



OUR DIVERSITY & INCLUSION JOURNEY

From our media networks to our movie studios, from our theme parks to our products, very few companies touch the hearts and minds of generations of people around the world the way Disney does. With this rich opportunity comes a deep sense of responsibility for creating the most authentic stories and experiences. Today, audiences are rapidly diversifying, new generations are shaping the nature of work, and changes in society increasingly impact employees everywhere.

Our focus and intent encourages people from every nation, race/ethnicity, belief, gender, sexual identity, disability and culture to feel respected and valued for their unique contributions to our businesses. It informs our guiding principles and defines our relationship with guests and consumers, who trust and believe in the Disney brand in ways that are meaningful to them. Simply put, diversity and inclusion reminds us all — from Disney fans to employees — that we belong.

AT THE CORE OF OUR COMMITMENT ARE THREE BELIEFS:

Inclusion is key to
market relevance

We are a better company
when our people at all
levels reflect the life
experiences of
our audiences

We thrive when ideas
and decisions from all
people are valued and
encouraged

67%
DIVERSE BOARD OF DIRECTORS
 (WOMEN / PEOPLE OF COLOR)

72%

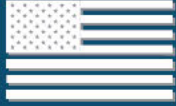
 OF DISNEY'S U.S. WORKFORCE ARE WOMEN AND / OR PEOPLE OF COLOR

6/10

 EMPLOYEES PROMOTED INTO MANAGEMENT AROUND THE WORLD ARE WOMEN

10+

 YEARS ON THE BEST PLACES TO WORK FOR LGBTQ EQUALITY LIST

10K

 VETERANS HIRED THROUGH HEROES WORK HERE SINCE 2012

1,500+

 EMPLOYEES PARTICIPATED IN COMMUNITY LGBTQ PRIDE CELEBRATIONS AROUND THE WORLD IN 2018

50+
LANGUAGES
 REPRESENTED BY OUR PARKS AND RESORTS CAST MEMBERS AROUND THE WORLD

78%

 OF NEW HIRES WERE WOMEN AND / OR PEOPLE OF COLOR

45
BUSINESS EMPLOYEE RESOURCE GROUPS
 REPRESENTING 8 DIMENSIONS OF DIVERSITY



Marvel Studios' *Black Panther* was a game-changing phenomenon around the world and became the #1 film of the year in the U.S. (2018)



Disney has been a leader in promoting LGBTQ workplace equality for more than 20 years, including offering same-sex partner benefits and ensuring a safe workplace environment.



Disney•Pixar's *Coco* was hailed as a culturally conscious, vibrant celebration of Mexican culture. (2017)



Disney's Enterprise Learning team launched Disney Aspire, a best-in-class education investment program for the Company's more than 85,000 hourly employees in the U.S.



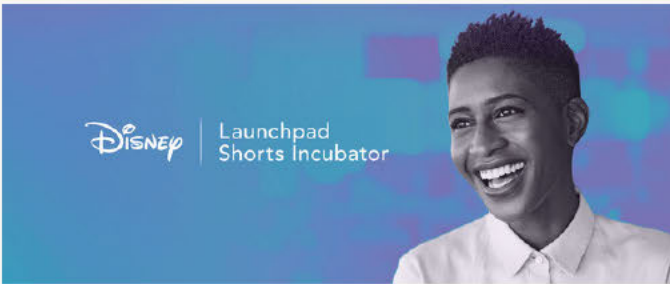
Our Consumer Products team worked with 21 aspiring young women filmmakers to create a global video series about trailblazing women across the fields of technology, entertainment, medicine, law, sports, arts, science, fashion and politics.

The Walt Disney Company

**HEROES
★ WORK ★
HERE**

Employ excellence.
Hire veterans.

Since 2012 Disney has hired 10,000 veterans across the company and collaborated with organizations that provide resources and support to veterans and their families.



Disney Launchpad: Shorts Incubator is an opportunity for underrepresented directors with diverse perspectives to create a live-action short for Disney+.



In celebration of Pride Month, Disney launched the Rainbow Disney Collection. From May 20-June 30, 2019, Disney donated 10 percent of the proceeds to GLSEN.



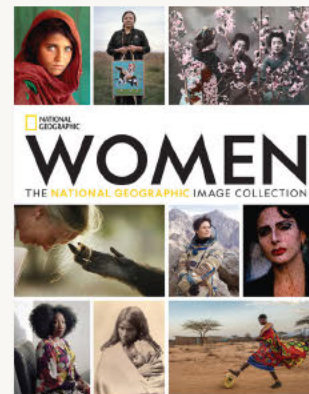
The 2nd annual Freeform Summit aligned with the content platform focus of delivering stories that celebrate the power, possibility and inclusivity of youth culture.



The first espnW WOMEN + SPORTS event on the east coast was held in NYC in 2019 opening up the impact and inspiration of the event to a new group of attendees.



Disney, in collaboration with littleBits, the educational technology company, launched Snap the Gap with the aim of closing the gender gap in STEM starting at the point of highest leverage: 10-year-old girls. The year-one pilot is valued at \$4 million for 15,000 girls in California.



The landmark book, WOMEN: The National Geographic Image Collection (October 22, 2019) features 400 powerful photographs from the incomparable national geographic archives.