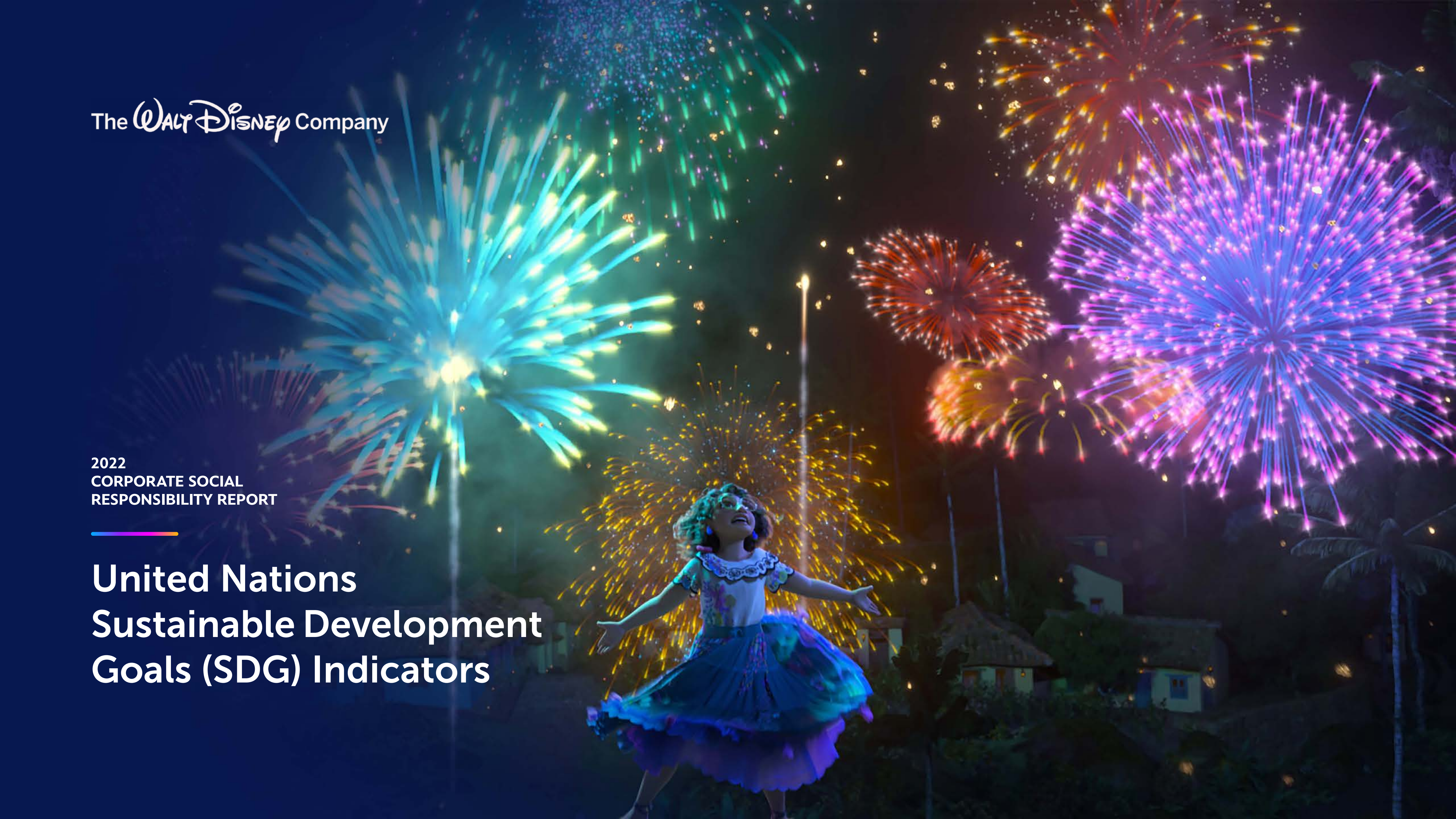


The **WALT DISNEY** Company

2022
CORPORATE SOCIAL
RESPONSIBILITY REPORT

United Nations Sustainable Development Goals (SDG) Indicators



SDG INDICATORS

The [United Nations Sustainable Development Goals \(SDGs\)](#) are a collection of 17 global goals intended to provide a shared blueprint to achieve a better and more sustainable future for all. The following table provides select examples of how our corporate social responsibility programs support most of the SDGs.



