

# FY21 Data Table<sup>12</sup>

## ENVIRONMENTAL STEWARDSHIP<sup>13</sup>

<i>Emissions &amp; Energy</i>	2021	2020	2019	2018
Scope 1 Emissions (metric tons CO <sub>2</sub> e) <sup>14,15</sup>	503,221	597,067	856,619	897,432
Scope 2 Emissions (location based) (metric tons CO <sub>2</sub> e) <sup>14,15</sup>	675,984	851,029	1,010,447	1,028,828
Scope 2 Emissions (market based) (metric tons CO <sub>2</sub> e) <sup>14,15,16</sup>	687,042	745,582	931,685	976,732
Scope 1 & 2 Emissions (location based) (metric tons CO <sub>2</sub> e) <sup>14,15</sup>	1,179,205	1,448,096	1,867,066	1,926,260
Scope 1 & 2 Emissions (market based) (metric tons CO <sub>2</sub> e) <sup>14,15,16</sup>	1,190,263	1,342,649	1,788,304	1,874,164
Retired Carbon Credits (metric tons CO <sub>2</sub> e) <sup>16,17</sup>	410,120	470,209	860,620	892,769
Net Emissions (market based) (metric tons CO <sub>2</sub> e) <sup>14,15,16</sup>	780,143	872,440	927,685	981,395
Total Energy (MWh) <sup>18</sup>	3,907,990	4,435,208	5,834,265	5,915,363
Percentage Grid Electricity <sup>19</sup>	48%	43%	Not Reported	Not Reported
Percentage Renewables <sup>20</sup>	5.3%	6.9%	Not Reported	Not Reported
Percentage Zero Carbon Electricity <sup>21</sup>	39%	Not Reported	Not Reported	Not Reported
<b>Waste</b>				
Total Percentage of Operational Waste Diverted from Landfill and Incineration (Company) <sup>22</sup>	61%	60%	57%	54%
Total Operational Waste Generated (Company) (tons) <sup>22</sup>	138,683	152,048	252,744	251,205
Total Operational Waste Sent to Landfill (Company) (tons) <sup>22</sup>	53,259	59,268	103,115	111,386
Total Operational Waste Diverted (Company) (tons) <sup>22</sup>	83,170	90,480	145,271	135,617
Total Percentage of Operational Waste Diverted from Landfill and Incineration (Wholly Owned Parks and Resorts) <sup>22</sup>	60%	Not Reported	Not Reported	Not Reported
Total Operational Waste Sent to Landfill (Wholly Owned Parks and Resorts) (tons) <sup>22</sup>	44,313	Not Reported	Not Reported	Not Reported
<b>Water</b>				
Potable Water Consumed (billions of gallons) <sup>23</sup>	5.15	4.99	6.53	6.46
Non-potable Water Consumed (billions of gallons) <sup>23</sup>	1.62	Not Reported	Not Reported	Not Reported
<b>Sustainable Design</b>				
Construction Waste Diverted (U.S. and Europe) <sup>24</sup>	97%	Not Reported	Not Reported	Not Reported

## SOCIAL IMPACT

<i>Charitable Giving</i>	2021	2020	2019	2018
Charitable Giving (Cash, millions U.S. \$) <sup>25</sup>	\$87.1	\$80.4	\$107.0	\$103.7
Charitable Giving (in-kind donations, millions U.S. \$) <sup>26</sup>	\$206.6	\$252.7	\$231.2	\$229.1
Total Charitable Giving (cash and in-kind donations, millions U.S. \$) <sup>25,26</sup>	\$293.7	\$333.1	\$338.2	\$332.8
Charitable Giving to Programs Supporting Underrepresented Communities <sup>25,26,27</sup>	\$153.8	Not Reported	Not Reported	Not Reported
<b>Volunteerism</b>				
Volunteer Hours <sup>28</sup>	341,500	321,700	612,300	600,100
<b>Supplier Diversity</b>				
Total Direct Spend with Minority, Women, Disabled, Veteran, Service-Disabled Veteran, and LGBTQ+ Owned Business Enterprises (millions, U.S. \$) <sup>29</sup>	\$449.0	\$438.7	\$590.8	\$554.7

## WORKFORCE

<i>Employment &amp; Employment Status</i>	2021	2020	2019	2018
Global Employees <sup>30,31,32</sup>	190,000	203,000	224,000	185,000
Casual Seasonal (global) <sup>30,31</sup>	5%	1%	7%	8%
Casual Ongoing (global) <sup>30,31</sup>	16%	19%	18%	20%
Full-Time (global) <sup>30,31</sup>	79%	80%	75%	72%
Percentage of Employees Covered by Collective Bargaining Agreements (U.S.) <sup>30,33</sup>	54%	54%	50%	51%
<b>Training, Development &amp; Competitive Pay</b>				
Trainings Offered (unique) <sup>34</sup>	38,300	41,800	38,000	20,700
Number of Trainings Taken <sup>34</sup>	2,050,000	1,590,000	1,600,000	1,027,500
Median Wage Earnings for U.S. Disney Parks & Resorts Hourly Employees <sup>35</sup>	\$17/hour	\$17/hour	Not Reported	Not Reported
Percentage of U.S. Disney Parks & Resorts Hourly Employees Earning State Minimum Wage or Higher <sup>35</sup>	100%	100%	Not Reported	Not Reported