



IMPACT REPORT

2024



Comcast employees in Philadelphia

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NOTE ABOUT FORWARD-LOOKING STATEMENTS

This Impact Report includes estimates, projections and statements regarding environmental, social and governance-related plans, objectives and goals that are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934 (the “Exchange Act”). Forward-looking statements may appear throughout this report. These forward-looking statements generally are identified by the words “believe,” “project,” “expect,” “anticipate,” “estimate,” “intend,” “potential,” “strategy,” “future,” “opportunity,” “commit,” “plan,” “goal,” “may,” “should,” “could,” “would,” “will,” “continue,” “will likely result” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. In evaluating these statements, you should consider various factors, including the risks and uncertainties we describe in the “Risk Factors” sections of our Forms 10-K and 10-Q and other reports we file with the Securities and Exchange Commission (“SEC”). The inclusion of forward-looking and other statements in this Impact Report is not an indication that they are necessarily material to investors or required to be disclosed in our filings with the SEC. Such statements may contain estimates, make assumptions based on developing standards that may change and provide aspirations and commitments that are not intended to be promises or guarantees. Readers are cautioned not to place undue reliance on forward-looking statements and such other statements, which speak only as of the date they are made. We undertake no obligation to update or revise publicly any forward-looking or such other statements, whether because of new information, future events or otherwise.

Cover: CodePath students in Atlanta

A MESSAGE FROM BRIAN L. ROBERTS & DALILA WILSON-SCOTT

As we mark Comcast's 60th anniversary, our commitment to working within communities and to building a more equitable, inclusive, and sustainable world has never been sharper.

We've accelerated our efforts to close the digital divide and open doors to economic mobility through Project UP, our \$1 billion initiative to connect people to the Internet and create opportunities for the next generation.

In 2023, we advanced our longstanding commitment to help more people get and stay online by supporting national and local nonprofits that provide training and career development for learners at all levels. With nearly all jobs today requiring a digital skill, these programs are critical to creating pathways to economic success.

We are proud of how our platforms and resources help drive impact, from piloting American Sign Language in our retail stores to curating multicultural content collections. Through Sky Up Academy and NBCU Academy, we've helped thousands of young people gain essential skills in media literacy and storytelling. And Comcast RISE has supported the growth of 13,500 small businesses since it launched three years ago.

An inclusive workplace where everyone feels valued and empowered to contribute remains a top priority. Initiatives such as Mental Health Week, DE&I Day, and our DE&I Speaker Series help to foster understanding, awareness, and allyship – and strengthen our dynamic culture of belonging.

At the same time, we are diligently looking for ways to reduce our carbon footprint and address climate change – driving energy efficiency across our network and implementing sustainable practices in our operations. One highlight is the launch of our GreenerLight Program, which incorporates sustainability throughout the filmmaking process, from script to screen.

We are deeply grateful to our dedicated teammates and partners for their ongoing work within our communities to shape and imagine an extraordinary future.



Brian L. Roberts

Chairman & Chief Executive Officer, Comcast Corporation



Dalila Wilson-Scott

Executive Vice President & Chief Diversity Officer, Comcast Corporation; President, Comcast NBCUniversal Foundation



We're helping to build a future of unlimited possibilities. Backed by a \$1 billion commitment, Project UP deepens the impact of our efforts to connect people to the Internet, deliver digital skills, create new career pathways in media and technology, and support entrepreneurs.

PROJECT UP

Connectivity and Adoption

Our commitment to connecting more people to the Internet is longstanding and unwavering. Through our initiatives, partnerships, and investments, we work to help create a more equitable world.



SERJobs Digital Navigator Michael Frazier and Kenneth Harvey in Houston

Beyond the Build

We are committed to getting more Americans connected. One way we do this is by building broadband infrastructure and investing in local community organizations. This builds on the work Comcast has done for many years to collaborate with state and local governments, elected officials, and community leaders toward our shared goal of Internet adoption and closing geographic gaps in broadband coverage.

Over the past five years, Comcast has achieved the following:

\$20B

invested to evolve and grow our network

15M

homes and businesses serviced with multi-gig speeds in more than 55 markets



Biola Community Services District in Biola, Calif.

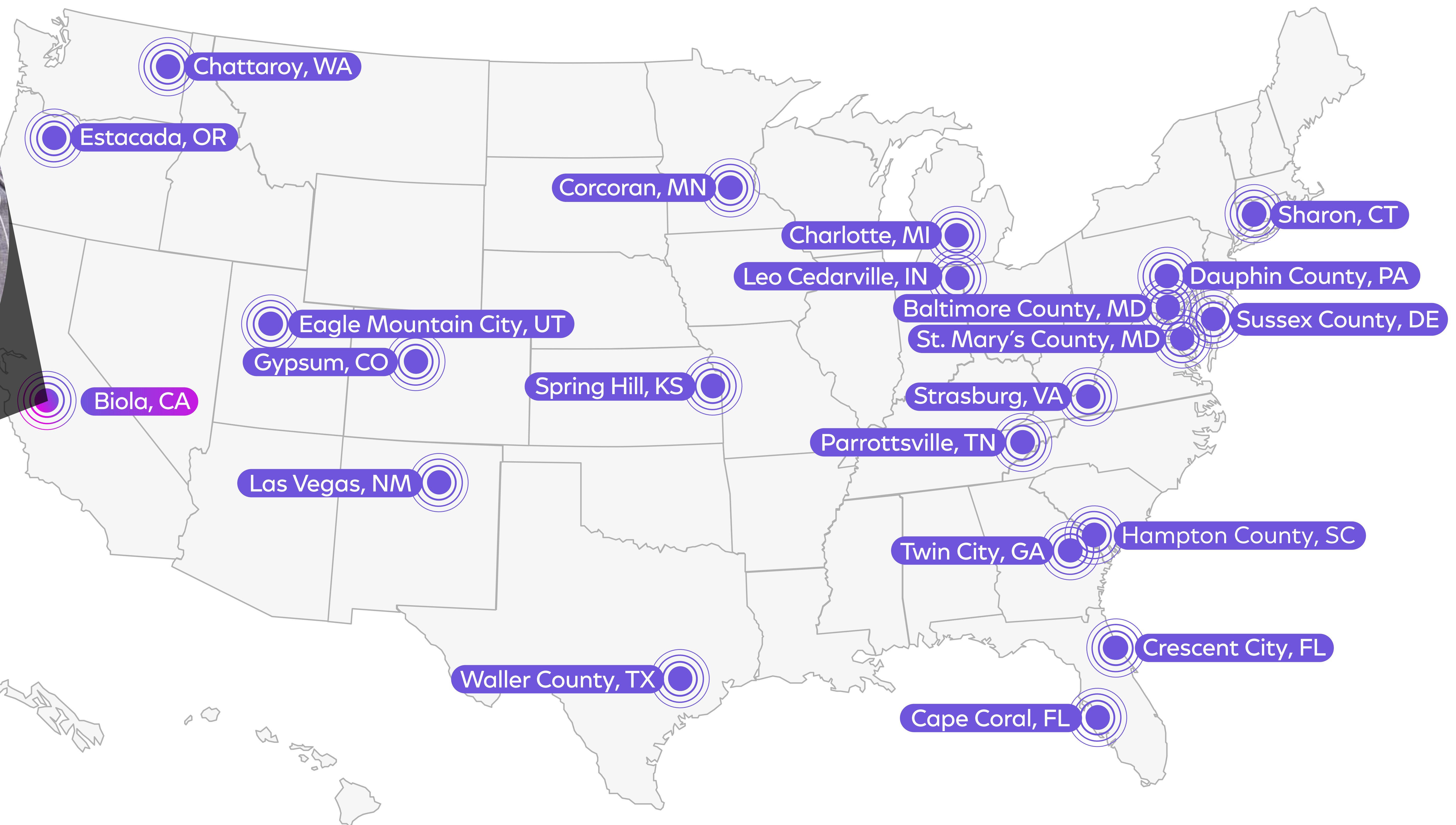


Broderick Johnson,
Executive Vice President,
Public Policy & Executive
Vice President, Digital
Equity, Comcast Corporation

“Deep investments in broadband infrastructure, local communities, and digital equity partnerships are removing barriers to connectivity for everyone.”

Building Impact Around the Country

We are actively engaging in public-private partnerships that support widespread deployment and adoption of the Internet, especially in under-resourced areas. Here are just a few examples:



Featured: Biola, Calif.

Comcast invested \$1 million to bring high-speed broadband services to Biola, a rural farming community in the Central Valley that is one of the most under-resourced regions in the state.

Beyond the build:

Donated 250 laptops to students and families and opened three new Lift Zones, which provide free WiFi access, in the Central Valley region.

What it means:

Provided Biola residential and business customers with access to high-speed Internet, all Xfinity services, and the full suite of Comcast Business products and services.

Community partnerships:

Supported local organizations – Fresno State Parent University and Reading and Beyond – to increase digital literacy and work readiness skills.

Expanding the National Digital Navigator Network

Digital Navigators are trusted community members who help people sign up for Internet services and gain digital skills. Here are some of the ways we are supporting these networks around the country.

\$13.6M

in grants for connectivity and adoption

258

organizations supported



Garland Coleman is a Digital Navigator who assists visitors at one of the Chicago Public Library branches with tasks like how to scan a document or look for a job online. He helps members of the community feel confident using the Internet to enhance their lives.



Ms. Jo Ethel Campbell, a 72-year-old from Houston, received help from Digital Navigator **Fernando Pérez** to schedule and attend telehealth appointments. "Now I feel very comfortable about doing it on my own," she says.

In 2023, we deepened our connections with our partners, such as:



Community College of Baltimore County (CCBC) trained and hired students as Digital Navigators.



United Way chapters of Southwestern Pennsylvania and of Greater Philadelphia and Southern New Jersey expanded the Digital Navigator network from one county to nine across Pennsylvania.



LGBT Technology Institute launched a Digital Navigator program that serves the LGBTQ+ population nationally.

Partner Organizations Focus on Broadband Adoption

We support local and national organizations that promote digital equity.



The **Southeast Asian Mutual Assistance Association Coalition** in Philadelphia offers services for immigrants, refugees, and other historically marginalized communities. With our support, they performed outreach to immigrants and refugees focused on increasing broadband awareness.



Combined Arms offers resources that enhance the quality of life for veterans and military-connected individuals. Since partnering in 2021, Comcast has supported its digital equity efforts by launching a Lift Zone in their downtown Houston location, volunteering through Team UP, and providing grant funding for their Connectivity and Support program.



The **Chinese American Service League** in Chicago provides social services support for the entire family, from child care services and workforce development to in-home senior care. With our support, they secured new laptops for English-as-a-second-language and citizenship test training, and renovated their adult day services program.

Increasing Access to WiFi

Lift Zones offer free Internet access and many also offer essential digital services in neighborhood locations like community centers and recreation facilities. By the end of 2023, Comcast had installed more than 1,250 Lift Zones around the country.



Boston Centers for Youth & Families, Hyde Park, Mass.
This center houses one of Comcast's 36 Lift Zones throughout the area, supporting senior citizens and multigenerational populations.

In Europe, Sky expanded its **Sky Up Hubs**, which provide community access to the Internet, from the United Kingdom to Italy and Ireland. In 2023, 25% of beneficiaries came to the Hubs because they didn't have WiFi at home.



Sky Up Hub, Milan, Italy
Sky opened its first Hub in Milan in partnership with the Center for Helping Minors and Families in Crisis.



Fiona Ball,
Group Director, Bigger
Picture & Sustainability, Sky

“We’re passionate about using our innovation and creativity to help people fulfill their potential by creating opportunities and boosting digital equity throughout our communities.”

Hispanic Heritage Foundation partnered with Comcast NBCUniversal and Telemundo to advance digital equity and build skills within Latino communities across the country. Since 2020, we have donated a total of 10,000 laptops to Latino youth and community organizations through this partnership.

“At Telemundo, we take immense pride in our community, fostering connectivity and seeking to create possibilities for the families we serve.”

Christina Kolbjornsen,
Senior Vice President, Corporate &
External Affairs, NBCUniversal
Telemundo Enterprises



Expanding Public-Private Partnerships

Comcast is working to support the growth of a digital equity national service through the **American Connection Corps (ACC)**, which is an **AmeriCorps** program. ACC places individuals in digitally disconnected communities, including many rural areas, where they serve as active collaborators to advance digital skills.



Throughout 2023, Sky continued to partner with the local government in England, alongside social impact agency **Spectra**, to provide career support to young people who have been in foster care. This support included career and well-being events with working professionals and keynote speakers.



Dalila Wilson-Scott,
Executive Vice President
& Chief Diversity Officer,
Comcast Corporation;
President, Comcast
NBCUniversal Foundation

“It’s never been clearer how interconnected our efforts are to close the digital divide and help more people excel in an increasingly digital world.”

Universal Orlando has partnered with Wendover Housing Partners and Orange County for a major affordable housing project in Florida. Universal has also donated 20 acres of land for **Catchlight Crossings**, an affordable housing community.



Skills and Creativity

We are committed to supporting pathways to training and resources that will enable all people to use digital tools to build a rewarding career, express their creativity, and thrive in today's connected world.



CodePath aims to create an inclusive pipeline of engineers, chief technology officers, and founders through its courses and career support.

