

## Diversity Data

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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\*

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

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

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

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

\* 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
<b>Total</b>	9	11	10
<b>Total Diverse</b>	4	6	6
<b>Women</b>	2	3	3
<b>People of Color</b>	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
<b>Tier 1 Diverse Spend</b>	\$4.3B	\$5.0B	\$4.7B
<b>Tier 2 Diverse Spend</b>	\$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
<b>Total Giving</b>	\$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
<b>FILM</b>			
<i>Women</i>	40.0%	42.4%	<b>37.9%</b>
<i>People of Color</i>	36.4%	31.9%	<b>43.3%</b>
<b>NEWS ASSETS*</b>			
<i>Women</i>	53.1%	54.1%	<b>55.0%</b>
<i>People of Color</i>	47.6%	50.5%	<b>52.0%</b>
<b>NBC PRIMETIME SCRIPTED**</b>			
<i>Women</i>	--	40.9%	<b>40.0%</b>
<i>People of Color</i>	--	41.1%	<b>44.9%</b>

## Behind the Camera

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

\* 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.