



MATCHING GIFTS PROGRAM TERMS AND CONDITIONS FOR ORGANIZATIONS

Disney is proud to support its cast members with their community outreach efforts by matching eligible charitable donations dollar-for-dollar from \$25 up to \$25,000, per eligible employee, per calendar year. The Disney Matching Gifts Program, managed by Disney's Enterprise Social Responsibility division, is part of Disney's commitment to encourage employees to financially support non-profit organizations that make a difference in the communities in which they work and live.

These Terms and Conditions for Organizations ("Program Terms and Conditions") govern an organization's participation in the Disney Matching Gifts Program ("Matching Gifts Program").

ELIGIBILITY

The Matching Gifts Program is open to Eligible Organizations, globally.

Disney reserves the right, in its sole and absolute discretion, to change, suspend, revoke or terminate the Matching Gifts Program or the eligibility requirements of any Eligible Organization at any time without notice.

Eligible Organizations

Disney, in its sole discretion, shall determine the eligibility of an organization. An eligible organization under the Matching Gifts Program must meet **ALL** of the following requirements ("Eligible Organization"):

- Organizations must represent that they comply with all applicable laws;
- Organizations must agree to and comply with the Disney Worldwide Services, Inc. Standard Terms and Conditions for Charitable Contributions;
- Has operated as a tax-exempt entity for at least one year at the time of the matching gift request submission;
- Is verifiable by Disney as an Eligible Organization in the Matching Gifts Program database;
- Organizations must represent that they do not discriminate in employment practices or services they provide on the basis of race, religion, color, sex, sexual orientation, gender identification, national origin, age, marital status, covered veteran status, disability, pregnancy or any other basis prohibited by applicable law; and
- An Eligible Organization must be one or more of the following:
 - Federally registered organizations that have been granted public charity tax-exempt status under Section 501(c)(3) of the Internal Revenue Code ("Tax-Exempt Status");

The logo features the word "Disney" in its signature red script font, positioned above the words "Matching Gifts" in a bold, blue, sans-serif font. The entire text is enclosed within a thin black rectangular border.

- For non-U.S. organizations, where applicable under the Matching Gifts Program, Disney refers to the Internal Revenue Service's *Reliance Standards for Making Good Faith Determinations* or *Expenditure Responsibility* rules and regulations in determining eligible charitable organizations;
- U.S. PreK-12 public schools or public school districts that are verifiable in the National Center for Education Statistics ("NCES") database, as an instrumentality of the federal, state or local government;
- U.S. Private schools that have been granted Tax-Exempt Status;
- U.S. Private or public degree granting institutions of higher learning, accredited by a nationally recognized regional accrediting association, that also has been granted Tax-Exempt Status;
- U.S. Educational foundations affiliated with a college or public school or school district that have been granted Tax-Exempt Status;
- U.S. PreK-12 public or private school support groups, (e.g., PTAs, PTOs and booster clubs) whose (i) primary mission is the direct support of the school and (ii) that have been granted Tax-Exempt Status;
- Faith-based non-sectarian social services programs that serve the community at large, regardless of a recipient's religion or religious belief, which are independently registered with its own charitable Tax-Exempt Status, (e.g., a soup kitchen, a homeless shelter, a food bank, etc.); and/or
- Private foundations, community foundations, or donor advised funds where: (i) donations into a named Community Impact Fund, Field of Interest Fund, or Special Interest Fund with a declared mission statement that does not otherwise conflict with the Program Terms & Conditions, or (ii) donations from an Eligible Employee's donor advised fund to an Eligible Organization, if the employee or the employee's family established, and is named on, the fund.

Organizations that were previously approved as Eligible Organizations are not guaranteed future Matching Gifts Program eligibility. Such organizations may become ineligible if new information about an organization is received regarding (i) the loss of their Tax-Exempt Status or (ii) change in their mission or programs which makes them an ineligible organization under these Program Terms and Conditions, or (iii) a revision to the Program Terms and Conditions which results in an organization's ineligibility under these Program Terms and Conditions.

Ineligible Organizations

Disney, in its sole discretion, shall determine the eligibility of an organization. Ineligible organization under the Disney Matching Gifts Program may include, without limitation:

- Organizations that operate or support activities that are counter to the policies, values or ideals of Disney, in its sole discretion;
- Organizations that benefit terrorist groups or activities;



- Organizations that engage in controversial tactics or controversial activities, as determined by Disney in its sole discretion;
- Organizations whose primary purpose is to support political activities, advocate for or against state or federal legislation, or campaign on behalf of an elected or appointed government official or candidate;
- Organizations with a primary purpose to regrant;
- Faith-based organizations or religious programs whose primary purpose is promulgating a particular religious faith, creed or doctrine (e.g., ministries, missions, church planting projects, religious orders, schools whose primary purpose is to prepare students for ministry, etc.);
- Membership organizations, including alumni foundations, athletic funds, fraternities and sororities, labor unions, or trade associations;
- Government agencies, with the exception of public schools and school districts as provided under the Internal Revenue Code;
- Home schools and home school support organizations; and
- Otherwise Eligible Organizations that have had their Tax-Exempt Status revoked.

PAYMENT SCHEDULE

Disney, through Charities Aid Foundation of America, processes Eligible Donations and provides a grant to an Eligible Organization in the amount requested by the Eligible Employee (each, a “Matching Gift Donation”) on a monthly basis.

AGREEMENT

By clicking the “Submit” button and continuing with the Matching Gifts Program process, I acknowledge and agree as follows:

- I am authorized to attest to the following statements on behalf of the Organization that is registering or confirming receipt of donation(s) on the Matching Gifts Program’s website (“this Organization”), and have sufficient knowledge to do so.
- On behalf of this Organization, I have read and understand and agree to the Program Terms and Conditions.
- This Organization meets the eligibility requirements listed in the Program Terms and Conditions.
- On behalf of this Organization, I hereby represent and warrant that this Organization complies with all applicable laws.
- This Organization understands that any Matching Gifts Program request made by an Eligible Employee is a recommendation to Disney for a donation only, and not a direction, and that Disney has the sole discretion to make, or not make, any Matching Gift Donation.
- On behalf of this Organization, I am not aware that the Eligible Employee, or the Eligible Employee’s family, will derive any direct or indirect financial or material benefit as a result of the Matching Gift Donation or of Disney’s action or inaction .
- This Organization understands that failure to comply with the Program Terms and Conditions may result in suspension of this Organization’s right to participate in the Disney Matching Gifts Program and return of the Matching Gift Donation to Disney’s Donor Advised Fund at Charities Aid Foundation of America.