Partners Making a Difference

In 2023, Comcast Corporation awarded more than \$25 million to hundreds of community organizations nationwide to specifically support digital skills programs and partnerships working to build a more equitable workforce.

For instance, as part of our partnership with **Per Scholas**, which provides tech training to adult learners, we are helping to scale the organization in 15 markets. Since 2021, our support has helped 5,686 learners get jobs and created \$320 million in economic impact. We support **CodePath**, which provides advanced computer skills and mentorship to young adults to extend their network of postgraduation support. Comcast supported the launch of **Hispanic Federation's** Latino Digital Equity Centers Initiative. Over the past year, more than 5,000 individuals have completed digital skills training, and nearly 2,000 of them have received either a salary increase or job placement.

Closing the Digital Divide Through Partnerships

Today, 92% of jobs available require digital skills – yet nearly one-third of U.S. workers lack the opportunities to build these skills, according to a report from the **National Skills Coalition (NSC)**. Comcast has partnered with the NSC to educate local, state, and national decision-makers about the benefits of investments that aim to help close the divide.



Instructor and Per Scholas alumnus Bolaji Saibu is now Vice President of Product & Tech Development for the organization.

Kevin Butler: Connection Matters

Kevin Butler was drawn to computers since he was a child. Without Internet access at home, he went to a local library to get online. There he discovered Internet Essentials, which connected him to affordable, high-speed broadband. This led him to **The Hidden Genius Project**, a partner that trains and mentors Black male youth in technology and entrepreneurship. Today, Kevin leads his own digital marketing business, TechZen, to help fund his bachelor's degree in computer science.



Kevin Butler, Alumnus, The Hidden Genius Project

Wafi Ishmam: From Intern to Employee



Wafi Ishmam was an intern with **America On Tech**, a partner that helps those from underserved communities build their technology skills, when he heard about NBCUniversal's Media Tech Internship Program. He immediately applied and was accepted as an intern, which led him to a full-time job as a Media Tech Associate at NBCUniversal.

"America On Tech's data science fellowship gave me a foundational understanding of data science and analytics and the NBCUniversal internship gave me the exposure to projects in data analytics that made me see data engineering as a long-term career path," he says.

Shining a Light on Leaders

The 2023 Project UP Summit brought together 250 nonprofit and community leaders to discuss opportunities to advance digital equity. The Summit, which focused on the power of community, helped attendees deepen their relationships with each other, discover new ways to collaborate, and gain insights.



Jokim Bryant, Alumnus, The Hidden Genius Project



Jaime Gloshey, Co-Founder, Native Women Lead



Michael Smith, CEO, AmeriCorps, and Benya Beacom, Co-Founder, Lead for America



Diego Mariscal, CEO, 2Gether-International

Creative Impact Lab's Unique Approach



The **Creative Impact Lab** provides grants to nonprofit creative agencies that employ apprentices from underrepresented communities and commissions them to create marketing assets for nonprofits that seek to better tell their stories. Along the way, NBCUniversal employees provide creative guidance and feedback to the apprentices, with the final assets amplified across the Comcast NBCUniversal portfolio. The Lab will continue to expand internationally, extending this volunteer opportunity to NBCUniversal creative employees in the United Kingdom.

Gameheads, Oakland, Calif.

Uses video game design, development, DevOps, and mixed media to engage, prepare, and train low-income youth and youth of color ages 15-25 for careers in the tech, gaming, and entertainment industries.

Creative agency: **Venice Arts**

Summer House Institute, Philadelphia, Pa.

Empowers undergraduates of color with affinity-based learning and early exposure to diversify underrepresented fields like education, increasing representation of Black, Indigenous, and people of color in the creative and tech pipelines.

Creative agency: **PhillyCAM**

\$7M+

in media inventory donated

66

apprentices engaged

20

nonprofits served



Gameheads and Venice Arts



“By being able to recruit and retain female and genderqueer students in the game development youth program, more of these students will be equipped with the skill sets and resources to diversify the game development and tech-related industries.”

Damon Packwood

Creator & Executive Director, Gameheads

Youth Learning About Careers in Media

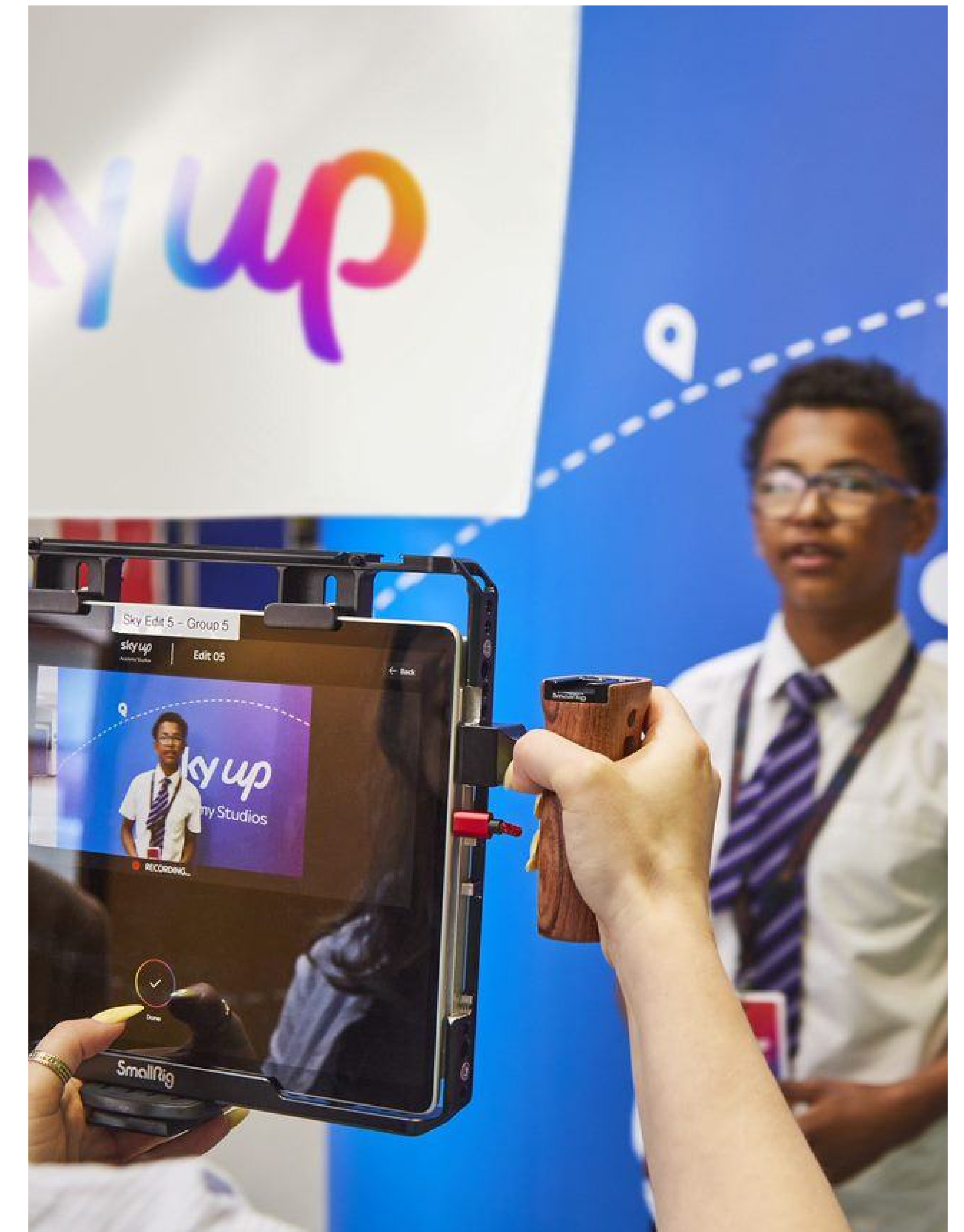
We continue to bring new voices into the journalism, media, and film industries.



NBCU Academy – our free, award-winning program that trains the next generation of journalists – celebrated its third anniversary by introducing new programs that complement its flagship initiatives. In early 2024 it launched **The Storytellers Program**, which pairs early-career journalists with an NBC News reporter, correspondent, or executive.



NBCU Academy and NBC News Studios' Original Voices program have launched the **Original Voices Accelerator**, a six-month intensive fellowship for U.S.-based student filmmakers and critics. The program pairs college students with an experienced mentor and grants funds to support the development of their projects.



As part of **Sky Up Academy Studios**, students go behind the scenes in a TV studio to develop their digital storytelling and gain insight into a media career. Another Sky program is **The Edit**, delivered in partnership with Adobe, which gives students the tools to complete a digital storytelling challenge. In 2023, nearly 44,000 students registered.

Entrepreneurialism

Small businesses create the fabric of our communities and power the engines of our economy, and startups are at the forefront of exploring emerging technologies. Through our programs and partners, we support ways for entrepreneurs to access tools and resources that help them thrive.

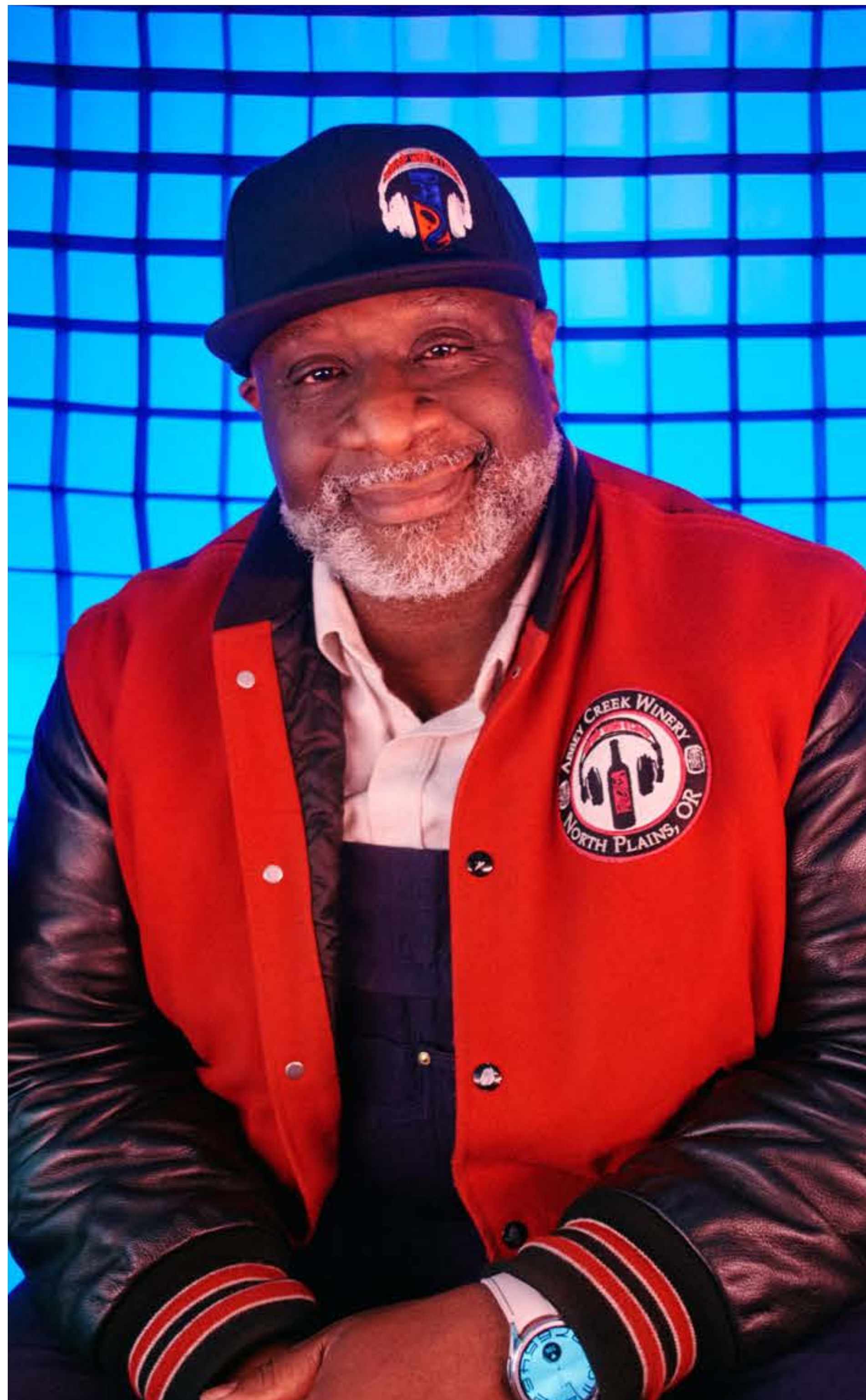


In 2023, LIFT Labs, which connects founders with leaders and experts across Comcast to explore long-term partnerships, added 18 enterprise-ready artificial intelligence (AI) startups to their portfolio through two theme-based accelerators focused on Generative AI and AI for the enterprise.

Expanding Access to Small-Business Ownership



Comcast RISE was created in 2020 to help small businesses hardest hit by the pandemic recover and thrive. Using learnings from our first phase, we proudly brought Comcast RISE back in an expanded form in 2023 to focus on growth as small businesses transitioned from pandemic recovery. Comcast continues its efforts and helps an even broader range of small businesses, while continuing to focus on diversity, inclusion, and community investment.



Bertony Faustin, Portland, Ore.
Abbey Creek Vineyard is a winery where people gather to drink wine, listen to hip hop, and make new friends.



