

A young girl with curly hair, wearing a colorful, multi-layered dress, is dancing joyfully in the center of the frame. She has her arms outstretched and is looking upwards. The background is a dark night sky filled with a variety of colorful fireworks in shades of blue, green, purple, red, and yellow. The fireworks are exploding in different patterns, some as large, starburst shapes and others as cascading trails. In the lower part of the image, the silhouettes of houses and palm trees are visible, suggesting a tropical or suburban setting. The overall atmosphere is festive and celebratory.

The **WALT DISNEY** Company

2022
CORPORATE SOCIAL
RESPONSIBILITY REPORT

Data & Reporting Frameworks

OVERVIEW

We are committed to providing an annual account of our performance on corporate social responsibility topics and we appreciate feedback on our efforts and reporting. Our assessment of priority areas of impact to our businesses and stakeholders drives the content and data in the following pages and in our full [2022 CSR Report](#). These priorities—and thereby our reporting of them—are informed by various frameworks. These include Sustainability Accounting Standards Board (SASB), CDP (formerly the Carbon Disclosure Project), Task Force on Climate-related Financial Disclosure (TCFD), United Nations Sustainable Development Goals (SDGs), and others.

This update represents our impacts, progress, and results as they relate to social and environmental responsibility. Our Corporate Reporting function, which also manages Disney's financial data and reporting, collects and validates our data. We take care to explain estimates or assumptions that have been used in the development of metrics, as appropriate.

Scope

Unless otherwise specified, all data and information in the following pages and in our full 2022 CSR Report pertain to efforts in fiscal 2022, which began on October 3, 2021, and ended on October 1, 2022. For the most part, data refer to assets under management as of the beginning of the fiscal year. The terms “Company,” “we,” “Disney,” and “our” are used to refer collectively to the parent company and the subsidiaries through which business is conducted. Inclusion of information in the following pages and in our full 2022 CSR Report should not be construed as a characterization of the materiality or financial impact of that information.

Learn more about our Company and our social and environmental responsibility efforts:

View our Annual Report on Form 10-K for the year ended October 1, 2022 and other publicly filed documents

Visit our ESG Reporting Center to see more policies & practices:

Select Policies & Practices

Disney is committed to a number of policies and practices that promote the thoughtful and ethical operation of our businesses.

ENVIRONMENT

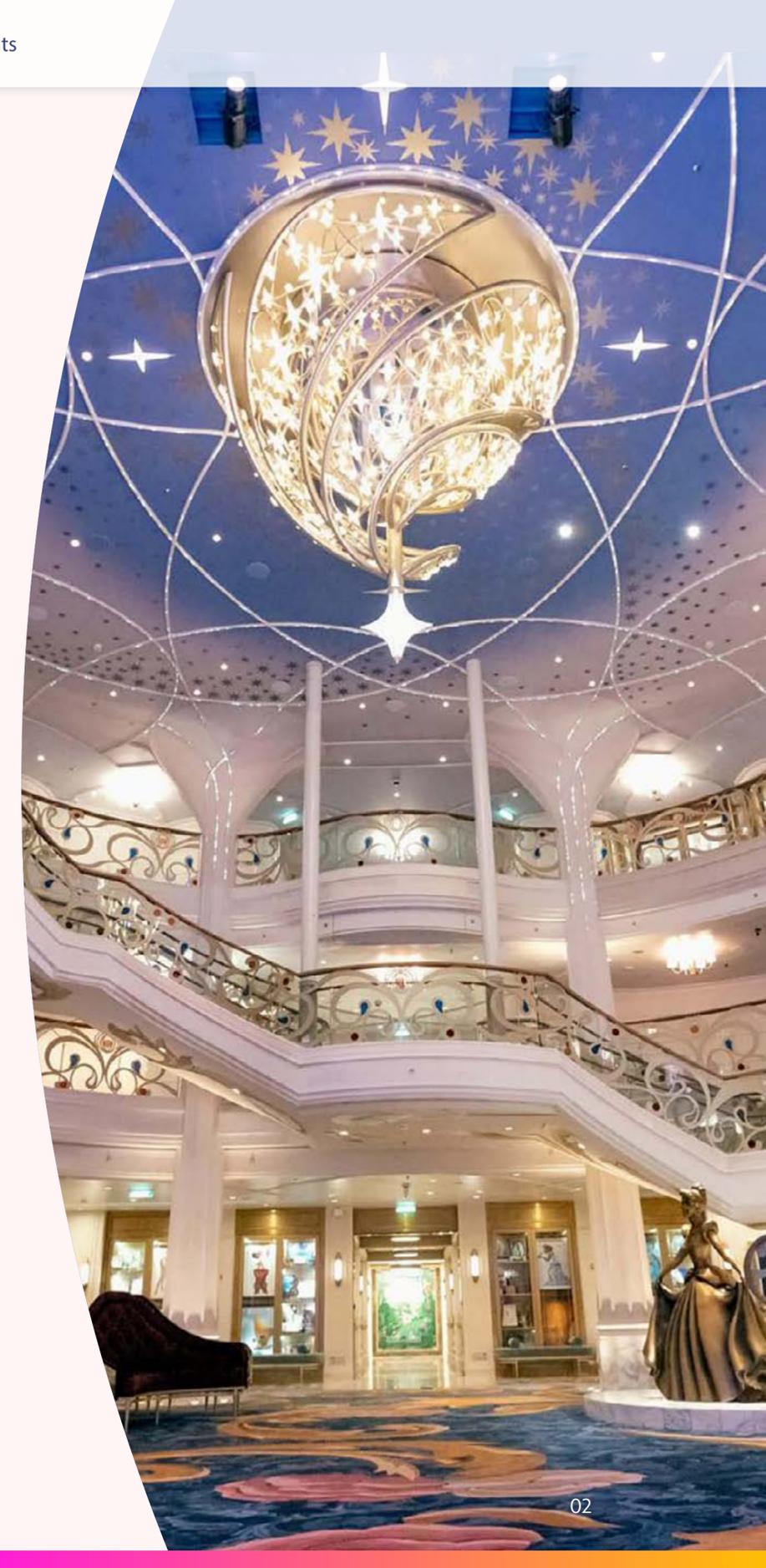
- [2022 CDP Climate Change Survey Response](#)
- [2030 Environmental Goals White Paper](#)
- [Live Animals in Entertainment Policy](#)
- [Management of Chemicals in Consumer Products](#)
- [Natural Climate Solutions White Paper](#)
- [Paper Sourcing and Use Policy](#)

