



**Matt Penarczyk**  
General Counsel

As General Counsel, Matt Penarczyk is responsible for overseeing the legal support for all of Disney Experiences, including its international theme parks and resorts, global corporate real estate, Disney Cruise Line, Disney Vacation Club, Adventures by Disney, Walt Disney Imagineering and Disney Consumer Products.

Prior to joining Disney, Penarczyk spent three-and-a-half years at TikTok as the Global Head of the Business Solutions and Corporate Compliance legal team. In this role, Penarczyk led a team of more than 300 legal professionals in more than 36 locations around the world. The team covered a broad range of legal practice areas including product, regulatory, content operations and distribution, commercial, sales, compliance, intellectual property, national security, trust and safety, governmental and internal investigations, international trade and corporate governance.

Prior to TikTok, Penarczyk spent more than 18 years in Redmond, Washington, as an in-house attorney at Microsoft, spanning four different legal leadership roles. He joined Microsoft after a number of years in private practice at the law firm of Holland & Knight in Boston.

Penarczyk earned his undergraduate degree from Boston College and his law degree from Suffolk University Law School.