



Impact Report

2025





Symphony Moments

Olympic and Paralympic Games Paris 2024	03
Universal Epic Universe	05



Project UP

Connectivity	08
Skills & Jobs	14
Entrepreneurship	18
Employee Engagement	21



Our People

About Us	25
Talent Development	26



Environment

Network	32
Products	34
Theme Parks	36
Studios	37
Operations	39

Table of Contents

NOTE ABOUT FORWARD-LOOKING STATEMENTS

This Impact Report includes estimates, projections, and statements regarding corporate responsibility-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 words such as “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.

A Better Future for All

At Comcast, we connect hundreds of millions of customers, viewers, and guests through world-class technology, beloved content, and unforgettable experiences. Whether it's the products we create and the connectivity we power, or the stories and experiences we share, we believe in using our platforms to make a difference.

We are an American-founded company driven by the entrepreneurial spirit of Ralph Roberts, who started Comcast in Tupelo, Mississippi, more than 60 years ago. Every day, we take steps forward – expanding digital access, opening doors to economic mobility, and providing opportunities for our teammates to thrive and give back. In addition, we're committed to building a more sustainable future by reducing our carbon footprint and improving efficiency across our operations.

We're proud of the impact we're making together.

More Digital Opportunities

We are passionate about collaborating closely with community partners and developing meaningful programs to expand opportunities for people to thrive in the digital economy.*

\$478M

In cash and in-kind donations invested in our communities

1,000+

Community partners supported

A Strong and Resilient Workforce

We believe we can achieve extraordinary things when people feel connected to the work they do and who they do it with.

\$19.6B

Human resources investment in 2024 for U.S. employees including payroll, benefits, and workforce training

29K+

Employees participated in volunteerism enterprise-wide

A Healthy Environment

We take care to support a more sustainable future through innovation to reduce emissions and increase efficiency.

34%

Reduction of Scope 1 and 2 emissions since 2019

#1

First LEED Platinum theme park in the U.S.

Symphony Moments

It's been a time of bold innovation and extraordinary experiences at Comcast – milestones that we've harnessed to create meaningful impact. We brought the excitement of the Olympic and Paralympic Games Paris 2024 into millions of homes, connecting people through the power of sport. We also opened Universal Epic Universe in Orlando, Florida, creating jobs and boosting the local economy. Whether we're showcasing unsurpassed athleticism or inviting families into otherworldly adventures, we're using these moments to spark joy, build connections, and shape a better future.

The Olympic and Paralympic Games Paris 2024

As the world came together for the Olympic and Paralympic Games, Comcast NBCUniversal brought the action home – delivering the most comprehensive viewing experience in history and using the power of the Games to unite and uplift communities across the globe.

We launched the Games with a \$35 million commitment to community organizations helping to train the “Team of Tomorrow” – the next generation of innovators, entrepreneurs, and creators. We also supported the International Olympic Committee’s **Olympic Refugee Foundation**, helping athletes on the Refugee Olympic Team prepare and compete on the global stage.

NBCUniversal’s Creative Impact Lab partnered with the **Challenged Athletes Foundation** (CAF) and nonprofit agency **Venice Arts** to produce a national public service announcement featuring U.S. Paralympic Silver Medalist Derek Loccident. The inspiring spot aired across donated on-air and digital platforms, reaching millions and driving a surge in engagement with CAF’s mission.

As a proud partner of Team USA, Comcast sponsored 16 athletes competing in Paris 2024. We also introduced “Passport to Paris” for Xfinity customers, offering new ways to watch, engage, and feel like part of the Olympic experience.

While we continue to celebrate this joyful and inspiring chapter of the Games’ history, we’re already building momentum for Milan 2026 and Los Angeles 2028.



“It means everything to have Team Comcast behind us, breaking new ground and helping grow the Olympic and Paralympic Games on a global stage.”

Trevon Jenifer
Four-time Paralympic medalist in wheelchair basketball



30.4M

Average Olympic viewership per day

15.4M

Total Paralympics viewership

7,000 hours

Olympic coverage across NBCUniversal broadcast, cable, streaming, and digital platforms

Enhanced Accessibility for Olympics Coverage

Paris 2024 coverage reached a broad audience. Current service members and veterans worldwide enjoyed free access to stream NBCUniversal’s full coverage of the Games, courtesy of a partnership with the **Army & Air Force Exchange Service**. In a first for a U.S. broadcaster, audio description services for NBC coverage were provided, enhancing the quality of sound for Xfinity customers who watched the Games on the Xfinity X1 platform.

More audio description services than ever before – interspersing broadcast audio with skilled voices describing Olympic and Paralympic scenes and context – were available for viewers who are blind or visually impaired.



“Today Show” anchors



Comcast hosted events with Team UP, our volunteerism and employee engagement program, that included Olympians and Paralympians.



The NBC Olympics broadcast of the Paris 2024 Games earned a Green Seal from the **Environmental Media Association**, the first for NBC Sports.

Universal Epic Universe

Universal Epic Universe in Orlando is the most ambitious and most technologically advanced park we've ever built, and the first major theme park to open in the United States in the last quarter of a century.