SOCIAL

- [California Transparency in Supply Chains Act Statement](#)
- [Charitable Giving Guidelines](#)
- [Conflict Minerals Policy](#)
- [2021 EEO-1](#)
- [Human Rights Policy](#)
- [International Labor Standards Program Manual](#)
- [Involuntary Labor Policy](#)
- [Nutrition Guidelines](#)
- [Our Stories and Characters](#)
- [Pay Ratio Disclosure](#)
- [Permitted Sourcing Countries Policy](#)
- [Privacy Center](#)
- [Smoking in Movies](#)
- [Supply Chain Code of Conduct](#)
- [UK Modern Slavery Act Transparency Statement](#)

GOVERNANCE

- [Anti-corruption Policy](#)
- [Anti-piracy Policy](#)
- [Global Tax Strategy Statement](#)
- [Information Security Management System](#)
- [Political Giving & Participation in the Formulation of Public Policy](#)
- [Standards of Business Conduct](#)



FISCAL 2022 DATA TABLE ¹

Not Reported (NR)

Environmental Sustainability²

	2022	2021	2020	2019
EMISSIONS (METRIC TONS CO ₂ e)				
Scope 1 Emissions ^{3,4,28}	901,714	503,221	614,971	909,382
Stationary Fuel	181,084	NR	NR	NR
Mobile Fuel	696,695	NR	NR	NR
Refrigerants, Livestock, Other	23,934	NR	NR	NR
Scope 2 Emissions (location-based) ^{3,4,28}	702,062	675,984	714,874	913,359
Scope 2 Emissions (market-based) ^{3,4,5,28}	679,506	687,042	681,456	898,696
Electricity	642,244	NR	NR	NR
Chilled Water, Hot Water, Other	37,262	NR	NR	NR
Total Scope 1 & 2 Emissions (location-based) ^{3,4,28}	1,603,776	1,179,205	1,329,845	1,822,741
Total Scope 1 & 2 Emissions (market-based) ^{3,4,5,28}	1,581,220	1,190,263	1,296,427	1,808,078
Retired Carbon Credits ^{5,6}	801,077	410,120	470,209	860,620
Net Emissions (market-based) ^{3,4,5,6}	780,143	780,143	826,218	947,458

	2022	2021	2020	2019
EMISSIONS (METRIC TONS CO ₂ e) (continued)				
Scope 3 Emissions ⁷	In progress	NR	NR	10,237,024
Category 1 Purchased Goods and Services ^{8,9,10,12}	In progress	NR	NR	5,343,559
Category 2 Capital Goods ^{8,10}	In progress	NR	NR	317,349
Category 3 Fuel- and Energy-Related Activities ^{10,11}	In progress	NR	NR	366,608
Category 4 Upstream Transportation and Distribution ^{9,13}	In progress	NR	NR	317,832
Category 5 Waste Generated in Operations ¹⁴	In progress	NR	NR	117,241
Category 6 Business Travel ^{8,13}	In progress	NR	NR	297,813
Category 7 Employee Commuting ^{10,13}	In progress	NR	NR	462,086
Category 8 Upstream Leased Assets ⁸	In progress	NR	NR	34,563
Category 9 Downstream Transportation and Distribution ¹⁸	In progress	NR	NR	NR
Category 10 Processing of Sold Products ¹⁹	In progress	NR	NR	NR
Category 11 Use of Sold Products ¹³	In progress	NR	NR	7,250
Category 12 End-of-Life Treatment of Sold Products ^{8,9,12}	In progress	NR	NR	18,034
Category 13 Downstream Leased Assets ¹⁵	In progress	NR	NR	72,588
Category 14 Franchises ^{8,10,12,13,16,17}	In progress	NR	NR	2,789,705
Category 15 Investments ⁸	In progress	NR	NR	92,396

FISCAL 2022 DATA TABLE¹ (continued)

Not Reported (NR)

Environmental Sustainability² (continued)

	2022	2021	2020	2019
ENERGY				
Total Energy (MWh) ²⁰	5,727,672	3,907,990	4,438,061	5,962,270
Total Electricity (MWh)	1,978,499	NR	NR	NR
Percentage Zero Carbon Electricity ²³	34%	30%	NR	NR
Percentage Grid Electricity ²¹	35%	48%	42%	NR
Percentage Renewables ²²	4.4%	5.3%	7.0%	NR
Renewable Fuel (MWh)	33,015	NR	NR	NR
Renewable Electricity, On-site Generation (MWh) ²²	983	NR	NR	NR
Utility Green Power Programs (MWh) ²²	118,145	NR	NR	NR
Unbundled RECs (MWh) ²²	100,000	NR	NR	NR
WASTE²⁴				
Percentage of Operational Waste Diverted from Landfill and Incineration (Company) ²⁵	58%	61%	60%	57%
Operational Waste Generated (Company) (tons) ²⁵	215,423	138,785	152,048	252,744
Operational Waste Sent to Landfill and Incineration (Company) (tons) ²⁵	87,190	53,248	59,268	103,115
Operational Waste Diverted (Company) (tons) ²⁵	125,945	85,283	90,480	145,271
Percentage of Operational Waste Diverted from Landfill and Incineration (Parks, Resorts, and Cruise Line)	56%	60%	NR	NR
Operational Waste Sent to Landfill (Parks, Resorts, and Cruise Line) (tons)	80,784	45,059	NR	NR

WATER²⁷

	2022	2021	2020	2019
Total Water Consumed (billions of gallons)	8.00	6.71	NR	NR
Potable Water Consumed (billions of gallons)	6.16	5.09	4.99	6.53
Non-Potable Water Consumed (billions of gallons)	1.84	1.62	NR	NR
SUSTAINABLE DESIGN^{24, 26}				
Percentage of Construction Waste Diverted from Landfill and Incineration	95%	96%	NR	NR
Construction Waste Generated (tons)	100,536	62,332	NR	NR
Construction Waste Sent to Landfill (tons)	4,997	2,183	NR	NR
Construction Waste Diverted (tons)	95,538	60,148	NR	NR

FISCAL 2022 DATA TABLE¹ (continued)

Not Reported (NR)

Social Impact

	2022	2021	2020	2019
CHARITABLE GIVING				
Charitable Giving (cash contributions, in millions) ²⁹	\$ 97.1	\$ 87.1	\$ 80.4	\$ 107.0
Charitable Giving (in-kind donations, in millions) ³⁰	\$ 136.2	\$ 206.6	\$ 252.7	\$ 231.2
Total Charitable Giving (cash and in-kind donations, in millions) ^{29,30}	\$ 233.3	\$ 293.7	\$ 333.1	\$ 338.2
Charitable Giving to Programs Supporting Underrepresented Communities (cash and in-kind donations, in millions) ^{29,30,31}	\$ 140.3	\$ 153.8	NR	NR

