



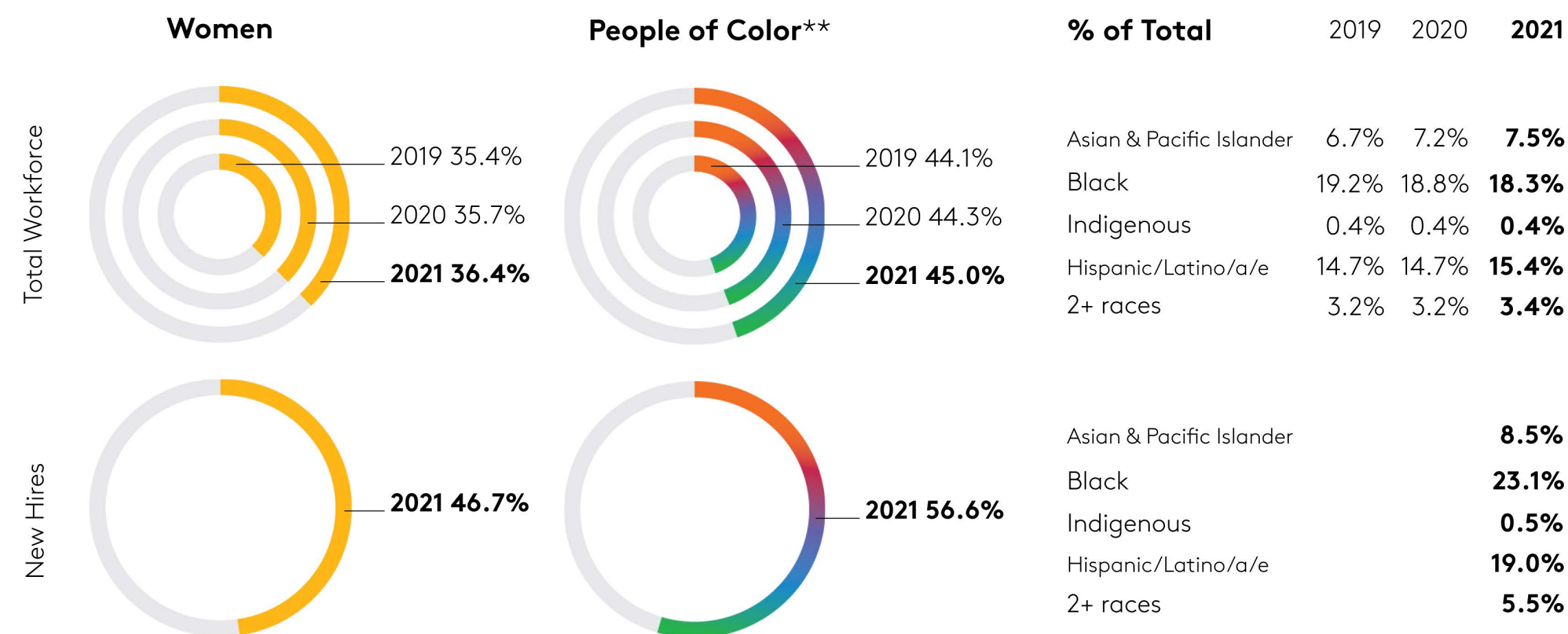
2021 DIVERSITY DATA

IMPACT REPORT 2022

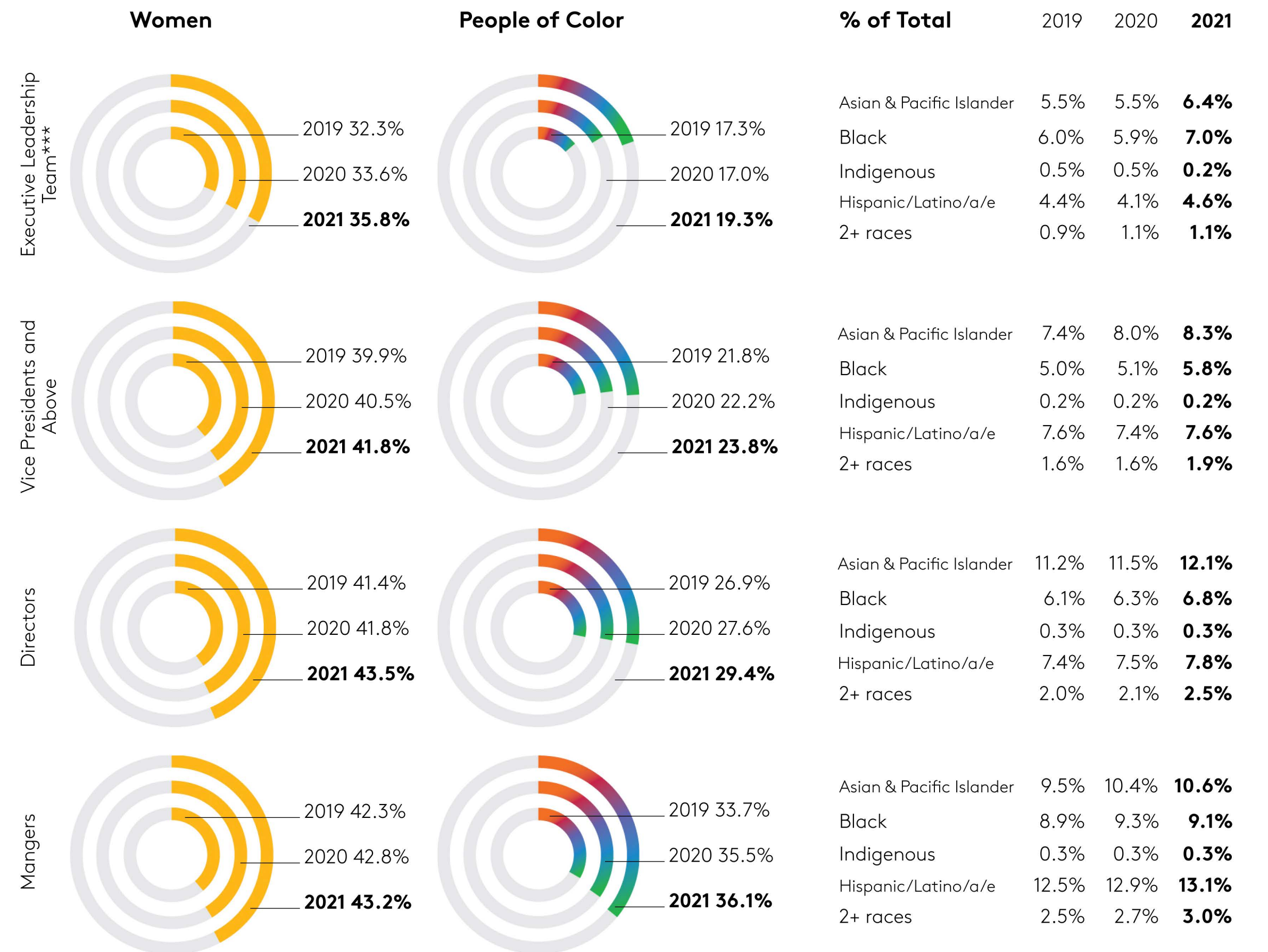
Workforce Diversity*

Diversity, equity, and inclusion are essential to our business. Our aspiration is to have 50% women and 33% people of color at every level of our workforce.