EPIC BY THE NUMBERS

\$11B

Economic impact nationwide initiated by our direct investment in Epic Universe

\$2B

Projected economic impact generated for the state of Florida in Epic Universe's first year of operation

65,000

Jobs generated across the country by Epic Universe construction

17,500

Projected new jobs generated by Epic Universe in its first year of operation



An Epic Impact

Universal Epic Universe is more than just a game changer in theme park entertainment – it has also stimulated economic growth and generated thousands of jobs nationwide. This world-class entertainment resort complex will draw millions of new visitors, boost tax revenues, drive traffic to new and established businesses, enhance local infrastructure, and facilitate community investment.

Community Partnerships

Developing strong ties to the communities in which our parks operate is central to our mission. Our community investments are long-term ventures designed to foster cultural vitality, drive economic growth, and forge connections that deliver lasting benefits as we care for and protect our environment.

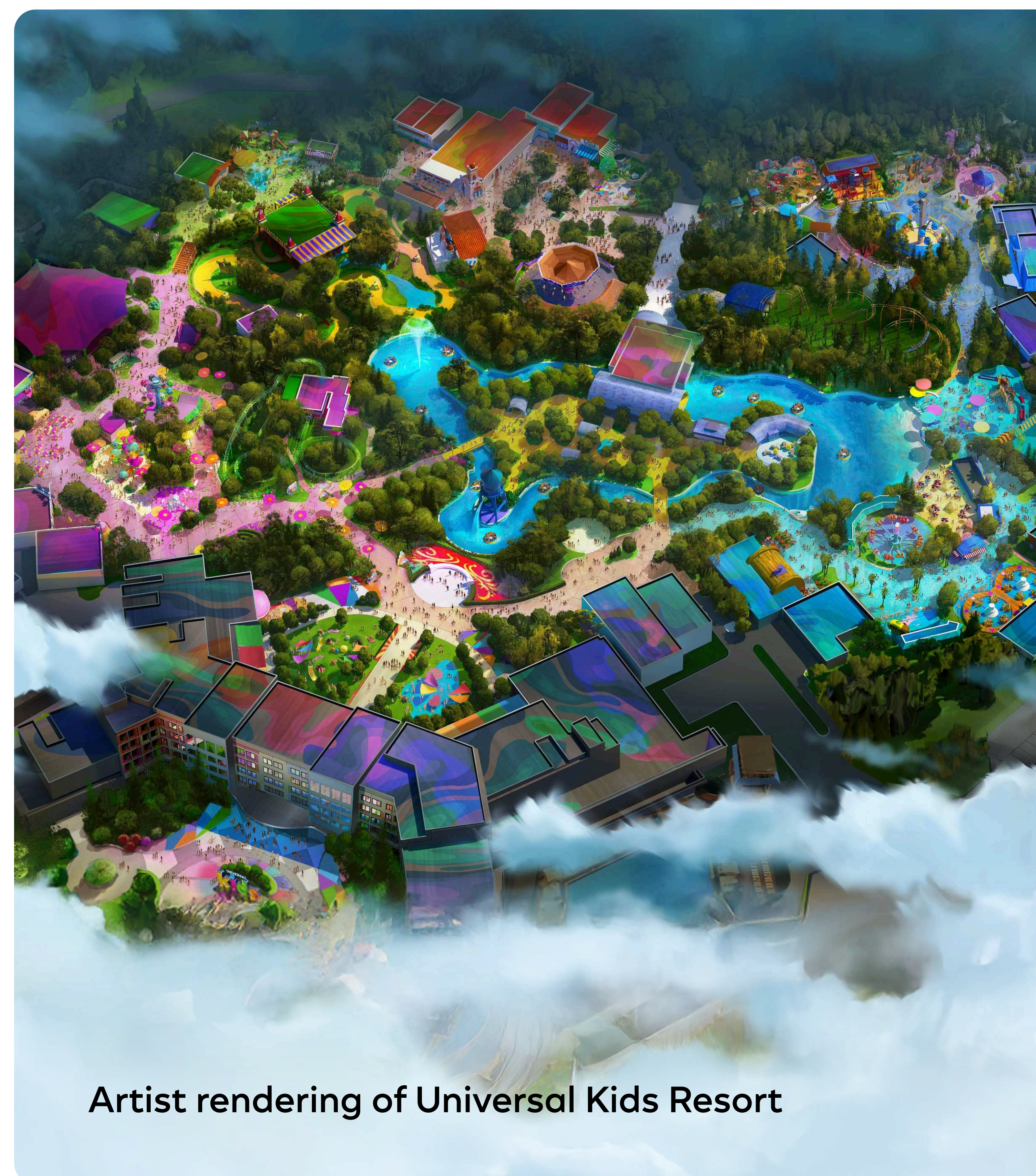
Universal Orlando Resort in partnership with the Universal Orlando Foundation focuses on expanding opportunity and access through collaborative programming, partnerships, skills enhancement, as well as grant support. Over the last five years, more than \$70 million in cash donations, in-kind contributions, and grants has been provided by the company and the Foundation.

The Universal Orlando Foundation gives to programs such as **The Art of Tomorrow**, a collaboration between Orange County Public Schools, Universal Orlando Resort, and the Foundation that offers hands-on, curriculum-based opportunities for eighth grade students to explore arts and entertainment careers.