UN SDG 1 No Poverty

- We have worked with UNICEF for many years, and when the humanitarian crisis began in Ukraine, we leveraged our media platforms to support UNICEF in helping families displaced by the conflict. ABC News coverage and on-air mentions across our networks drove thousands of viewers to UNICEF’s website, raising more than \$3 million in a few weeks.
- In fiscal 2022, in addition to supporting 30 Feeding America member food banks to help increase access to fresh produce for communities that need it most, Disney also supported Feeding America’s efforts in response to Hurricane Ian. In addition, Disney continues to help alleviate food insecurity by supporting hunger relief organizations worldwide. For example, in Latin America, Disney supports the work of the Global Food Banking Network and the efforts of food banks in Argentina, Brazil, Chile, Colombia, and Mexico.



UN SDG 3 Good Health & Well-Being

- [Disney Institute](#) has trained more than 23,000 hospital workers since 2018. In fiscal 2022, experts from Disney Institute again held multiple training sessions for KK Women and Children’s Hospital (KKH) based in Singapore. The course focused on training hospital staff to create compassionate connections and meaningful moments with patients through three service principles: Serve with Heart, Reach Higher, and Own It. More than 5,000 KKH employees and leaders from multiple departments were in attendance.
- We continue to offer our Employee Assistance Program (EAP), which is available to all employees, cast members, and their family and household members. Our EAP provides 24/7 support and connects participants directly to a licensed network therapist at no cost.
- Disney hosted our first Global Well-Being Week in 2022, spotlighting the wide-ranging physical, mental, and financial benefits we offer while providing employees with easy ways to take advantage of the benefits.
- In 2022, Disney continued to promote our new Center for Living Well—Gaea Center for Gynecology, Maternity, and Fertility—in Orlando. The center provides employees, cast members, and their partners with comprehensive, connected, and compassionate care to help navigate their family-building journeys.
- We are intentional about how we promote healthy foods and beverages to kids through our [Nutrition Guideline Policy](#). These guidelines apply to our Studio promotions, food and beverage licensing, third-party advertising on our kids’ networks, and kids’ meals in Disney Parks. Ongoing reviews of these global guidelines help us reflect up-to-date dietary guidance and consider the evolving social and scientific understanding of children’s physical and digital lives. In fiscal 2022, we continued to have approximately 100% of food and beverage advertising on our owned and controlled media platforms oriented to kids and families meet our Nutrition Guideline Policy.



UN SDG 4 Quality Education

- We made a \$1 million contribution to [Exceptional Minds](#) in fiscal 2022 to help source, skill, scale, support, and sustain neurodiverse talent over the next three years. Our funds will be used for scholarships, academy faculty, career support services, and facilities and technology.
- In fiscal 2022, we launched Disney Future Storytellers, Disney’s commitment to empowering the next generation of storytellers and innovators. From charitable grants and programs that provide inspiration and hands-on experience in arts and science, technology, engineering, and math (STEM) education for school-age children, to scholarships, mentoring, and creative and technical skill-building for teens and young adults, Disney is increasing access to careers in the media, entertainment, technology, and hospitality industries for youth, especially for individuals from historically underrepresented or underserved communities.
- In fiscal 2022, we donated more than 3 million books to First Book, and since 2000 we’ve distributed more than 90 million books, to help inspire the next generation of storytellers. We also collaborated with Blue Star Families to host the 20th [Blue Star Books](#) event with a reading by First Lady Dr. Jill Biden. The event was part of the White House’s Joining Forces initiative to support military and veteran families, caregivers, and survivors.
- In fiscal 2022, we worked with CARE India to empower 1,400 adolescent girls across 10 schools in Mumbai, helping them realize their potential to lead a better life. The program has established 18 vibrant community learning centers that give girls a space outside of school to learn and hone their vocational skills. We also worked with the Parivaar Education Society in India to support 400 girls with education, boarding, food, medical assistance, sports and recreation, clothing, and more.