Grace Hsia Haberl, Ann Arbor, Mich.
Warmilu has developed nonelectric recyclable infant warming blankets made from nontoxic and non-hazardous materials.



Benn Roe, Philadelphia, Pa.
Redcap's Corner is a tabletop gaming mecca committed to serving the LGBTQ+ and women's gaming communities.

13,500
entrepreneurs supported

\$125M+
in monetary, marketing,
and technology grants
awarded to recipients

Investing in Entrepreneurs of Tomorrow

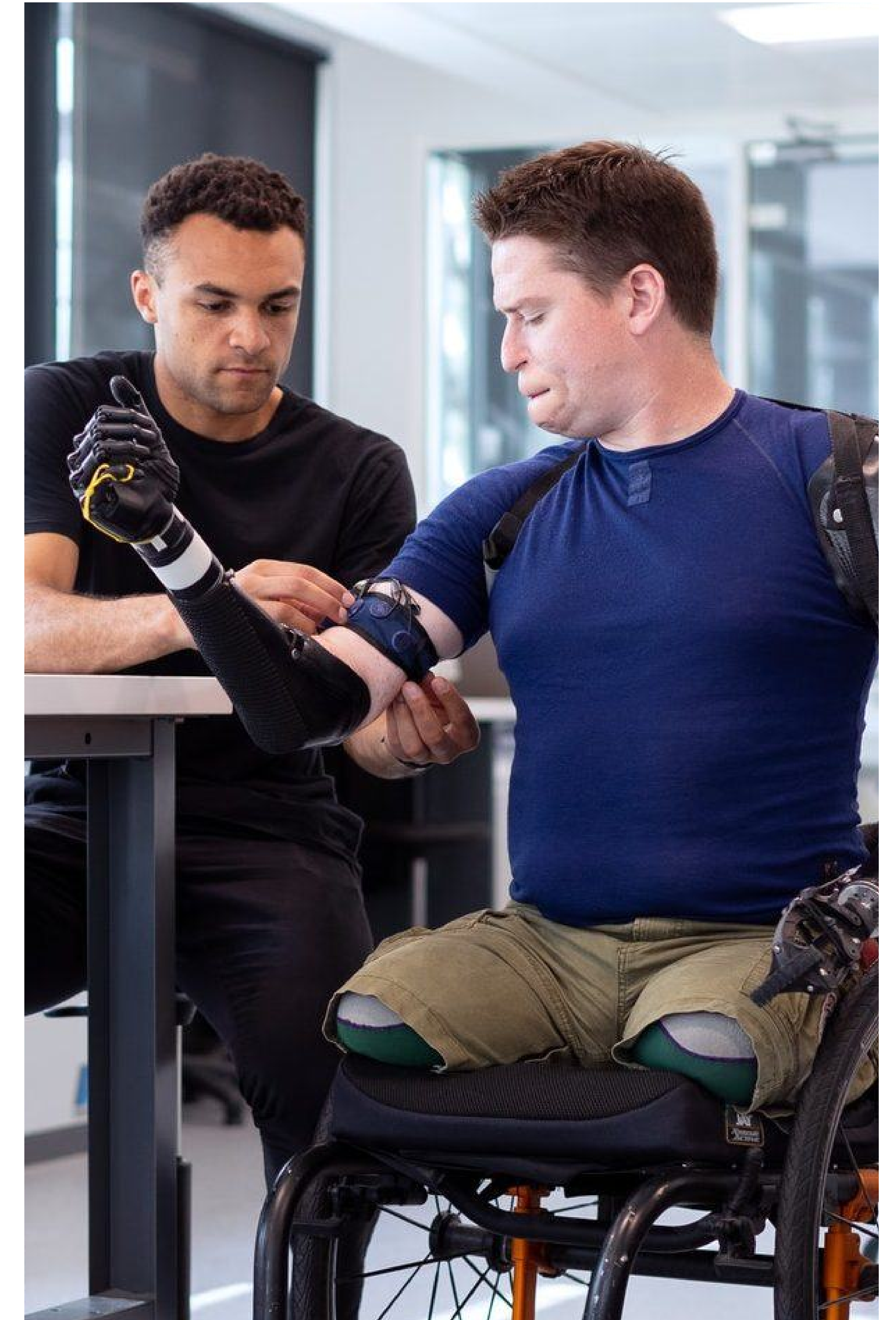
We support organizations that help current and future entrepreneurs build the skills they need to achieve long-term growth.



With our support, **BUILD.org** has recently launched the FamBiz CEO Simulation Game. This educator-led, free entrepreneurship game has reached over 40,000 students in just two months.



We partner with **Prospera**, a nonprofit that specializes in providing bilingual assistance to Hispanic entrepreneurs working to establish or expand their businesses in Florida.



We support **2Gether-International**, which offers programs for disabled founders of early-stage, high-growth tech startups.

Volunteerism

We aim to create long-lasting change in our communities, and each year, our volunteerism programs continue to gain momentum and create impact. Whether teaching digital skills to seniors or stocking a food pantry, our teammates feel impassioned about supporting people and partners in our communities.



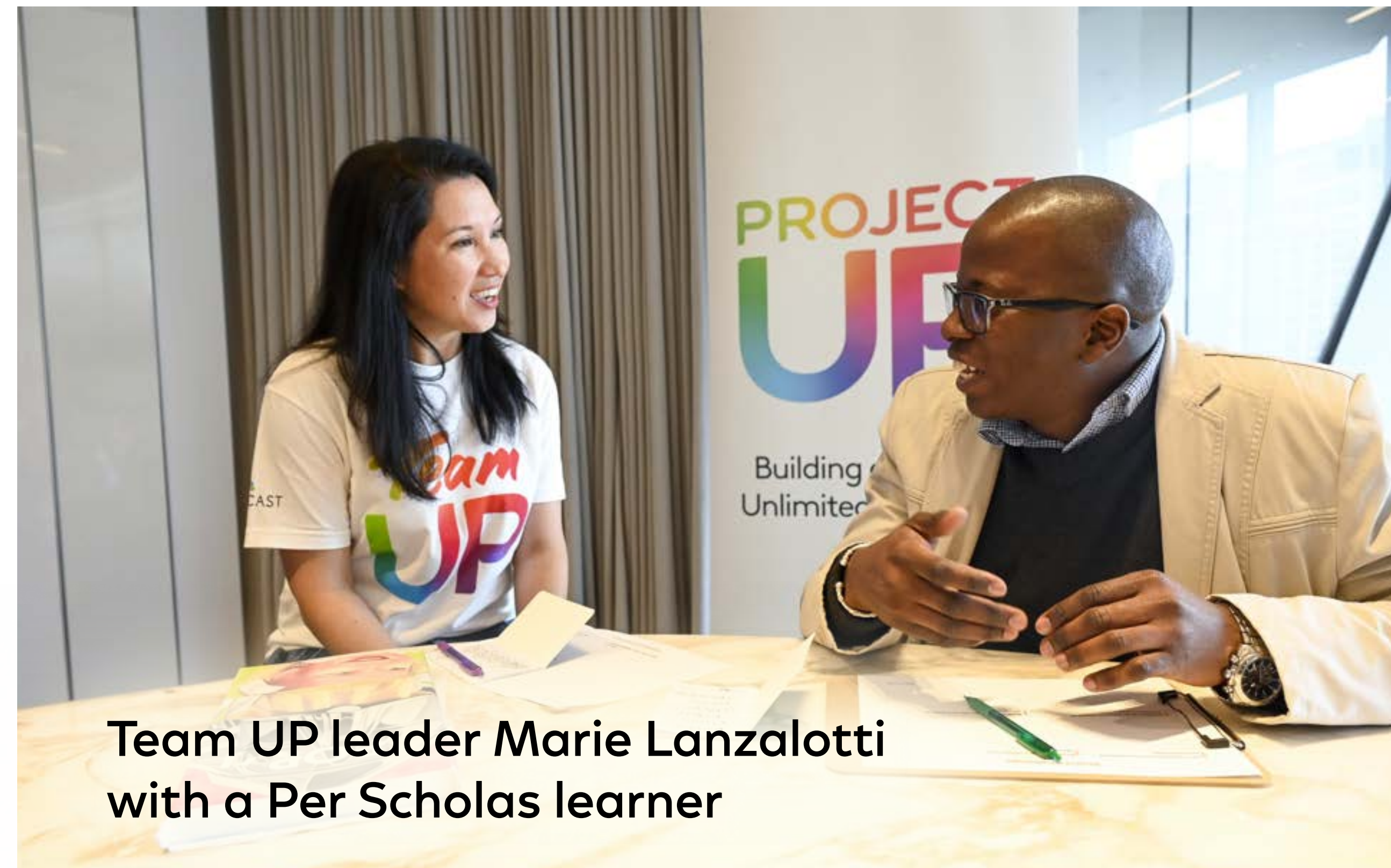
Through Team UP, and in partnership with Easterseals, Comcast employees volunteered with a Philadelphia high school to adapt a dancing Minion toy to make it more accessible for children with disabilities.

Embracing Community Service

Volunteerism doesn't just positively impact our communities; it provides a chance for teammates to step up as leaders in our company, and in the world.

As part of Comcast's **Team UP Leader Network**, employees will serve two-year terms working within their departments, teams, and employee resource groups to bring volunteer events and projects to life.

The **NBCUnites Ambassador Program** allows employees to become service leaders within their businesses by coordinating at least one volunteer project annually for a local nonprofit.



Team UP leader Marie Lanzalotti with a Per Scholas learner



NBCUnites at Hour Children Community Food Pantry in Queens, NY

25K+ employees volunteered

220K+ hours volunteered

In 2023, Sky celebrated the success of its **Sky Up** program with an event in Manchester, United Kingdom. This brought together volunteers and leaders from Sky along with the local community being supported through the Hubs and Academy programs.



Sky Up panel in Manchester on creating opportunities for young people

\$6M donated through the Comcast NBCUniversal Matching Gift Program



DE&I

We are proud to reaffirm our longstanding commitment to embracing diversity of background, culture, experience, and skills to create opportunities for all throughout our business.

Employees

The innovation created by an inclusive, diverse, and engaged workforce is limitless. Whether in the office or behind the camera, we continue to evaluate what works and find new ways to create a sense of belonging and provide pathways for personal and professional growth for all.



As part of the Comcast campaign Designed With , thousands of Comcast technologists create innovative products that put connecting people at the center.

Learning and Development

Our rotating national **Employee Advisory Council** opens the lines of communication, enabling teammates to provide input and create stronger engagement.

Talent Catalyst provides teammates with resources to help them increase exposure to different business areas and creates opportunities for career growth.

Through a partnership with **SpeakHaus**, Comcast leaders can hone their communications skills with their teams and external audiences.

EXCEL, a leadership development program, brings leaders from across the corporation together to share experiences and learn.

CoachDiversity helps directors and above across our U.S.-based connectivity and platforms businesses get access to executive coaching earlier in their career journey.



EXCEL's Leadership Summit highlights leaders creating change.



Loren Hudson,
Senior Vice President &
Chief Diversity Officer,
Comcast

“Together we are fostering a more inclusive workplace and ensuring that everyone can contribute and connect in a meaningful, authentic way.”

Inclusive Leadership in Action

Learning from others who have taken a similar path can be transformative. Across our businesses, **External Diversity Advisory Councils** provide a forum where company leaders and outside experts come together to support our diversity, equity, and inclusion (DE&I) work. We offer employees opportunities to participate in a broad range of external programming:

At the **Ascend** leadership training, led by Ascend National Board Member Kristin Yoshida, we brought together Asian American and Native Hawaiian/Pacific Islander (AANHPI) leaders and allies to connect, grow, and network.

In partnership with the learning organization **Emeritus**, more than 100 leaders across Comcast NBCUniversal and Universal Parks & Resorts participated in the 12-week Emeritus Women in Leadership program.

Any midcareer professional with a desire to learn skills that drive higher work performance had a chance to attend the **Latino Leadership Intensive** led by Dr. Robert Rodriguez and Angel Gomez.

Hiring Our Heroes Fellows

Comcast partners with **Hiring Our Heroes**, a professional development program that connects service members, veterans, and military spouses with fellowships, which often lead to employment. In 2023, we welcomed our 11th cohort of fellows.



Jennifer Bass
U.S. Army



Edgar Feliciano
U.S. Army



Abigail Tassa
U.S. Army



James Cabarrus
U.S. Marine Corps



Jeanine Benjamin
U.S. Navy



Mona Dexter,
Vice President, Military &
Veteran Affairs, Comcast

“At Comcast, we value the incredible diversity and undeniable talent of the military community that helps propel our company forward.”



We have been named a 5-Star Employer in the 2023 VETS Indexes Employer Awards, Best for Vets Employer by Military Times, and a Top 10 Military Friendly® Brand by Victory Media. As of 2023, we have hired 21,000 military-connected employees.

Culture

We bring our shared DE&I values to life by engaging in meaningful dialogue and celebrating the unique contributions of all experiences and skills. We recognize that differences can make us stronger as a business and as a society – and this is clearly reflected in how we operate.



The Women's Network employee resource group (ERG) in California, as part of Team UP, partnered with volunteers from Women Build and Habitat for Humanity to make an impact in their community.

Learning From Each Other

We harness our resources to advance programs and initiatives that put fostering an inclusive workplace at center stage.

