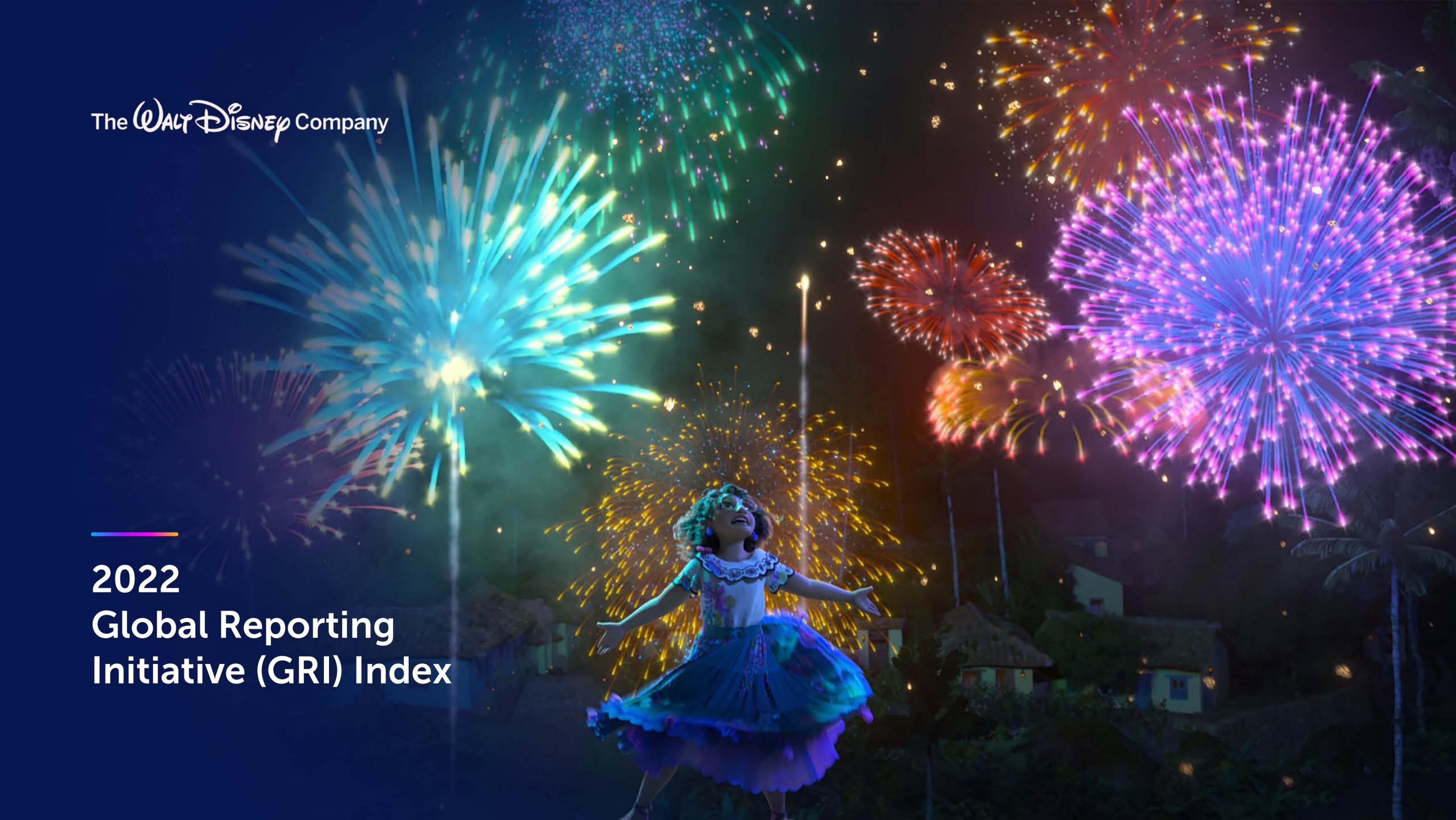


The **WALT DISNEY** Company

**2022
Global Reporting
Initiative (GRI) Index**



GRI INDEX

The [Global Reporting Initiative \(GRI\)](#) Standards provide a set of voluntary indicators relating to the economic, environmental, social, and governance impacts of a company’s performance. The following index highlights where content from our [2022 Corporate Social Responsibility \(CSR\) Report](#) and other disclosures align to the 2016 version of the GRI Standards; “2016” refers to the Standards issue date, not the date of information presented in this index. Page numbers below refer to our 2022 CSR Report, available on our website.

