FACT SHEET

DISNEY PARKS, EXPERIENCES AND PRODUCTS

Disney Parks, Experiences and Products

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Disney Parks, Experiences and Products brings the magic of The Walt Disney Company's powerful brands and franchises — including Disney, Pixar, Marvel, Star Wars, ESPN, Twentieth Century Studios and National Geographic — into the daily lives of families and fans around the world to create magical memories that last a lifetime.

When Walt Disney opened Disneyland in Anaheim, California, on July 17, 1955, he created a unique destination built around storytelling and immersive experiences, ushering in a new era of family entertainment. More than 65 years later, Disney has grown into one of the world's leading providers of family travel and leisure experiences. With an iconic collection of businesses, these include six resort destinations with 12 theme parks and 53 resorts in the United States, Europe and Asia; a top-rated cruise line with five ships and plans for three more to be completed by 2025; a beachside resort in Ko Olina, Hawaiii; a popular vacation ownership program; new Disney-branded home communities; two award-winning guided tour adventure businesses; and immersive, professional development and event exploration offerings. Disney Imagineers are the creative force behind Disney theme parks, resort hotels and cruise ships globally.

Disney Consumer Products, Games and Publishing includes the world's leading licensing business, one of the largest children's publishing brands globally, one of the largest licensors of games across platforms worldwide and consumer products at retail around the world.

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EXCITING NEW DEVELOPMENTS

Every Disney experience shares a commitment to excellence in quality, storytelling and guest service that has been a hallmark for our organization since the beginning, and we continue that commitment as we expand our business around the world. Walt Disney once said, "Disneyland will never be completed. It will continue to grow as long as there is imagination left in the world." Building on that spirit, Disney has a multitude of exciting new travel and leisure experiences that have recently opened or are now underway around the world.



Disneyland Resort will be celebrating The Walt Disney Company's 100th anniversary throughout 2023 with two new nighttime spectaculars, platinum-infused decor, photo opportunities, specialty food and beverage, the return of the "Magic Happens" parade and much more in honor of 100 Years of Wonder. In addition, the reimagined Mickey's Toontown will open on March 8, 2023 with new, interactive ways for families to play and the all-new attraction, Mickey & Minnie's Runaway Railway, now open.

Walt Disney World Resort recently opened Guardians of the Galaxy: Cosmic Rewind, an all-new family thrill coaster at EPCOT, and *Star Wars: Galactic Starcruiser*, a 2-night immersive experience. Several new attractions are set to debut in 2023, including TRON Lightcycle / Run presented by Enterprise at Magic Kingdom Park, a coaster-style attraction for a thrilling race through the digital world. In addition, EPCOT's transformation will include Journey of Water, Inspired by Moana where guests will explore the wonders of water along an interactive trail.



Tokyo Disney Resort will celebrate its 40th Anniversary from April 15, 2023 to March 31, 2024. The anniversary event kicks off with the premiere of a new daytime parade, "Disney Harmony in Color" at Tokyo Disneyland. Also, at Tokyo DisneySea, the largest expansion for Disney theme parks ever is underway to create an eighth themed port, Fantasy Springs. The port will include three distinct areas and four new attractions that recreate the worlds of the Disney films *Frozen, Tangled* and *Peter Pan*. The expansion will also include a new deluxe hotel with a one-of-a-kind luxury wing called Tokyo DisneySea Fantasy Springs Hotel.

At **Disneyland Paris**, the 30th Anniversary Grand Finale offers exciting experiences such as the new *Avengers: Power The Night* drone show, return of *Disney Dreams!* on April 12 and a new Pixar-themed show this summer, in addition to existing fan-favorite offerings for the anniversary celebration, until September 30. The transformation of Walt Disney Studios Park continues with work underway on a new *Frozen*-themed area, and Disneyland Hotel is undergoing a complete refurbishment to become the first hotel to celebrate a royal theme.



