

The **WALT DISNEY** Company

2021 Corporate Social Responsibility Report



**GLOBAL REPORTING INITIATIVE (GRI) INDEX**



# Global Reporting Initiative (GRI) Index

The following Index includes [GRI's](#) standards, which provide a set of voluntary indicators on economic, environmental, and governance impacts of a company's performance.

## GRI 102: GENERAL DISCLOSURES

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-1	Name of the organization	<ul style="list-style-type: none"> <li>The Walt Disney Company</li> </ul>
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li><a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li><a href="#">The Walt Disney Company Website</a></li> </ul>
102-3	Location of headquarters	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li><a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> </ul>
102-4	Location of operations	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> </ul>
102-5	Ownership and legal form	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> </ul>
102-6	Markets served	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> </ul>
102-7	Scale of the organization	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> </ul>
102-8	Information on employees and other workers	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li><a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li><a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64-65, 67</li> </ul>
102-9	Supply chain	<ul style="list-style-type: none"> <li><a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li><a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 66-67</li> </ul>
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> <li><a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li><a href="#">Our Businesses</a>, CSR Report p. 13</li> </ul>
102-12	External initiatives	<ul style="list-style-type: none"> <li><a href="#">Our Approach</a>, CSR Report p. 10</li> <li><a href="#">World of Belonging</a>, CSR Report pp. 21-25</li> <li><a href="#">World in Balance</a>, CSR Report pp. 28, 32</li> <li><a href="#">World of Hope</a>, CSR Report pp. 40-42, 44-46</li> <li><a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li><a href="#">Human Rights Policy Statement</a></li> </ul>
102-13	Memberships of associations	<ul style="list-style-type: none"> <li><a href="#">UN Sustainable Development Goals</a>, pp. 79-81</li> <li><a href="#">Our Approach</a>, CSR Report p. 10</li> <li><a href="#">World in Balance</a>, CSR Report p. 28</li> <li><a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li><a href="#">Human Rights Policy Statement</a></li> <li><a href="#">U.S. Trade Association Memberships</a></li> </ul>

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> <li>• <a href="#">Letter from Our Chief Executive Officer</a>, CSR Report p. 4</li> </ul>
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5-6</li> </ul>
102-18	Governance structure	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5, 9</li> </ul>
102-19	Delegating authority	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5, 9</li> <li>• <a href="#">Standards of Business Conduct</a></li> </ul>
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5, 9</li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5, 10</li> </ul>
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-25	Conflicts of interest	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> <li>• <a href="#">Standards of Business Conduct</a></li> </ul>
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report pp. 4, 9</li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5-10</li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5-10</li> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-35	Remuneration policies	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-36	Process for determining remuneration	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> <li>• <a href="#">Corporate Governance Section of Investor Relations Website</a></li> </ul>
102-38	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company 2022 Proxy Statement</a></li> </ul>
102-40	List of stakeholder groups	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report p. 10</li> </ul>
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> <li>• <a href="#">Our Approach</a>, CSR Report pp. 5, 10</li> </ul>
102-46	Defining report content and topic boundaries	<ul style="list-style-type: none"> <li>• <a href="#">Data &amp; Reporting Frameworks</a>, CSR Report p. 63</li> </ul>
102-50	Reporting period	<ul style="list-style-type: none"> <li>• <a href="#">Data &amp; Reporting Frameworks</a>, CSR Report p. 63</li> </ul>
102-51	Date of most recent report	<ul style="list-style-type: none"> <li>• Our <a href="#">2020 CSR Report</a> was published in February 2021</li> </ul>
102-52	Reporting cycle	<ul style="list-style-type: none"> <li>• Annual</li> </ul>

## **GRI 103: MANAGEMENT APPROACH & GRI 200-400: TOPIC SPECIFIC STANDARDS**

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
<b>Economic</b>		
103-1 & 103-2	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> </ul>
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>• <a href="#">2021 CDP Climate Change Survey Response</a></li> <li>• <a href="#">World in Balance</a>, CSR Report pp. 28-30, 35-38</li> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> </ul>
207-1	Approach to tax	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li>• <a href="#">Operating Responsibly</a>, CSR Report p. 58</li> <li>• <a href="#">Global Tax Strategy Statement</a></li> </ul>
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> <li>• <a href="#">The Walt Disney Company Fiscal Year 2021 10-K</a></li> <li>• <a href="#">Operating Responsibly</a>, CSR Report p. 58</li> <li>• <a href="#">Global Tax Strategy Statement</a></li> </ul>

