non-profit organizations to assist proactively with important causes such as disaster relief, honoring the men and women who served in the military, and nurturing the next generation of business entrepreneurs and leaders. Our long-standing partnerships rest on our dedication to uplift by providing access to information, encouraging creativity, and highlighting stories of courage, hope, and humanity.

AMERICAN RED CROSS

FOX sponsors the American Red Cross Annual Disaster Giving Program. Our annual gift highlights our commitment to pre-invest in disaster relief, ensuring the Red Cross can be ready to respond, day and night, to natural disasters across the United States.

Our gift supports relief efforts for disasters that capture the world's attention, including COVID-19, wildfires, hurricanes, and other emergencies that deeply impact families and localities in need of shelter, hot meals, and emotional support.

“With the generous support of ADGP and Disaster Responder members like Fox Corporation, we’ve responded to disasters of all sizes. From record-setting severe weather, flooding and tornadoes to home fires across the country, the Red Cross is ready at any time to respond to disasters with food, shelter, relief supplies and comfort. No matter where the emergency occurs, or how large the disaster is, their contributions ensure we are immediately on the ground to help impacted individuals and families.”

**– Gail McGovern, President and CEO,
The American Red Cross.**

In addition, we work closely with the American Red Cross on opportunities for FOX's employees to give back, from hosting blood drives in both our New York City and Los Angeles locations to on-site volunteering at the Los Angeles Veterans Association Hospital.

LATINO BUSINESS ACTION NETWORK

Our multi-year, multi-million dollar investment in the Latino Business Action Network and the Stanford Latino Entrepreneurship Initiative unleashes the economic earning potential of Latino entrepreneurs by understanding and addressing structural impediments to scaling their businesses, and by identifying and analyzing the opportunities and national economic implications of Latino business development.

AMERICAN CORPORATE PARTNERS

For 10 years, FOX (and its predecessor companies) has participated in the American Corporate Partners Veterans Mentorship Program. Through the Mentoring Program, close to 500 of our employees have shared their knowledge and expertise with a protégé during the year-long mentorship. This program creates networking opportunities and long-term career development for servicemen and women transitioning from military service to the civilian workforce.

WILDFIRE ASSISTANCE

With our West Coast headquarters in Los Angeles, our employees were deeply affected by the destructive California wildfires that plagued the state in late 2019. The Fox Corporation Assistance Grants program provided much-needed assistance to employees who were directly impacted by the fires. And FOX employees both in California and around the country were eager to help others in the community impacted by the devastating wildfires. This culture of concern was cultivated by our decision to double match employee contributions to American Red Cross and California Fire Foundation. FOX donated \$2 for every \$1 donated by employees.

USO

FOX supports many veteran and armed services philanthropies and has been a long-time supporter of the USO. In 2019, FOX employees volunteered with the USO's Operation That's My Ride event to build bicycles for the children of service members during New York's annual Fleet Week, gifting bicycles to the children of visiting Naval, Marine and Coast Guard members. In December, our employees gathered again for a special holiday gift bike build for the children of NYC area service members.



THE PALEY CENTER

FOX (and its predecessor companies) has supported The Paley Center, the nation's premier nonprofit dedicated to educating the public on the importance and social impact of media, for more than 20 years. FOX partners with Paley to celebrate diversity in entertainment throughout our businesses and the media industry.

THE INDEPENDENCE FUND

FOX also partners with The Independence Fund, a group committed to empowering our nation's catastrophically wounded, injured, or ill veterans to overcome physical, mental, and emotional wounds incurred in the line of duty.

FOX supports the group through on-air coverage and donations, and in 2019, FOX donated five all-terrain wheelchairs to injured veterans.

"We are thankful for our FOX family and their partnership over the years. From the incredible anchors, producers, and team members who filled Walter Reed National Military Medical Center with such love as my husband spent many months being treated for life changing injuries, to the generous contributions from Fox Corporation and their employees for our mobility program, to the national and local coverage of our initiatives, we are able to bridge the gap of unmet needs for Veterans."

- Sarah Verardo, CEO & Board Member,
The Independence Fund

FOX FORWARD IN ACTION COVID-19

Our swift companywide dedication to helping those impacted by the COVID-19 pandemic continues today and will be an ongoing philanthropic priority.

FOX mobilized all its resources and reach to immediately support our colleagues, boost awareness of the ways to reduce the spread and impact of the virus, and raise funds for the brave heroes on the front line of the fight to stop coronavirus and the millions of Americans impacted.

In addition to quickly transitioning to a remote work policy for all employees whose job functions enabled them to do so, FOX led the industry with the benefits it provided its workforce. Beginning in March, FOX began covering for six months 100% of employee-paid medical insurance premiums for full-time employees enrolled in FOX-sponsored plans and waived their copay for telemedicine. The Company also covered six months of any employee-paid portion of medical insurance premiums for our full-time staff union employees who receive medical coverage through union medical plans. Additionally, the Company provided premium pay to those essential employees whose job functions and critical roles required them to continue to work from a FOX location.



As the first media company to create and broadcast a COVID-19 benefit special, our *FOX Presents the iHeart Living Room Concert for America* succeeded in paying tribute to the brave medical professionals and local heroes who are working to minimize the impact and fight the spread of coronavirus, inspiring subsequent television concerts and raising millions of dollars to support both Feeding America and the First Responders Children's Foundation.

The March 29 benefit special perfectly captured the spirit of FOX's compassionate and service-oriented company culture. Nearly 13 million people tuned in to our channels, websites and apps to watch, learn, and give. Through our corporate donations, contributions from viewers and partners, and the incredible generosity of our employees, the benefit special raised more than \$15 million. FOX tripled the impact of all employee donations to these two charities by donating \$2 for every \$1 each employee donated. The money raised from the benefit special helped to provide at least 30 million meals to those in need.

"What FOX has done is more than the money, and the money is substantial. The money, in and of itself, is huge. ... In addition to that, the number of people who viewed that concert who had no idea their neighbors were having a food crisis, ... that is one of the biggest single events in our history."

**- Claire Babineaux-Fontenot
Feeding America CEO**



Our work for and gifts to Feeding America continued with support from our businesses. On April 2, FOX News Channel and Facebook co-hosted a town hall on the pandemic. The one-hour commercial-free town hall featured medical and business experts, including White House coronavirus task force members Dr. Deborah Birx and Surgeon General Dr. Jerome Adams.

As part of the collaborative town hall, FOX News and Facebook jointly donated \$1 million to Feeding America's COVID-19 Response Fund, which helps food banks across the country as they support communities impacted by the pandemic. This contribution funded 10 million meals delivered to Americans in need.

Our FOX Television Stations are deeply connected to their local charities, providing news and information that impacts those areas. This contribution funded the delivery of millions of meals to Americans in need.

HELPING STUDENTS

- FOX 5 in Washington DC partnered with the Washington Teachers' Union to air lessons for students who do not have access to laptops or Wi-Fi during school closures due to the coronavirus pandemic. The program, "Learning Doesn't Stop—Lessons on TV," ran every weekday and was promoted throughout the morning news program that preceded it.
- Similarly, FOX 26 in Houston assisted the Houston Independent School District to air "Classes@Home" Education segments.

America is Asking:

COVID-19 CRISIS



- Evening anchor Kelly Ring from FOX 13 in Tampa Bay read children's books on Facebook Live nightly to help engage young children who do not have access to a library.

HELPING FEED THE COMMUNITIES

- FOX 35 in Orlando raised more than \$80,000 for its local food bank, Second Harvest Food Bank, serving Central Florida families impacted by coronavirus. Each \$1 raised provided four meals.
- FOX 2 in San Francisco created a Power of Good Food Bank Donation Drive, benefitting four major Food Banks in the Bay Area.
- FOX 32 in Chicago, along with other local Chicago stations, launched the Illinois Broadcasters Uniting Against Hunger campaign to benefit the Greater Chicago Food Depository and the Northern Illinois Food Bank.