Employee resource groups (ERGs) are a vital part of our organization. Across our businesses, members volunteer, attend educational events, participate in thought-provoking conversations, and foster a sense of community.

The cross-enterprise **Mental Health Week** features events hosted by Comcast NBCUniversal's MyAbilities and Sky's Body & Mind ERGs that promote awareness and provide tools for building resilience and understanding. The **Be Inclusive Learning Toolkit** gives teammates tips for practicing inclusion and spotlights educational opportunities.



Operation Old Glory

Founded by a Veterans Network ERG leader, **Operation Old Glory** is a national program where employees and other volunteers work together to replace worn or damaged flags hanging outside homes or businesses.



Our second ERG National Leadership Summit brought together more than 500 ERG leaders, champions, and partners.

Promoting Education

Across our businesses, we are purposeful about creating ways to reflect and recommit to fostering a more inclusive world.



Each year, we come together to celebrate our commitment in action. Comcast's **DE&I Day** and NBCUniversal's **Meet the Moment** provide a day of learning, where thousands of teammates deepen their understanding and learn from experts on a wide variety of DE&I topics.



Kick It Out promotes inclusion and tackles discrimination in sports. In 2023, Sky extended its partnership with Kick It Out with an extra £1 million supporting additional educational content for clubs and fans, and developed research on issues related to diversity, discrimination, and inclusion in sports.

DE&I Speaker Series

Our internal DE&I Speaker Series educates our teammates and provides space for meaningful dialogue. Here are a few highlights from the 11 virtual and two in-person Speaker Series events in 2023:



Opal Lee

Known as the “Grandmother of Juneteenth,” activist Opal Lee talked about how she helped preserve African American history and established Juneteenth as a federal holiday.



Tammy Smith

Major General Tammy Smith discussed her 35 years in military service, including her experience and impact as the first LGBTQ+ General/Flag Officer in the U.S. military.



Haben Girma

Human rights lawyer and disability justice advocate Haben Girma explored how disability creates opportunities for innovation and the importance of actively choosing inclusion.



Craig Robinson,
Executive Vice President
& Chief Diversity Officer,
NBCUniversal

“As a leading media and entertainment company, we have the privilege – and responsibility – to educate our audiences and local communities on timely topics, and highlight authentic perspectives across our programs and platforms.”

The Power of Convening

In 2023, we came together to collaborate, stretch our thinking, and deepen our impact. Here are a few examples of the many events that left participants changed.

Pride Summit

Approximately 300 LGBTQ+ employees and allies gathered for the inaugural Pride Summit, which was led by the Out ERG and included dynamic conversations that explored authenticity, allyship, and identity.

TPX DE&I Showcase

The annual Technology, Product, and Experience (TPX) DE&I Showcase featured DE&I councils from across Comcast's TPX team. Technologists highlighted qualities that make our products and services more accessible and inclusive.

Women Who Move Mountains

Led by the employee group Multiculture at Sky, Women Who Move Mountains celebrated Black women who have made significant contributions to the science, technology, engineering, and mathematics fields.



Sky Pride celebration event

Developing Inclusive Pathways

We continue to support organizations that provide avenues for more people to realize their talent and potential.

A Sky partnership with **Mission 44** supports efforts to scale up small- to medium-sized organizations focused on preventing the disproportionate exclusion of Black, African, Caribbean, Romani, and other children from schools.

NBCUniversal partners with **IllumiNative**, a Native American women-led organization focused on amplifying contemporary Native voices, stories, and issues to advance justice, equity, and self-determination.

The **Universal Composers Initiative** finds artists from traditional as well as non-conventional backgrounds. To date, its talent has scored feature films, TV/streaming projects, live-action and animated shorts, and public service announcement spots.

In 2023, NBC Sports developed a partnership with **Making Space**, an organization that creates pathways to employment for disabled and overlooked communities.



Claudia Osei-Nsafoah,
Chief People Officer
UK&I, Group Talent and
D&I, Sky

“At Sky, we’re working hard to champion an inclusive culture and support diverse talent with a range of skills, backgrounds, experiences, and perspectives.”

Supplier Diversity

Comcast NBCUniversal’s supplier diversity and inclusion program is designed to create an inclusive supply chain process, in which businesses that have historically played a smaller role in our supply chain – including small and diverse suppliers – have an opportunity to participate. Currently, we have more than 3,000 companies in our small and diverse supplier network across our businesses.



Martin Rocha,
CEO & Founder, CUI Telecommunications

After Martin Rocha left the military, he found a job doing cable installation. Rocha, the son of Mexican immigrants, worked at the company for about eight months. But he wanted control of his own destiny.

In August 1994, he launched his own business, CUI Telecommunications. “It was difficult,” he says, “but I was driven and a little naïve – and that was a great combination,” he says. He started with two employees. Today, his Birmingham, Alabama, company has over 700 employees and over \$100 million in revenues, and takes on work beyond installation to include construction, drop buries, and multidwelling units.

He started out working as a Comcast supplier in 2000. Today, the veteran-owned company’s work with Comcast represents about 60% of his total business.

“With other companies, you take the work and leave,” he says. “But with Comcast, all of these markets grew because of relationships that we have built and the delivery of promises that we’ve made and kept.”



Comcast was named a Supply Chain Diversity Leader by Supplier.io for our activity with diverse and small businesses.

Content

Our platforms help highlight authentic stories, voices, and perspectives on the screen, behind the scenes, and in the content we distribute.



The Xfinity Large Button Voice Remote enables customers with vision, mobility, and dexterity impairments to enjoy their Xfinity home entertainment experience more fully.

Creating Curated Collections

Offering one of the most comprehensive destinations for multicultural entertainment available, we feature curated programming selections for Martin Luther King Jr. Day, Lunar New Year, Black History Month, AANHPI Heritage Month, LGBTQ+ Pride Month, Hispanic Heritage Month, Diwali, Native American Heritage Month, and more.

During Xfinity’s Hispanic Heritage Month, “Be the Next Story Told” (“El Futuro lo Escribe Tú”), a multiplatform bilingual campaign led by Telemundo, as well as the **mitúTV** streaming app, were both launched.

As part of Free This Week, X1, Flex, and Xfinity Internet customers can unlock free content, depending on their plan. In 2023, roughly half of the partners in the collection were community partners, such as **OUTtv**, **Kids Street en Español**, and the **Anime Network**.

The Black Experience, a first-of-its-kind destination of Black entertainment, premiered a new original three-part music docuseries, “In Our DNA: Hip House,” as well as “Black Girls,” a documentary that traces advocacy among Black women.



MSNBC produced and aired “The Culture Is: Indigenous Women,” part of a series highlighting communities of women, which featured Crystal Echo Hawk, founder and CEO of IllumiNative.



“The More You Know,” NBCUniversal’s iconic, award-winning public service announcement campaign, has brought timely issues to the forefront of Americans’ minds for over 30 years. In 2023, the campaign launched new content to inspire dialogue and invite action on topics such as media literacy, food insecurity, mentorship, supporting veterans, reading, and staying physically active.

10 Years of 'Voices of the Civil Rights Movement'

For 10 years, Comcast NBCUniversal's Voices of the Civil Rights Movement platform has connected global, multigenerational audiences to historical moments and inspiring firsthand accounts from the heroes of the Civil Rights Movement.

In 2023, we continued to expand this collection and debuted 11 first-person video interviews on topics ranging from the Freedom Rides and historically Black colleges and universities to trailblazers in sports and entertainment. The Voices collection – winner of two Webby Awards in 2023 – is now home to more than 250 historical moments and interviews and is available on Black Experience on Xfinity, in select museums, and free to everyone at CivRightsVoices.com and @CivRightsVoices on social media.

40M+

Voices of the Civil Rights Movement video views by global audiences



Reflecting Our Diverse World

We are dedicated to cultivating inclusion, both in front of and behind the camera. Here are a few highlights from 2023:

Five scripted original dramas that NBCUniversal premiered in the fall are led by actors who are Black, Indigenous, or people of color, such as Shanola Hampton who stars in "Found."



The New Focus Fund is a Sky Sports initiative that was created to unlock opportunities in sports production for a wider talent pool and bring new perspectives across Sky Sports channels.



Jonathan Licht,
Managing Director,
Sky Sports

"We know we have a critical role to play in representing diverse voices and raising awareness of different perspectives across the entire sports industry."

Telemundo and Billboard teamed up for **Latin Women in Music**, a new music franchise focused on the impact of women in the music industry.



Focus Features released "Champions," a film about a basketball team of players with intellectual disabilities.



Advancing Accessibility

We're proud of the work we do to advance disability inclusion.

In 2023, our Xfinity retail stores in Greater Philadelphia rolled out a pilot program that provides American Sign Language for customers, marking a significant step toward creating a more inclusive retail environment for deaf and hard of hearing customers.



At Universal Destinations & Experiences, attractions include sensory-friendly shows, closed captioning options, and Braille menus. Nearly 70% of the attractions and rides at Universal Orlando Resort, including Universal Studios Florida and Islands of Adventure, have been designed to enable guests to either remain in their own wheelchair or seamlessly transfer into a modified-ride vehicle.

Sky Kids launched a new channel featuring 100% subtitled content and more than 20% audio description. For those in the United Kingdom, Sky Q customers now have access to a touch-screen digital remote control that adapts to their needs, either with larger font, color contrast, or a screen reader.



Sky Q Digital Remote Control



For the fifth consecutive year, Comcast NBCUniversal has been named a Leading Disability Employer by the National Organization on Disability.



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Workforce Diversity Data*

Total Workforce	2021	2022	2023
Women	36.4%	37.1%	37.1%
People of Color	45.0%	45.7%	46.3%
<i>Black/African American</i>	18.3%	17.2%	16.4%
<i>Asian American, Native Hawaiian, and Pacific Islander</i>	7.5%	8.1%	8.5%
<i>Hispanic/Latino/a/x</i>	15.4%	16.6%	17.4%
<i>Indigenous and Native American</i>	0.4%	0.4%	0.4%
<i>2+ Races</i>	3.4%	3.4%	3.6%

* The workforce diversity data incorporated in this report is for women and people of color at Comcast NBCUniversal only. The included metrics are reflective of our U.S. full-time employees.

Workforce Diversity Data*

Executive Leadership Team***	2021	2022	2023
Women	35.8%	37.5%	37.8%
People of Color	19.3%	21.1%	23.1%
<i>Black/African American</i>	7.0%	7.5%	8.2%
<i>Asian American, Native Hawaiian, and Pacific Islander</i>	6.4%	7.3%	7.8%
<i>Hispanic/Latino/a/x</i>	4.6%	5.0%	5.3%
<i>Indigenous and Native American</i>	0.2%	0.2%	0.2%
<i>2+ Races</i>	1.1%	1.1%	1.6%

Vice Presidents (VPs) and Above	2021	2022	2023
Women	41.8%	43.7%	45.3%
People of Color	23.8%	25.3%	26.2%
<i>Black/African American</i>	5.8%	6.0%	6.1%
<i>Asian American, Native Hawaiian, and Pacific Islander</i>	8.3%	8.8%	9.5%
<i>Hispanic/Latino/a/x</i>	7.6%	8.4%	8.4%
<i>Indigenous and Native American</i>	0.2%	0.1%	0.1%
<i>2+ Races</i>	1.9%	2.0%	2.1%

Directors	2021	2022	2023
Women	43.5%	44.2%	44.5%
People of Color**	29.4%	30.9%	32.0%
<i>Black/African American</i>	6.8%	6.6%	6.7%
<i>Asian American, Native Hawaiian, and Pacific Islander</i>	12.1%	12.7%	13.2%
<i>Hispanic/Latino/a/x</i>	7.8%	8.8%	9.2%
<i>Indigenous and Native American</i>	0.3%	0.2%	0.3%
<i>2+ Races</i>	2.5%	2.5%	2.6%

Managers	2021	2022	2023
Women	43.2%	43.9%	43.7%
People of Color**	36.1%	37.8%	38.4%
<i>Black/African American</i>	9.1%	8.7%	8.5%
<i>Asian American, Native Hawaiian, and Pacific Islander</i>	10.6%	11.6%	11.9%
<i>Hispanic/Latino/a/x</i>	13.1%	14.4%	14.8%
<i>Indigenous and Native American</i>	0.3%	0.2%	0.2%
<i>2+ Races</i>	3.0%	2.9%	3.1%

* The workforce diversity data incorporated in this report is for women and people of color at Comcast NBCUniversal only. The included 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 Board of Directors is 60% diverse racially/ethnically and by gender.

Board of Directors	2022	2023	June 2024
Total	9	11	10
Total Diverse	4	6	6
Women	2	3	3
People of Color	3	4	4
<i>Black/African American</i>	1	2	3
<i>Asian American, Native Hawaiian, and Pacific Islander</i>	1	1	1
<i>Hispanic/Latino/a/x</i>	1	1	0
<i>Indigenous and Native American</i>	0	0	0
<i>2+ Races</i>	0	0	0

Supplier Diversity

We seek to broaden and diversify our supplier base by creating an inclusive corporate supply chain process where all businesses have an opportunity to participate.

Procurement*	2021	2022	2023
Tier 1 Diverse Spend	\$4.3B	\$5.0B	\$4.7B
Tier 2 Diverse Spend	\$390M	\$484M	\$630M

Community Impact

We are committed to bringing together diverse communities and inspiring our customers, audiences, and employees to make a positive social impact.