SDG INDICATORS (continued)

UN SDG 5 Gender Equality

- 45% of our 2023 Director nominees are women.
- In fiscal 2022, women represented 51% of our employees worldwide, based on self-reported information.
- In fiscal 2022, we worked with CARE India to empower 1,400 adolescent girls across 10 schools in Mumbai, helping them realize their potential to lead a better life. The program has established 18 vibrant community learning centers that give girls a space outside of school to learn and hone their vocational skills. We also worked with the Parivaar Education Society in India to support 400 girls with education, boarding, food, medical assistance, sports and recreation, clothing, and more.
- In fiscal 2022, we launched two new cohorts of the Women's Talent Network to enhance careers for Asian American & Pacific Islander and Latina employees. One hundred participants joined the pilot across both programs.



UN SDG 6 Clean Water & Sanitation

- In 2022, we continued to implement site-specific water conservation strategies at our theme parks and resorts, including using artificial turf and implementing a sophisticated irrigation control system at Disneyland Resort as part of drought-fighting efforts.
- Disneyland Paris is in the process of retrofitting the showerheads in two hotels with new LED-lit technology heads that allow guests to adjust their use to help conserve water. The turbine-powered LED lights change color based on the amount of water used, moving from blue to green, yellow, and eventually red when water use exceeds a certain volume. In a pilot, the new showerheads reduced water use by an average of 22% per room.
- We are identifying critical regional water issues and are continuing to collaborate with local stakeholders, such as industry and nonprofit organizations, to safeguard the overall health of watersheds as a multiuse sustainable resource. For example, we support WWF-Hong Kong's project to foster innovative approaches, such as the use of water buffalo, to conserve wetlands in the Shui Hau watershed and increase water security for local people and wildlife. We also support The Nature Conservancy's work in central Florida, including efforts to address growing freshwater demands, enhance water quality, improve water supply, and reduce flood risks through green stormwater infrastructure.
- Our approach to sustainable design helps contribute to cleaner air, more efficient use of water, and less waste for the communities in which we operate.



UN SDG 7 Affordable & Clean Energy

- As of fiscal 2022, we commissioned or announced more than 200 megawatts of solar capacity.
- In collaboration with the utility serving Walt Disney World Resort, two 75-megawatt solar facilities are expected to come online and are projected to bring the Resort's renewable energy consumption up to nearly 40% of its annual total power use.
- Disneyland Paris is continuing the construction of approximately 50 acres of solar canopies, which will provide shade and shelter to more than 11,000 parking spaces and are estimated to generate approximately 36 gigawatt hours of electricity once fully operational.
- Hong Kong Disneyland has embarked on the next phase of one of the largest solar panel sites in Hong Kong, installed at 21 different attractions and buildings.
- Select operations subscribe to high-credibility green power programs that advance the decarbonization of Disney and our local communities. For example, Pixar is subscribed to 100% renewable electricity through East Bay Community Energy.



UN SDG 8 Decent Work & Economic Growth

- Since 2012, Disney has contributed more than \$24 million through our [Supply Chain Investment Program \(SCIP\)](#) to 40 unique programs in more than 20 countries, directly benefiting 250,000 workers and supporting tools that have reached and benefited 14 million additional workers.
- Our International Labor Standards (ILS) program is informed by Disney's [Standards of Business Conduct](#), [Human Rights Policy](#) (which was updated in 2022), and [Supply Chain Code of Conduct](#), along with a range of other responsible business expectations.
- Disney Aspire pays 100% of tuition up front at network schools and is available to ~85,000 eligible hourly full-time and part-time employees and cast members in the United States. As of the end of fiscal 2022, ~13,000 employees were enrolled in Disney Aspire.
- In fiscal 2022, approximately 2.2 million employee learning sessions were taken online or in person through D Learn, Harvard Spark, Harvard ManageMentor, and Harvard Leading Edge—our top learning platforms.
- We increased our mentoring programs from 13 to 35 across Disney in fiscal 2022. Enrollment in these programs increased by 44% and mentoring hours increased by 25% from fiscal 2021.
- In fiscal 2022, to reward the important contributions of certain job levels below the executive level, Disney expanded eligibility for participation in our Annual Bonus Plan.