Bites, Camera, Action! in partnership with Second Harvest Food Bank, Orange County Public Schools, Universal Orlando Resort, and the Universal Orlando Foundation supports school children, families, veterans, and other residents of Central Florida. Since its inception, it has delivered over two million meals.

Sustainability and accessibility features are integrated seamlessly into Universal Epic Universe. It has received a Platinum certification under LEED for Communities: Plan and Design, demonstrating a commitment to sustainability and innovation by integrating energy efficiency and sustainable construction practices during the planning and design of the transformative theme park.

In addition, park entrances and all attractions are accessible for guests using wheelchairs and mobility devices, and passes are available for guests whose disabilities prevent them from waiting for extended periods in a conventional queue.



Artist rendering of Universal Kids Resort

OPENING IN 2026

In 2026, Universal Kids Resort, the company's first-ever theme park designed specifically for families with young children, will open in Frisco, Texas. The resort will drive economic impact for the region, creating thousands of jobs, including more than 2,500 new construction jobs.

Project UP

Project UP is Comcast's comprehensive \$1 billion initiative to connect people to the internet, advance economic mobility, and build a future of Unlimited Possibilities. Through thousands of community partnerships and programs across Comcast, NBCUniversal, and Sky, we are providing digital opportunities to ensure everyone can thrive.

Connectivity

Comcast reaches hundreds of millions of customers, viewers, and guests with our connectivity, platforms, content, and experiences. We continue to invest in and expand our network to educate, innovate, work, and connect people to opportunities. We have invested \$80 billion over the last 10 years in our network and infrastructure. In addition, we collaborate with community partners and policymakers to close the digital divide and advance economic growth.



Per Scholas Boston



Xfinity customers, Sherri and Matt Smith, from Sussex County, Delaware

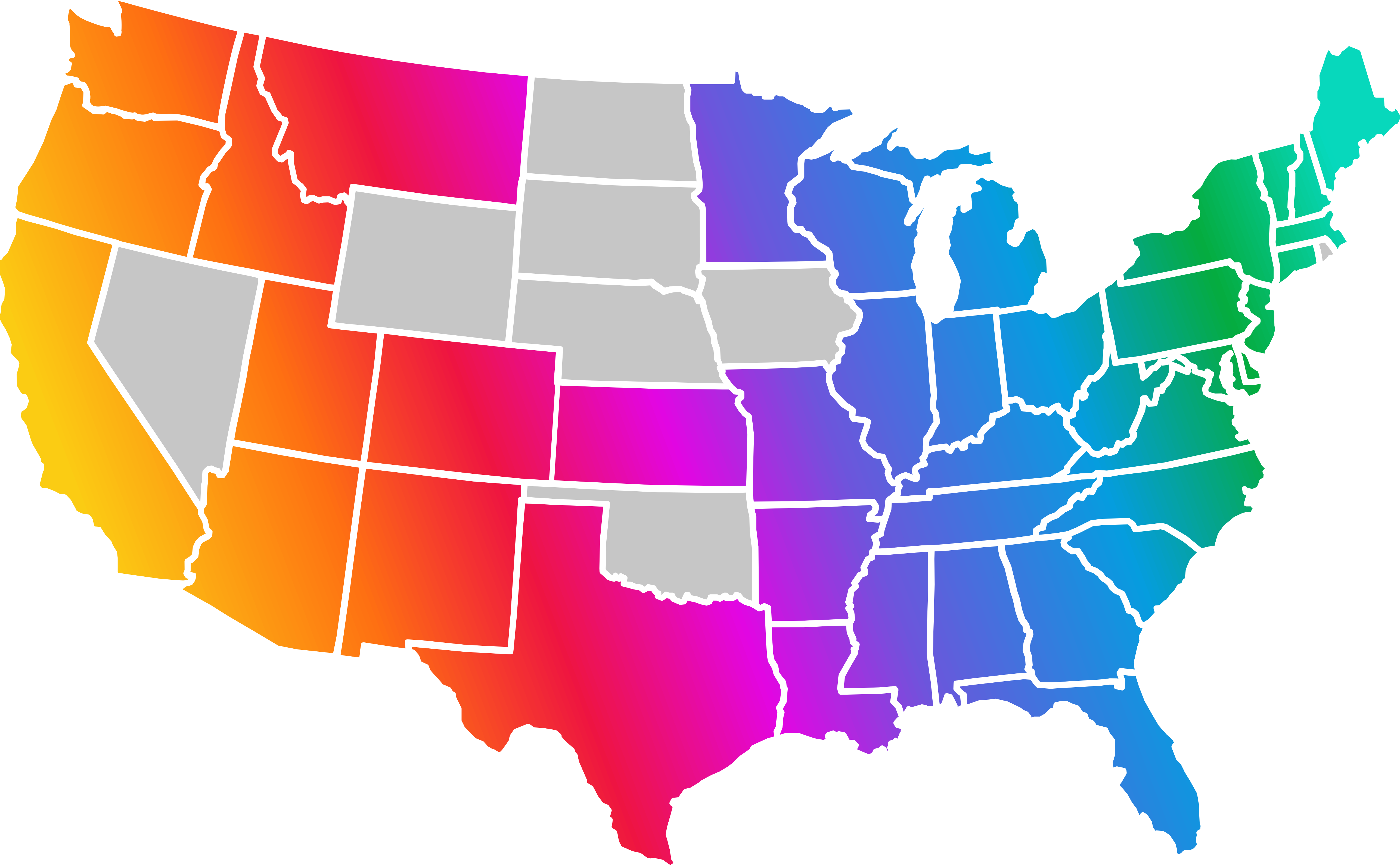
COMMUNITY INVESTMENT

\$478M

In cash and in-kind donations invested in our communities in 2024

Partnerships Across the U.S.