Total Cash/In-Kind Donations Invested in Our Communities	2021	2022	2023
Total Giving	\$503M	\$488M	\$463M

* As noted by Tier 1 (direct purchases) and Tier 2 (direct and indirect subcontracting spend) suppliers.

NBCUniversal Programming

On Screen/On Air

	2021	2022	2023
FILM			
<i>Women</i>	40.0%	42.4%	37.9%
<i>People of Color</i>	36.4%	31.9%	43.3%
NEWS ASSETS*			
<i>Women</i>	53.1%	54.1%	55.0%
<i>People of Color</i>	47.6%	50.5%	52.0%
NBC PRIMETIME SCRIPTED**			
<i>Women</i>	--	40.9%	40.0%
<i>People of Color</i>	--	41.1%	44.9%

Behind the Camera

	2021	2022	2023
FILM			
<i>Women</i>	27.6%	27.7%	23.9%
<i>People of Color</i>	17.2%	12.3%	14.2%
NEWS ASSETS*			
<i>Women</i>	45.6%	48.6%	51.2%
<i>People of Color</i>	35.1%	36.8%	38.6%
NBC PRIMETIME SCRIPTED**			
<i>Women</i>	--	47.1%	40.1%
<i>People of Color</i>	--	33.3%	31.5%

* News assets include NBC News, MSNBC, CNBC, and NBC-owned stations, but do not include Telemundo Network News or Telemundo stations.

** Data not available for the 2021 scripted season.

Employee Resource Groups (ERGs)*

Total ERGs

9

Total Chapters

250+

Total Members

36K



Asian Pacific Americans



Black Employee Network



Indigenous



MyAbilities Network



Out



Unidos



Veterans Network



Women's Network



Young Professionals Network

* ERGs data represents Comcast and NBCUniversal only.

Diversity Awards and Recognition

100

Score on the Human Rights Campaign's 2023 Corporate Equality Index for the tenth year



100

Score earned on Disability:IN's 2023 Disability Equality Index for the ninth consecutive year



5★

Company recognized in the 2023 Hispanic Association on Corporate Responsibility Corporate Inclusion Index



#13

DiversityInc's* Top 50 list as one of the nation's most inclusive companies



#9

Great Places to Work® and Fortune 100 Best Companies to Work For® 2023



#2

Overall employer in the "Best for Vets" ranking by Military Times



* Changed name to Fair360 in 2023.



We work diligently to minimize our carbon footprint today and invest in the strategies and technologies that will drive further progress tomorrow.

ENVIRONMENT

Progress

We are continuing on the path toward our goal to be carbon neutral for Scope 1 and 2 emissions by 2035. This includes taking action to reduce emissions from our operations, boosting the energy efficiency of our growing network, incorporating sustainability into our productions from script to screen, and increasing employee education and engagement.



On-site solar at the Universal Studios Lot in Los Angeles

Decarbonizing Our Business

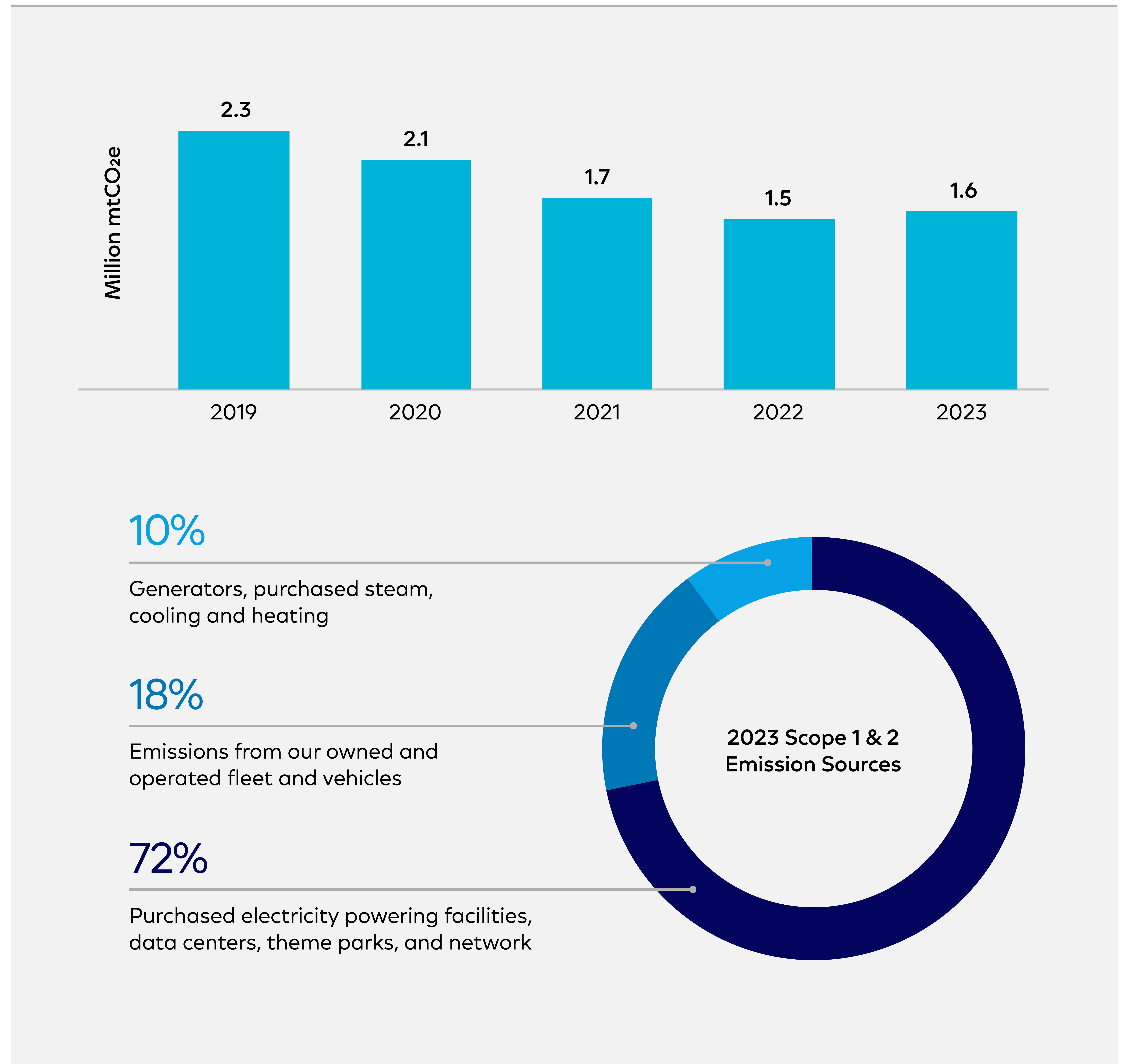
Since 2019, we have reduced our enterprise-wide Scope 1 and 2 greenhouse gas emissions by more than 30%. Our emissions increased 5% from 2022 to 2023, primarily due to reductions in clean energy usage and the browning of the U.S. electricity grid. However, many of our operational energy and emissions metrics decreased year-over-year, including total energy consumed and emissions from our owned and operated fleet and vehicles. We continue to make long-term investments in network energy efficiency and clean and renewable energy contracts that we expect to help reduce our carbon footprint as we grow our network and business into the future.

Managing the Challenges Ahead

Decarbonizing our business and value chain depends on many factors beyond our control, including political, economic, regulatory, and geopolitical conditions, supply chain and labor issues, supplier emissions reductions, the evolution of carbon offset markets, and investment and innovation to close gaps in available technology and infrastructure. Overcoming these challenges will require, among other things, increased collaboration with a range of business partners, industry peers, governments around the world, and other stakeholders.

Scope 1 & 2 Emissions

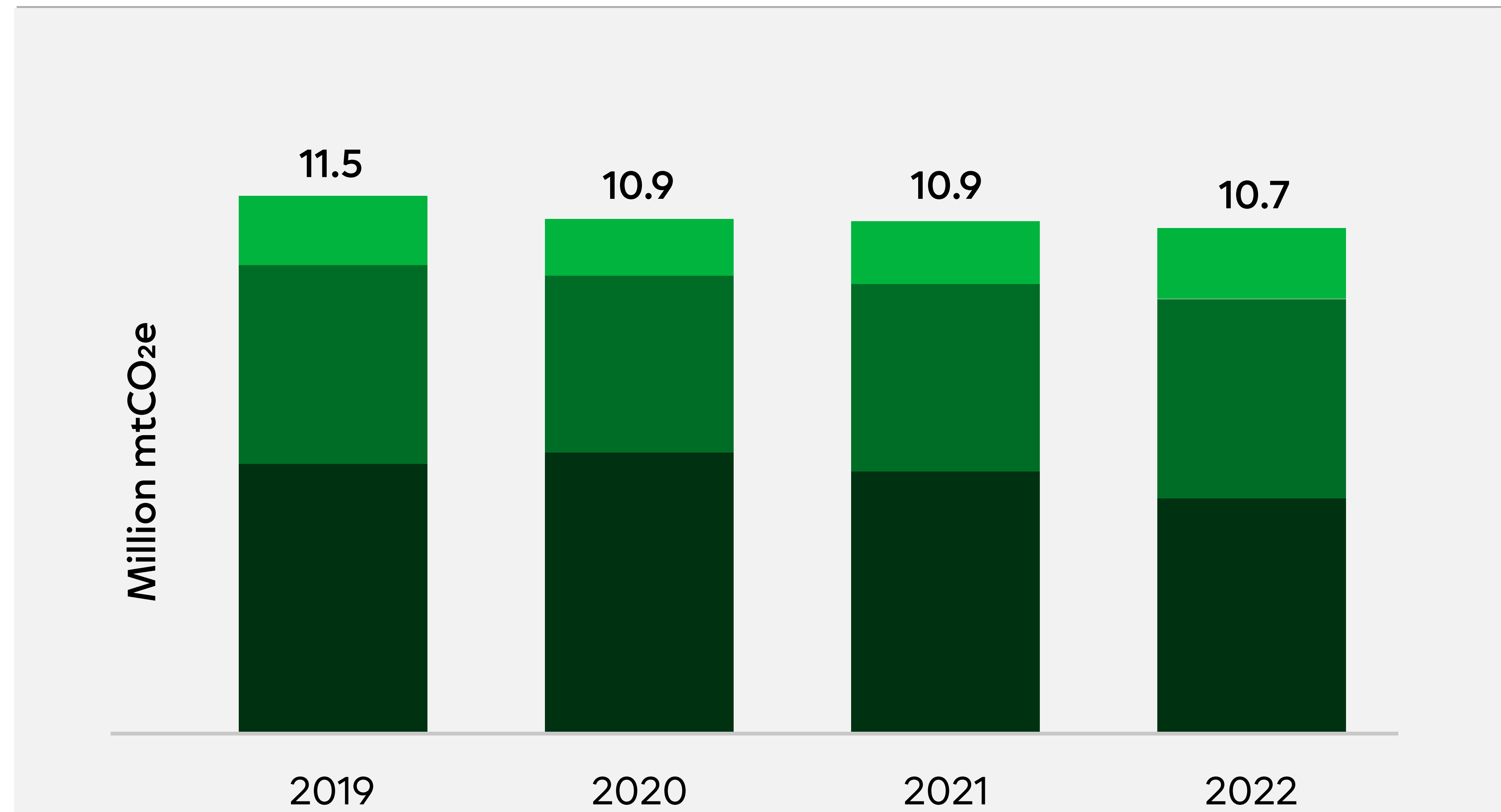
[Read the details in our 2024 Carbon Footprint Data Report](#)



Scope 3 Emissions

While our primary focus is on sustainability in our own operations, we have also worked to better understand the emissions from our full value chain, known as Scope 3 emissions. By joining the Science Based Targets initiative, Comcast has committed to set near-term targets for Scope 1, 2, and 3 emissions in line with pathways designed to limit global warming.