SDG INDICATORS (continued)

UN SDG 10 Reduced Inequalities

- In fiscal 2022, ~60% of our charitable giving was directed to programs supporting underrepresented communities.¹
- Disney pledged \$5 million to organizations serving the LGBTQIA+ community through support for inclusive and respectful workplaces and authentic representation of LGBTQIA+ in media and entertainment.
- Now in its second year, [Disney on the Yard](#) continues to build a community for alumni from Historically Black Colleges and Universities (HBCUs) and provides meaningful opportunities for HBCU students who dream of one day working in the entertainment field. We also joined the Propel Center (an education hub for HBCUs) as a lead sponsor, and created the Disney Storytellers Fund at Howard University and Florida A&M University. Additionally, we continued our long-standing work with United Negro College Fund (UNCF) and announced the 2022 Disney UNCF Corporate Scholars.
- Our Heroes Work Here initiative celebrated its [10th anniversary](#) in 2022 and has resulted in more than 12,500 veterans being hired across the Company through the end of 2022.
- In fiscal 2022, we worked with KultureCity, a leading nonprofit focused on sensory accessibility and acceptance, to launch sensory-inclusive screenings that cater to audiences with sensory needs, such as autism.
- ESPN continued to support the Special Olympics USA Games. In fiscal 2022, more than 5,500 athletes and coaches from all 50 states and the Caribbean united for a week of competition, sportsmanship, and fun at the at ESPN Wide World of Sports Complex at Walt Disney World.
- Our [2022 Workforce Diversity Dashboard](#), [2022 Content Representation Dashboard](#), [2021 EEO-1 report](#), and our [Pay Ratio Disclosure](#) are available online.
- In fiscal 2022, we spent more than \$800 million with diverse suppliers, an increase of almost 80% compared to fiscal 2021. Disney has also increased Company-wide spending with U.S. veteran- and veteran spouse-owned businesses to approximately \$6.4 million in 2022.



UN SDG 11 Sustainable Cities & Communities

- In fiscal 2022, we gave a total of ~\$233 million in cash and in-kind charitable contributions.
- Through our Disney VoluntEARS program, our employees and cast members worldwide have collectively contributed nearly 13 million hours of service to their communities since the program was started nearly 40 years ago.
- In fiscal 2022, our disaster relief support included [Hurricane Ian recovery efforts](#), addressing the impacts of wildfires in Argentina, supporting children and families in Ukraine, and providing short-term monetary assistance to employees experiencing hardships—including those impacted by Hurricane Ian—through the Employee Relief Fund.
- Our approach to sustainable design helps contribute to cleaner air, more efficient use of water, and less waste for the communities in which we operate.



UN SDG 12 Responsible Consumption & Production

- In fiscal 2022, we diverted 58% of total Company operational waste from landfills and incineration.
- Disney Cruise Line intends to be free of single-use plastics by 2025. Examples include introducing alternatives to plastic merchandise bags and guest laundry bags, disposable cutlery, cold beverage lids, and even plastic drink garnish sticks. In addition, to encourage the use of reusable water bottles, refill stations have been installed on all ships and Castaway Cay.
- In 2022, we introduced a new requirement prohibiting the use of per- and polyfluoroalkyl substances—known as PFAS—in consumer products developed, sourced, and distributed by a Disney entity.
- Disneyland Paris offered guests limited-edition tote bags, duffel bags, briefcases, and pouches for purchase, which were [made from a recycled tarp that previously covered Sleeping Beauty Castle](#) during renovation work.
- Our Product Integrity function oversees Disney's safety policies, procedures, and operating requirements for physical products containing Disney intellectual property across the enterprise. Disney requires that licensees and vendors contractually commit to follow sensible, reasonable, and proper procedures for verifying that Disney-branded products comply with applicable safety regulatory requirements and any additional requirements that may be specified by Disney. We also have policies to manage the use of chemicals in products, and in fiscal 2022 we updated our Supply Chain Code of Conduct to include "Quality and Safety."