From rural communities to urban centers, we work with thousands of local partners across our footprint to make the internet accessible to all. Whether helping students access online classes, providing digital skills training, supporting veterans as they move into new careers, or assisting small businesses to reach new markets, connection is the key to unlocking potential and possibilities.



We have partnerships in the shaded states shown on map.

EXAMPLES OF PARTNER IMPACT

Connectivity



deploys Members to expand broadband access and digital skills in communities across 27 states. American Connection Corps trained 130 Members to be Digital Navigators who conducted 300 education sessions for 5,000 participants.

Skills & Jobs

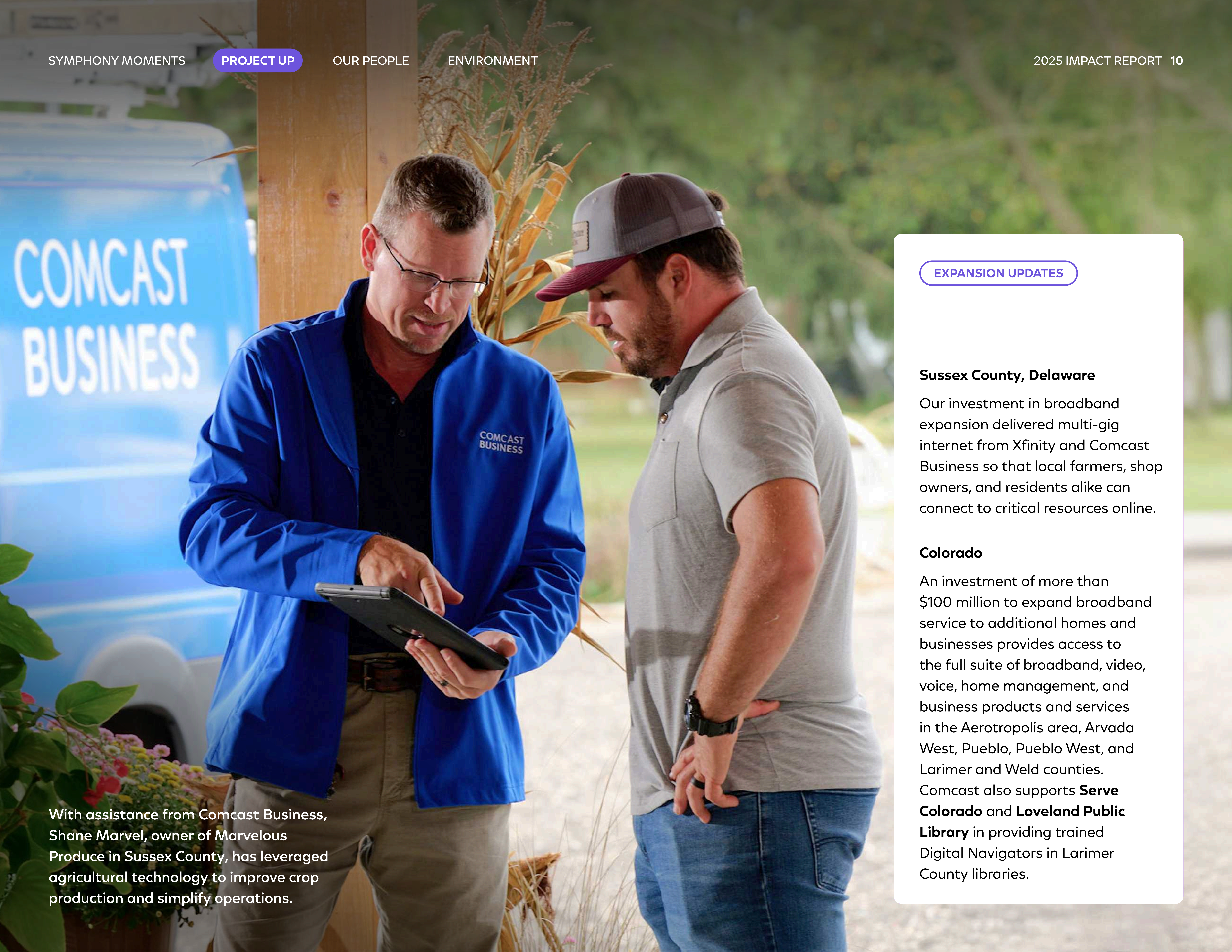


delivers tech courses and career support for first-gen students and students from low-income households. They have trained over 7,200 in advanced tech skills and 10,000 in workforce development programs.

Entrepreneurship



supported entrepreneurs through its Entrepreneurship Center Program, delivering 2,000 counseling sessions and 1,000 training sessions in four states.