Scope 3 Estimated Emissions



14%

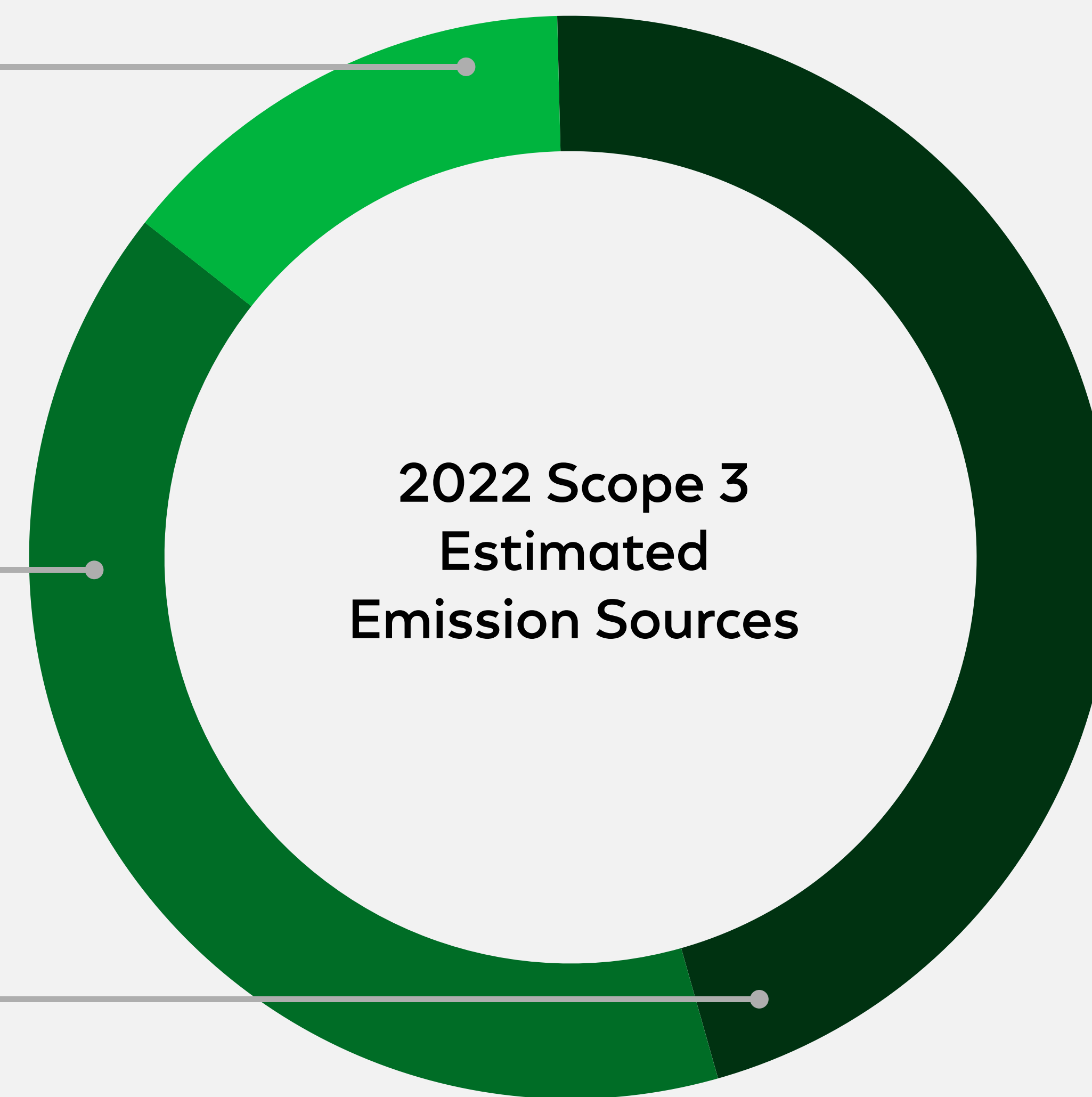
Emissions related to transportation, energy, employees, and waste (Categories 3-8 & 12)

40%

Purchased goods, services, and capital goods (Categories 1 & 2)

46%

Use of sold and leased products (Categories 11 & 13)



Sara Cronenwett,
Senior Vice President,
Corporate Environmental
Sustainability, Comcast

“By focusing on long-term strategies and thoughtful investments across the enterprise, we are on a path toward achieving our sustainability goals.”

Engaging Our Teammates

Environmental protection is a year-round job, and our teammates find ways to embrace the work every day. **Earth Month** is a special opportunity to gather employees in different ways across the enterprise to learn, reflect, and take action on sustainability. Activities include workshops, events led by employee groups, and volunteer opportunities.

To further operationalize sustainability across the enterprise, our businesses have developed training courses to equip employees with information and resources to help drive sustainability.

For example, a new Comcast Environmental Sustainability training will help teammates across the connectivity business better understand actions they can take to support our carbon neutral goal. NBCUniversal held an interactive Climate Masterclass for employees to learn more about key climate concepts, how to communicate about climate, and how to drive change. School of Sky Zero is a digital training course that supports Sky employees to create positive climate-related behavior changes and inspires them to play their part.



Operations

Evaluating our operations from our buildings and vehicles to film sets and theme parks allows us to prioritize actions that have the greatest impact.

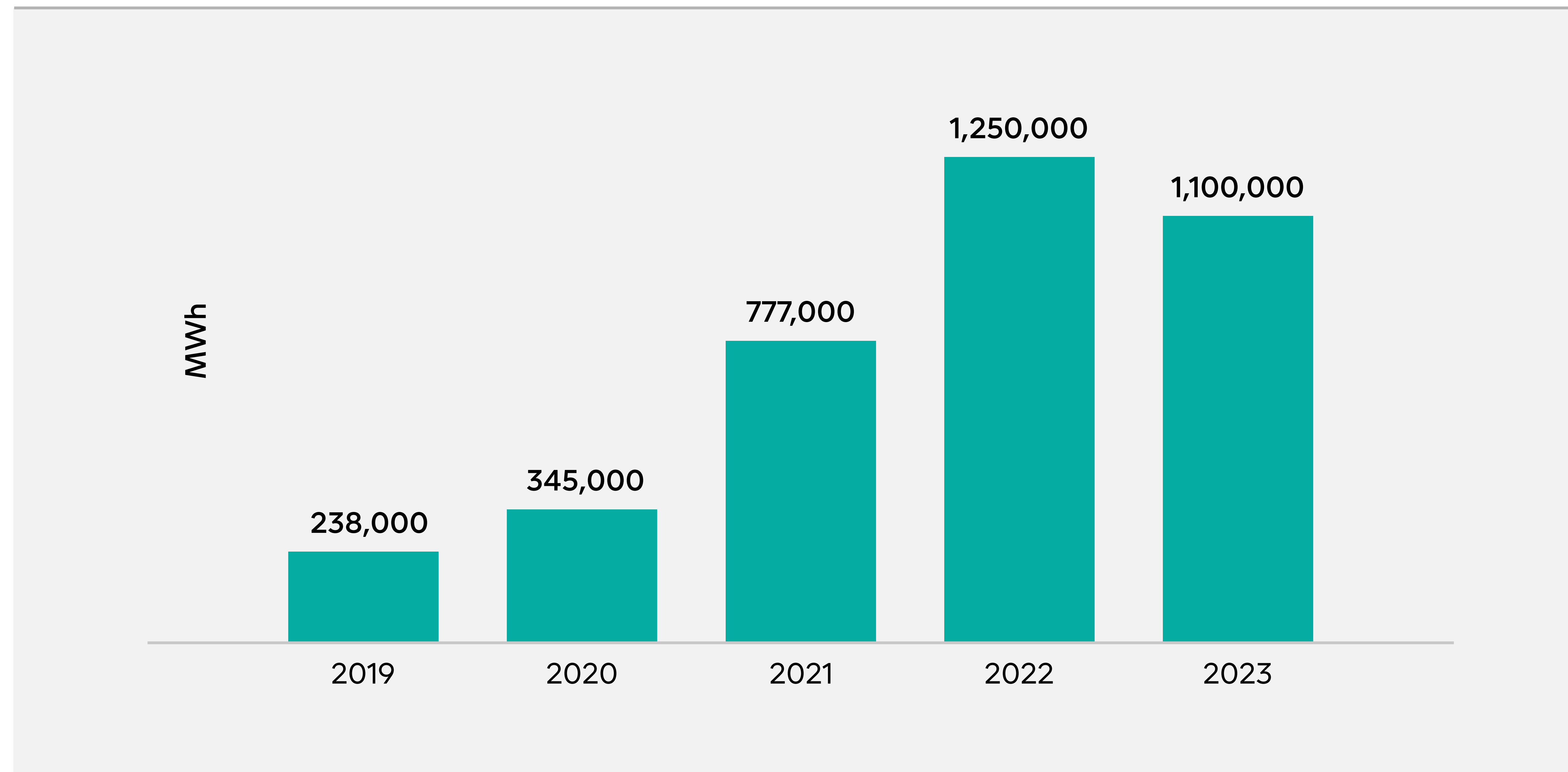


Sourcing Clean Energy

In 2023, we sourced approximately 1.1 million megawatt-hours (MWh) of clean and renewable energy – approximately 25% of our total enterprise electricity load.

Our clean energy strategy incorporates a range of sourcing solutions across the regions in which we operate, prioritizing investments that bring additional capacity to the grid. This includes long-term direct and virtual power purchase agreements from new renewable energy projects, working with utility companies to secure supply from new planned developments or existing green tariff and retail products, and continuing to invest in on-site solar.

Clean Energy Usage



Our clean energy usage decreased 12% from 2022 to 2023 as we transitioned our focus to sourcing from new projects that can bring additional renewable energy capacity to the grid and help meet future energy needs. In 2023 alone, we signed new wind and solar power purchase agreements that, when the projects are completed, will total more than 840,000 MWh per year, bringing our contracted total to 1.2 million MWh per year.



Peter Kiriacoulacos,
Executive Vice President & Chief
Procurement Officer, Comcast

“From data centers to theme parks, we are shifting to new long-term sources of clean and renewable electricity to provide our customers more sustainable connectivity and experiences.”

~1.1M

MWh clean energy used in 2023

~25%

enterprise electricity load sourced from carbon-free electricity in 2023

In addition to seeking to source more clean energy, our businesses are also continuing to invest in on-site solar. Since the start of 2023, NBCUniversal has had 2.75 MW of new on-site solar projects completed or under construction, including installations at Universal Orlando Resort in Florida, the Universal Studios Lot in California, Universal Studios Japan in Osaka, and local NBC and Telemundo stations in Washington, D.C.



Rooftop solar at the Universal Studios Lot in California



Audrey Vinant-Tang,
Director, Sustainability Strategy,
NBCUniversal

“Our continued investments in on-site solar and clean energy programs across our global operations are helping grow local green economies while meeting the future energy needs of our growing company.”

Supporting Community Solar in Chicago

NBCUniversal is an anchor tenant subscribing to 4 MW of renewable energy from two community solar farms to be constructed outside Chicago. Once online, the projects are anticipated to supply the NBC Chicago and Telemundo Chicago stations with more than 6,000 MWh of renewable energy each year. In addition to supplying power to NBCUniversal and other anchor tenants, the developer has committed to making 20% of each solar farm’s output available for low- and moderate-income residential customers to subscribe to renewable energy at a guaranteed discounted rate, expanding clean energy access in the local community.

Buildings That Matter

We are reimagining the design of new construction and major renovations for our buildings, parks, and other facilities to account for the future and integrate the latest green practices and technologies.

Universal Studios Lot

New construction nearing completion at the Universal Studios Lot in Los Angeles has been built to green building standards to help support sustainable production and greener operations. The project has included the Barham stages, which are on track to receive LEED Gold certification, as well as One Universal and The Commons, which are both being constructed to a LEED Platinum standard.

Universal Epic Universe

In 2025, Universal Destinations & Experiences will unveil Universal Epic Universe at Universal Orlando Resort. The park is the latest development to integrate energy efficiency and sustainable construction practices starting in the design of this exciting new destination.

CNBC International

CNBC's new Asia-Pacific headquarters in Singapore received a Green Mark Gold certification by implementing sustainability measures such as sourcing renewable and clean energy and improving the energy efficiency of equipment and spaces.

Sky Osterley Innovation Centre

Located in West London, England, Sky's first all-electric building received a BREEAM Outstanding certification for its environmental credentials and a WELL Platinum designation for its intentional design for occupant well-being.





Reducing Vehicle Emissions

Across our fleet, we're continuing to utilize fuel efficiency technology and deploy hybrid and electric vehicles (EVs) in select locations.

Part of Comcast's commitment to keeping customers connected includes offering more digital support tools, which allowed us to serve more customers remotely in 2023. Comcast has also begun initial EV deployments in California. We've saved roughly 11 million gallons of fuel compared to 2019 and avoided 95,000 metric tons of greenhouse gas emissions.

NBCUniversal purchased 227 EVs in 2023, including electric golf carts for Universal Orlando and the Universal Studios Lot in Los Angeles, as well as an electric forklift for the Telemundo Center in Miami and an electric heavy-duty box truck to make deliveries for Universal Studios Hollywood. In Germany, the Sky Deutschland News Gathering team has removed all diesel generators from its fleet and replaced them with a lithium battery power system for silent running.

We have also taken additional steps to enable employees to charge their own EVs. In Hollywood, 132 electric vehicle chargers are being installed at One Universal, and in the United Kingdom, Sky has increased its total number of EV chargers to 210 at its headquarters in Osterley.

Greening Our Productions

For many years we've been integrating environmental protocols into film and TV productions across the world. From reusing sets to reducing food waste, these practices create a healthy and more sustainable experience behind the scenes and beyond.

