

The Walt Disney Company

Workforce Diversity Dashboard – FY24

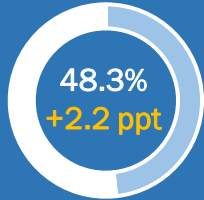
OVERALL WORKFORCE

Women



Out of 214K employees worldwide

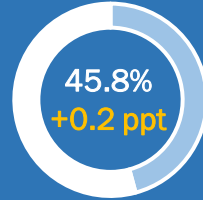
PoC



Out of 148K U.S. based employees

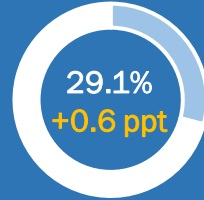
EXECUTIVE

Women



Out of 214K employees worldwide

PoC



Out of 148K U.S. based employees

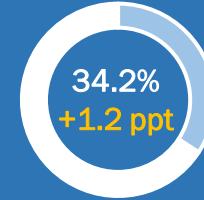
MANAGER

Women



Out of 214K employees worldwide

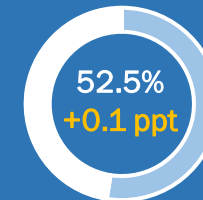
PoC



Out of 148K U.S. based employees

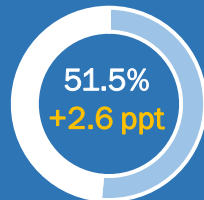
BELOW MANAGER

Women



Out of 214K employees worldwide

PoC



Out of 148K U.S. based employees

	FY24	vs. FY23		FY24	vs. FY23		FY24	vs. FY23		FY24	vs. FY23
Asian	7.7%	+0.3 ppt	Asian	11.6%	+0.1 ppt	Asian	11.4%	+0.5 ppt	Asian	6.9%	+0.3 ppt
Black or African American	8.2%	+0.2 ppt	Black or African American	6.9%	-0.1 ppt	Black or African American	5.4%	-0.2 ppt	Black or African American	8.7%	+0.2 ppt
Hispanic or Latino	28.9%	+1.6 ppt	Hispanic or Latino	7.6%	+0.2 ppt	Hispanic or Latino	14.1%	+0.7 ppt	Hispanic or Latino	32.3%	+2.0 ppt
American Indian or Alaska Native	0.3%	+0.0 ppt	American Indian or Alaska Native	0.2%	+0.1 ppt	American Indian or Alaska Native	0.3%	+0.0 ppt	American Indian or Alaska Native	0.3%	+0.0 ppt
Native Hawaiian or Other Pacific Islander	0.7%	+0.0 ppt	Native Hawaiian or Other Pacific Islander	0.3%	+0.0 ppt	Native Hawaiian or Other Pacific Islander	0.5%	+0.0 ppt	Native Hawaiian or Other Pacific Islander	0.7%	+0.0 ppt
White	44.9%	-0.5 ppt	White	68.1%	-0.7 ppt	White	63.1%	-1.4 ppt	White	40.9%	-0.5 ppt
Two or More Races	2.5%	+0.0 ppt	Two or More Races	2.5%	+0.3 ppt	Two or More Races	2.4%	+0.2 ppt	Two or More Races	2.6%	+0.1 ppt
Not Disclosed / Not Captured	6.8%	-1.7 ppt	Not Disclosed / Not Captured	2.8%	+0.1 ppt	Not Disclosed / Not Captured	2.8%	+0.3 ppt	Not Disclosed / Not Captured	7.7%	-2.0 ppt

Data for FY24 reflected in white font; FY24 vs. FY23 reflected in orange font

Please note that due to rounding, total may not equal exactly 100%. Consistent with our current disclosures, gender will be reported on a global basis and race and ethnicity will be reported for the U.S., in line with the EEO-1 race and ethnicity categories. "Not Disclosed / Not Captured" reflects employees who did not select any ethnicity or selected "I wish not to answer."

The Walt Disney Company Workforce Diversity Dashboard – FY24 – Hiring, Promotion and Retention

EXCLUDING FRONTLINE OPERATIONS EMPLOYEES WITHIN OUR PARKS AND RESORTS SITES				
	Overall	Hires	Promotions	Voluntary Turnover
Women <i>(overall)</i>	47.8%	47.1%	51.6%	51.5%
PoC <i>(overall)</i>	37.3%	50.7%	36.0%	37.4%
Asian	11.7%	18.2%	10.0%	11.8%
Black or African American	7.1%	8.5%	5.0%	8.1%
Hispanic or Latino	15.0%	18.5%	17.1%	13.7%
American Indian or Alaska Native	0.2%	0.1%	0.2%	0.2%
Native Hawaiian or Other Pacific Islander	0.5%	0.4%	0.6%	0.6%
White	59.5%	45.3%	60.5%	58.6%
Two or More Races	2.8%	5.0%	3.1%	2.9%
<i>Not Disclosed / Not Captured</i>	3.2%	4.0%	3.6%	4.1%

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The Walt Disney Company Workforce Diversity Dashboard – FY24 – Hiring, Promotion and Retention

FRONTLINE OPERATIONS EMPLOYEES WITHIN OUR PARKS AND RESORTS SITES			
	Overall	Hires	Voluntary Turnover
Women <i>(overall)</i>	53.4%	53.3%	58.3%
PoC <i>(overall)</i>	54.6%	68.4%	48.4%
Asian	5.3%	5.1%	4.5%
Black or African American	8.8%	8.8%	6.3%
Hispanic or Latino	37.0%	50.3%	33.5%
American Indian or Alaska Native	0.3%	0.4%	0.4%
Native Hawaiian or Other Pacific Islander	0.8%	0.8%	0.7%
White	36.5%	29.5%	39.0%
Two or More Races	2.4%	3.0%	3.0%
<i>Not Disclosed / Not Captured</i>	8.9%	2.1%	12.6%

Please note that due to rounding, total may not equal exactly 100%. Consistent with our current disclosures, gender will be reported on a global basis and race and ethnicity will be reported for the U.S., in line with the EEO-1 race and ethnicity categories. “Not Disclosed / Not Captured” reflects employees who did not select any ethnicity or selected “I wish not to answer.” Due to the unique nature of our Frontline Operations businesses and roles, including the frequent and variable movement of cast members between such roles and how such movement is tracked, our Frontline Operations hiring and retention data are presented separately. Upward changes in job level from a Frontline Operations role into a non-frontline role are captured in the promotions data for the non-Frontline Operations workforce.