HELPING INFORM AUDIENCES

- FOX 2 in Detroit, in collaboration with other commercial and public television stations in the area, produced and broadcast a live "Governor's Town Hall," providing viewers the opportunity to ask Michigan Governor Gretchen Whitmer questions.
- FOX 5 in Washington DC hosted a live coronavirus special with Maryland Governor Larry Hogan, enabling viewers to get the latest news and ask questions.
- FOX 5 in Atlanta joined with other stations in the area to bring the people of Georgia a one-hour, primetime special "The Governor's Statewide Town Hall."

We used our platforms and resources to inform our viewers and to give back to our audiences.

FOX Sports and FOX News anchors, hosts, and personalities taped special PSAs encouraging viewers to stay home and to seek the latest guidance from the Centers for Disease Control.

FOX Sports created two PSAs to inform and inspire viewers. The "For the Team" PSA urged viewers to work together to help limit the spread of COVID-19. Featuring on-air sports personalities Troy Aikman, Erin Andrews, Tony Gonzalez, Jeff Gordon, Gus Johnson, Urban Meyer, Kristina Pink, John Smoltz, and Charissa Thompson, the PSA highlighted a game plan to get everyone "back in the game."

Many FOX News Media anchors and hosts contributed to custom PSAs that urged social distancing and pointed audiences to the Centers for Disease Control website for the latest information.



"Teamwork is the only way to win during these unprecedented times. We at FOX Sports will continue to do everything we can to help get our communities healthier and back to the sports we love."

- Mark Silverman, President,
National Networks, FOX Sports



Chris Wallace, Martha MacCallum, Harris Faulkner, Bill Hemmer, Tucker Carlson, Dana Perino, Neil Cavuto, Sean Hannity, and Shannon Bream urged audiences: “We the people need to work as one. We need to look out for each other. We need to support our friends, our families, and our loved ones.”

Across our FOX Television Stations footprint, we created local-specific PSAs that addressed the needs of those areas. FOX 11 in Los Angeles and FOX 2 in San Francisco created custom PSAs at the request of California Governor Gavin Newsom.

Across our networks, we ran these PSAs and coronavirus-related PSAs from the Ad Council, National Association of Broadcasters, American Red Cross, The Salvation Army, and California Surgeon General more than 50,000 times.



FOX Sports incorporated charitable giving into many of its programs. In partnership with NASCAR, FOX Sports donated to Feed the Children, American Red Cross and Feeding America. The latter two organizations received one-quarter of the advertising revenue from several NASCAR iRacing broadcasts, and a similar donation was made to Feeding America as part of the re-broadcasts of eight FOX NFL Super Bowls. FOX Sports also supported Feeding America and the Centers for Disease Control Foundation through the FOX eSports EA Madden 20 Invitationals.

FOX team members sought many opportunities to help each other during the unprecedented and challenging time. A producer at the FOX Business program *After the Bell* and her friends raised more than \$27,000 to purchase and donate much-needed medical supplies for three hospitals in New York City. Many of the costumers who normally create and alter costumes for productions used their skills to help those in need. While production was halted, the tailors sewed more than 5,000 non-medical grade masks that were provided to essential FOX workers.

At FOX Entertainment, as show production was forced to stop because of the pandemic, we quickly responded by contributing supplies and resources to medical professionals and organizations in need. *The Resident* donated medical equipment to Atlanta's Grady Hospital, and both *9-1-1* and *9-1-1: Lone Star* donated medical supplies to Los Angeles area hospitals.

5,000

Non-medical grade masks were provided to essential FOX workers





The new FOX show *Filthy Rich* acted quickly to help the New Orleans area where it is filming. The show donated supplies including cleaning products, toiletries, food, and baby products to the Community Kitchen, a volunteer-run food share collective, and the NOLA COVID-19 Mutual Aid Group, which helps the city's most vulnerable population and at-risk residents.

In addition to its support of Feeding America and the First Responders Children's Foundation through our March benefit special, FOX also made several significant donations to organizations in Los Angeles, where the Company has a meaningful presence, to assist with recovery and support.

The Company donated \$1 million to the City of Los Angeles Emergency COVID-19 Crisis Fund, which supports meals for the elderly, offers childcare to healthcare workers on the frontline of the crisis, and provides personal protection equipment to the city's homeless population.

“Finally, all of us in L.A. know that while there’s movie stars that bring the tourists here, it’s really the set carpenters and lighting technicians, the behind-the-scenes blue-collar workers in this industry who have helped us. And we have yet another incredible donation that comes from one of the most famous companies right here in Los Angeles. And I want to thank the Fox Corporation whose historic studios and backlot are an iconic part of our city, and tonight they have donated one million dollars to the [City of Los Angeles Emergency COVID-19 Crisis Fund] to help folks in greatest need here in LA. Thank you so much.”

– Los Angeles Mayor Eric Garcetti, April 8, 2020

FOX also partnered with Mayor Garcetti to prepare and package meals for Angelenos in need. Over an eight-week period that began in April 2020, FOX food service workers made 80,000 meals for Los Angeles residents with disabilities.



The packed lunches were served in eco-friendly containers and included a sandwich, chips or fruit, a bottled beverage, condiments, and an eco-friendly cutlery kit.

In the neighborhood immediately surrounding the FOX Studio Lot, many restaurants struggled to survive the months-long shelter in place order which greatly diminished the number of patrons visiting their businesses. FOX contributed to the Friends of West L.A.'s Responders First program, which purchased meals from local restaurants to provide at no charge to first responders and emergency room heroes.

FOX extended its partnership with Operation Gratitude during the pandemic through a virtual volunteer program. FOX employees spent more than 200 volunteer hours writing letters to first responders, emergency medical personnel and national guardsmen and women who are battling COVID-19.



AMPLIFICATION FOR GOOD

The reach of our entertainment, news, and sports networks enables us to inform and engage our viewers about important causes. This on-air good work occurs throughout the year, highlighting first responders, teachers, food banks, animal charities, and many other worthy causes. On Veterans Day 2019, for example, all the FOX business units worked in harmony to recognize and honor veterans for their incredible service.

On November 10, 2019, FOX NFL Sunday broadcast live from the U.S. Military Academy at West Point. More than 1,000 cadets participated in FOX Sports' longstanding tradition of broadcasting from a military location in honor of Veterans Day. Additionally, FOX Sports hosted veterans from The Mission Continues and members of Blue Star Families in its Los Angeles and New York studios, providing the guests exclusive access to live sports programming.

FOX News Channel and FOX Business featured veterans-related coverage throughout the holiday, including segments about veteran-owned businesses, organizations that help service members transition into civilian life, and the Patriot Awards. Across our owned and operated television stations, we highlighted inspiring stories of veterans in their local communities.

Across our FOX family of networks, we aired more than 100,000 Public Service Announcements totaling over 1,000 hours throughout the year.

We highlighted the worthy causes and actions of organizations including Big Brothers Big Sisters, National Alliance on Mental Illness, Wounded Warrior Project, and the United Way.

GOOD ACROSS THE COMPANY

Our business units also use their own networks, on-air personalities, and resources to make a positive difference. FOX Sports has a successful community impact program called [FOX Sports Supports](#).

Every two years, the employees of FOX Sports come together to decide on non-profit organizations to support through volunteerism, events, charitable giving, in-kind donations and on-air promotions.

- Among the organizations that FOX Sports Supports works with are Girls Inc., Ticket to Dream Foundation, Action for Healthy Kids, Soccer Without Borders, streetfootballworld, Jackie Robinson Foundation, and The Mission Continues.
- Support for these organizations manifests itself via linear, digital and social media promotion, production services, donated media time, financial support, employee engagement, and more.
- Since its inception in 2008, FOX Sports Supports has collaborated with more than 50 non-profit organizations and contributed millions of dollars of support to its partners, making it an industry leader in raising awareness for causes associated with youth development, education, and the military.