OVERALL WORKFORCE YE 2021



LEADERSHIP YE 2021

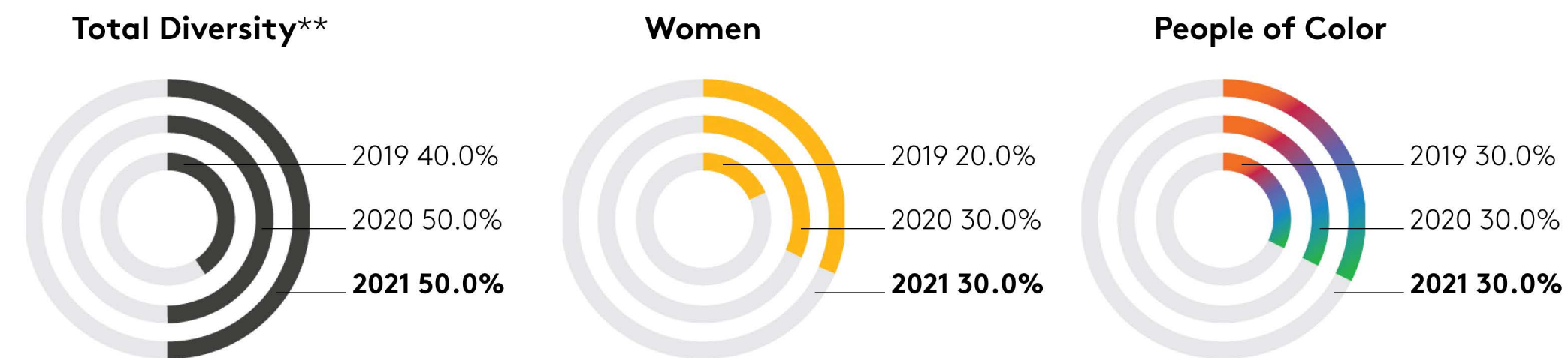


* All diversity data in this report are for Comcast NBCUniversal only. Workforce metrics are reflective of our U.S. full time employees.
 ** Ethnic diversity numbers may not sum to total due to rounding.
 *** Our Executive Leadership Team includes Comcast's Senior Vice Presidents and above, as well as NBCUniversal's Executive and Management Committees. These metrics reflect a subset of the VP+ metrics.

Governance

Our commitment to diversity starts at the top. As of year-end 2021, our Board of Directors was 30% women and 30% people of color.*

BOARD OF DIRECTORS



% of Total	2019	2020	2021
Asian & Pacific Islander	10%	10%	10%
Black	10%	10%	10%
Indigenous	0%	0%	0%
Hispanic/Latino/a/e	10%	10%	10%
2+ races	0%	0%	0%

Supplier Diversity

Comcast NBCUniversal's supplier diversity program is designed to promote, increase, and improve the participation of diverse businesses within our corporate supply chain — including companies owned by women, people of color, veterans, people with disabilities, and lesbian, gay, bisexual, transgender, and queer individuals. We track our spending with both Tier 1 (direct purchases from approximately 3,250 diverse suppliers) and Tier 2, direct and indirect subcontracting spend reported from non-diverse owned suppliers.

PROCUREMENT

Tier 1 Diverse Spend



Tier 2 Diverse Spend



* As of the date of the annual meeting on June 1, 2022 when Nomi Bergman's directorship ends, our Board of Directors will be 22% women and 33% people of color.