VOLUNTEERING

	2022	2021	2020	2019
VoluntEARS Hours ³²	480,000	341,500	321,700	612,300

SUPPLIER DIVERSITY

	2022	2021	2020	2019
Total Direct Spend with Minority, Women, Disabled, U.S. Veteran, Service-Disabled U.S. Veteran, U.S. Veteran Spouse, and LGBTQIA+ Owned Business Enterprises (in millions) ³³	\$803.6	\$449.0	\$438.7	\$590.8

Workforce

	2022	2021	2020	2019
EMPLOYMENT & EMPLOYMENT STATUS³⁴				
Global Employees ^{35,36}	220,000	190,000	203,000	224,000
Casual Seasonal (global) ³⁵	7%	5%	1%	7%
Casual Ongoing (global) ³⁵	15%	16%	19%	18%
Full-Time (global) ³⁵	78%	79%	80%	75%
Percentage of Employees Covered by Collective Bargaining Agreements (U.S.)	53%	54%	54%	50%

TRAINING, DEVELOPMENT, AND COMPETITIVE PAY

	2022	2021	2020	2019
Learning Courses Offered (unique) ^{37,38}	22,100	20,000	24,000	13,700
Number of Learning Courses Taken ³⁷	2,200,000	2,050,000	1,590,000	1,600,000
Median Wage Earnings for U.S. Disney Parks, Experiences and Products Hourly Employees ³⁹	\$17.50/hour	\$17/hour	\$17/hour	NR
Percentage of U.S. Disney Parks & Resorts Hourly Employees Earning Minimum Wage or Higher ³⁹	100%	100%	100%	NR

FISCAL 2022 DATA TABLE¹ (continued)Diversity & Inclusion: Workforce Representation^{34, 40, 41}

	2022	2021	2020	2019
OVERALL WORKFORCE				
Women (Global)	50.9%	50.3%	50.9%	50.9%
People of Color (U.S.)	46.7%	46.3%	46.1%	45.6%
Asian (U.S.)	7.4%	7.4%	7.3%	7.2%
Black or African American (U.S.)	8.1%	8.6%	8.4%	8.4%
Hispanic or Latino (U.S.)	27.9%	27.0%	27.1%	26.7%
Native American or Alaskan Native (U.S.)	0.3%	0.3%	0.3%	0.3%
Native Hawaiian or Other Pacific Islander (U.S.)	0.6%	0.6%	0.7%	0.7%
White (U.S.)	47.3%	50.9%	51.1%	51.5%
Two or More Races (U.S.)	2.4%	2.3%	2.4%	2.3%
Undisclosed (U.S.)	5.9%	2.7%	2.7%	2.9%
EXECUTIVE				
Women (Global)	45.5%	43.3%	41.8%	40.9%
People of Color (U.S.)	27.5%	24.7%	22.5%	21.2%
Asian (U.S.)	11.1%	10.2%	9.6%	9.0%
Black or African American (U.S.)	6.8%	6.0%	4.9%	4.4%
Hispanic or Latino (U.S.)	7.1%	6.3%	6.1%	6.1%
Native American or Alaskan Native (U.S.)	0.2%	0.2%	0.3%	0.2%
Native Hawaiian or Other Pacific Islander (U.S.)	0.3%	0.2%	0.2%	0.2%
White (U.S.)	69.9%	73.3%	76.1%	77.1%
Two or More Races (U.S.)	2.1%	1.8%	1.4%	1.3%
Undisclosed (U.S.)	2.3%	1.9%	1.4%	1.6%

	2022	2021	2020	2019
MANAGER				
Women (Global)	44.5%	43.3%	42.8%	42.6%
People of Color (U.S.)	32.0%	30.2%	29.3%	29.3%
Asian (U.S.)	10.8%	10.3%	10.0%	10.1%
Black or African American (U.S.)	5.6%	5.6%	5.2%	5.0%
Hispanic or Latino (U.S.)	12.7%	11.7%	11.6%	11.8%
Native American or Alaskan Native (U.S.)	0.3%	0.3%	0.2%	0.2%
Native Hawaiian or Other Pacific Islander (U.S.)	0.5%	0.4%	0.4%	0.4%
White (U.S.)	65.6%	67.8%	69.3%	69.3%
Two or More Races (U.S.)	2.1%	1.8%	1.8%	1.8%
Undisclosed (U.S.)	2.3%	2.0%	1.3%	1.4%
BELOW MANAGER				
Women (Global)	52.2%	51.9%	52.7%	52.8%
People of Color (U.S.)	50.0%	50.0%	49.8%	49.3%
Asian (U.S.)	6.7%	6.8%	6.8%	6.6%
Black or African American (U.S.)	8.5%	9.3%	9.0%	9.1%
Hispanic or Latino (U.S.)	31.3%	30.5%	30.4%	30.1%
Native American or Alaskan Native (U.S.)	0.3%	0.3%	0.3%	0.3%
Native Hawaiian or Other Pacific Islander (U.S.)	0.7%	0.7%	0.7%	0.7%
White (U.S.)	43.3%	47.2%	47.2%	47.5%
Two or More Races (U.S.)	2.5%	2.5%	2.5%	2.4%
Undisclosed (U.S.)	6.6%	2.9%	3.0%	3.2%

FISCAL 2022 DATA TABLE¹ (continued)

Not Reported (NR)

Diversity & Inclusion: Content Representation³⁴

	2022	2021	2020	2019
SCRIPTED AND FILM^{42,44}				
DIRECTORS				
People of Color	42.0%	39.0%	33.5%	NR
White	58.0%	61.0%	66.5%	NR
Women	45.1%	42.2%	40.3%	NR
Men	54.9%	57.8%	59.7%	NR
SERIES REGULARS / LEADS				
People of Color	49.1%	47.0%	45.4%	NR
White	50.9%	53.0%	54.6%	NR
Women	46.7%	47.3%	45.9%	NR
Men	53.3%	52.7%	54.1%	NR
PRODUCERS				
People of Color	24.9%	22.9%	22.8%	NR
White	75.1%	77.1%	77.2%	NR
Women	37.1%	37.4%	35.3%	NR
Men	62.9%	62.6%	64.7%	NR
WRITERS				
People of Color	39.0%	33.2%	31.4%	NR
White	61.0%	66.8%	68.6%	NR
Women	48.4%	42.7%	42.1%	NR
Men	51.6%	57.3%	57.9%	NR