WINNING THE GAME: FOX SPORTS SUPPORTS AT SUPER BOWL LIV

This year, FOX Sports established its inaugural Gamechanger Fund to provide the Hank Kline Boys & Girls Club of Miami-Dade with audio and video equipment, production space, and mentorship for the club's Teen Program, enabling them to begin exploring future careers in sports television, digital, and social media production. Club members also benefit from ongoing learning and mentorship opportunities provided by FOX Sports employees and production teams around the country. The donation of the Gamechanger Fund leaves a lasting impact on the youth in the host city of Super Bowl LIV on FOX.

"We hope the Gamechanger Fund will help to inspire the next generation and that one or more of these girls or boys is producing the Super Bowl someday."

- FOX Sports CEO & Executive Producer, Eric Shanks

Also, while in Miami, FOX Sports Supports sponsored a coral reef ecosystem restoration project called 100 YARDS OF HOPE. Led by Force Blue in connection with NFL Green, former Special Operations veterans and military-trained combat divers are working alongside scientists on a year-long project to restore a football field-sized stretch of coral reef in the waters off the Florida coast.



FOX News Media regularly uses multiple platforms to inform its audience and provide opportunities for viewers to give back to worthy organizations.

- All proceeds from John Rich and FOX News' show *The Five's* song "Shut Up about Politics" – which hit #1 on iTunes – benefitted Folds of Honor, which provides educational scholarships to the children and spouses of our fallen and disabled service members while serving our nation.
- Over the fourth of July holiday, FOX News' *Proud American* series highlighted a Folds of Honor family who discussed the organization's work and impact.
- FOX Nation has also been actively involved in raising attention and money for Folds of Honor. In November 2019, FOX Nation's inaugural Patriot Awards raised over \$60,000 for the charity. CEO of Folds of Honor Dan Rooney received FOX Nation's 2019 Ultimate Patriot Award at the ceremony. FOX Nation promotions for Memorial Day 2019 and Veterans Day 2019 raised nearly \$300,000 for Folds of Honor Foundation.





Every one of our 29 FOX Television Stations plays an integral role in their areas – from broadcasting local weather and political news to addressing the unique needs of their cities and towns. In Los Angeles, FOX 11 produces “Wednesday’s Child,” a weekly profile of a foster child looking for a loving family. The feature began in 1989 and has helped many children find adoptive homes.

FOX 26 in Houston has also changed lives and brought together families through its monthly segment called “FOX Finding Families.” The station features a different child in foster care each month with the goal of raising awareness about the incredible need for more loving foster families to provide temporary care for children or to adopt. Most of the children the station features are older and have been in the system for several years. Through this partnership, Depelchin Children’s Center has fielded hundreds of inquiries from families wanting to learn more about foster care and adoption.



Children's Hospital
LOS ANGELES®

Each week, FOX 29 in Philadelphia introduces viewers to furry friends looking for a “FurEver Home.”

The station partners with sponsor, the Pennsylvania SPCA, to find homes for dogs and cats. FOX 7 in Austin, FOX 26 in Houston, and many other stations also help animals find their FurEver homes.

FOX Entertainment connects its shows to opportunities to inform and give back to viewers, their families and neighbors. *The Masked Singer* highlighted the plight of wildlife in Australia during the devastating bushfires in early 2020 in connection with its Kangaroo costume reveal. The show utilized its significant social media following to bring attention to WIRES Wildlife Rescue, which cares for and rehabilitates animals impacted by the fires and donated to the organization to support its work. Closer to home, characters from *The Masked Singer* visited Children’s Hospital Los Angeles, lifting the spirits of fans receiving medical treatment. The show and FOX Entertainment continued its support of the Hospital with a subsequent financial donation.

With many FOX Entertainment shows depicting the bravery of police, firefighters, paramedics and other first responders, we work closely with charities that support the real-life heroes our programming portrays. *9-1-1: Lone Star* donated to the National Fallen Firefighters Foundation, which assists the families of fallen fire heroes and works to reduce firefighter deaths and injuries. In June 2019, *First Responders Live* promoted the Adopt a Fire Station Donation Campaign and raised money to support the Firefighters’ Safety Foundation and the Los Angeles Fire Department Foundation.





OUR PEOPLE

Our nearly 9,000 employees underpin our business success. We consider ourselves a united FOX Family, working to achieve our shared business goals, supporting each other through good times and bad, and embracing the differences among us that make us a stronger whole. We attract the brightest people from a broad spectrum of backgrounds; and we support, encourage, and develop our colleagues to lead the industry forward. Throughout our workplaces, we promote and maintain an environment of civility and respect. We are extremely proud of our workforce diversity and the awards we have received for our commitment to our workers.

ATTRACTING THE BRIGHTEST PEOPLE FROM A BROAD SPECTRUM OF BACKGROUNDS

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



FOX has several talent recruitment initiatives designed to ensure that our workforce is the best it can be, with the most talented colleagues possible. Among our initiatives are:

- All staff and freelance roles are posted internally and externally to promote internal mobility and diversity;
- A centralized recruitment team; and
- Recruitment operations guidelines created to ensure consistency.

We prioritize having a diverse talent pipeline across all of our disciplines. To identify great talent, we partner with organizations that provide FOX access to recruiting events and their conventions.

These organizations include:

- Asian American Journalists Association (AAJA)
- National Association of Black Journalists (NABJ)
- National Association of Hispanic Journalists (NAHJ)
- Native American Journalists Association (NAJA)
- The Association of LGBTQ Journalists (NLGJA)
- Girls Who Code and GraceHopper (Promoting the advancement & development of women in technology)
- AdColor (Promoting the visibility & advancement of people of color in ad sales)

FOX also created its own programs to facilitate access to information about the careers available at the company and the ability to thrive in our industry.

FOX News sponsors the Multimedia Reporters Training Program. Launched in 2011, it places talent from diverse backgrounds in multimedia reporter roles across the country, where they shoot, report, edit, and produce their own high-end content across FOX News platforms. Through daily guidance and feedback from management, we challenge and enable the program's 10 annual participants to continually hone their journalistic skills and capabilities.

FOX has developed and implemented several training programs designed to identify, develop, and mentor diverse individuals, including:

- **FOX Stations Sales Training Program:**
The FOX Stations Sales Training Program was created to develop and mentor the next generation of diverse, motivated sales professionals for the FOX Television Stations. Trainees participate in both intensive classroom study of all aspects of the television station advertising sales business and shadowing of FOX Television Stations sales account executives. More than 65 graduates of the program have since progressed into executive sales management roles.
- **FOX News Leadership Development Program (FNLDP):** The FNLDP 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. Each year four individuals are selected as part of the FNLDP for the duration of two years.

SUPPORTING, ENCOURAGING AND DEVELOPING OUR COLLEAGUES TO LEAD THE INDUSTRY FORWARD

Our workforce is the creative, strategic, and operational engine of our success. We are proud to invest in our people through competitive pay and benefits, flexibility and support to balance work and personal demands, Employee Resource Groups, and extensive professional and personal learning & development programs.

OWNERSHIP MENTALITY

All full-time employees who were with FOX on March 19, 2019, the date on which we became a standalone publicly traded company, are equity award holders. Each of these employees received an equity award grant, recognizing the significance of their contributions from the first day of our existence. This ownership mentality is intended to encourage our entrepreneurial spirit and collegial approach, providing our employees with an environment where they can take creative risks and fulfill their own professional goals.

"All of us make up this company, and all of us inform and protect its culture, and ultimately all of us are invested in its success. That is why I am pleased to announce that our board has approved a recommendation from me to grant every employee shares in FOX." – Lachlan Murdoch, March 2019

We attract and retain talented employees with market competitive pay rates. We also link our more senior employees' pay to corporate performance through discretionary bonuses and equity awards, which drive ingenuity and achievement of long-term goals.

We provide a generous benefits package that supports our employees' health and wellness, educational endeavors, and financial stability. Full-time employees are eligible for medical, dental, and vision insurance, with access to telemedicine. Freelancers who work a minimum number of hours are also eligible for a medical plan.