UN SDG 13 Climate Action

- We are committed to achieving net zero GHG emissions for direct operations by 2030, including reducing our absolute Scope 1 and Scope 2 GHG emissions by 46.2% by 2030, against a 2019 baseline.²
- We are committed to reducing Scope 3 emissions in line with a "well below 2°C" scenario by 2030.
- The *Disney Wish* set sail in fiscal 2022 and was designed to be among the most energy-efficient cruise ships on the water. The *Disney Wish* was primarily powered by liquefied natural gas in fiscal 2022, which, when compared to traditional diesel or marine fuel, significantly reduces several emissions and pollutants.
- In fiscal 2022, ABC News' dedicated climate unit highlighted people and organizations making an impact in *Hidden Climate Heroes* and took an in-depth look at the causes and risks of climate change in a monthlong series, *Climate Crisis: Saving Tomorrow*. The unit also teamed up with *Teen Vogue* to explore teenagers' growing concerns about climate change and the effects on their mental health.
- Through National Geographic, DisneyNature, and our other content platforms, Disney enjoys a rich and growing library of programming that connects audiences with the wonders of our natural world and inspires action to create a cleaner, safer, and healthier planet. In 2022, our broad portfolio of nature-focused stories included DisneyNature's *Polar Bear* and National Geographic's *Explorer: The Last Tepui, Secrets of the Whales*, and *The Biggest Little Farm: The Return*.



¹ See footnote 4 on p. [07](#).

² See footnote 5 on p. [07](#).

SDG INDICATORS (continued)

UN SDG 14 Life Below Water



- Responsible selection and sourcing of seafood is important to our business, to the livelihoods of the fishing industry worldwide, and to the health of the planet for future generations. In fiscal 2022, our U.S. parks, resorts, and cruise line sourced nearly 100% sustainable seafood.³
- Disney Conservation Team Wildlife has provided leadership and expertise to support the Orlando-based Florida Coral Rescue Center. This state-of-the-art facility was established for gene banking and care of Florida corals rescued from reefs not yet affected by Stony Coral Tissue Loss Disease, which has put 22 coral species at risk of extinction. In April 2022, the first reported spawning of rough cactus coral in human care took place at the Center.
- As part of the \$5 million we have invested since 1995 to help sea turtle conservation efforts globally, in 2022, the Disney Conservation Fund supported a new mentorship and career training program hosted by the Sea Turtle Conservancy to spark passion for sea turtle conservation among central Florida youth from diverse and underserved communities.
- In fiscal 2022, our sea turtle efforts reached an important milestone. Disney Conservation Team Wildlife celebrated 1.5 million sea turtles hatched from nests monitored by our team at Disney's Vero Beach Resort since 2003.
- Several of our businesses supported beach cleanup events in fiscal 2022. In honor of World Ocean Day on June 8th, 30 Disney VoluntEARS and family members took part in a beach cleanup in Guangzhou, China. For International Volunteer Day, VoluntEARS from Shanghai Disney Resort supported beach cleanup in Chongming Island, Shanghai.