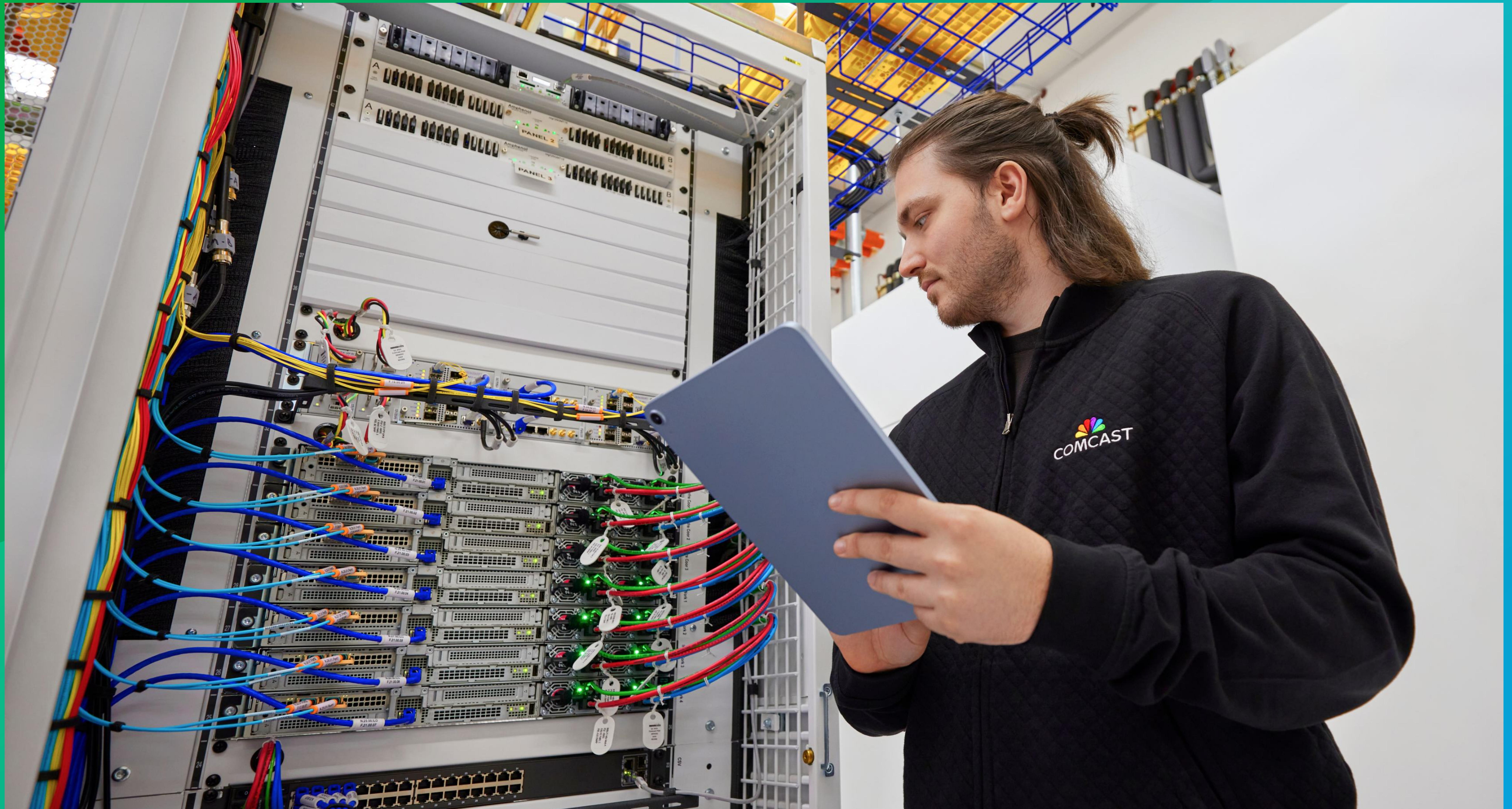
As part of the **NBCUniversal Sustainable Production Program**, we have implemented a variety of fuel-saving initiatives across our sets to help reduce the carbon footprint of productions. Examples include "Based on a True Story," which utilized an electric passenger van and solar trailers, "La Brea" which replaced diesel generators with hybrid electric units, and "The Fall Guy," which included an electric Hummer as both a picture vehicle and a camera rig. These efforts and more helped our film and TV shows earn Gold and Green Seals from the Environmental Media Association, which annually recognizes sustainable production and environmental messaging in the entertainment industry.

The Sky Original film "The Portable Door" is the first Australian feature film to adopt the BAFTA albert seal, a certification process that is achieved by completing a carbon action plan and measuring the production's carbon footprint. The plan included reusing materials from previous productions, reducing waste, and implementing a composting program.



Network

Our global technology platform connects people across the world, with a focus on reliability, efficiency, and resilience. In addition to sourcing more clean energy to power our network, we are deploying new, energy-efficient technologies with the goal of doubling network energy efficiency by 2030 – and we’re making great progress.



New virtualized network technology in Absecon, N.J.

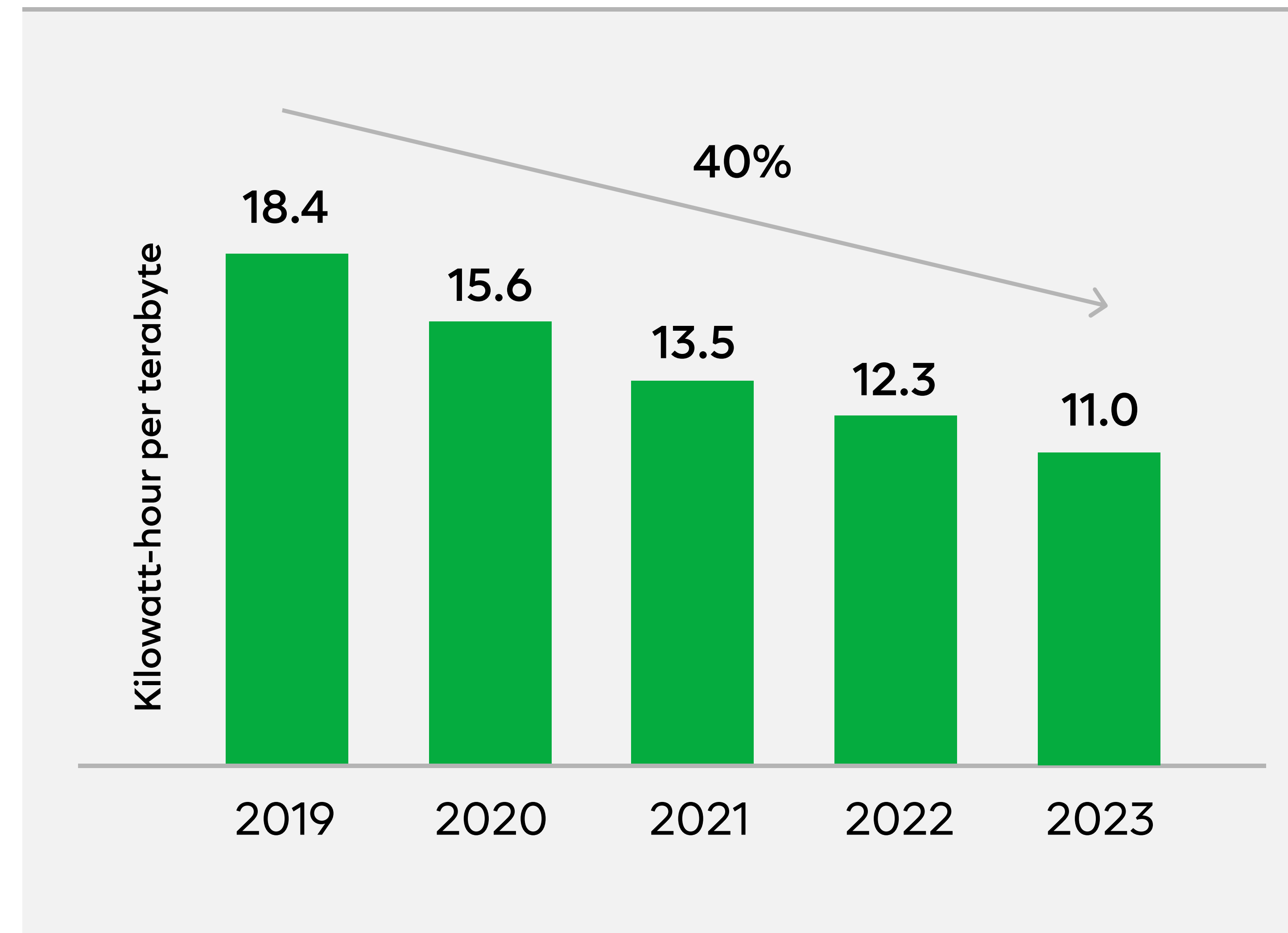
Driving Network Efficiency

Our increasingly virtualized network utilizes cloud-based technologies to deliver faster broadband speeds, greater reliability, and improved energy efficiency. By moving more to the cloud, we can leverage common hardware to process increasing amounts of customer traffic and reduce the amount of equipment, space, and energy needed to deliver each byte of data. Since 2019, these efforts have reduced the electricity per terabyte delivered across our network by 40%.

We're continuing to work with business partners to embed energy efficiency into future generations of technology as we transform our network to this virtualized cable modem termination system (vCMTS). These next-generation technologies will further drive efficiency and reliability through real-time performance visibility that can detect on-site issues and self-heal. Today, roughly 60% of issues can be resolved through self-healing.

Our network is simultaneously improving energy efficiency and building safeguards for millions of customers – better for people and the planet.

Network Energy Efficiency

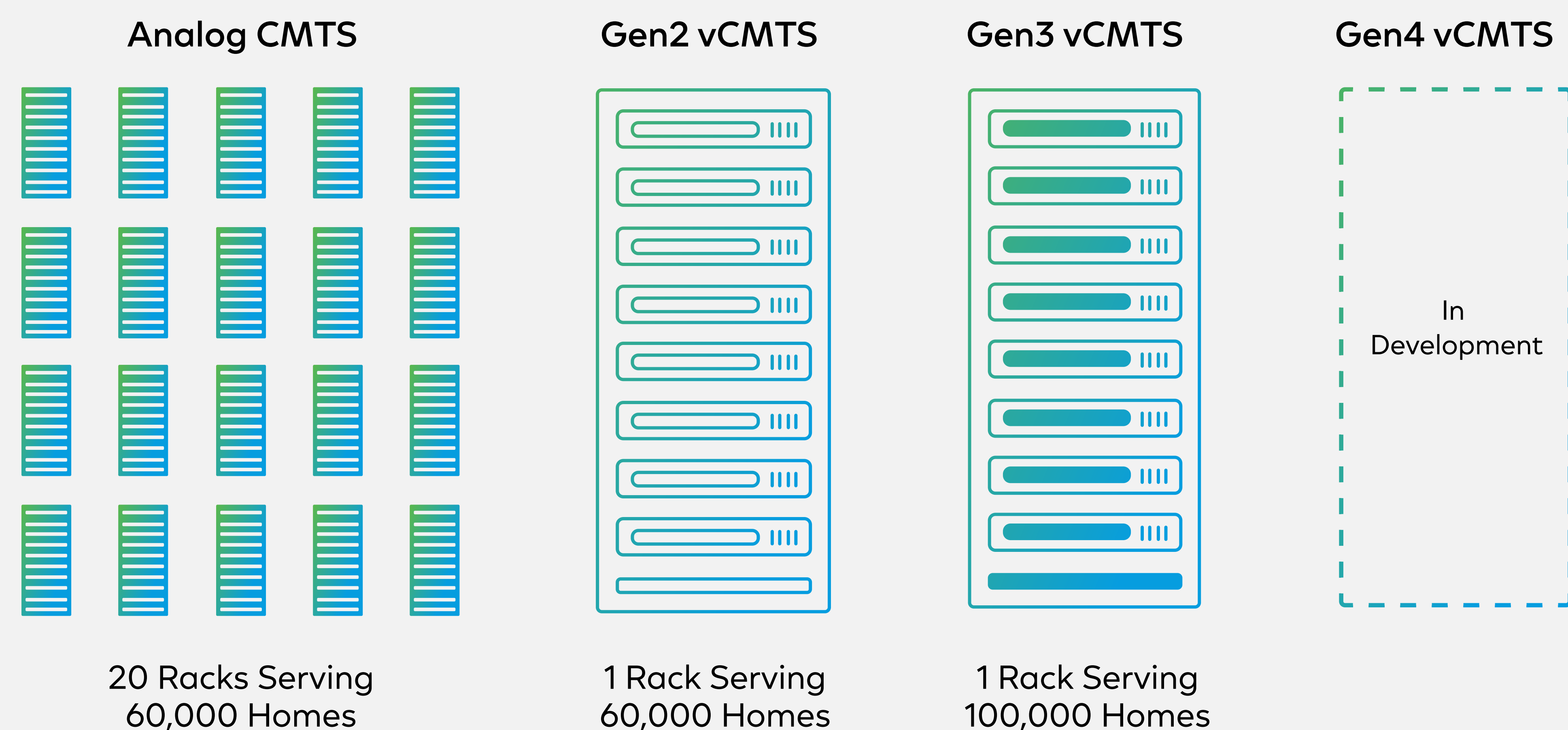


Elad Nafshi,
Executive Vice President
& Chief Network Officer,
Comcast

“The power of the Xfinity network is how quickly it can adapt to a variety of performance needs, becoming more resilient, efficient, and agile than ever before.”

Leaner, Greener Technology

Business partners like **Hewlett Packard Enterprise (HPE)** are supporting Comcast’s network transformation with new energy-efficient technologies that deliver more network traffic at a fraction of the physical footprint and energy load of previous generation technologies.



Evolving Our Products and Packaging

Our customers may not be thinking about the environment when they are enjoying our latest technologies, but we are.

Comcast became the first Internet provider to offer residential customers a backup connectivity device designed to keep them connected during a storm. **Storm-Ready WiFi** is equipped with cellular backup and a four-hour rechargeable battery – more than enough power to keep customers up and running for the average power outage in the U.S. of two hours. Storm-Ready WiFi is Comcast’s first device designed using recycled materials, with the casing made from 65% post-consumer recycled plastic.

