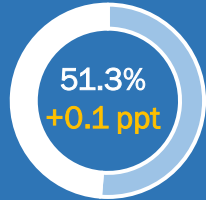


# The Walt Disney Company

## Workforce Dashboard – FY25

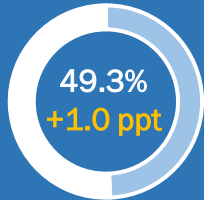
### OVERALL WORKFORCE

Women



Out of 213K  
employees worldwide

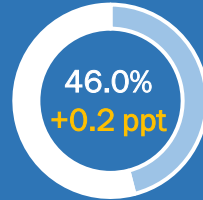
PoC



Out of 148K U.S.  
based employees

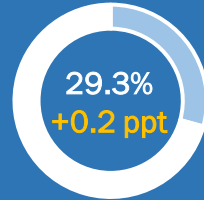
### EXECUTIVE

Women



Out of 213K  
employees worldwide

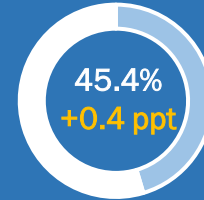
PoC



Out of 148K U.S.  
based employees

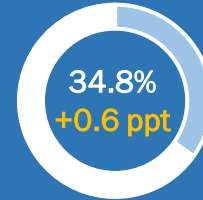
### MANAGER

Women



Out of 213K  
employees worldwide

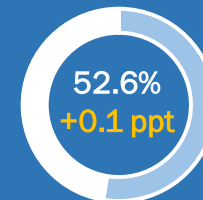
PoC



Out of 148K U.S.  
based employees

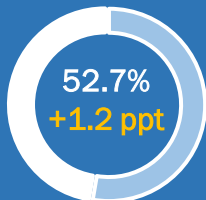
### BELOW MANAGER

Women



Out of 213K  
employees worldwide

PoC



Out of 148K U.S.  
based employees

	FY25	vs. FY24		FY25	vs. FY24		FY25	vs. FY24		FY25	vs. FY24
Asian	7.7%	+0.0 ppt	Asian	11.8%	+0.2 ppt	Asian	11.8%	+0.4 ppt	Asian	6.8%	-0.1 ppt
Black or African American	8.3%	+0.1 ppt	Black or African American	6.6%	-0.3 ppt	Black or African American	5.1%	-0.3 ppt	Black or African American	8.9%	+0.2 ppt
Hispanic or Latino	29.8%	+0.9 ppt	Hispanic or Latino	7.9%	+0.3 ppt	Hispanic or Latino	14.7%	+0.6 ppt	Hispanic or Latino	33.4%	+1.1 ppt
American Indian or Alaska Native	0.3%	+0.0 ppt	American Indian or Alaska Native	0.2%	+0.0 ppt	American Indian or Alaska Native	0.2%	-0.1 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	44.7%	-0.2 ppt	White	67.9%	-0.2 ppt	White	62.2%	-0.9 ppt	White	40.6%	-0.3 ppt
Two or More Races	2.6%	+0.1 ppt	Two or More Races	2.6%	+0.1 ppt	Two or More Races	2.6%	+0.2 ppt	Two or More Races	2.6%	+0.0 ppt
Not Disclosed / Not Captured	6.0%	-0.8 ppt	Not Disclosed / Not Captured	2.8%	+0.0 ppt	Not Disclosed / Not Captured	3.0%	+0.2 ppt	Not Disclosed / Not Captured	6.7%	-1.0 ppt

Data for FY25 reflected in white font; FY25 vs. FY24 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 Dashboard – FY25 – Hiring, Promotion and Retention

EXCLUDING FRONTLINE OPERATIONS				
	Overall	Hires	Promotions	Voluntary Turnover
Women <i>(overall)</i>	48.1%	44.8%	51.5%	51.9%
PoC <i>(overall)</i>	38.0%	49.8%	36.6%	37.6%
Asian	11.9%	18.3%	10.3%	13.0%
Black or African American	6.9%	8.1%	5.2%	7.5%
Hispanic or Latino	15.5%	18.1%	16.9%	13.6%
American Indian or Alaska Native	0.2%	0.1%	0.3%	0.3%
Native Hawaiian or Other Pacific Islander	0.5%	0.4%	0.5%	0.5%
White	58.8%	46.0%	59.1%	58.3%
Two or More Races	3.0%	4.8%	3.4%	2.7%
<i>Not Disclosed / Not Captured</i>	3.2%	4.2%	4.3%	4.0%

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.

# The Walt Disney Company

## Workforce Dashboard – FY25 – Hiring, Promotion and Retention

FRONTLINE OPERATIONS			
	Overall	Hires	Voluntary Turnover
Women <i>(overall)</i>	53.3%	50.7%	57.1%
PoC <i>(overall)</i>	55.9%	65.4%	50.7%
Asian	5.2%	3.3%	4.5%
Black or African American	9.1%	13.2%	7.2%
Hispanic or Latino	38.1%	45.1%	35.0%
American Indian or Alaska Native	0.3%	0.3%	0.4%
Native Hawaiian or Other Pacific Islander	0.8%	0.6%	0.6%
White	36.4%	32.8%	41.4%
Two or More Races	2.4%	3.0%	3.0%
<i>Not Disclosed / Not Captured</i>	7.7%	1.8%	7.8%

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.