GRI 102: General Disclosures

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-1	Name of the organization	<ul style="list-style-type: none"> The Walt Disney Company
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K The Walt Disney Company 2023 Proxy Statement The Walt Disney Company Website 2022 CSR Report, Our Approach, p. 5
102-3	Location of headquarters	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K The Walt Disney Company 2023 Proxy Statement
102-4	Location of operations	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K
102-5	Ownership and legal form	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K
102-6	Markets served	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K
102-7	Scale of the organization	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K
102-8	Information on employees and other workers	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K The Walt Disney Company 2023 Proxy Statement 2022 CSR Report, Fiscal Year 2022 Data Table & Data Tables Footnotes, pp. 83–85, 88 Pay Ratio Disclosure 2021 EEO-1
102-9	Supply chain	<ul style="list-style-type: none"> 2022 CSR Report, Operating Responsibly, pp. 71–72 2022 CSR Report, Fiscal Year 2022 Data Table & Data Tables Footnotes, pp. 86, 88
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K

GRI INDEX (continued)

GRI 102: General Disclosures (continued)

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-12	External initiatives	<ul style="list-style-type: none"> • 2022 CSR Report, Our Approach, pp. 11, 12 • 2022 CSR Report, World of Belonging, pp. 16, 18–27 • 2022 CSR Report, World in Balance, pp. 30–34, 40–43 • 2022 CSR Report, World of Hope, pp. 47–58 • 2022 CSR Report, Operating Responsibly, pp. 70–72, 75–76 • Human Rights Policy • Supply Chain Code of Conduct • Nutritional Guideline Policy
102-13	Memberships of associations	<ul style="list-style-type: none"> • 2022 CSR Report, Our Approach, p. 11 • 2022 CSR Report, World in Balance, p. 30 • 2022 CSR Report, Operating Responsibly, p. 71 • 2022 CSR Report, United Nations Sustainable Development Goals, pp. 95–98 • U.S. Trade Association Memberships
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2022 10-K • The Walt Disney Company 2023 Proxy Statement • 2022 CSR Report, Our Approach, p. 6
102-18	Governance structure	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2022 10-K • The Walt Disney Company 2023 Proxy Statement • 2022 CSR Report, Our Approach, pp. 6, 10 • 2022 CSR Report, Operating Responsibly, pp. 70, 75
102-19	Delegating authority	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2022 10-K • The Walt Disney Company 2023 Proxy Statement • 2022 CSR Report, Our Approach, pp. 6, 10 • 2022 CSR Report, Data & Reporting Frameworks, p. 89
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> • 2022 CSR Report, Our Approach, pp. 6, 10 • The Walt Disney Company 2023 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> • 2022 CSR Report, Our Approach, pp. 6, 11
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> • The Walt Disney Company 2023 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> • The Walt Disney Company 2023 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> • The Walt Disney Company 2023 Proxy Statement • Corporate Governance Section of Investor Relations Website

GRI INDEX (continued)

GRI 102: General Disclosures (continued)

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-25	Conflicts of interest	<ul style="list-style-type: none"> The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website Standards of Business Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> 2022 CSR Report, Our Approach, p. 10 The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> 2022 CSR Report, Our Approach, pp. 6, 10-12 The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> 2022 CSR Report, Our Approach, pp. 6, 10-12 The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website
102-35	Remuneration policies	<ul style="list-style-type: none"> The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website
102-36	Process for determining remuneration	<ul style="list-style-type: none"> The Walt Disney Company 2023 Proxy Statement Corporate Governance Section of Investor Relations Website
102-38	Annual total compensation ratio	<ul style="list-style-type: none"> The Walt Disney Company 2023 Proxy Statement
102-40	List of stakeholder groups	<ul style="list-style-type: none"> 2022 CSR Report, Our Approach, p. 11
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> 2022 CSR Report, Our Approach, pp. 6, 11
102-46	Defining report content and topic boundaries	<ul style="list-style-type: none"> 2022 CSR Report, Data & Reporting Frameworks, p. 80
102-50	Reporting period	<ul style="list-style-type: none"> 2022 CSR Report, Data & Reporting Frameworks, pp. 80, 99
102-51	Date of most recent report	<ul style="list-style-type: none"> Our 2022 CSR Report was published in Mar 2023
102-52	Reporting cycle	<ul style="list-style-type: none"> Annual

GRI INDEX (continued)