Additional benefits provided at FOX's expense to full-time staff employees include:

- paid company holidays;
- paid floating holidays;
- paid vacation;
- paid sick and safe time;
- life insurance;
- full salary replacement for up to 26 weeks of short-term disability;
- a 401k plan with a generous FOX match and contribution;
- educational reimbursement;
- charitable gift matching;
- Employee Assistance Program; and
- backup child, adult, and elder care.



FOX EXECUTIVES SUPPORT COLLEAGUES DURING CORONAVIRUS

The uncertainty COVID-19 created for all media companies in light of production shutdowns and temporary cessation of sporting events led FOX to take several proactive actions to ensure that the company and its colleagues remained strong. Our executive level employees reduced their salaries so that, to the greatest extent possible, we could protect our full-time colleagues with salary and benefit continuation. FOX's Named Executive Officers are foregoing their salaries from May 1, 2020 through September 30, 2020. The rest of the senior management team reduced their salaries by 50% through the same five-month period. And from May 1 through July 31, the salaries of executives at the VP level and above were reduced by 15%. Collectively, these salary reductions impacted approximately 700 employees. FOX is truly a family, with the few stepping up and stepping forward to help protect the many colleagues who continued to receive salaries and benefits without interruption as a result.

FLEXIBLE WORK ARRANGEMENTS

Offering our employees flexibility and support to balance work and personal demands empowers them to thrive in our modern workforce.

To that end, FOX allows eligible individuals the opportunity to work remotely in appropriate circumstances. Our workplaces have lactation rooms for our new mothers to utilize. And our generous parental leave policy allows new parents to bond with their children for a substantial period with full pay. We offer backup child, adult, and elder care, as well as return to work care.



FOX also provides reasonable accommodations to individuals on the basis of disability, pregnancy, childbirth, or related medical conditions, religious beliefs, and victims of domestic violence, sexual assault, and stalking.

EMPLOYEE NETWORKING GROUPS

FOX is committed to fostering a culture and environment where everyone, from everywhere, feels welcome and can thrive. The exchange of ideas and viewpoints drives innovation and inspires powerful storytelling that resonates with audiences.

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

FOX offers nine Employee Resource Groups:

- **Women@FOX** -- committed to developing female leadership at all levels and fostering a culture where all women thrive.
- **WiT (Women in Tech)** -- attracts, advances, and empowers women technologists, and amplifies their impact at FOX.

- **Women of FOX Sports** -- connects, inspires, informs and gives back to the community, with the goal of furthering women's collective contributions and advancement within the sports industry.
- **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.
- **PRIDE** -- cultivates community among FOX's LGBTQ colleagues and allies, supports causes important to the LGBTQ community and fosters a work environment where all of FOX's LGBTQ colleagues feel 100% authentic and professionally supported.
- **NOIR** -- an inclusive environment for Black colleagues and allies at FOX to come together to support one another, seek career development, professional mentorship and opportunities to serve within our local communities.
- **HOLA** (Hispanic Organization for Leadership and Advancement) -- develops Hispanic leaders, enriches FOX's diverse culture and drives positive impact.





NOIR

FOX

- **ACE** (Asian Community Exchange) -- serves Asian Americans at FOX by advancing our members, championing our stories, and empowering our communities.
- **ABLE** -- promotes an inclusive environment and culture for our colleagues with disabilities through advocacy and allyship.

LEARNING & DEVELOPMENT

Our learning & development programs help employees reach their full potential in a rapidly changing world by providing them with professional development and long-term career growth opportunities. 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 team effectiveness. Our approach to learning & development includes:

- **Management & Leadership Development.** FOX offers programs to prepare employees for critical manager roles. Examples include:

- Premiere Management Development Program. This leadership development experience for new managers includes four days of in-person training and several weeks of on-the-job application and assignments. In 2019, 67 FOX leaders graduated from the program.
 - FOX Sports Professional Development Program. This program prepares production team leaders with skills for the unique sports production environment, such as communication and influence in the control room under short deadlines. It runs every other year with 60-75 participants.
- eLearning. We offer online, on-demand training courses to all FOX employees, including:
 - LinkedIn Learning: Library of thousands of video courses covering everything from 3D animation to Microsoft Office suite.
 - Harvard ManageMentor: Provides FOX employees with expert advice and content from world-renowned business leaders to build business and leadership skills.
 - Learning Paths: Curated lists of online courses available to help all FOX employees pursue specific development goals.
- Live Webinars. We connect subject matter experts to build employee skills and awareness.
- Assessments. FOX offers assessment tools (e.g., DISC, Birkman, MBTI, 360 leadership assessments) to help employees develop greater self-awareness and gain insight into their performance and decision-making processes.

- MentorMatch. FOX pairs employees and senior leaders across the organization to build meaningful professional relationships.
- Performance Assessments. All managers are encouraged to perform annual performance reviews with employees, with an eye toward career development and progression.



PROMOTING AND MAINTAINING CIVILITY AND RESPECT IN THE WORKPLACE

Trust begins in the workplace every single day. We are committed to fostering a high trust work environment for our colleagues, in which people do their best work. Harassment, discrimination, retaliation, and threats to health and safety all undermine our high trust environment and make it harder for people to excel. Therefore, it is our policy to provide a safe work environment free from this or any other unlawful conduct.

WORKPLACE CIVILITY AND INCLUSION

Comprising experts in workplace and inclusion matters, with a majority serving from outside the company, the Workplace Professionalism and Inclusion Council advises FOX News and its senior management in its ongoing efforts to ensure a proper workplace environment for all employees and guests, strengthen reporting practices for wrongdoing, enhance HR training on workplace behavior, and further recruitment and advancement of women and minorities.

The Council meets with and provides written reports to the Board of Directors and the Nominating and Corporate Governance Committee.

All available [Council reports](#) are available on our website.

FREEDOM OF ASSOCIATION

FOX has always been and will continue to be unequivocally committed to our employees and their right to freely associate with any third-party. We firmly adhere to the National Labor Relations Act (NLRA). The NLRA and the subsequent Taft Hartley Amendments protect rights of employees and employers in the private sector.

The foundation of the NLRA includes the employees' right to participate in protected, concerted activities, discuss working conditions openly, and the choice to be or not to be associated and/or represented by a third-party representative without fear of discrimination or retaliation.

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





ANTI-DISCRIMINATION POLICY, REPORTING, AND TRAINING.

Our commitment to creating and maintaining an environment free of discrimination or harassment begins at the highest leadership level of the company and is embedded throughout the policies and practices at FOX. The Standards of Business Conduct and its [Preventing Harassment, Discrimination and Retaliation Policy](#) provide the Company with a framework for handling discrimination and harassment complaints and taking remedial measures if the Company determines that there has been a violation of the Company's policies against such conduct.

Our Standards of Business Conduct expressly state that FOX endeavors to ensure that the workplace "is free of bullying and harassment, whether the harassment is sexual in nature, or is based on an employee's sex, race, religion, disability, or any other characteristic protected by applicable law."

It makes clear that it is our policy to “investigate promptly and thoroughly any FOX colleague complaint of discrimination or harassment, and to take remedial measures, if FOX determines that there has been a violation of FOX’s policy against such conduct.”

We are also committed to maintaining a workplace that treats all employees with dignity and respect, and is free from all forms of harassment, discrimination, and retaliation.

Our anti-discrimination policy protects individuals on the basis of a person’s actual or perceived race, religious creed, color, national origin, ancestry, citizenship, age, physical disability, mental disability, medical condition, genetic information, marital status, family status, caregiver status, sex (including pregnancy status, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, sexual orientation, sexual and reproductive health choices, hair texture or hairstyles, military or veteran status, political affiliation, arrest or conviction record, union membership, unemployment status, credit history, status as a victim of domestic violence, stalking, or sexual offenses, or any other legally protected characteristic.