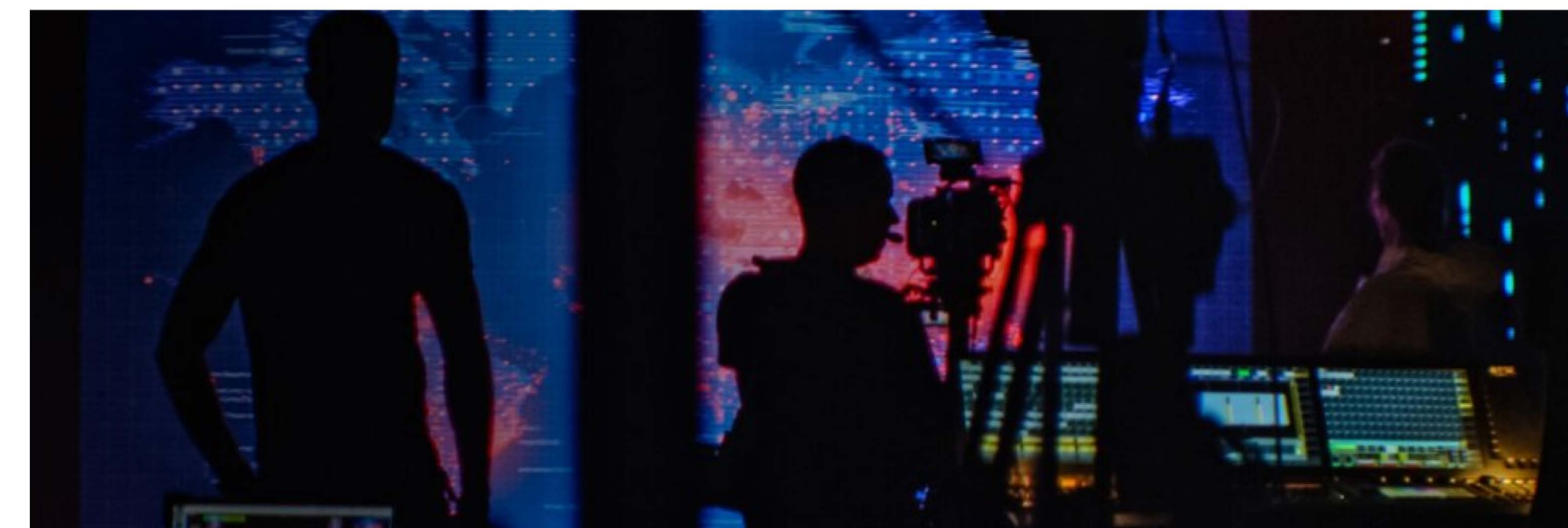
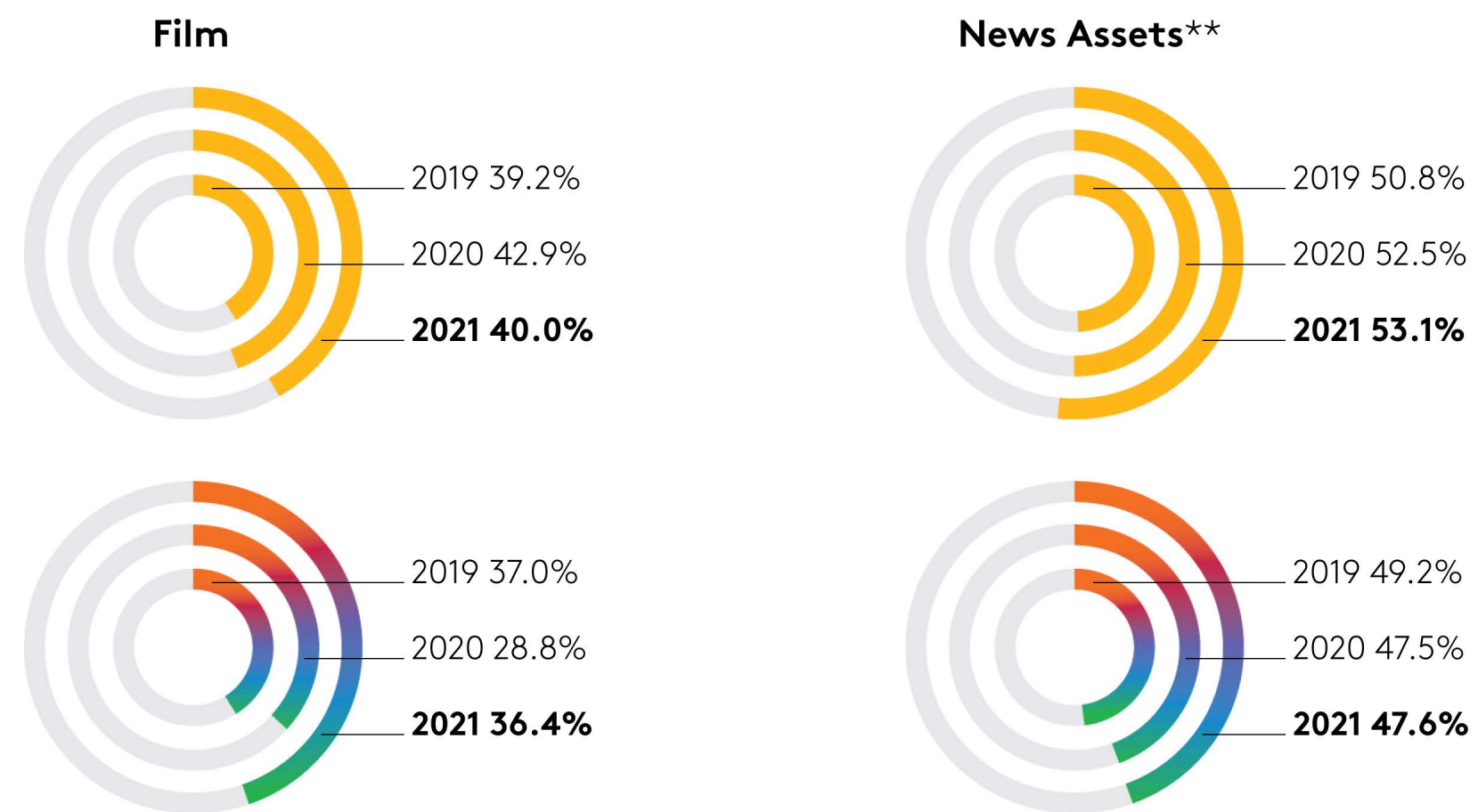
** Total Diversity refers to people of color and women, without double-counting women of color.