NEWS AND SPORTS⁴³

	2022	2021	2020	2019
ON AIR				
People of Color	42.1%	40.7%	39.6%	NR
White	57.9%	59.3%	60.4%	NR
Women	34.3%	34.4%	33.4%	NR
Men	65.7%	65.6%	66.6%	NR
BEHIND THE CAMERA				
People of Color	32.4%	31.2%	29.2%	NR
White	67.6%	68.8%	70.8%	NR
Women	38.2%	38.2%	38.6%	NR
Men	61.8%	61.8%	61.4%	NR

FISCAL 2022 DATA TABLE¹ (continued)

Not Reported (NR)

Supply Chain

	2022	2021	2020	2019
FACILITY FOOTPRINT^{45,46}				
Aggregate Number of Facilities Manufacturing Disney-Branded Products During the Fiscal Year	44,000	43,700	43,300	42,500
Total Number of Countries	106	103	99	101
Number of Countries with 1% or Less of Total Facilities	90	87	86	88
FACILITY FOOTPRINT: COUNTRY DATA^{45,46,47}				
<i>Number of Facilities Manufacturing Disney-Branded Products By Country: # (% of total)</i>				
China	12,510 (28%)	12,070 (28%)	11,640 (27%)	11,210 (26%)
Japan	8,110 (18%)	8,210 (19%)	8,050 (19%)	7,960 (19%)
USA	5,630 (13%)	5,540 (13%)	5,470 (13%)	5,200 (12%)
South Korea	2,100 (5%)	2,120 (5%)	2,090 (5%)	1,900 (4%)
Brazil	1,570 (4%)	1,510 (4%)	1,460 (3%)	1,520 (4%)
India	1,340 (3%)	1,240 (3%)	1,120 (3%)	1,100 (3%)
Taiwan	1,270 (3%)	1,360 (3%)	1,340 (3%)	1,300 (3%)
Italy	1,200 (3%)	1,290 (3%)	1,380 (3%)	1,370 (3%)
Turkey	960 (2%)	880 (2%)	780 (2%)	670 (2%)
France	850 (2%)	870 (2%)	920 (2%)	930 (2%)
United Kingdom	770 (2%)	780 (2%)	880 (2%)	930 (2%)
Portugal	720 (2%)	750 (2%)	870 (2%)	810 (2%)
Vietnam	560 (1%)	550 (1%)	1% or less	1% or less
Poland	500 (1%)	530 (1%)	1% or less	1% or less
Germany	490 (1%)	520 (1%)	610 (1%)	640 (2%)
Spain	450 (1%)	470 (1%)	1% or less	1% or less
All Other Facilities (in countries with <1% of total facilities)	4,970 (11%)	5,010 (10%)	6,690 (15%)	6,960 (16%)

	2022	2021	2020	2019
REMEDIATION^{48,49}				
<i>Percentage of Audits with Findings Identified for Remediation</i>				
Child Labor	<1%	1%	<1%	1%
Involuntary Labor	<1%	<1%	<1%	1%
Coercion and Harassment	<1%	<1%	<1%	<1%
Non-Discrimination	<1%	<1%	<1%	1%
Association	<1%	<1%	<1%	1%
Health and Safety: Factory	85%	85%	87%	85%
Health and Safety: Dormitory	2%	2%	2%	3%
Compensation: Minimum Wage	2%	4%	5%	6%
Compensation: Overtime Wage	3%	5%	7%	10%
Compensation: Overtime Hours	68%	70%	71%	68%
Compensation: Social Benefits	63%	64%	65%	63%
Protection of the Environment	22%	24%	28%	30%
Other Laws	15%	17%	20%	22%
Subcontracting	<1%	1%	1%	2%
Monitoring and Compliance	4%	4%	5%	6%
Publication	2%	1%	2%	3%
FACILITY AUDITS^{48,49}				
Percentage of Tier 1 Supplier Facilities Audited	35%	34%	32%	NR
Percentage of Tier 1 Audits Conducted by a Third-Party Auditor	97%	96%	94%	NR

FISCAL 2022 DATA TABLE¹ (continued)Healthy Living⁵⁰

	2022	2021	2020	2019
<i>Percentage of Disney-Licensed Wholesale Food Sales Dedicated to Everyday Foods That Meet Our Nutrition Guidelines</i>				
Global	Meets 85% Target	Meets 85% Target	84%	Meets 85% Target
North America	Meets 85% Target	Meets 85% Target	Meets 85% Target	Meets 85% Target

Footnotes

General

1 Disney's fiscal year ends on the Saturday closest to September 30.

Environmental Sustainability

2 Some previously published environmental data have been restated to reflect corrections, updates to methodology, and/or changes in emission factors. Fiscal 2019 and fiscal 2020 data have been revised to include Twenty-First Century Fox operations.

3 The boundary for Disney's greenhouse gas emissions (GHG) reporting includes owned and operated assets (such as Theme Parks & Resorts, Disney Cruise Line, and commercial spaces), leased assets (such as office locations), as well as Productions (including feature films, television, theatricals, and sporting events). Direct CO₂ emissions from biogenic fuels are not included in the Scope 1 totals. They are as follows: FY19: 29,146 MT CO₂e; FY20: 16,799 MT CO₂e; FY21: 22,662 MT CO₂e; FY22: 4,890 MT CO₂e.

4 GHG emissions are measured and calculated according to the principles in the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol's "A Corporate Accounting and Reporting Standard, 2004 Revised Edition" (GHG Protocol).

5 Market-based emissions are used where available in calculating carbon credit retirements, total emissions, and net emissions. We define "net emissions" as follows: 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 Carbon credits are from projects developed according to recognized standards (e.g., Climate Action Reserve, Verified Carbon Standard, Gold Standard) and [retired annually](#). All credits are verified by accredited third-party reviewers.

7 Scope 3 emissions calculations follow guidance provided by the GHG Protocol. In many instances, these emissions calculations are based on estimated and extrapolated data and rely on third-party emission factor databases and industry averages. We expect to make continuous improvements to Scope 3 estimates over time, including updates to assessments of business activities and activity boundaries, and improvements in input data and emission factors. At the time of publishing this report, fiscal 2019 is our most recent Scope 3 inventory, with fiscal 2022 Scope 3 footprint calculation in progress (to be reported out at a later date).

8 Spend-based methodology estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying that by relevant secondary (e.g., industry average) emission factors (e.g., average emissions per monetary value of goods).