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

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

Reported concerns are investigated, and if FOX determines that a violation of this policy has occurred, we will take appropriate remedial action. These reports and investigations are evaluated by the most senior members of FOX's management team. The Chief Legal and Policy Officer must approve any settlement related to a violation of the FOX Standards of Business Conduct as well as claims related to sexual harassment or other forms of discrimination. Further, the Audit Committee of the Board of Directors is informed of all matters that require the Chief Legal and Policy Officer's approval. The Board also has adopted a clawback policy, whereby the Compensation Committee has sole discretion to require reimbursement of all or any portion of any performance-based compensation or discretionary bonus paid to any executive for the period when the executive engaged in harassment, discrimination and/or retaliation, including the failure to respond to allegations or complaints of such behaviors. All new hires must complete training on the Company's Preventing Harassment, Discrimination, and Retaliation policy shortly after hire. Existing employees must complete the training periodically.

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



ADVANCING DIVERSITY & INCLUSION

We are gratified by our diverse FOX culture and environment. The robust exchange of ideas and viewpoints at FOX drives innovation and inspires powerful storytelling that resonates with audiences. And we are proud of our workforce diversity data and the awards that have recognized our success in championing various communities within our workforce. Of our U.S. full-time workforce in 2020, 40% identified as female and 32% identified as persons of color.² Our recent hiring activity bolstered workplace diversity, as 45% of our Calendar Year 2019 hires were female and 35% were persons of color.

² As of March 31, 2020, among 8,326 U.S. employees (which excludes all 23 Non-U.S. employees as of that date). Persons of Color include individuals identifying as Black/African American, Asian, Hispanic/Latino, Native American, Native Hawaiian/Pacific Islander, and two or more races.

At the Manager level, where so many promising early career employees initially exercise leadership, 47% are female and 33% are persons of color.

In Calendar Year 2019, 50% of promotions were female employees. Women hold key leadership positions at FOX and account for 29% of EVPs and 34% of SVPs companywide. The Executive Vice President of Human Resources and Vice President of Diversity and Inclusion monitor and oversee these important diversity metrics on an ongoing basis.

FOX has been recognized by many outside organizations for its deep commitment to diversity and inclusion.

- FOX received a 100% score in the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI) - our second year earning the top marks. CEI is the Human Rights Campaign Foundation's annual scorecard assessing LGBTQ workplace equality. The score gives FOX the distinction of "Best Places to Work for LGBTQ Equality."
- DiversityComm also recognized FOX as a Top Employer and as a Top LGBTQ+ Friendly Company in 2019.
- Additionally, Black EOE Journal, HISPANIC Network Magazine, Professional WOMAN's Magazine, and U.S. Veterans Magazine have all listed FOX as a top employer.
- In 2019, the Company was appointed to the Top Military Friendly® Employer list.
- In 2019, the FOX Flight Team was named the first recipient of the Women And Drones organization's Piloting Innovation Award.

The award recognizes the exceptional women of FOX News and FOX Television Stations who are disrupting, innovating, and shaping the future of unmanned aerial systems.

EXTENDING OUR VALUES

Diversity and inclusion are key tenets throughout our company, extending beyond our employment practices to our human rights principles and supply chain.

PROTECTING HUMAN RIGHTS

FOX is committed to operating its business in a manner that respects, protects, and promotes human rights worldwide. This commitment includes respecting the dignity and worth of all individuals, encouraging all individuals to reach their full potential, encouraging the initiative of each employee, and providing equal employment opportunity to all employees. These key principles are embodied in [FOX's Human Rights Statement](#). Taken collectively, FOX's workplace policies and practices – including nondiscrimination, prohibitions against forced and child labor, freedom of association, and the right to engage in collective bargaining – are aligned with the principles of the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

SUPPLY CHAIN

Our Supplier Diversity Program formally launched in 2019 with the goal of identifying and growing a diverse supplier community and partners that provide superior value to our organization.





OUR WORLD

Across all our businesses, we are committed to operating efficiently and reducing, as much as possible, any environmental risks -- including those related to climate change -- associated with our operations. Based on our operating footprint, we have identified the following priority areas for environmental risk management:

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

As part of our strategy to mitigate environmental risks, including those related to climate change, we have:

- Developed and implemented a comprehensive Environmental, Health, and Safety (EHS) program;
- Tracked energy and greenhouse gas emissions data in order to reduce consumption;
- Invested in resource efficiency and clean energy initiatives;
- Developed a comprehensive business continuity plan; and
- Developed and implemented a supplier management policy.

SUSTAINABLE PRODUCTION ALLIANCE

FOX has joined the Sustainable Production Alliance (SPA), a collaboration among the major studios housed under the Producers Guild of America (PGA) as part of the PGA Green program.

The goal of the alliance is to find practical tools and solutions to minimize the environmental impact of the entertainment industry as well as provide leadership in sustainability that all stakeholders in the industry can follow.

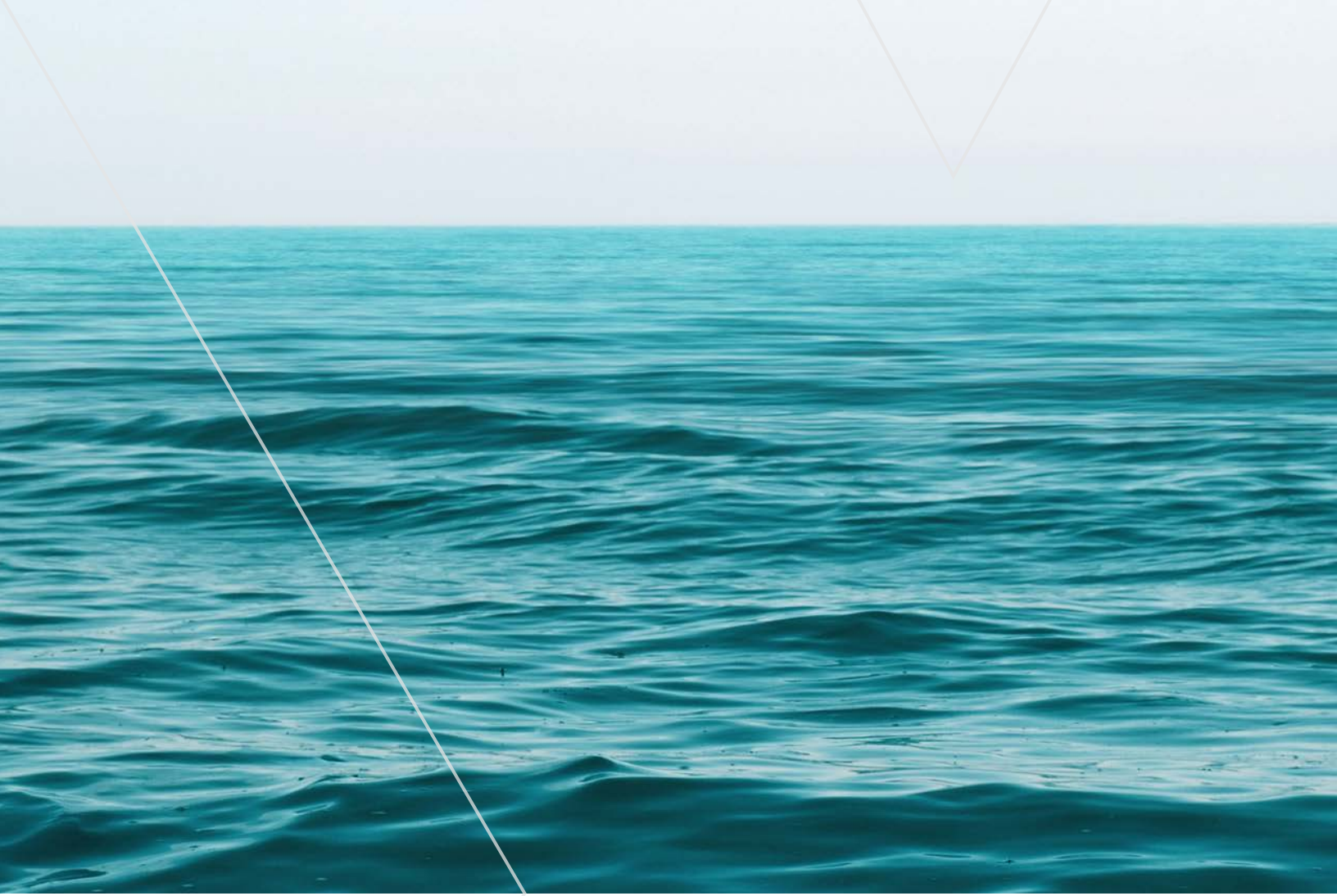
Members include Sony, NBCUniversal, Paramount Pictures, Warner Bros., Disney, HBO, Netflix, Amazon Studios, Amblin Partners, CBS, and Participant Media.