NBCUniversal Programming

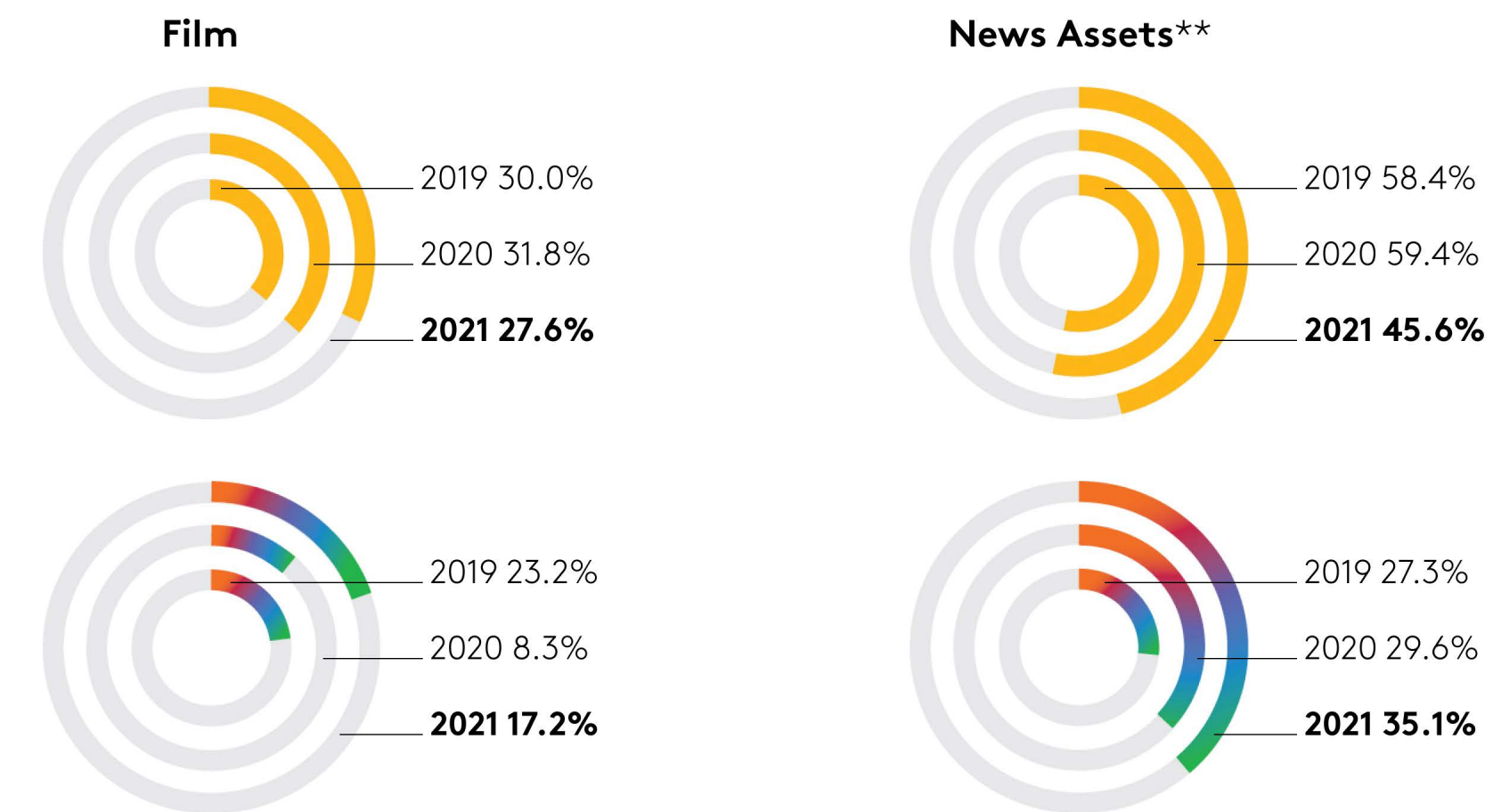
In film and on TV, the representation of diverse individuals, cultures, and stories on screen is vitally important to our viewers and our company. To ensure we're telling authentic stories that resonate with a wide range of audiences, we strive to have diverse perspectives in every aspect of our programming at NBCUniversal.*