UN SDG 15 Life On Land



- Disney Conservation Fund has invested more than \$120 million—along with the expertise of dedicated teams—in community-led biodiversity conservation efforts since 1995 to help protect more than 1,000 species of wildlife and safeguard more than 315 million acres of habitat—an amount equal to more than 10,000 Walt Disney World Resorts.
- To help increase the Western monarch butterfly population, more than 400 Disney VoluntEARS across the United States planted butterfly-friendly backyard environments in 2022.
- Our Disney team based in India began supporting Wildlife SOS's efforts in 2021 and continued support throughout 2022 to rescue and rehabilitate elephants illegally taken from the wild. To date, more than 40 elephants have been given care and medical treatment at Wildlife SOS's Elephant Hospital and Elephant Conservation and Care Centre, established in 2010 and the first center of its kind in northern India.
- At Disney's Animal Kingdom Theme Park, we celebrated the birth of the 13th white rhino born at Walt Disney World Resort—an important milestone made possible by the dedication and care of Disney scientists, veterinarians, and keepers.
- In December 2021, Disney's Animal Kingdom celebrated the 41st birthday of Gino, the oldest western-lowland gorilla at Walt Disney World Resort. He is one of the first gorillas in the world to allow his caretakers to perform cardiac ultrasounds without anesthesia, an important step in the advancement of care for his species, and more broadly for animal care and gorilla conservation globally.
- National Geographic has been actively caring about our planet for well over a century. Today, National Geographic Partners—a joint venture between The Walt Disney Company and nonprofit National Geographic Society—continues this legacy. We return 27% of the net proceeds from our National Geographic lines of business to fund conservation, education, and sustainability projects.

UN SDG 16 Peace, Justice & Strong Institutions



- We strive to conduct our business in accordance with high standards of business ethics and comply with applicable laws, rules, and regulations wherever we operate.
- Our [Standards of Business Conduct](#) apply to all employees and provide resources and tools to promote ethical conduct and compliance with the law. Our Board of Directors is also held accountable to these principles, as well as our [Code of Business Conduct and Ethics for Directors](#).

UN SDG 17 Partnerships For The Goals



- We maintain relationships with the stakeholders and communities we serve through ongoing dialogue. We work with a variety of stakeholders representing diverse perspectives—including consumers, employees, industry and business collaborators, nonprofit and social impact organizations, and shareholders—as we believe this can enhance our ability to identify opportunities and, in some cases, solutions to some of our most pressing challenges. We also engage on policy issues both directly and through industry associations on issues relevant to our businesses. Ongoing and responsive engagement with key stakeholders continues to inform our CSR strategy, goals, and initiatives.
- We collaborate with several initiatives and organizations to address environmental and social priorities. See p. 30 and p. 71 of our full [2022 CSR Report](#) for examples.

³ See footnote 6 on p. 07.

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.



LEARN MORE:

Footnotes

- 4 Charitable giving that we report includes grants specifically directed toward historically underrepresented and protected communities, including the Asian American, Pacific Islander, Black, Hispanic, Native American/Indigenous, and LGBTQIA+ communities, as well as People with Disabilities, veterans, and women. We also include grants to organizations where a percentage of their services reaches underrepresented and protected communities. If the organization spends a majority of their efforts on these communities, we count the entire grant, and if the organization does not spend a majority, we count a proration of the grant. For grants to these two types of organizations, we rely on their self-reported percentages regarding communities served. On a sample basis, we validate the percentages that we report.
- 5 We define “net emissions” and “net zero emissions” for our 2030 goals as follows: “Net emissions” = Scope 1 emissions + Scope 2 emissions (market-based) – carbon credits. Scope 2 emissions (market-based) include emission reductions attributed to utility green power purchases, power purchase agreements, and unbundled energy attribute certificates (EACs). Our approach to carbon credits can be found in our [Natural Climate Solutions White Paper](#). We will have achieved our 2030 “net zero emissions” goal when “net emissions” as defined above equals 0.
- 6 Disney’s definition of sustainable seafood can be found in our [2030 Environmental Goals White Paper](#). The breakdown of sustainable seafood in fiscal 2022 was: 6% Best Choice, 73% Eco-certified, 11% Good Alternative, <1% Avoid, 9% Fishery Improvement Projects (FIP), and <1% Unrated.