Hong Kong Disneyland Resort is adding finishing touches to its new immersive land World of Frozen, opening in the second half of 2023. Guests will be able to experience *Frozen* like never before with the addition of two new exciting attractions – Wandering Oaken's Sliding Sleighs and Frozen Ever After, the first *Frozen*-themed family coaster. To commemorate The Walt Disney Company's 100th anniversary this year, the park is also getting its very own Walt Disney and Mickey Mouse Statue – Dream Makers.

Shanghai Disney Resort has announced its second expansion, which will bring the world of *Zootopia* to life, with a brand-new attraction, entertainment, merchandise and food and beverage offerings.

Disney Cruise Line continues to expand its blueprint for family cruising with a fleet of five ships – the Disney Magic, Disney Wonder, Disney Dream, Disney Fantasy and Disney Wish—and three more ships planned, including the Disney Treasure. Guests can sail out of ports around the world on exciting itineraries to the Caribbean, Bahamas, Alaska and Europe, among others. In addition to Castaway Cay, a Disney destination located in the Abaco chain of The Bahamas, Disney Cruise Line is creating a new experience in Eleuthera at Lighthouse Point in The Bahamas. The new destination will celebrate both the stories and culture of The Bahamas, as well as the natural environment of Lighthouse Point.

Storyliving by Disney new home communities, will feature distinctive designed spaces, unique amenities and Disney's brand of legendary service. Cotino, a Storyliving by Disney community will be the first community, located in Rancho Mirage, California.

With 22 river cruise departures planned for 2024, **Adventures by Disney** guests will once again experience the unparalleled beauty of European landscapes and vibrant culture with sailings on the Rhine River, the Danube River and the Seine River. Adventures by Disney's global portfolio of 40+ itineraries offers Disney's signature storytelling with the convenience of hassle-free travel and attention to detail provided by a team of Disney-trained Adventure Guides.



National Geographic Expeditions, which offers travelers unique access to more than 80 global destinations through the lens of knowledgeable National Geographic Experts, launched the first phase of its 2024 travel portfolio, including the complete river cruise lineup. Three National Geographic Expeditions-chartered departures will offer an in-depth exploration through Europe's historic waterways, all with the ease and leisure of luxury river cruising.

CONSUMER PRODUCTS, GAMES AND PUBLISHING

Our business brings beloved brands and franchises into the daily lives of families and fans through products and experiences that can be found around the world, including on the shopDisney e-commerce platform as well as at Disney Parks, local and mass-market retailers and Disney stores globally. The business includes the world's leading licensing business, one of the world's largest children's publishing brands and one of the world's largest licensors of games across platforms.

- Consumer Products, Games and Publishing unveiled exciting new collections and experiences celebrating **100 Years of Disney**, including a year-long celebration with LEGO Group and additional commemorative collaborations throughout 2023 with brands like Coach, adidas, Pandora, Mattel, Hasbro and Funko.
- Disney announced a brand-new collaboration with Black-owned business CreativeSoul Photography,

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featuring a special-edition artist series collection of dolls across the African diaspora inspired by Disney Princess characters. **The CreativeSoul Doll Collection**, based on the work of CreativeSoul Photography founders Regis and Kahran Bethencourt, reimagines what a classic Disney Princess would look like through a diverse lens. The dolls contain natural hairstyles and intricate Afrocentric fabrics and adornments while paying tribute to four Disney Princess characters – Tiana, Snow White, Rapunzel and Cinderella.