ENVIRONMENTAL, HEALTH, AND SAFETY (EHS) PROGRAM

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

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

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



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

As a new company, we are in the process of formalizing a number of EHS initiatives. We have set a goal to pursue ISO14001 certification in calendar year 2020 and to disclose environmental data to the CDP by calendar year 2022.

As part of our EHS program, in 2019 FOX completed an assessment of potential impact for our Studio Lot in Los Angeles. The assessment included topics ranging from air quality, water and waste, to noise and vibration, and will inform our EHS efforts going forward.

Case Study: FOX Sports SUSTAINABLE ON AND OFF THE FIELD

FOX Sports regularly collaborates with our partners at the NFL, MLB, and NASCAR on various waste, water, and energy reduction initiatives.

Since the 2018 World Series, more than 200,000 single-use water bottles have been reduced on remote broadcasts.

While on the road, composting and recycling is a priority. During the 2019 NASCAR season, almost 5,000 single-use coffee pods were recycled thanks to FOX Sports' zero waste boxes.

In addition, leftover materials, food, and equipment are donated to local organizations whenever possible. Innovative alternative energy solutions are also being deployed on remote productions, including using solar powered batteries, and purchasing carbon offsets. For example, FOX Sports offset all emissions related to operations and business travel during Super Bowl LIV by purchasing 1,154 MT of carbon offsets.

The commitment to being environmental champions continues in FOX Sports' headquarters in Los Angeles. FOX Sports distributed branded reusable water bottles to all employees and installed Bevi filtration systems to reduce the use of plastic water bottles.

To date, the Bevi systems have served nearly 50,000 gallons of water, eliminating more than 350,000 water bottles from landfills.



RESOURCE EFFICIENCY AND EMISSIONS

ENERGY EFFICIENCY AND GREENHOUSE GAS EMISSIONS

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

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

- Implementation of Environmental and Energy Management (EEM) software to manage energy and GHG emissions across the company's portfolio of facilities;
- Utilization of alternative fuel and power on remote broadcasts to reduce dependence on diesel generators;
- Investments in solar power generation capacity;
- Constructing new buildings to LEED certified standards;
- Purchasing fuel efficient vehicles for news teams;
- Installation of high-efficiency LED lights on production stages; and
- Commuter programs, including the installation of 40 EV chargers with 67 charging ports available for employee and visitor use at the FOX Studio Lot, and Qualified Transportation Expense benefit that encourages employees to commute via mass transit



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

- Conducting energy audits and life-cycle assessments;
- Engaging expert consultants and industry partners for our sports and entertainment-related production to advise and pilot new technologies, processes and vendors to help move towards the achievement of emissions reduction goals;
- Soliciting ideas for operational improvements from local managers;
- Promoting best practices and awareness raising initiatives; and
- Ongoing investments in internal data tracking and communications.

We plan to publicly report relevant Scope 1, Scope 2, and Scope 3 greenhouse gas emissions on an annual basis.

WASTE MANAGEMENT

Our largest location for solid waste is the FOX Studio Lot. We have implemented a number of waste management initiatives, helping to achieve our 2019 diversion rate of 75%.

Waste management investments at the FOX Studio Lot include:

- The development and implementation of a single stream recycling system. All glass, plastics, and paper are collected together rather than separately, allowing for increased participation among employees.
- FOX donated over 9.5 tons of unserved, prepared food to local food banks and nonprofit organizations.
- FOX was among the first studios to launch a composting program for food waste. The program began with an exclusive focus on food used in kitchens and restaurants on the lot, then expanded to include employees' food waste in cafeterias. In 2019, the lot sent nearly 136 tons of food waste to compost, as well as an additional 11 tons of yard waste.
- Eco-friendly materials in food outlets, including:
 - cups and lids are either compostable or made from post-consumer recycled material;
 - fiber-based trays, plates and bowls;
 - paper straws; and
 - bio-based utensils.

WATER CONSERVATION

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



Case Study:

FOX TELEVISION STATIONS AND FOX NEWS

FOX Television Stations and FOX News are making efficiency upgrades across a variety of operations. Many business practices, such as script distribution, have been digitized and more fuel-efficient vehicles are being purchased.

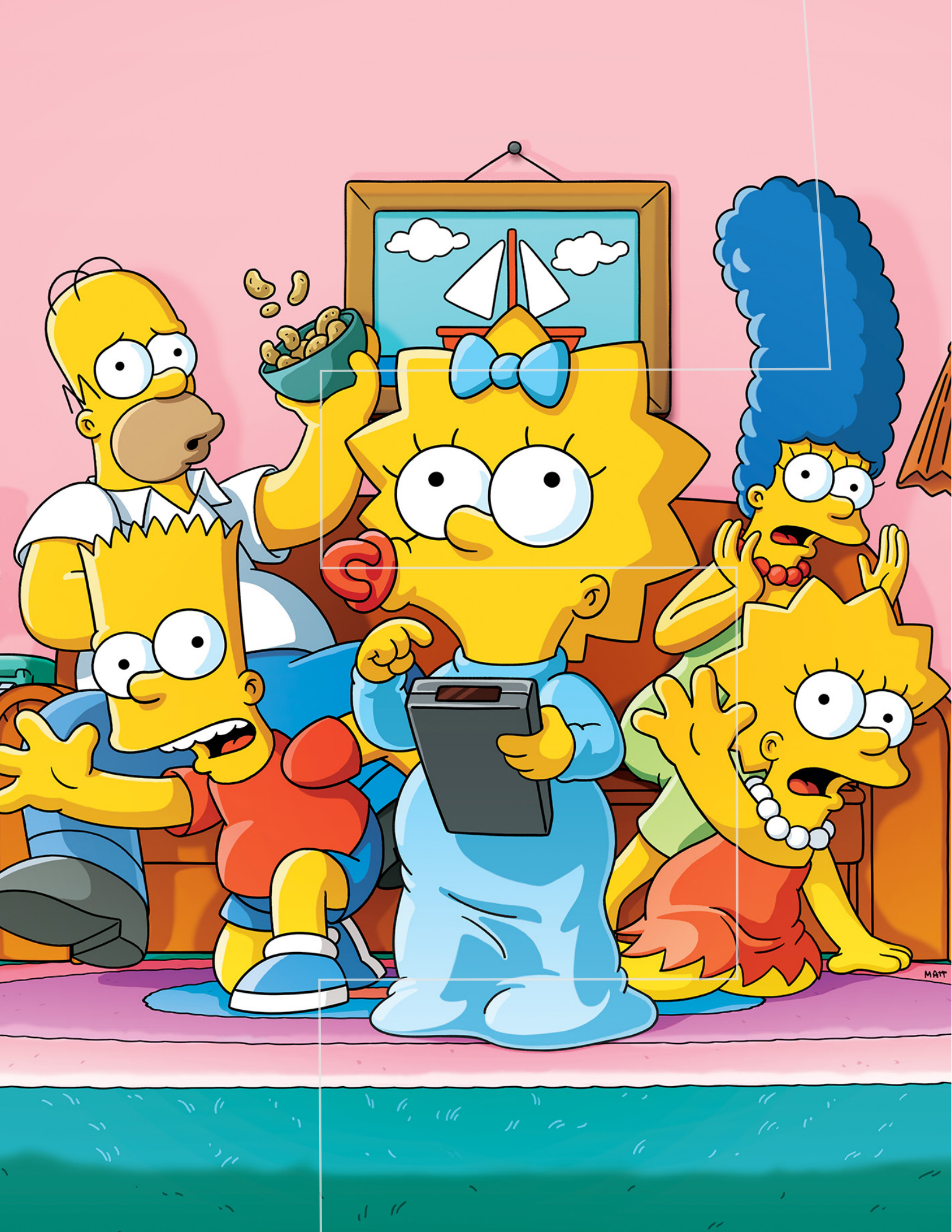
Outdated HVAC units are being replaced with more efficient units, lighting is transitioning to LEDs, and equipment is switching to rechargeable batteries. Fuel cells have also been installed with 400 kW at the KTVU office in Oakland (~95% of annual electricity).

