

The Walt Disney Company Workforce Diversity Dashboard – FY22

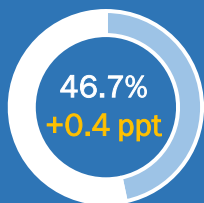
OVERALL WORKFORCE

Women



Out of 206K employees worldwide

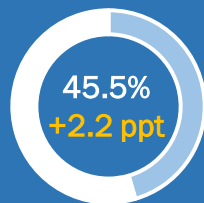
PoC



Out of 146K U.S. based employees

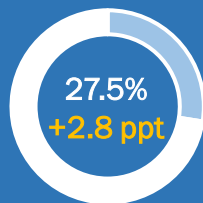
EXECUTIVE

Women



Out of 206K employees worldwide

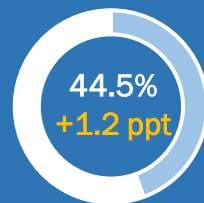
PoC



Out of 146K U.S. based employees

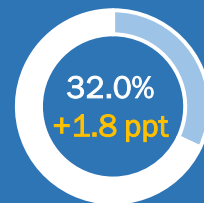
MANAGER

Women



Out of 206K employees worldwide

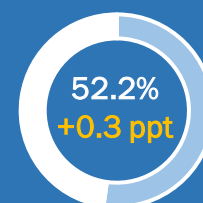
PoC



Out of 146K U.S. based employees

BELOW MANAGER

Women



Out of 206K employees worldwide

PoC



Out of 146K U.S. based employees

FY22 vs. FY21

Asian	7.4%	+0.0 ppt
Black	8.1%	-0.5 ppt
Hispanic	27.9%	+0.9 ppt
Native American or Alaskan Native	0.3%	+0.0 ppt
Native Hawaiian or Pacific Islander	0.6%	+0.0 ppt
White	47.3%	-3.6 ppt
Two or More Races	2.4%	+0.1 ppt
Not Disclosed	5.9%	+3.2 ppt

FY22 vs. FY21

Asian	11.1%	+0.9 ppt
Black	6.8%	+0.8 ppt
Hispanic	7.1%	+0.8 ppt
Native American or Alaskan Native	0.2%	+0.0 ppt
Native Hawaiian or Pacific Islander	0.3%	+0.1 ppt
White	69.9%	-3.4 ppt
Two or More Races	2.1%	+0.3 ppt
Not Disclosed	2.3%	+0.4 ppt

FY22 vs. FY21

Asian	10.8%	+0.5 ppt
Black	5.6%	+0.0 ppt
Hispanic	12.7%	+1.0 ppt
Native American or Alaskan Native	0.3%	+0.0 ppt
Native Hawaiian or Pacific Islander	0.5%	+0.1 ppt
White	65.6%	-2.2 ppt
Two or More Races	2.1%	+0.3 ppt
Not Disclosed	2.3%	+0.3 ppt

FY22 vs. FY21

Asian	6.7%	-0.1 ppt
Black	8.5%	-0.8 ppt
Hispanic	31.3%	+0.8 ppt
Native American or Alaskan Native	0.3%	+0.0 ppt
Native Hawaiian or Pacific Islander	0.7%	+0.0 ppt
White	43.3%	-3.9 ppt
Two or More Races	2.5%	+0.0 ppt
Not Disclosed	6.6%	+3.7 ppt

Data for FY22 reflected in white font; FY22 vs. FY21 reflected in orange font

We are exploring additional ways to report our analyses, and we are committed to disclosing quantitative metrics for hiring, promotion, and retention by gender, race, and ethnicity, by calendar year end 2024. 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" reflects employees who did not select any ethnicity. Employees who selected "I Wish Not to Disclose" were less than 1%.