- Ravensburger announced the launch of *Disney Lorcana: The First Chapter* in the United States, Canada, the United Kingdom, France, Germany and beyond. The first set of the popular collectible trading card game will debut beginning August 2023.
- In January, the popular life-simulation game **"Disney Dreamlight Valley"** received a content update, which included the addition of Maribel from Disney's "Encanto" to the popular game.
- During The Game Awards, Cameron Monaghan, the actor portraying **"Star Wars Jedi: Survivor"** protagonist Cal Kestis, presented the upcoming title's official gameplay trailer to the world in collaboration with Respawn Entertainment, Electronics Arts (EA) and Lucasfilm Games, revealing the game's March 17, 2023 launch date for PlayStation 5, Xbox Series X and S and PC. The audience also got a first look at the new Cal Kestis Legacy Lightsaber Hilt, which will be included in the "Star Wars Jedi: Survivor" Collector's Edition from Limited Run Games.
- In January, two new popular **Disney Munchlings Collections** - Fruity Finds and Garden Goodness – launched and included both blind bags and medium-sized plush. A limited-edition Fruity Fig Bar Figment Disney Munchlings also launched on shopDisney North America and at Walt Disney World Resort's EPCOT International Festival of the Arts.
- In support of the new upcoming *Indiana Jones* movie, Hasbro revealed several new products from the classic films, including figures from the Indiana Jones Retro Collection, World of Adventure Series, World of Adventure Kids Line and the new Indiana Jones Whip Action toy.
- Allure Bridals unveiled its 2023 collection of **Disney Fairy Tale Weddings** gowns, which will launch in February 2023 and teased its first-ever Bridesmaids collection available in Fall 2023. The enchanting, romantic and on-trend collection of gowns is inspired by the style and spirit of Disney Princess characters and their stories, turning fairytale dreams into reality for today's brides.





EMPLOYMENT EXPERIENCE

Through resources and benefits, recognition and exclusive activities, we're committed to creating a culture in which each Cast Member, Crew Member, Imagineer and employee has access to tools and opportunities that help them live well, realize their goals and experience the magic for themselves. Dozens of resources, recognitions and programs available for our Cast Members include:

- **Endless Opportunities:** At Disney, you can grow exponentially, try new things, or even take your talents to another industry, without ever leaving the Company. Disney is a community where everyone is welcome and can make a difference. It's a path to a brighter future with access to countless opportunities, resources, and offerings to grow personally and professionally. For example, Disney Aspire, which launched in 2018, is a groundbreaking program designed to help eligible employees put their career dreams within reach. With 100% of tuition and books covered by Disney, the program offers participants the opportunity to study numerous subjects, with individual coaching throughout their journey.
- **Cast Recognition:** Our people are the heart and soul of our Company: the embodiment of the Disney Difference and are celebrated for their passion and dedication through special pins, celebrations, service awards, and Disney Parks, Experiences and Products' highest honor, The Walt Disney Legacy Award. The Legacy Awards recognize truly exceptional individuals within the organization who excel in the criteria of Dream, Create, and Inspire. Recipients receive a distinctive blue nametag along with a special silver "Legacy" Sorcerer Mickey pin, allowing for ongoing recognition of their achievement.
- **Only at Disney**: Cast Members around the world are invited to participate in uniquely Disney activities that build a sense of community. From yoga in the parks to team events like annual canoe races and trivia challenges, Disney Cast Life allows Cast Members to be among the first to experiences new attractions, experiences and entertainment at our parks and resorts in a way that is uniquely Disney. These pinch-yourself-moments are only possible when you live within our brand.
- **A Culture of Inclusion:** Disney is a community where everyone is welcome and can make a difference. In 2021, the Inclusion Key joined our longstanding tradition of The 4 Keys – Safety, Courtesy, Show and Efficiency – which have guided our approach to guest service for more than 65 years. T**he 5 Keys, with Inclusion at the heart**, continue to guide us as we cultivate an environment where all people feel valued, welcomed, and appreciated for their unique life experiences, perspectives, and cultures. To reflect this addition, an update to the **Disney Look** was introduced to provide more flexibility for our cast, including new policies surrounding gender-inclusive hairstyles, jewelry, nail styles, costume choices and appropriate visible tattoos. These changes enable our Cast Members to better express their cultures and individuality at work.





For those looking to get involved, Cast Members are encouraged to join a variety of Business Employee Resource Groups led by their peers to share interests and identity, strengthen collaboration and an inclusive culture, and create opportunities for development and engagement across the company.