With assistance from Comcast Business, Shane Marvel, owner of Marvelous Produce in Sussex County, has leveraged agricultural technology to improve crop production and simplify operations.

EXPANSION UPDATES

Sussex County, Delaware

Our investment in broadband expansion delivered multi-gig internet from Xfinity and Comcast Business so that local farmers, shop owners, and residents alike can connect to critical resources online.

Colorado

An investment of more than \$100 million to expand broadband service to additional homes and businesses provides access to the full suite of broadband, video, voice, home management, and business products and services in the Aerotropolis area, Arvada West, Pueblo, Pueblo West, and Larimer and Weld counties. Comcast also supports **Serve Colorado** and **Loveland Public Library** in providing trained Digital Navigators in Larimer County libraries.

Digital Adoption

We are investing tens of millions of dollars in programs that connect people to Digital Navigators, trusted community members who are trained to help others get online, use devices, and learn digital skills.

Aligned with Xfinity’s ad campaign for “The Aviators,” Comcast launched an enhanced Xfinity Military Customer Benefits Program. We also committed \$1 million to several military community-serving organizations, such as **NPower**, which provides job placement services and free technology training.



“Getting Connected: Powered by Comcast Newsmakers” is an interview series that spotlights leaders from across the United States whose work focuses on topics including digital opportunity and broadband access. Segments are available online and on Xfinity On Demand.

Telemundo and Comcast joined forces with the **Hispanic Heritage Foundation** to donate 2,500 laptops to students at more than a dozen nonprofits nationwide, including **Amigos for Kids** in Miami.

DIGITAL NAVIGATOR PROGRAMS

85%+

of participants reported increased internet usage at home

1 in 3

respondents said they found a new job or boosted their income as a result of working with a Digital Navigator

Source: Boston Consulting Group

We expanded our digital navigation efforts by deepening support for the **American Connection Corps** (ACC). For example, in Williston, Vermont, an ACC Member is working to increase digital literacy and support through a local organization, **Technology for Tomorrow**. Approximately 33 member host sites received financial support from Comcast in 2024.

EXAMPLES OF REGIONAL IMPACT

Florida:

At **Seniors on a Mission**, older adults can access digital coaches through one-on-one sessions.

Massachusetts:

The **Alliance for Digital Equity** provides digital training, devices, and Digital Navigator services to low-income individuals, older adults, and people living with disabilities.

Michigan:

Brilliant Detroit’s Digital Navigator Program holds digital skills classes and open tech hours, helping to expand access and support for 1,500+ participants.

Washington:

Evergreen Goodwill in Seattle expanded their fleet of high-tech mobile buses, providing community workshops on employment and digital skills.



Inspiredu Flagship Lift Zone launch

Lift Zones & Digital Hubs

Through more than 1,250 Lift Zones in the United States and 70 Sky Up Hubs across the U.K., Ireland, and Italy, we deliver free WiFi access in community spaces, ensuring people have the connectivity they need outside their homes. Community members can get online at a Lift Zone in cities such as Baltimore, Boston, Colorado Springs, Fort Wayne, and Miami, to name a few.

Building on the legacy of our award-winning Lift Zones, in 2024 we introduced Flagship Lift Zones, where Comcast provides partners with additional resources to enhance access to digital skills training and workforce development services. Our first flagships include **Inspiredu** in Atlanta and **SERJobs** in Houston.

BY THE NUMBERS

6M

Unique users logged in to enjoy free WiFi since launching Lift Zones in 2020

90%

Of caregivers say that Lift Zones have been helpful for remote learning

22,000+

Unique devices connected to the free WiFi provided by Sky Up Hubs

21%

Of people come to Sky Up Hubs because they don't have access to the internet at home