Highlights of building efficiency successes include:

- The FOX Television Station in Atlanta replaced studio incandescent lights with LEDs;
- The FOX Television Station in Dallas installed Motion Sensor switches in common areas and selected office spaces to turn off lights and replaced an existing fire tube boiler with two new high efficiency condensing hot water boilers;
- Our Chicago station replaced incandescent fixtures with LED; and
- Our Los Angeles offices upgraded to LED lights and installed occupancy sensors.

SUPPLY CHAIN MANAGEMENT

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





OUR PRACTICES

Our audiences expect great content from brands they can trust and companies they can believe in.

This requires us to be principled, transparent, respectful, and fair to each other and to our business partners, customers, and other stakeholders.

We are proud of the way we conduct our business and the ethical principles we follow.

OUR POLICIES

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

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

- [Political Activities Policy](#) establishes standards for employees to ensure compliance with gift, lobbying, and political contribution laws, and any additional, more restrictive requirements required by FOX.

“We are purveyors of First Amendment activities and defenders of the U.S. Constitution and its rule of law. We contribute to the marketplace of ideas by providing our audiences with timely news, clear opinion, and engaging entertainment about virtually everything people care about – from politics to sports, business to health, natural disasters to uplifting stories of courage, hope and humanity. Through it all we remain steadfast and focused on our core values in building a culture of trust, integrity and ethical behavior.”

- FOX Standards of Business Conduct

COMPLIANCE PROGRAM

OVERSIGHT

The Audit Committee of the Board of Directors has responsibility for business ethics and anti-bribery and corruption oversight, for ensuring processes are fully embedded in the business, and for reviewing management’s progress against internal business conduct implementation goals.

The Chief Ethics and Compliance Officer reports regularly to senior management about existing compliance programs and proposed new initiatives. 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. Each business unit also has a designated compliance or legal liaison who coordinates compliance policies and controls, and related ongoing risk assessments, with the Chief Ethics and Compliance Officer.

RISK ASSESSMENT

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

- All compliance sensitive vendors are identified and escalated to the Chief Ethics and Compliance Officer for risk assessment and review before being approved. We utilize both subjective assessments and an automated screening of all vendors embedded in the intake process for our Accounts Payable/Vendor Management system.
- Financial transactions involving government-related parties must be reviewed and approved by, among others, the Chief Ethics and Compliance Officer. Compliance-related transactions must be identified as such when recorded in the general ledger to allow for review and monitoring by our Compliance team.

The FOX Corporate Audit group periodically reviews the completeness and reliability of this practice. In addition, business units that conduct operations in jurisdictions with known levels of perceived corruption, or in other situations where the potential for corruption may present itself, meet prospectively with our Compliance team to assess potential risks and formulate risk reduction and remediation strategies.

THIRD PARTIES

We require that consultants, agents and other third parties acting on behalf of FOX adhere to the principles contained in our anti-corruption policy.

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

TRAINING

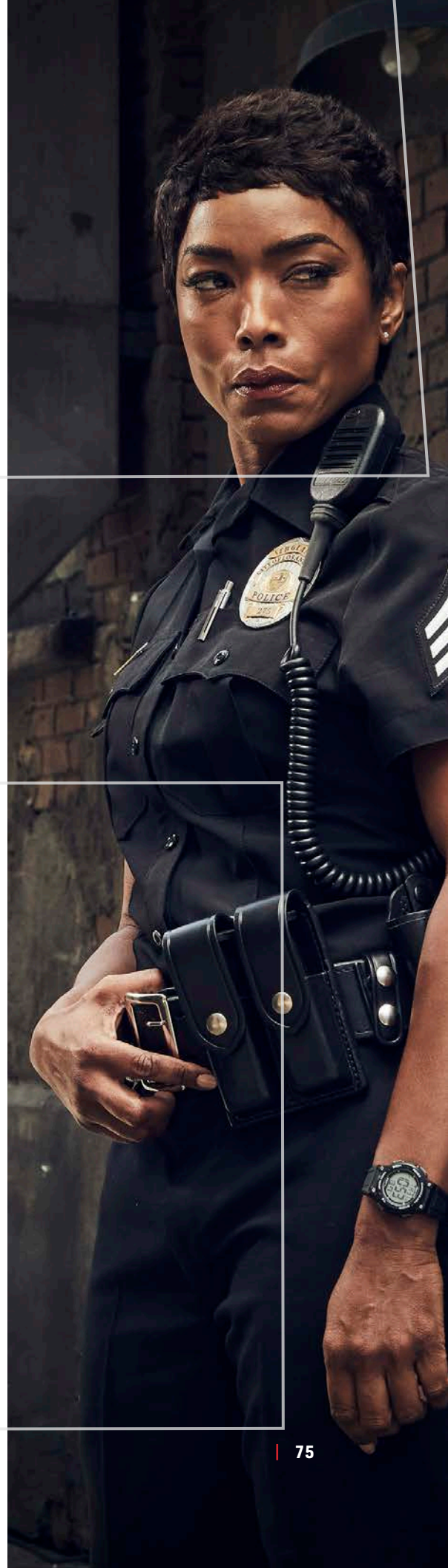
All FOX employees must read our Standards of Business Conduct and Global Anti-Bribery and Anti-Corruption policy and acknowledge that they have done so. In the coming year, this process will include annual training about our Standards of Business Conduct.

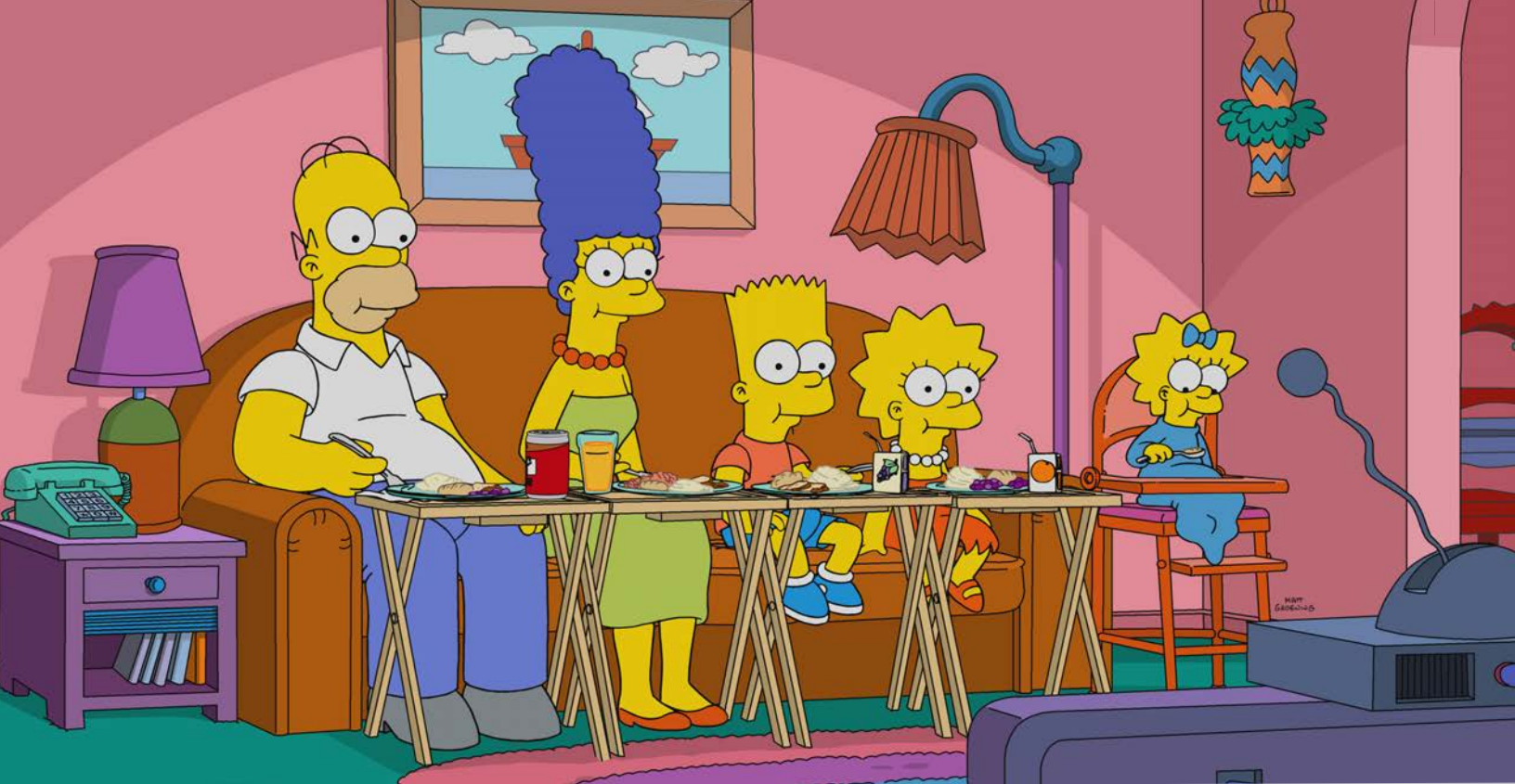
All new employees are required to complete an online training module focused on anti-bribery and anti-corruption as part of the onboarding process, and existing employees are also required to complete this training periodically.

