

STAKEHOLDER ENGAGEMENT & PARTICIPATION

We engage with a variety of stakeholders, including employees, shareholders, consumers, industry and business communities, NGOs and nonprofit organizations, to help inform our practices, policies, and programs.

We believe this feedback can enhance our ability to identify risks and opportunities. We also engage with policymakers on the core policy areas that will impact our business, both directly and through our trade associations.

Community Group	Objective of Engagement	Examples of Engagement
EMPLOYEES	Listening to and learning from our employees and cast members assists us in better understanding what matters most to them and helps us make the employee experience at Disney more fulfilling and meaningful.	<ul style="list-style-type: none">• Employee experience surveys and business-specific surveys• Focus groups• Facilitated conversations focused on topics that matter to our employees
SHAREHOLDERS	Members of management, the Board, and our Investor Relations team maintain a strong shareholder engagement program.	<ul style="list-style-type: none">• Periodic management and Board engagement with shareholders• Investor Relations meetings with shareholders throughout the year• Earnings calls• Annual Meeting of Shareholders• Investor conferences and events
CONSUMERS	Our consumer engagement approach helps us better understand what our customers and audiences expect from us, and it helps inform how we can utilize our creativity and unique content and experiences to entertain millions globally.	<ul style="list-style-type: none">• Consumer surveys• Focus groups• Fan events• Social media interactions• Customer service emails and calls
INDUSTRY & BUSINESS COMMUNITIES	Through engagement with industry leaders, suppliers, small business owners, and others, we learn about trends and insights related to our businesses, and we join efforts to create large-scale, industry-wide change. We are active participants in multi-stakeholder efforts to improve labor conditions and reduce environmental impacts in global supply chains.	<ul style="list-style-type: none">• Industry and multi-stakeholder associations and efforts• Supplier meetings and collaborations• Industry conferences
NGOs & NONPROFIT ORGANIZATIONS	NGOs and nonprofit organizations address a variety of challenges, both globally and locally. Their expertise on evolving trends and on-the-ground programs helps us reach individuals and communities in collaborative ways that create greater impact.	<ul style="list-style-type: none">• Signature social impact initiatives• Awareness campaigns• Consultation on important topics (e.g., climate change, environmental goals, human rights)• Cash and in-kind charitable giving• Employee volunteering and giving