The **Handshake Box** is our most recent sustainable packaging series for Xfinity products shipped directly to customers, featuring a protective box made with recyclable materials and minimal ink. These boxes are sourced from a domestic partner, eliminating overseas shipping. Between reduced shipping and the flat pack space-saving design, this new packaging system achieved carbon reductions and cost savings in transportation and warehouse storage. We also maintain our longstanding refurbishment and recycling programs that encourage device reuse until the end of a product's life.



Fraser Stirling,
Global Chief Product
Officer, Comcast

“Whether it’s reducing raw materials, increasing recyclability, or cutting a product’s carbon footprint, sustainable design is a constant process of learning, testing, and recalibrating in the pursuit of better products.”



Comcast earned a spot on Fast Company’s Most Innovative Companies 2024 list in the rapid response category, recognizing Storm-Ready WiFi as a leading innovation designed to mitigate extreme weather threats.

Our Voice

We use the power of our platforms and the creativity of our storytellers to educate viewers, impact culture, and inspire change in the name of protecting our planet.



Sky Kids' "Save Our Wildlife"

Content to Inspire Change

We leverage the reach of our programming in multiple ways to spotlight climate challenges facing our world, as well as solutions for a better future.



During **Earth Week**, Peacock featured environmental content on the homepage for the first time. Content was organized by topics such as “Understanding Climate Change” and “Earth-Healing Solutions,” curated from the Peacock library to both inform viewers on the science behind climate change and offer solutions that provide hope and inspire action.



Sky Sports featured sustainability stories during events like the U.S. Open and Cricket World Cup, and promoted national campaigns like **Green Football Weekend** and **Sky Sports Summer of Sustainability**, which urged fans to walk, bike, ride-share, or take public transportation to sporting events.



Dana Strong,
Group Chief Executive
Officer, Sky

“Sky is using its voice and extraordinary reach to inspire climate action through storytelling. In keeping with our Climate Content Pledge commitment, we are working with other industry leaders to maximize our impact.”



In **TODAY Climate**, Al Roker takes a deep dive into climate changes, extreme weather, strategies, and solutions, helping audiences understand the role of climate change in their daily lives, and what they can do about it.



In Sky Kids’ documentary “**Save Our Wildlife**,” kids report from the United Kingdom, Mexico, Australia, India, Kenya, and the Arctic on the effects of climate change on wildlife. Sky Zero partnered with the World Wildlife Fund to offer an online hub of resources and activities related to wildlife from the documentary for families to engage.

From Script to Screen

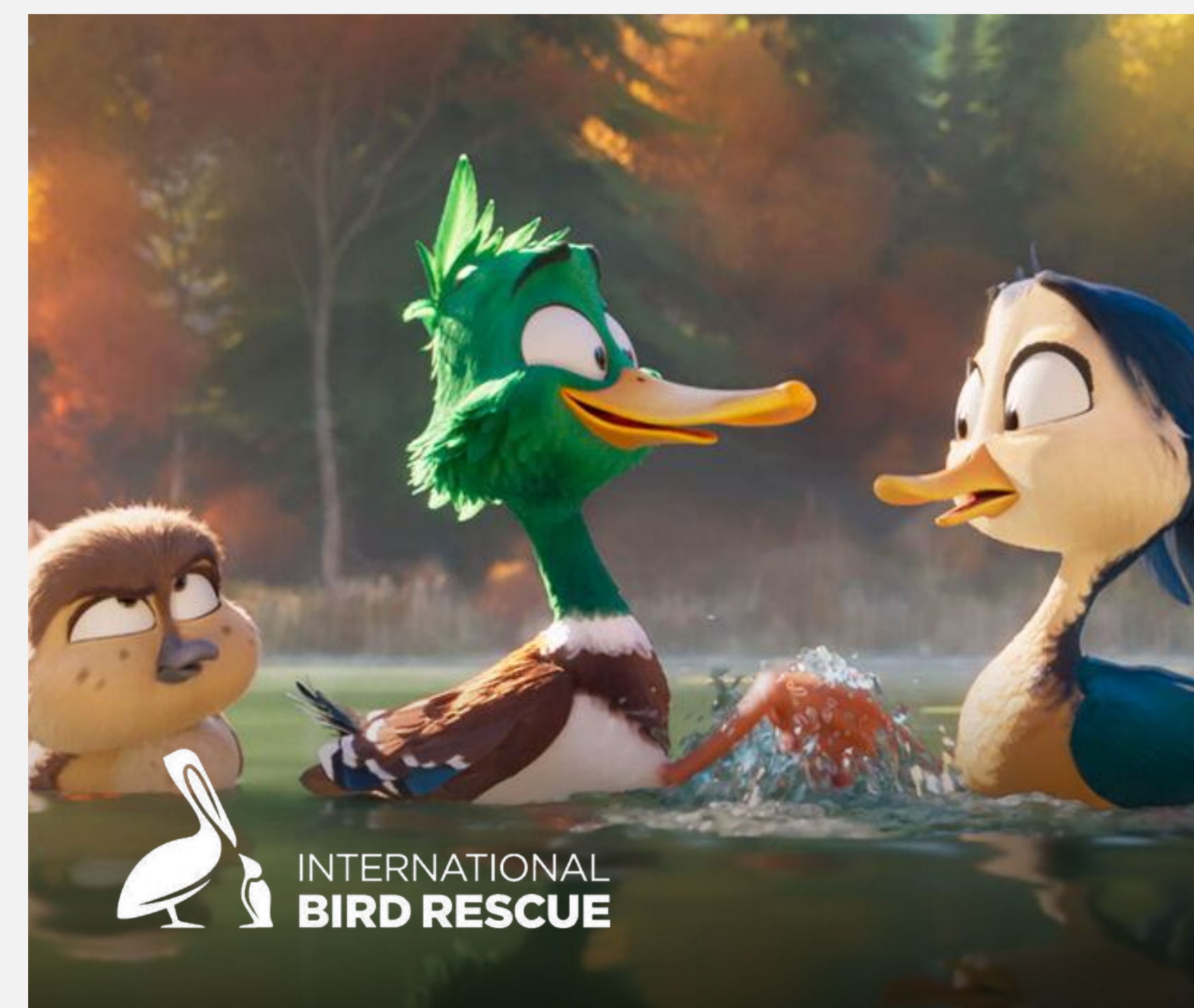
Launched in 2023, the Universal Filmed Entertainment Group’s **GreenerLight Program** aims to institutionalize sustainability across the filmmaking process, from script to screen. For Universal Pictures, Focus Features, and DreamWorks Animation titles, the studio has committed to building a sustainability plan that considers ways to embed positive climate actions from the very beginning of the creative process. This includes script development, locations and set needs, production, on-screen behaviors, and distribution, as well as exploring potential collaborations with environmental organizations.

Partnering With Environmental Organizations

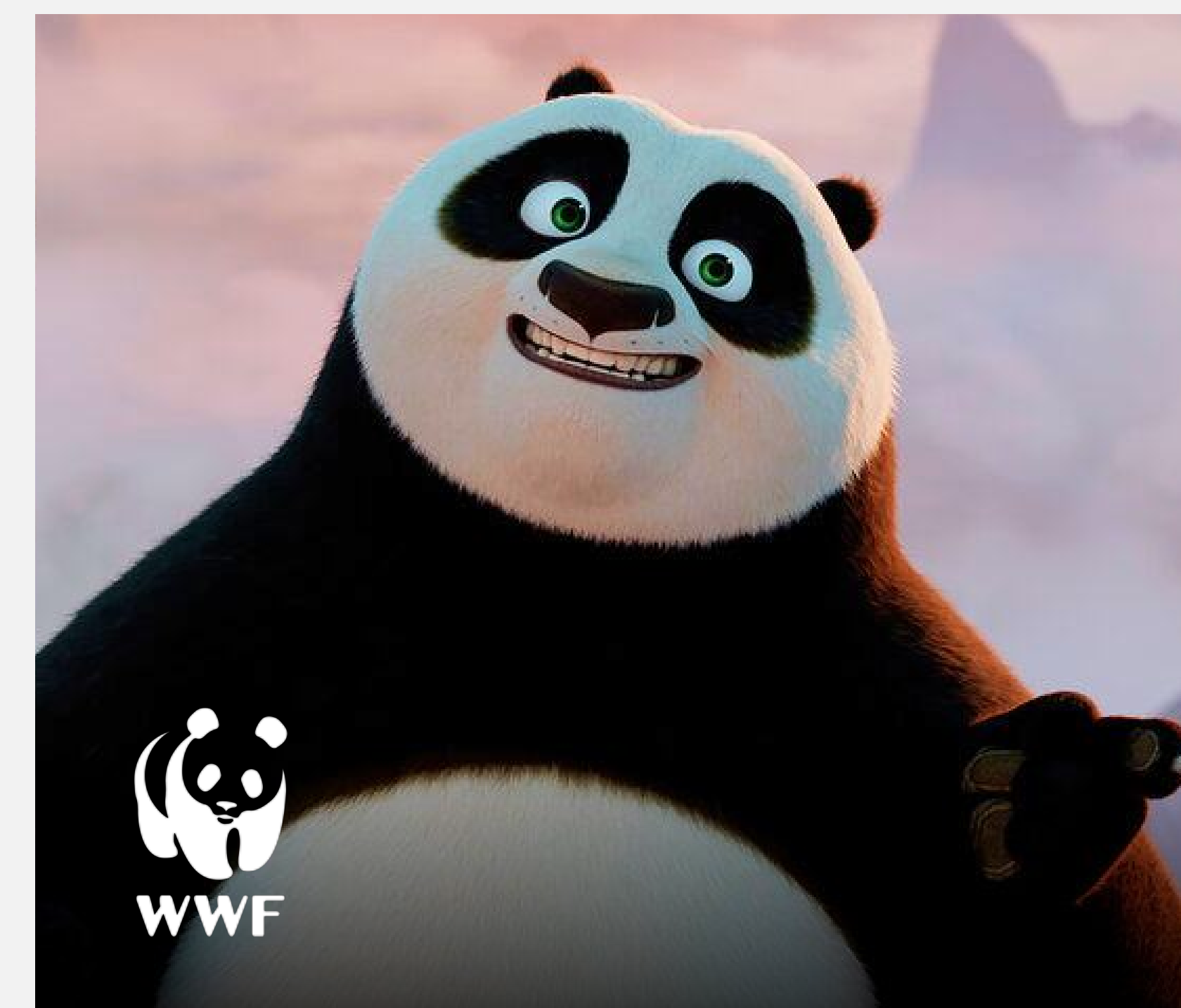
Beyond the script, we have the opportunity to engage audiences globally on sustainability while also amplifying the work of environmental organizations through initiatives such as public service announcements (PSAs).



Filmmakers from DreamWorks Animation’s “Ruby Gillman, Teenage Kraken” teamed up with **Oceana** – the world’s largest international advocacy organization dedicated to ocean conservation – for a PSA that supports Oceana and its campaigns to protect and restore the world’s oceans.



“Migration,” a film from Illumination, is about a family of migrating ducks whose plans go awry. Through NBCUniversal’s Creative Impact Lab, the film’s team worked with **International Bird Rescue**, a nonprofit that rehabilitates injured aquatic birds, in developing a PSA created by students at the nonprofit Venice Arts.



In celebration of DreamWorks Animation’s beloved action-comedy franchise “Kung Fu Panda 4,” the **World Wildlife Fund** and DreamWorks teamed up to raise awareness about the plight of the real wildlife depicted in the film. The campaign encourages young people to be heroes in their own lives, reminding them, and us, of the power we have to make a difference.



Kimberly Burnick,
Director, Sustainable
Content & Partnerships,
NBCUniversal

“Climate change is a complex issue with complex solutions, so we need content and storytellers that can translate the science in an engaging and inspiring way – one that keeps us all hopeful for the future.”

Growing the Climate Content Pipeline

There is strength in numbers, and we continue to support people, both within our company and in the wider world, dedicated to creating stories that can inspire a better future.

Sky Studios and UK Entertainment teams held their first internal climate content event, **Leveling Up Our Climate Content Game**. The purpose was to support content creators to unlock ways to more authentically reflect sustainability through storytelling.

NBCUniversal is a sponsor of the annual **Hollywood Climate Summit**, where filmmakers, activists, executives, and artists across the entertainment and media industries come together to engage and take action on climate change. The multiday conference includes workshops, talks, and community events. Under this partnership, NBCUniversal hosted **Writing Climate: Pitchfest for TV and Film** at the Universal Lot for the second time, bringing together creatives and executives for one-on-one sessions with the goal of elevating storytellers whose work envisions new possibilities for the world.



“We are committed to bettering our business and using our voice to protect this planet that we love.”

Adam Moysey,
Chief Financial Officer,
NBCUniversal Studio Group



We provide reports on various environmental, social, and governance (ESG) issues and initiatives that may be of interest to our stakeholders. More information can be found on the [ESG Reporting](#) page of our Investor Relations website.

By supporting local communities, our teammates, and our planet, we can help create a world of open possibilities, so together we can build a future that benefits generations to come.

We thank our employees, partners, customers, and communities for their partnership, dedication, and support.

[SASB Report](#)

[TCFD Report](#)

[Carbon Footprint Data Report](#)

[EEO-1 Data](#)

[Political and Trade Association Activity](#)

[Code of Conduct](#)

[Code of Conduct for Suppliers and Business Partners](#)

[Statement on Modern Slavery and Supply Chain Values](#)

[Statement on Human Rights](#)

[2023 CDP Report](#)



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