Connection Matters



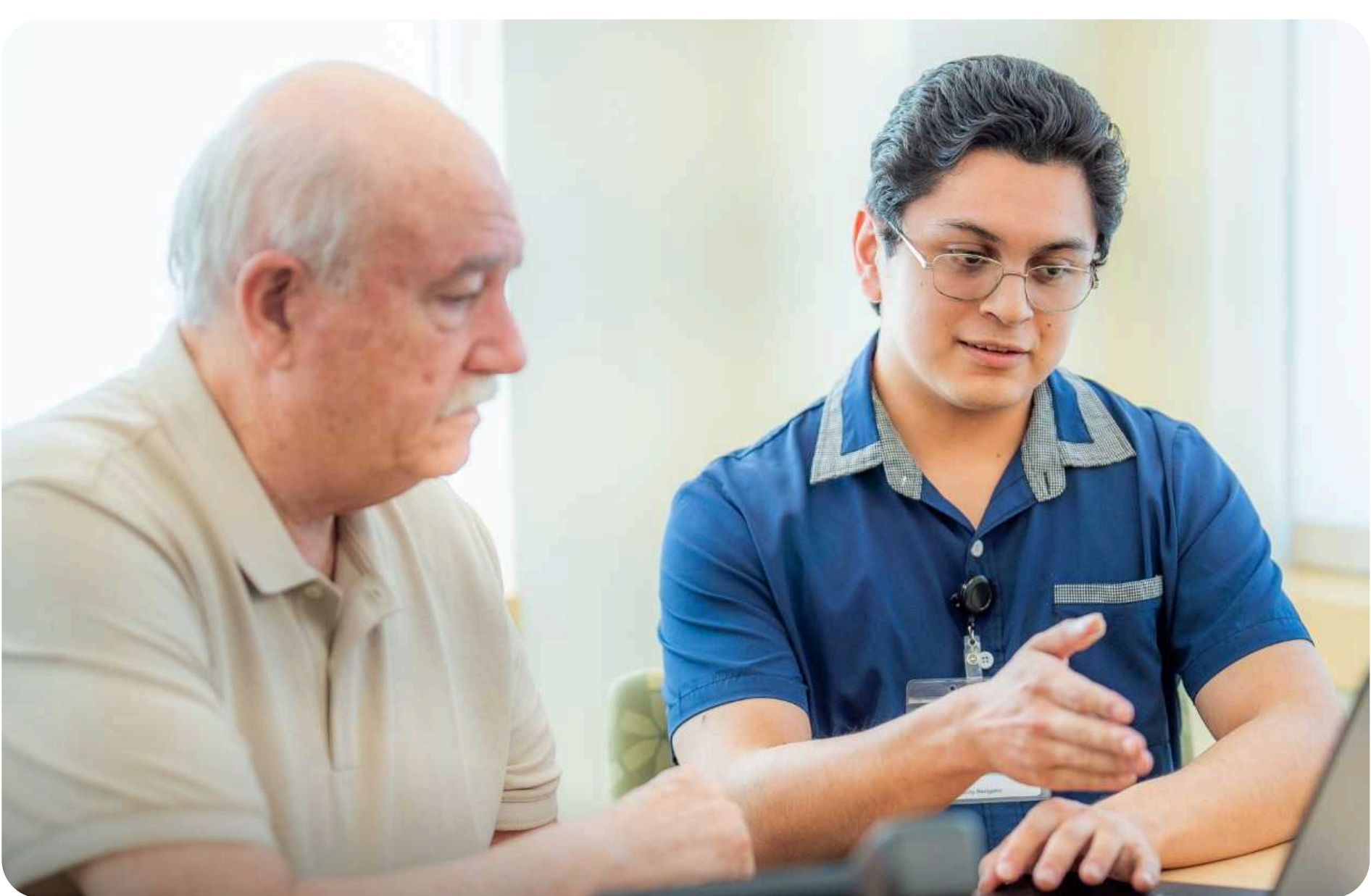
In partnership with Universal Pictures, Xfinity launched the “Sisterhood, Service, and the Power of Connection” campaign to engage members of **Alpha Kappa Alpha Sorority, Inc. ® (AKA)** for the release of “Wicked.” This included 10 advance screenings with local AKA chapters across our footprint and an interview produced by NBCUniversal featuring the film’s star and AKA member, Cynthia Erivo. As part of our commitment to digital opportunity, Comcast gifted laptops to undergraduate AKA members.



The **Lacey Veterans Services Hub** in Washington provides a safe and secure place for veterans, service members, and their families to access high-speed internet and attend telehealth appointments.



In the U.K., Sky has launched its first-ever Sky Hub within a stadium at **The Brick Community Stadium** in Wigan, which aims to support community members who lack access to reliable broadband.



Digital Navigators at the **Community Health Center of Cape Cod** work directly with patients to connect them to technology that aids in advancing their health goals and improving overall health.

Skills & Jobs

Digital skills are foundational to our modern workforce. They unlock opportunities, fuel innovation, and accelerate economic growth. By funding organizations that are deeply embedded in communities across the country, Comcast is helping to bridge the digital opportunity gap and create pathways to meaningful careers.

Digital Workforce of the Future

The “Talent for Tomorrow Grant Challenge” is an initiative with the **U.S. Conference of Mayors** to support the launch and expansion of local workforce programs. The program is designed to grow college and career readiness, close the digital skills gap, advance economic mobility, and build generational wealth in communities. The Challenge awarded a total of \$1.5 million to 10 cities to support local workforce development and jobs training programs across growth sectors.

We support **Per Scholas**, a nonprofit partner that provides tuition-free technology training to adult learners. Comcast’s investment will help Per Scholas increase the capacity of its training programs, update its curriculum, and strengthen job placement services.