9 Hybrid methodology uses a combination of supplier-specific activity data (where available) and secondary data to fill the gaps. This method involves: collecting allocated Scope 1 and Scope 2 emissions

data directly from suppliers; calculating upstream emissions of goods and services from suppliers' activity data on the amount of materials, fuel, and electricity used, as well as distance transported and waste generated from the production of goods and services, and applying appropriate emission factors; and using secondary data to calculate upstream emissions wherever supplier-specific data are not available.

10 Average data methodology estimates emissions for goods and services by collecting data on the mass (e.g., kilograms or pounds) or other relevant units of goods or services purchased, and multiplying by the relevant secondary (e.g., industry average) emission factors (e.g., average emissions per unit of good or service).

11 Fuel-based methodology involves determining the amount of fuel consumed (i.e., Scope 1 and Scope 2 emissions of transport providers) and applying the appropriate emission factor for that fuel.

12 Average product methodology involves estimating emissions for goods by collecting data on the mass or other relevant units of goods purchased and multiplying by relevant secondary (e.g., industry average) emission factors (e.g., average emissions per unit of good).

13 Distance-based methodology involves determining the mass, distance, and mode of each shipment, then applying the appropriate mass-distance emission factor for the vehicle used.

14 Waste-type specific methodology involves using emission factors for specific waste types and waste treatment methods.

15 Site-specific methodology involves site-specific fuel, electricity, and fugitive emissions data, and applying the appropriate emission factors.

16 Franchise-specific methodology involves collecting site-specific activity data or Scope 1 and Scope 2 emissions data from franchisees.

17 Asset-specific methodology involves collecting asset-specific (e.g., site-specific) fuel and energy use data and process and fugitive emissions data, or Scope 1 and Scope 2 emissions data from individual leased assets.

18 Emissions within this category were evaluated and determined not to be relevant. Activities identified as downstream transportation and distribution do not result in significant Scope 3 emissions for the Company.

19 Emissions within this category were evaluated and determined not to be relevant. The Company does not have any activities that it characterizes as intermediate goods.

20 Total energy includes electricity, natural gas, chilled water, hot water, steam, compressed air, renewable energy, and fuels. FY19–FY21 data excludes energy from Productions.

21 Percentage grid electricity is purchased electricity consumption divided by total energy consumption.

22 Percentage renewables is renewable energy consumption divided by total energy consumption. Renewable energy consumed includes renewable fuels and renewable electricity that we produce or purchase and match with Renewable Energy Certificates (RECs) or Guarantees of Origin (GOs). The renewable portion of the electricity grid mix for which we do not possess RECs or GOs is not included in this calculation.

FISCAL 2022 DATA TABLE¹ (continued)

Footnotes

23 Percentage zero carbon electricity is zero carbon electricity consumption divided by total electricity consumption. We define zero carbon electricity as any type of electricity generation that does not generate GHGs such as solar, wind, geothermal, nuclear, and large-scale hydropower.

24 Waste diverted includes waste prevention, donations, recycling, compost, anaerobic digestion, and thermal waste-to-energy. Total waste generated includes diverted waste, waste sent to landfill, and incineration without energy recovery. Incineration without energy recovery is not counted in total waste sent to landfill nor total waste diverted—thus the two do not sum to total waste generated.

25 For total Company data, facilities include Theme Parks & Resorts, Disney Cruise Line, ESPN, enterprise-owned commercial and office spaces, and Pixar. Excluded are all leased properties, Disney Stores and Distribution Centers, TV stations, and all construction materials.

26 Diversion rate includes data from annual facility asset planning construction projects and construction for new assets that became operational in the reporting year, in the U.S. and Europe only.

27 The boundary for Disney's water volume reporting includes owned and operated assets (Theme Parks & Resorts, Disney Cruise Line, owned commercial and office spaces, Studios, and ESPN). Water consumption from Disney Stores and leased assets are excluded. Water data for Shanghai Disney Resort were not included in data prior to fiscal 2021.

28 A third-party validator provided limited assurance of our fiscal 2019, fiscal 2020, and fiscal 2021 GHG emissions. Limited assurance of fiscal 2022 emissions will be reported out upon completion.

Social Impact

29 Charitable cash contributions include Company-directed charitable cash donations, including contributions made by the Disney Conservation Fund, as well as employee-directed Matching Gifts grants and Disney VoluntEARS Grants.

30 In-kind support refers to noncash contributions comprising tangible items or non-tangible support. Donations may include, but are not limited to, estimated values for merchandise, theme park tickets, food, public service announcements (PSAs), character/talent appearances, and other noncash charitable support. Due to differences in distribution, viewership, programming, availability, pricing, marketplace demand, and other variables, PSAs are valued differently across our media platforms. For example, in some cases, PSAs are valued based on an average sales price for the time period. In other cases, the value is based on an average sponsor

value across a daypart rotation. Therefore, we do not use a single method to value PSAs.

31 Includes grants directed toward historically underrepresented and protected communities, including Asian American & Pacific Islander, Black & African American, Hispanic & Latino, 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 its 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. We rely on each organization's self-reported percentages regarding communities served. On a sample basis, we validate the percentages that we report.

32 Disney VoluntEARS data includes hours logged by employees of The Walt Disney Company and its subsidiaries and is rounded.

33 Supplier diversity data includes Tier 1 spend with firms that have obtained certification from a third-party agency as being at least 51% owned, controlled, and operated by a minority, woman, disabled person, veteran, service-disabled veteran, veteran spouse, or lesbian, gay, bisexual, or transgender person. We validate diverse status through certification compliance using WBENC, NMSDC, Department of Veterans Affairs, NGLCC, and Disability:IN.

Workforce, Diversity & Inclusion

34 Employee statistics generally reflect our employment base at the end of each fiscal year.

35 Headcount includes employees at The Walt Disney Company (TWDC), Hulu, Pixar, Disneyland Paris, and Twenty-First Century Fox (TFCF). Excludes dailies, freelancers, contractors, and domestic TWDC employees not paid in the last 60 days.

36 Consistent with our 10-K, Global Employee numbers are rounded to the nearest thousand.

37 Learning-related data are approximate and rounded. Data reflects courses offered through our top learning platforms: D Learn, Harvard Spark, Harvard ManageMentor, and Harvard Leading Edge. D Learn data represents all employees, excluding Pixar and contract workers for all years and Hulu employees prior to fiscal 2021. Data incorporates both required and non-required courses, including online courses, orientations, in-person classes, and on demand content. Participants can attend more than one course and may view online content more than once, depending on their individual needs.