ON AIR

KEY  Women  People of Color



BEHIND THE CAMERA



* Metrics refer to the NBCUniversal on screen/on air and behind the camera workforce; we do not have the metrics for the content on our Xfinity platforms.
 ** News Assets includes NBC News, MSNBC, CNBC, and NBC-owned stations, but does not include Telemundo Network News or Telemundo stations.

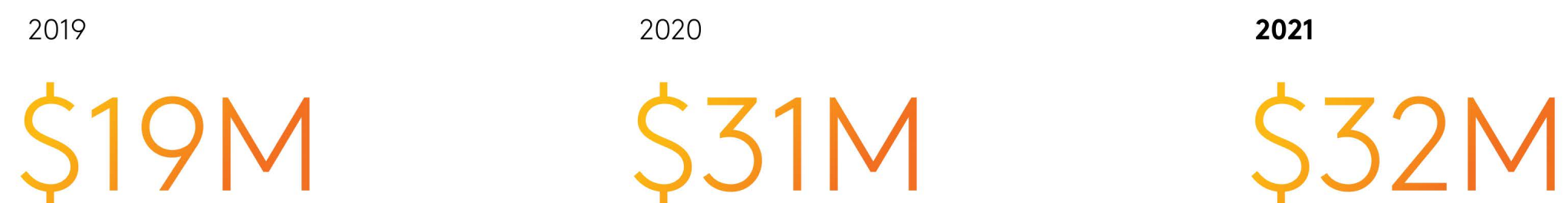
Community Impact

As a company uniquely positioned to educate, entertain, and empower, we are committed to bringing together diverse communities and inspiring our customers, audiences, and employees to make a positive social impact. Over the last three years, we've invested \$594 million total in cash and in-kind giving benefiting people of color.



CASH GIVING

To organizations led by and serving people of color



To organizations led by and serving women



CASH/IN-KIND DONATIONS INVESTED IN COMMUNITIES



2021 Employee Giving