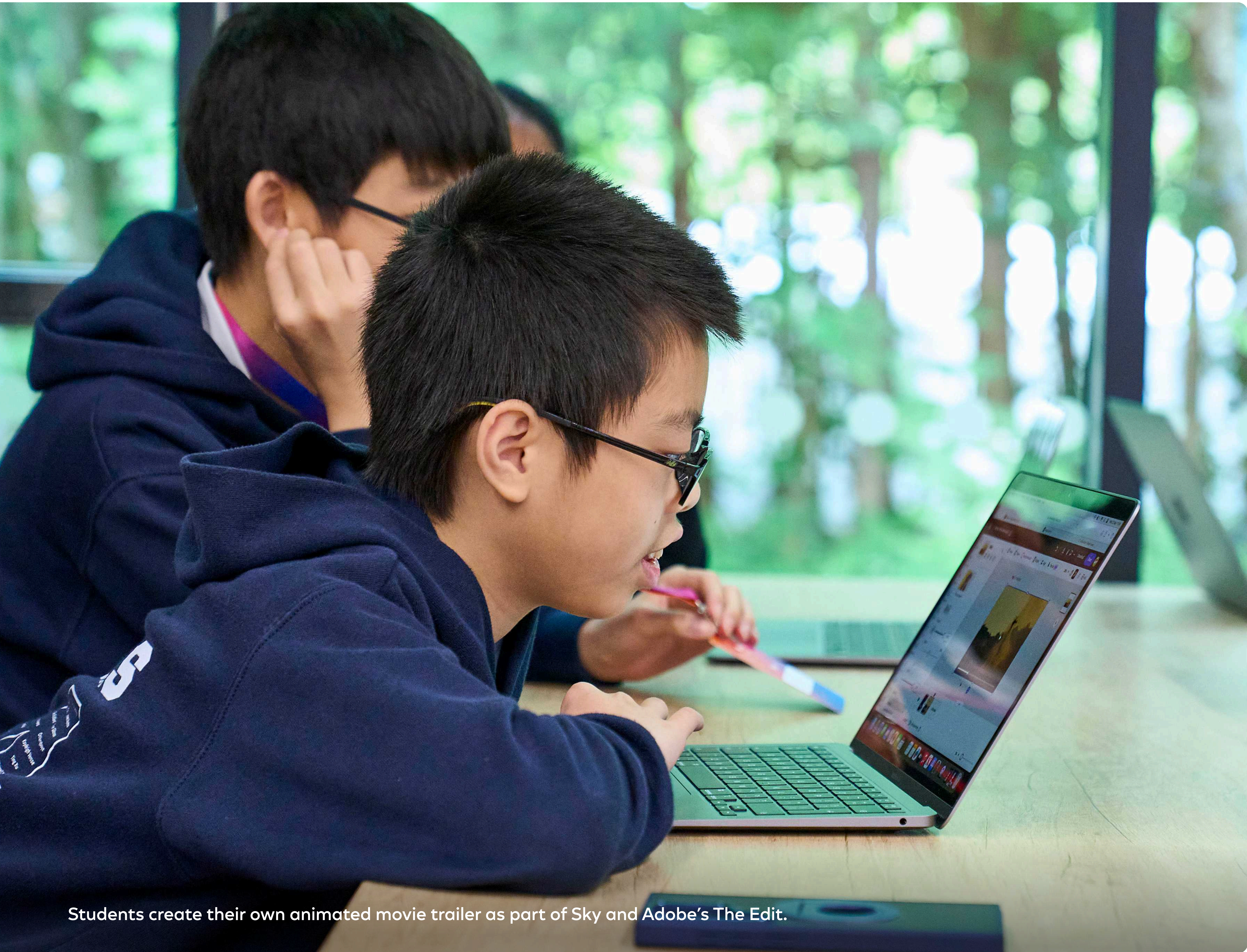


Wide Angle Youth Media participants Josh Nass (left) and Ben Loviglio-Wolf

Through Comcast’s partnership with **Wide Angle Youth Media**, participant Josh Nass had the opportunity to go behind the scenes as a photographer for a Comcast production. “It was an experience that will have a lasting impact on what I want to achieve in my career,” he says.

Next-Gen Media Pipelines

We provide opportunities and exposure for the next generation to explore careers in journalism, media, and film.



Students create their own animated movie trailer as part of Sky and Adobe’s The Edit.

NBCU Academy, which provides skills training for careers in journalism, media, and technology, and NBC Sports joined forces with the **National Football League’s** Football Operations team to integrate programming and initiatives for young professionals and academic institutions with limited resources.

Sky’s educational program, Sky Up Academy, launched three new Academy Studios in Dublin, Elstree, and Milan.

Sky and Adobe’s The Edit, now an NBCU Academy program, launched a project where students can create their own movie trailers.

The **Boys & Girls Club of Brazoria County** in Texas partnered with Comcast as part of Digital Inclusion Week to give members the opportunity to host and produce their own podcasts.



Sky Up Academy Studios Elstree is a first-of-its-kind immersive facility that introduces and exposes students aged 11-18 to roles and opportunities in the television and film industry behind the doors of an operational film studio.

Storytelling for Impact

NBCUniversal’s award-winning Creative Impact Lab provides grants to nonprofit creative agencies that employ apprentices to help develop marketing assets for nonprofit clients with creative guidance from NBCUniversal employee volunteers. To amplify the client’s mission, the assets are featured at no cost across Comcast and NBCUniversal platforms, including local television stations.

In 2024, the Lab leaned into mentorship with programs such as Lab Lessons, a video series to help apprentices learn the trade and gain insights from NBCUniversal creative experts.

PARTNERS

City Year New York partners with AmeriCorps to help K-12 students prepare for the future.

Creative Partner: **The Pop District** is a Pittsburgh-based nonprofit creative and marketing agency.

The Knowledge House offers high-tech training to thousands of students across the country.

Creative Partner: **RE:IMAGINE** in Atlanta provides paid opportunities in film and creative media for youth.



The Pop District’s apprentices at the City Year New York public service announcement shoot.

