

Benefits Updates



Summary of Material Modifications - 2026

This document contains information on changes to Disney benefit plans effective October 29, 2025 (or as otherwise noted). Depending on your job location and work status, not all plans may apply to you. Please keep this document for reference.

DISNEY SAVINGS AND INVESTMENT PLAN

- An employee who transferred or transfers from employment with FuboTV Inc. on and after October 29, 2025 directly to employment as a Covered Employee shall have his prior service with such entity taken into account, in accordance with Plan rules for crediting service, for purposes of determining his completion of sufficient service to be considered an Eligible Employee pursuant to Section 1.23 or to qualify for Matching Contributions pursuant to Section 3.02(b).

*This Summary of Material Modifications is designed to highlight certain information about Disney benefits plan changes in the Plan effective October 29, 2025 (unless otherwise indicated). However, it does not attempt to spell out all the details, provisions, limitations, restrictions and exclusions of the Plans. The Company reserves the right to amend, suspend, or terminate an entire Plan or any part of the Plan(s) at any time. See your Summary Plan Descriptions for the Plans for additional information about the Plans. The Walt Disney Company complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Please go to **Benefits.Disney.com** for the full text of the nondiscrimination notice as well as information on language assistance for those who do not speak English.*

This Summary of Material Modifications (SMM) applies to the following benefit plans sponsored by The Walt Disney Company, E.I.N. 95-4545390:

- Disney Savings and Investment Plan, Plan 011

If you have any questions regarding the information in this SMM, please contact:

The Investment and Administrative Committee (IAC) at 500 South Buena Vista Street, Burbank CA 91521