GRI 103: Management Approach & GRI 200–400: Topic Specific Standards

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
ECONOMIC		
103-1 & 103-2	Explanation of the material topic and its boundary; management approach	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> 2022 CDP Climate Change Survey Response 2022 CSR Report, World in Balance, pp. 31–33, 39–44 The Walt Disney Company Fiscal Year 2022 10-K
207-1	Approach to tax	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K 2022 CSR Report, Operating Responsibly, p. 78 Global Tax Strategy Statement
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K 2022 CSR Report, Operating Responsibly, p. 78 Global Tax Strategy Statement
ENVIRONMENT		
103-1 & 103-2: EMISSIONS, WATER, AND WASTE	Explanation of the material topic and its boundary; management approach	<ul style="list-style-type: none"> 2022 CSR Report, World in Balance, pp. 30–44 2030 Environmental Goals White Paper
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 82, 87–88 2030 Environmental Goals White Paper
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> 2022 CSR Report, World in Balance, pp. 31–33 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 82, 87–88 2030 Environmental Goals White Paper
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> 2022 CSR Report, World in Balance, p. 34 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 82, 88 2030 Environmental Goals White Paper
303-5	Water consumption	<ul style="list-style-type: none"> 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 82, 88
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"> 2022 CSR Report, World in Balance, pp. 42–44 2030 Environmental Goals White Paper
304-3	Habitats protected or restored	<ul style="list-style-type: none"> 2022 CSR Report, World in Balance, pp. 40, 42–44 2022 CSR Report, World of Hope, p. 53
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> 2022 CSR Report, World in Balance, pp. 31–33 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 81, 87 2030 Environmental Goals White Paper 2022 CDP Climate Change Survey Response

GRI INDEX (continued)

GRI 200–400: Topic Specific Standards (continued)

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
ENVIRONMENT (continued)		
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> • 2022 CSR Report, World in Balance, pp. 31–33 • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 81, 87 • 2030 Environmental Goals White Paper • 2022 CDP Climate Change Survey Response
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> • 2022 CSR Report, World in Balance, pp. 31–33 • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 81, 87 • 2030 Environmental Goals White Paper • 2022 CDP Climate Change Survey Response
SOCIAL		
103-1 & 103-2: WORKFORCE	Explanation of the material topic and its boundary; management approach	<ul style="list-style-type: none"> • 2022 CSR Report, Investing in Our People, pp. 59–67
403-6	Promotion of worker health	<ul style="list-style-type: none"> • 2022 CSR Report, Investing in Our People, pp. 62–63
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 83, 88 • 2022 CSR Report, Investing in Our People, p. 64
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • 2022 CSR Report, Investing in Our People, p. 64-67
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • 2022 CSR Report, Operating Responsibly, p. 69 • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 84–85, 88
103-1 & 103-2: SUPPLY CHAIN LABOR STANDARDS	Explanation of the material topic and its boundary; management approach	<ul style="list-style-type: none"> • 2022 CSR Report, Operating Responsibly, pp. 71–72 • Standards of Business Conduct • Human Rights Policy Statement • Supply Chain Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> • 2022 CSR Report, Operating Responsibly, pp. 71–72 • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 86, 88
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> • 2022 CSR Report, Operating Responsibly, pp. 71–72 • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 86, 88
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> • 2022 CSR Report, Operating Responsibly, pp. 71–72 • 2022 CSR Report, Fiscal Year 2022 Data Table & Data Table Footnotes, pp. 86, 88
103-1 & 103-2: PUBLIC POLICY	Explanation of the material topic and its boundary; management approach	<ul style="list-style-type: none"> • Political Giving and Participation in the Formulation
415-1	Political contributions	<ul style="list-style-type: none"> • Political Giving and Participation in the Formulation

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; beliefs; expectations; continuation or future execution of initiatives, programs, activities, policies, or disclosures; strategies; goals; objectives; intentions; commitments; pledges; priorities; 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), our execution of our business plans (including the content we create and IP we invest in, our pricing decisions, our cost structure and our management and other personnel decisions), or other business decisions, as well as from developments beyond the Company’s control, including:

- further deterioration in domestic and global economic conditions;
- deterioration in or pressures from competitive conditions, including competition to create or acquire content and competition for talent;
- consumer behavior and consumer preferences and acceptance of our content, offerings, pricing model and price increases, and the market for advertising sales on our DTC services and linear networks;
- health concerns and their impact on our businesses and productions;
- global economy-wide transitions and availability of economically feasible solutions;

- international, regulatory, political, legal, or military developments;
- technological developments;
- labor markets and activities;
- adverse weather conditions or natural disasters and environmental developments; and
- availability of content.

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):

- our operations, business plans, or profitability;
- demand for our products and services;
- the performance of the Company’s content;
- our ability to create or obtain desirable content at or under the value we assign the content;
- the advertising market for programming;
- construction;
- income tax expense;
- 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 1, 2022, including under the captions “Risk Factors,” “Management’s Discussion and Analysis,” and “Business”; quarterly reports on Form 10-Q, including under the captions “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations”; and subsequent filings with the Securities and Exchange Commission.



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