38 Data represents the number of unique courses offered. In CSR Reports in prior years, this metric measured the number of scheduled classes of a unique course. Methodology was updated to better reflect unique courses offered vs. courses consumed.

39 Almost all hourly full-time and part-time nontipped employees in our U.S. Disney Parks, Experiences and Products business earn a base rate of at least \$15/hour, excluding Walt Disney World College Program participants (this program is not comparable to other employment opportunities, as it includes other benefits such as housing and transportation) and Disney Stores in select regions. All employees earn minimum wage or higher. Median earnings for hourly employees is based on total earnings for total hours paid and includes the impact of overtime, shift premiums, and gratuities. Excludes the value of benefits for eligible employees.

40 Headcount includes full-time and part-time employees at TWDC, Hulu, Pixar, Disneyland Paris, and TFCF. Excludes dailies, freelancers, contractors, casual seasonal, interns, and domestic TWDC employees not paid in the last 60 days. Domestic counts exclude Disney Cruise Line Shipboard. Percentages for women based on global full- and part-time headcount. Percentages for People of Color include U.S.-based full- and part-time employees only. People of Color includes employees who are Asian American, Black or African American, Hispanic or Latino, Native American or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.

41 "Executive" includes employees at the Director level and above. "Manager" includes employees at Manager levels. "Below Manager" includes employees that do not meet Executive or Manager criteria. In fiscal 2021 and prior, TFCF Directors were included in Manager.

42 Scripted & Film Representation percentages include ABC Entertainment, ABC Signature (previously known as ABC Studios), Disney Branded Television, Freeform, FX, Hulu Originals, National Geographic, Onyx Collective, 20th Television, and feature films from Disney, Disney Animation, Pixar, Lucasfilm, 20th, Searchlight, and Marvel. Data are limited to content developed by TWDC and excludes Daytime, unscripted, global content developed in region, and Star. Data are not available for fiscal 2019.

43 News and Sports Representation percentages include executive, project hire, and full- and part-time employees. Data excludes contingent workers, student programs, daily employees, and seasonal employees. Employees that did not disclose gender information or disclosed they are Non-binary/Third Gender are included in the Men metric. Employees that did not disclose ethnicity information are included in the White metric. Data are not available for fiscal 2019.

44 Content representation data for Scripted & Film for fiscal 2021 were restated due to a change in calculation methodology. Updated methodology totals talent by show instead of business unit, providing a more accurate measurement of representation.

Supply Chain

45 The supply chain for Disney-branded products experiences routine fluctuations in active facilities. In any given year, a significant number of new facilities may become authorized to produce Disney-branded products, which complicates any year-to-year comparison. In fiscal 2022, the facility count shown includes approximately 2,100 beyond Tier 1 that are subject to the purview of the Disney International Labor Standards (ILS) program.

46 Facility footprint data includes all facilities authorized to manufacture Disney-branded products at any point during the fiscal year. With respect to TFCF intellectual property, as contracts are newly executed, renewed, or amended with respect to the manufacturing of products, the facilities producing such goods fall under the purview of the Disney ILS Program and are included in the facility footprint data. Facility data are rounded to the nearest hundred.

47 For country facility data, total facilities are approximate and rounded.

48 Disney uses the World Bank's Governance Indicators as the primary resource for identifying and comparing areas of risk and determining where to focus our monitoring resources and requirements. Please refer to our [Permitted Sourcing Countries Policy](#).

49 The Disney ILS Program works toward ongoing and sustainable improvement in working conditions at facilities producing Disney-branded products. All Code of Conduct violations identified in active facilities as the result of audits or assessments must be corrected or remediated within the time periods and in the manner established by the Disney ILS Program as a condition of continued use of the facility for the production of Disney-branded products.

Healthy Living

50 Healthy Living licensing results do not include TFCF businesses prior to fiscal 2022.

TCFD INDEX

The Task Force on Climate-related Financial Disclosures (TCFD) developed a voluntary framework for companies to provide climate-related information to stakeholders. In line with TCFD's recommendations, each year we publicly disclose our climate-related information primarily through our [CDP Climate Change survey response](#). In the following index, we provide a mapping of TCFD's disclosure recommendations to our CDP responses to make clear where to find comparable information regarding how we approach and manage climate risks and opportunities.

The Walt Disney Company is committed to taking meaningful and measurable action to support a cleaner, safer, and healthier planet for future generations as we operate and grow our businesses. In addition to our annual response to CDP's Climate Change survey, in late 2020 and late 2022 we launched ambitious goals to continue making progress in addressing our environmental impacts, and in 2021 the Board delegated oversight of environmental, social, and governance programs and reporting to the Governance and Nominating Committee, including with respect to environmental and sustainability policies and initiatives. For a full description of our goals, read our [2030 Environmental Goals White Paper](#).

TOPIC	DESCRIPTION OF TCFD DISCLOSURE REQUIREMENT	COMPLETE TCFD DISCLOSURE REQUIREMENT	RELEVANT 2022 CDP CLIMATE CHANGE SURVEY RESPONSE
GOVERNANCE	Degree of Board oversight	(a) Describe the Board's oversight of climate-related risks and opportunities.	C1.1b
	Management's role	(b) Describe management's role in assessing and managing climate-related risks and opportunities.	C1.2, C1.2a
STRATEGY	Climate-related risks and opportunities	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	C2.1a, C2.3, C2.3a, C2.4, C2.4a
	Impacts of risks and opportunities	(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	C2.3a, C2.4a, C3.1, C3.2b, C3.3, C3.4
	Resilience of the organization's strategy	(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C-or-lower scenario.	C3.2, C3.2a, C3.2b
RISK MANAGEMENT	Climate risk identification process	(a) Describe the organization's processes for identifying and assessing climate-related risks.	C2.1, C2.2, C2.2a
	Climate risk management process	(b) Describe the organization's processes for managing climate-related risks.	C2.1, C2.2
	Integration with other risk management processes	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	C2.1, C2.2
METRICS & TARGETS	Identify risk assessment metrics	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	C4.2, C4.2a, C4.2b
	Identify GHG emissions	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	C6.1, C6.3
	Identify targets and risk metrics	(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1, C4.1a, C4.2, C4.2a, C4.2b

SASB INDEX

The [Sustainability Accounting Standards Board \(SASB\) Standards](#), now part of the International Financial Reporting Standards (IFRS) Foundation, is a set of standards to guide the disclosure of sustainability information by companies to their investors. The following index maps our disclosures to certain SASB indicators. Given our broad array of businesses that span multiple industries around the globe, we have focused this year's reporting on the recommended indicators for the "Media & Entertainment" and "Internet Media & Services" industries. Where relevant, we also highlight select information relevant to the "Leisure Facilities," "Hotels & Lodging," "Restaurants," "Cruise Lines," "Apparel, Accessories, and Footwear," and "Toys & Sporting Goods" industries. As our businesses continue to grow and evolve, we expect to advance and refine our disclosures over time. Metrics and disclosures are reported on an enterprise-wide level, unless otherwise indicated.



TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
GREENHOUSE GAS EMISSIONS	Gross Global Scope 1 emissions	• Fiscal 2022 Data Table & Data Table Footnotes , pp. 81, 87, 88	TR-CL-110a.1
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	• 2030 Environmental Goals White Paper • 2022 CDP Climate Change Survey Response	TR-CL-110a.2
ENERGY MANAGEMENT	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	• (1, 2, 3) Fiscal 2022 Data Table & Data Table Footnotes , pp. 82, 87	TC-IM-130a.1; SV-LF-130a.1; SV-HL-130a.1; FB-RN-130a.1
WATER MANAGEMENT	(1) Total water withdrawn, and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	• (1, 2) Fiscal 2022 Data Table & Data Table Footnotes , pp. 82, 88 • We are disclosing the total potable water consumption and total non-potable water consumption at this time and will assess the expansion of our disclosures in future reporting.	TC-IM-130a.2; SV-HL-140a.1; FB-RN-140a.1
WASTE MANAGEMENT	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	• (1, 3) Fiscal 2022 Data Table & Data Table Footnotes , pp. 82, 87, 88 • (2) Not reported	FB-RN-150a.1

SASB INDEX (continued)

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
LABOR CONDITIONS IN THE SUPPLY CHAIN	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, and (3) percentage of total audits conducted by a third-party auditor	<ul style="list-style-type: none"> • (1) Fiscal 2022 Data Table & Data Table Footnotes, pp. 86, 88 • (2) Not reported • (3) Percentage of Tier 1 audits conducted by a third-party auditor provided in Fiscal 2022 Data Table & Data Table Footnotes, pp. 86, 88 	CG-AA-430b.1; CG-TS-430a.1
	Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	<ul style="list-style-type: none"> • Priority nonconformance rate was 9% • Priority nonconformance rate is defined as the percentage of audits with findings where facilities failed to meet TWDC Minimum Compliance Standards. For more information, see the ILS Program Manual. • Corrective action rate was 94% • See ILS Program Manual for more information about expectations and timelines for corrective action. 	CG-AA-430b.2; CG-TS-430a.2
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	<ul style="list-style-type: none"> • (1, 2) Supply chain assessments identify the most common risks to be in the areas of health and safety, overtime hours, and social benefits; see Fiscal 2022 Data Table & Data Table Footnotes, p. 86. We understand that supply chain assessments may not fully capture some underreported issues, including such issues as sexual harassment, forced labor, and interference with freedom of association. We continue to explore additional methods for gaining such visibility. Our supply chain policy commitments are described in our ILS Program Manual, Human Rights Policy, Conflict Minerals Policy, California Transparency in Supply Chains Act, UK Modern Slavery Act, and Paper Sourcing and Use Policy. 	CG-AA-430b.3
WORKFORCE DIVERSITY	Programs and policies for fostering equitable employee representation across global operations	<ul style="list-style-type: none"> • World of Belonging, pp. 15–20, 28 • Fiscal 2022 Data Table & Data Table Footnotes, pp. 84, 85, 88 • Standards of Business Conduct, p. 10 • Reimagine Tomorrow digital destination 	SV-ME-260a.1
	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	<ul style="list-style-type: none"> • (1, 2, 3) Fiscal 2022 Data Table & Data Table Footnotes, pp. 84, 85, 88 • Reimagine Tomorrow digital destination 	TC-IM-330a.3

SASB INDEX (continued)

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
LABOR PRACTICES	(1) Average hourly wage and (2) percentage of hourly employees earning minimum wage	• (1, 2) Fiscal 2022 Data Table & Data Table Footnotes , pp. 83, 88	SV-HL-310a.3; FB-RN-310a.2
	Description of policies and programs to prevent worker harassment	• Standards of Business Conduct , pp. 9–10, 37–38	SV-HL-310a.4
MEDIA PLURALISM	Description of policies and procedures to ensuring pluralism in news media content	<p>ABC News is committed to Diversity & Inclusion. There are three pillars to ABC News’s Diversity & Inclusion efforts:</p> <ul style="list-style-type: none"> • PEOPLE—Our people, at all levels, should reflect the life experiences of our audiences. This is reflected across all staffing levels, correspondents, executives, managers, producers, writers, editors, and junior staff. • CONTENT—Our work is relevant to a rapidly diversifying audience. This is reflected in the growth of content and story coverage that focuses on the experiences and interests of diverse audiences at the intersection of race, politics, culture, and lifestyle. • CULTURE—Our environment promotes curiosity, innovation, and ideas from everyone. This is reflected in a number of initiatives, including the News Division–wide “Everyday Inclusion” program, relevant employee committees, and frequent Diversity & Inclusion workshops and discussions programmed throughout the year. <p>ABC News’s commitment to the straightforward pursuit of truth drives all our work across platforms in established and new-and-emerging technologies. Our success lies in our dedication to the highest-quality journalism, which means a commitment to fairness, compelling storytelling, and, of utmost importance, uncompromising accuracy. We expect employees to approach their work with rigor, to question thoroughly and skeptically, and to analyze deeply.</p> <p>We continue to build on the exceptional legacy of ABC News, upholding high standards in journalism, while also leading in innovation. Our editorial integrity and commitment to accuracy provide the foundation for the outstanding work that we do.</p>	SV-ME-260a.2
JOURNALISTIC INTEGRITY & SPONSORSHIP IDENTIFICATION <i>(continued on next page)</i>	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectiveness, fairness, and accountability	(1) Truthfulness, accuracy, objectivity, fairness, and accountability: It is the mission of ABC News to inform the public on matters of interest and importance to them. The credibility we have with our audience is essential to this mission and we, therefore, attach great importance to the maintenance of our fairness and integrity—both real and perceived—as we gather and report the news. Company policies on Business Ethics, Fairness, and Insider Trading apply to all employees in every division, and those policies are particularly important to ABC News employees. We share responsibility for maintaining our reputation for fairness and accuracy. Action that damages that reputation, or even gives the appearance of compromising it, harms both ABC News and the individuals involved. All employees of ABC News are, therefore, required to abide by the letter and spirit of our policies and to be alert to subtle efforts that could have the effect of compromising the integrity of ABC News.	SV-ME-270a.3