REPORTING CONCERNS

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

The Chief Ethics and Compliance Officer and designated compliance or legal liaison in each respective business unit are also available to serve as additional resources. Any stakeholder (including employees, suppliers, customers, and other third parties) can also use the FOX Alertline. Alertline supports anonymous reporting of concerns either through a dedicated, domestic/international toll-free telephone number available 24 hours a day, 365 days a year, or through a secure website. Translation services are available through Alertline. Reports are treated confidentially. Alertline (both the 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 automatically distributed by the system to the Chief Ethics and Compliance Officer as well as senior members of the Audit, Legal, and HR teams, who decide what further action may be called for. On a quarterly basis, the Senior Vice President of Corporate Audit reports on whistleblower complaints to FOX senior management and to the Audit Committee of the Board of Directors. The Chief Ethics and Compliance Officer also plays a role in the resolution of complaints, where warranted. In addition, there may be certain circumstances when a colleague or anyone with a 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, at Fox Corporation, 1211 Avenue of the Americas, New York, NY 10036.





POLITICAL INVOLVEMENT

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

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

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

Lobbying expenditures are disclosed with the [Clerk of the U.S. House of Representatives](#).

EDITORIAL GUIDELINES AND BROADCAST STANDARDS

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

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

FOX's Standards of Business Conduct, Employee Handbook, and Standards & Practices Program Standards Manual confirm our position and expectations regarding editorial independence and broadcast standards.

Employees are required to read the policies and acknowledge that they have done so.

FOX is committed to:

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

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

- **Respect cultural rights and diversity:**
Various FOX programming and advertising guidelines outline our expectations regarding sensitivity to and respect for ethnic, religious, sexual, and other areas of social concern.
- **Equal access to content and services:**
FOX networks are widely distributed (including cable, satellite, and streaming), ensuring that anyone can easily gain access to our content. FOX News and FOX Business are available in approximately 80 million U.S. households, and the FOX Network covers approximately 99.9% of U.S. television households.
To ensure access for people with disabilities, FOX provides closed captioning, video description, and visual access to emergency information.
- **Promote responsible decision making by appropriate audiences:** We provide V-Chip ratings and advisories, where applicable, on all entertainment programming and promotions longer than 10 seconds (excluding news and live sports), allowing parents to block programs they do not want children to watch.
- **Protect intellectual property:** We engage in fair competition, protect our intellectual property, and respect the intellectual property and proprietary information of others. We do not seek or accept the confidential information of competitors or business partners to gain an improper commercial advantage. We do not download or use copyrighted materials – such as pictures, films or videos, music, software, or source code without a proper license.

FOX Defends Free Speech

FOX and its teams routinely demonstrate their commitment to press freedom by participating in important court cases and supporting nonprofit partners that defend the rights of journalists.

For example, in 2012, a FOX investigative reporter steadfastly refused to disclose her sources for an article regarding Colorado movie theater shooter, James Holmes. The reporter's decision to honor her promise to keep her sources confidential raised the prospect that she would be held in contempt and face jail time.



FOX fought for her rights under the New York media shield law, and she was vindicated in 2013 when Colorado's high court ruled that "safeguarding the anonymity of those who provide information in confidence is perhaps the core principle of New York's journalistic privilege, as is evident from our colonial tradition, the constitutional text and the legislative history of the shield law."

In 2018, the White House revoked the press access of a CNN reporter following a verbal exchange with the President at a news conference. One day after CNN filed a lawsuit against the Trump Administration to restore the reporter's access, FOX announced it would support CNN's bid by filing its own brief before the district court. Shortly thereafter, the White House backed down from the fight and restored the reporter's access.

"Secret Service passes for working White House journalists should never be weaponized. While we don't condone the growing antagonistic tone by both the president and the press at recent media avails, we do support a free press, access and open exchanges for the American people,"
- FOX News President and Executive Editor
Jay Wallace, November 2018

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, 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.

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

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

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

[Entertainment Industries Council:](#)

On October 10, 2019, FOX hosted a forum for the organization, focused on the depiction of health issues in entertainment.

Leaders in topics from addiction and suicide prevention to treatment and recovery, including Surgeon General Dr. Jerome Adams and Chief Clinical Officer at Psych Hub Dr. Keita M. Franklin, attended and spoke.

[TV Parental Guidelines Monitoring Board:](#)

FOX is a member of this organization, which is “responsible for ensuring there is as much uniformity and consistency in applying the Parental Guidelines as possible.”



ADVERTISING ETHICS

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

The FOX Network's Advertiser Guidelines can be found [here](#). These guidelines provide a comprehensive set of standards covering, among other things, stereotyping and other community sensibilities, violence and anti-social behavior, and requirements for product claims to be fully substantiated.

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

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





OUR PROTECTIONS

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

DATA PRIVACY POLICY

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

FOX also notifies users of changes to its privacy policies, including informing users that they should look at the Effective Date of the applicable policy to see when it was last revised, and that any changes will become effective when a revised policy is posted. FOX treats personal information consistent with these stated purposes, and we comply with notice requirements under applicable law and consistent with FOX's incident response plan.

DATA PRIVACY PROGRAM

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

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

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

DATA SECURITY

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

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

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

SUSTAINABILITY ACCOUNTING STANDARDS BOARD DISCLOSURES

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

TOPIC	CODE	ACCOUNTING METRIC	FOX CORPORATION DISCLOSURE
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	Of our U.S. full-time workforce in 2020, 40% identified as female and 32% identified as persons of color. At the Manager level, 47% are female and 33% are persons of color. See page 74 for more information on advancing diversity and inclusion at FOX.
Journalistic Integrity & Sponsorship Identification	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm.	As an important source of news, information, analysis and media, we recognize our responsibility to build a culture of trust, integrity and ethical behavior. Read more in the "Editorial Guidelines and Broadcast Standards" section of this report on page 74.
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	We always engage in fair competition, protect our intellectual property, and respect the intellectual property and proprietary information of others. Read more in the "Editorial Guidelines and Broadcast Standards" section of this report on page 74.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

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

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

FOX