GRI DISCLOSURE	DESCRIPTION	LOCATION/ANSWER
<b>Environment</b>		
103-1 & 103-2: Emissions, Water and Waste	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> <li>• <a href="#">World in Balance</a>, CSR Report pp. 28-38</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> </ul>
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> </ul>
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>• <a href="#">Emissions</a>, CSR Report pp. 29-30</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> </ul>
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>• <a href="#">Water</a>, CSR Report pp. 31-32</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> </ul>
303-5	Water consumption	<ul style="list-style-type: none"> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> </ul>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> <li>• <a href="#">Disney Conservation</a>, CSR Report pp. 37-38</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> </ul>
304-3	Habitats protected or restored	<ul style="list-style-type: none"> <li>• <a href="#">Disney Conservation</a>, CSR Report pp. 37-38</li> <li>• <a href="#">Emissions</a>, CSR Report p. 29</li> </ul>
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">Emissions</a>, CSR Report pp. 29-30</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> <li>• <a href="#">2021 CDP Climate Change Survey Response</a></li> </ul>
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">Emissions</a>, CSR Report pp. 29-30</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> <li>• <a href="#">2030 Environmental Goals White Paper</a></li> <li>• <a href="#">2021 CDP Climate Change Survey Response</a></li> </ul>
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">Emissions</a>, CSR Report pp. 29-30</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> <li>• <a href="#">Disney's 2030 Environmental Goals</a>, p. 39</li> <li>• <a href="#">2021 CDP Climate Change Survey Response</a></li> </ul>

GRI DISCLOSURE	DESCRIPTION	LOCATION/ANSWER
<b>Social</b>		
103-1 & 103-2: Workforce	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> <li>• <a href="#">Our People</a>, CSR Report pp. 48-53</li> </ul>
403-6	Promotion of worker health	<ul style="list-style-type: none"> <li>• <a href="#">Our People</a>, CSR Report pp. 50-52</li> </ul>
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64, 67</li> </ul>
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>• <a href="#">Our People</a>, CSR Report pp. 52-53</li> </ul>
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• <a href="#">Operating Responsibly</a>, CSR Report p. 55</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 64-65, 67</li> </ul>
103-1 & 103-2: Supply Chain Labor Standards	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> <li>• <a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li>• <a href="#">Supply Chain</a>, on our corporate website</li> <li>• <a href="#">Standards of Business Conduct</a>, <a href="#">Human Rights Policy</a>, and <a href="#">Code of Conduct for Manufacturers</a></li> </ul>
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>• <a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 66-67</li> </ul>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>• <a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 66-67</li> </ul>
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>• <a href="#">Supply Chain</a>, CSR Report pp. 56-57</li> <li>• <a href="#">FY21 Data Table &amp; Data Table Footnotes</a>, CSR Report pp. 66-67</li> </ul>
103-1 & 103-2: Public Policy	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> <li>• <a href="#">Political Giving &amp; Participation in the Formulation of Public Policy in the United States</a></li> </ul>
415-1	Political contributions	<ul style="list-style-type: none"> <li>• <a href="#">Political Giving &amp; Participation in the Formulation of Public Policy in the United States</a></li> </ul>

# Forward-Looking Statements

Certain statements in this communication may be deemed to be “forward-looking statements” within the meaning of the Federal Private Securities Litigation Reform Act of 1995, including statements regarding our plans; expectations; continuation or future execution of initiatives, programs, activities, policies, or disclosures; strategies; goals; objectives; intentions; commitments; targets and other statements that are not historical in nature. These statements are made on the basis of management’s views and assumptions regarding future events and business performance as of the time the statements are made. Management does not undertake any obligation to update these statements. Actual results may differ materially from those expressed or implied. Such differences may result from actions taken by the Company, including restructuring or strategic initiatives (including capital investments, asset acquisitions or dispositions, integration initiatives, new or expanded business lines or cessation of certain operations) or other business decisions, as well as from developments beyond the Company’s control, including:

- health concerns;
- changes in domestic and global economic conditions, competitive conditions, and consumer preferences;
- adverse weather conditions or natural disasters;
- international, regulatory, political, or military developments;
- technological developments;
- labor markets and activities; and

each such risk includes the current and future impacts of, and is amplified by, COVID-19 and related mitigation efforts. Such developments may further affect entertainment, travel, and leisure businesses generally and may, among other things, affect (or further affect, as applicable):

- demand for our products and services;
- the performance of the Company’s theatrical and home entertainment releases and other content;
- the advertising market for programming;
- construction;
- expenses of providing medical and pension benefits; and
- performance of some or all company businesses, either directly or through their impact on those who distribute our products.

Additional factors are set forth in the Company’s Annual Report on Form 10-K for the year ended October 2, 2021, under Item 1A, “Risk Factors,” Item 7, “Management’s Discussion and Analysis,” Item 1, “Business,” and subsequent reports, including, among others, quarterly reports on Form 10-Q.

# The WALT DISNEY Company

To learn more visit

**[TheWaltDisneyCompany.com](https://www.thewaltdisneycompany.com)**

and

**[impact.disney.com](https://www.impact.disney.com)**

And follow

 **[@DisneyCSR](https://twitter.com/DisneyCSR)**