SASB INDEX (continued)

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
JOURNALISTIC INTEGRITY & SPONSORSHIP IDENTIFICATION (continued)	(2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	<p>(2) Independence of content and/or transparency of potential bias: ABC News employees are hired to report and record news events, not to participate in them. News employees should remain professionally detached in all situations and not take action that would be seen as favoring one side or the other. We take particular care to act in a neutral and professional manner where the passions of others are engaged or aroused. We must all share an uncompromising commitment to accuracy and fairness in reporting the news. We are committed to seeking out knowledgeable and credible sources of information, as well as reaching out for and carefully evaluating comments from those accused of wrongdoing and others with relevant information and perspectives on the matters that we are covering. When ABC News covers stories about The Walt Disney Company or other affiliated or subsidiary companies, we make clear disclosures about the relationship.</p> <p>(3) Protection of privacy and limitation of harm: News staffers receive extensive guidance and training on privacy concerns and other legal issues through legal and standards training sessions. And as a regular part of our newsgathering process, there are targeted reporting meetings to discuss journalistic and legal issues.</p> <p>Similarly, the mission of ESPN is to provide credible, timely, contextual, and trustworthy information. This mission is supported by detailed editorial guidelines intended to protect ESPN's journalistic credibility across platforms and with the oversight of the ESPN Editorial Board. ESPN reviews its performance against these standards on an ongoing basis and regularly reviews and provides training on guidelines for personnel. Ultimately, every member of the ESPN editorial teams is responsible for upholding the reputation and integrity of ESPN reporting.</p>	SV-ME-270a.3
NUTRITIONAL CONTENT	Number of advertising impressions made on children, percentage promoting products that meet national dietary guidelines for children	<ul style="list-style-type: none"> Approximately 100% of food and beverage advertising on our media platforms oriented to kids and families meets Disney Nutrition Guideline standards. Disney Nutrition Guideline standards are informed by national dietary guidelines and focus on limiting calories, fats, sugars, and salt while promoting consumption of fruits, vegetables, whole grains, lean protein, and low-fat dairy. 	FB-RN-260a.3
DATA PRIVACY	Description of policies and practices relating to behavioral advertising and user privacy	<ul style="list-style-type: none"> We are committed to giving consumers transparency into our data collection and use practices and having robust controls over how we use that data. Our privacy policy describes how consumers' information is collected and used, as well as the very limited circumstances under which consumer data may be shared with third parties. That policy also contains information about choices consumers must make to limit the use of their data for targeted advertising and direct marketing purposes. Links to the privacy policy, as well as the control mechanisms for limiting targeted advertising, can be found on our Privacy Center. 	TC-IM-220a.1
	Number of users whose information is used for secondary purposes	<ul style="list-style-type: none"> As described above, we are committed to giving consumers notice about how their data will be used, and we only share data with third parties in very limited circumstances, such as when the consumer gives their consent or where the third party is acting as our service provider. Accordingly, we do not have a policy of using consumers' data for secondary purposes. 	TC-IM-220a.2
DATA SECURITY STANDARDS	Description of approach to identifying and addressing data security risks, including use of third-party guidelines for children	<ul style="list-style-type: none"> Our approach to cybersecurity is addressed in the Operating Responsibly section of our 2022 CSR Report, p. 75, and in greater detail in our Information Security Management System document online. 	FB-RN-260a.3

SASB INDEX (continued)

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
INTELLECTUAL PROPERTY PROTECTION & MEDIA PIRACY	Description of approach to ensuring intellectual property (IP) protection	<ul style="list-style-type: none"> Disney strives to foster a culture that values intellectual property protection to promote creativity, storytelling, and innovation, as well as maintain consumer trust. We engage in practices that protect Disney's intellectual property, including our brands, characters, and content. We also respect the intellectual property rights of others and do not knowingly use the intellectual property of third parties without appropriate rights. Disney also requires all contributors to respect third-party intellectual property rights. We have also implemented internal intellectual property policies and trainings to increase awareness and respect for intellectual property rights among all Disney employees. 	SV-ME-520a.1
	Households reached by broadcast TV	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K, p. 7 	SV-ME-000.A
	Subscribers to cable networks	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K, pp. 7, 9 	SV-ME-000.A
	Subscribers to streaming services ("Entity-defined measure of user activity")	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K, p. 40 	TC-IM-000.A
	Total number of media productions and publications produced	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K, pp. 11–12 Our film library includes content from approximately 100 years of production history, as well as acquired film libraries, and totals approximately 5,100 live-action titles and 400 animation titles. The library includes approximately 50 movies and approximately 30 series that the Studios group produced for initial distribution on our DTC platforms. Our television programming library includes content from approximately 70 years of production history. Series with four or more seasons include approximately 75 one-hour dramas, 55 half-hour comedies, 5 half-hour non-scripted series, 30 one-hour non-scripted series, 15 half-hour animated series, and 10 half-hour live-action series. The library includes approximately 130 series produced for initial distribution on our DTC platforms. 	SV-ME-000.B
	Number of manufacturing facilities, percentage outsourced	<ul style="list-style-type: none"> Number of manufacturing facilities provided in Fiscal 2022 Data Table & Data Table Footnotes, pp. 86, 88 	CG-TS-000.B
	Number of available room-nights	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K, p. 44 	SV-HL-000.A
	Average occupancy rate	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2022 10-K, p. 44 	SV-HL-000.B
	Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, and/or (3) franchised	<ul style="list-style-type: none"> (1, 2) The Walt Disney Company Fiscal Year 2022 10-K, pp. 14–17 (3) N/A Five of the hotels located in Shanghai and Hong Kong are owned via a joint venture where our ownership is less than 50%. Disney Vacation Club offers ownership interest in 15 resort facilities, which are operated as hotel rooms when not occupied by Vacation Club members. 	SV-HL-000.D

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

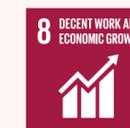
- In 2022, we continued to implement site-specific water conservation strategies at our theme parks and resorts, including using artificial turf and implementing a sophisticated irrigation control system at Disneyland Resort as part of drought-fighting efforts.
- Disneyland Paris is in the process of 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.⁵¹
- 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.⁵²
- 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*.



51 See footnote 31 on p. 10.

52 See footnote 5 on p. 09.

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.⁵³
- 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.

⁵³ 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.

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.



The *WALT DISNEY* Company
Corporate Social
Responsibility

LEARN MORE:

This summary may contain links to websites that are not operated by The Walt Disney Company. The website owner's Terms of Use and Privacy Policy will apply.