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CITIZENSHIP

Every year we continue Walt Disney's commitment to philanthropy and outreach in the global communities where we live, work and play. Through charitable contributions, product donations, collaborations with local organizations and Cast Member and community volunteerism, we are proud to do our part.

- As the world's largest wish granter, we have worked with **Make-A-Wish** since 1980, granting more than 145,000 wishes. From shopping sprees to magical moments with characters, these wishes span across our parks, resorts, cruise ships and Disney experiences
- Since 2000, **Disney Publishing Worldwide** has donated more than 90 million books to First Book, a nonprofit organization dedicated to providing free and affordable new books and educational resources to educators who serve children in need.
- For 75 years, Disney has supported the **Marine Toys for Tots Program** to help bring toys to millions of children in need during the holiday season. Disney's relationship with Toys for Tots began in 1947 when Walt Disney and his animators personally designed the original Toys for Tots train logo that is still used today. Since 1947, Toys for Tots and volunteers have distributed nearly 630 million toys to over 280 million children.
- The Walt Disney Company donated all profits from the **Disney Pride Collection** in June 2022 to support LGBTQIA+ youth and families. For more information about organizations Disney funded, visit TWDCPrideCollection.com.
- Disney became the lead sponsor of the **Russell Innovation Center for Entrepreneurs (RICE)** Supply Chain Accelerator pilot. RICE's program helps diverse entrepreneurs and small businesses prepare for long-term success and includes 35 companies owned by Black entrepreneurs, 66% of whom are women-owned. In November 2022, 60 participants came to Walt Disney World Resort to engage in sessions focused on storytelling, leadership, customer service and supplier diversity. For more information, visit How Disney Parks Is Helping Diverse Small Businesses and Entrepreneurs Grow | Disney Parks Blog

THE ENVIRONMENT

For nearly a century, Disney has found inspiration in the wonders of the world we share and has taken action to support a healthier planet for people and wildlife.

Disney is doing our part to conserve natural resources, care for wildlife and their habitats, use and waste less, and create stories that inspire action. We call our collective efforts, Disney Planet Possible – tangible actions we're taking to put possibility into practice and inspire optimism for a brighter, more sustainable future. Every simple action can help create a world in balance. We invite you to join us in taking action for the planet. For more information, visit https://impact.disney.com/environment/.

In December 2020, The Walt Disney Company announced new environmental goals for 2030, focused on five main areas: greenhouse gas emissions, water, waste, materials and sustainable design. These goals will drive continued progress on sustainability across Disney Parks, Experiences and Products. In 2022, we also set a goal to reduce our greenhouse gas emissions beyond our direct operations to include the production and delivery of our products and services, commonly referred to as Scope 3 emissions.

Other environmental efforts include:

• Since 1995, the Disney Conservation Fund has directed $120 million to protect more than 1,000 species around the world and safeguard more than 315 million acres of habitat. In addition, together with Disney Parks, the Disney Conservation Fund has helped provide millions of nature experiences to kids and families around the world.

• Building on our single-use plastics reduction commitment, we introduced new plastic-free packaging for classic dolls on shopDisney.com, Disney stores and Disney Parks in North America. The packaging is made of sustainably sourced paper that is 100% recyclable and easier to open.

• Today, we're harnessing the power of the sun generating enough energy to power the equivalent of two theme parks. In the coming year, we are expanding our solar portfolio at WDW, SHDR, HKDL and DLP, increasing the solar capacity across Parks, Resorts and our Cruise businesses by more than 200MW.

• The Disney Wish, Disney Cruise Line's newest ship, runs primarily on liquid natural gas (LNG) which reduces onboard CO2 emissions by 20% compared to traditional diesel fuel.

• Across Disney Parks, we are committed to reducing food waste with a goal of zero waste to landfill. The full-circle food cycle begins with menu planning to predict how many meals we'll serve in our parks each day. This helps prevent food waste before it begins. When there is unused food, we donate it to support local communities whenever feasible. We also utilize composting and biodigestion, and convert food waste into animal feed where possible.

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