143M

Impressions generated for the Lab's nonprofit clients

31

NBCUniversal volunteers provided coaching, creative feedback, and training

50

Apprentices participated in programs

20

Marketing assets provided to 15 nonprofit clients

\$18M+

Donated in media inventory across NBCUniversal and Comcast

Entrepreneurship

At Comcast, entrepreneurship is in our DNA. We are dedicated to supporting entrepreneurs and small-business owners with the resources they need to thrive in a technology-driven marketplace. By investing in entrepreneurs, we are helping them build sustainable businesses, create jobs, and contribute to the economic resilience of their communities.

COMCAST RISE

Through Comcast RISE, we have provided over 14,500 small-business owners with marketing resources, technology, broadband, and millions of dollars in grants, propelling economic growth in local communities. Through additional investments in communities, Comcast supports an even broader range of small businesses and entrepreneurs.



Natalie Ceis, Burien, Wash.
bodySTRONG is a community gym focused on building health, strength, and confidence.



Luis Ali, Detroit, Mich.
AGI Construction Solutions provides commercial and multihousing building services.

14.5K Small businesses supported

1.6K+ Cities engaged

\$160M Awarded

38 States involved



Nickey Ngo, Houston

Red Circle Ice Cream specializes in handcrafted frozen treats and other desserts.

Powering Local Economies

We support resources and training for small businesses to uplift their communities, including the following:

The **Boys & Girls Clubs of Portland Metropolitan Area** provide life- and career-readiness programs focused on entrepreneurial projects and job experience.

Sky Media expanded its award-winning **Sky Zero Footprint Fund** with the launch of Local Heroes, a new initiative to support sustainable small businesses across the U.K.

Comcast supports the efforts of **UnidosUS** in local communities by funding basic digital skills training and supporting small-business owners.



Diego Mariscal founded **2Gether-International** (2GI) to transform the way the world sees disability – from perceived limitation to competitive advantage. 2GI is on a mission to support 5,000 Disabled Entrepreneurs by 2030 through investment, mentorship, and global networks.



BUILD provides students with real-world, hands-on learning experiences required for lasting success. Comcast’s grant provides BUILD with support to expand their professional development offerings and enrich their core programming to meet the demands of schools and community partners.



The Creative Impact Lab helps advance small businesses through public service announcements (PSAs). For example, **RE:IMAGINE** created a PSA for **Village Micro Fund**, an organization that helps entrepreneurs to invest skills, talents, and resources back into their communities.

Employee Engagement

We are strategically expanding our volunteer program so that more employees can meaningfully give back to their local communities in ways that matter to them.



Comcast employees, as part of Team UP, volunteered in Sacramento, Calif.

2024 BY THE NUMBERS

29K+

Employees participated in volunteerism enterprise-wide

235K+

Total service hours across the enterprise

\$6.4M

Generated by Comcast NBCUniversal Matching Gift Program

TEAM UP LEADER NETWORK

In 2024, our inaugural cohort of 50 Comcast employees stepped up for the Team UP Leader Network, spearheading volunteer service projects and inspiring their teammates to collectively contribute 2,500 volunteer hours.

Sky employees volunteer with the Marine Conservation Society as part of a Sky Cares Beach Clean in West Kirby, England.



Sky Cares hit a major milestone: Employees have volunteered 250,000 hours since the program began in 2019.

Universal Orlando volunteers completed numerous beautification projects at the **Sunshine Foundation Dream Village**. The Village is an accessible and welcoming place for families to stay when they visit theme parks and attractions through the Sunshine Foundation, a children's charity that grants wishes to children with lifelong chronic illnesses or conditions.

Over 400 NBCUniversal employees volunteered for NBCUnites Ambassador projects, including creating care packages for hospitalized children, building hockey rinks, renovating housing, and assisting families living in poverty.

Telemundo organized a team of 15 volunteers to host a Minion-themed holiday party for 300 children in foster care and families in need at the **Children's Home Society of Florida** in Miami.

Skills-Based Volunteerism and Mentoring



As part of the NBCUnites Talent Lab Program INSPIRE, NBCUniversal leaders were paired with high school students from the **buildOn** after-school program in the South Bronx to participate in a community service project.



Sky Up hosted five career days in 2024, which included a collaboration with **Foundervine**, a business development organization that supports the growth of entrepreneurs from all backgrounds.



In collaboration with the organization **Common Impact**, Team UP Think Tanks mobilized more than 100 Comcast employees to help nonprofit partners tackle key business challenges.



In partnership with **Girls Write Now**, NBCUnites launched Career Inspiration Camp, which provides young people with one-on-one guidance from NBCUniversal professionals at 30 Rockefeller Plaza in New York City.

Our People

Our accomplishments would not be possible without the talent of our dedicated teammates, and we continue to invest in employee training, development, and learning opportunities so everyone can grow and thrive. That's because we believe that an engaged workforce not only boosts satisfaction and retention but also powers performance and strengthens our business.

About Us

Comcast provides connectivity, platforms, content, and experiences that reach hundreds of millions of customers, viewers, and guests worldwide. Our business is built on a foundation of respect, integrity, and trust, and we foster a work environment that promotes those values.



Comcast employees work on the development of WiFi devices and products.

2024 BY THE NUMBERS

180K+

Employees across more than 30 countries

125K

U.S. teammates contribute to economic growth

\$19.6B

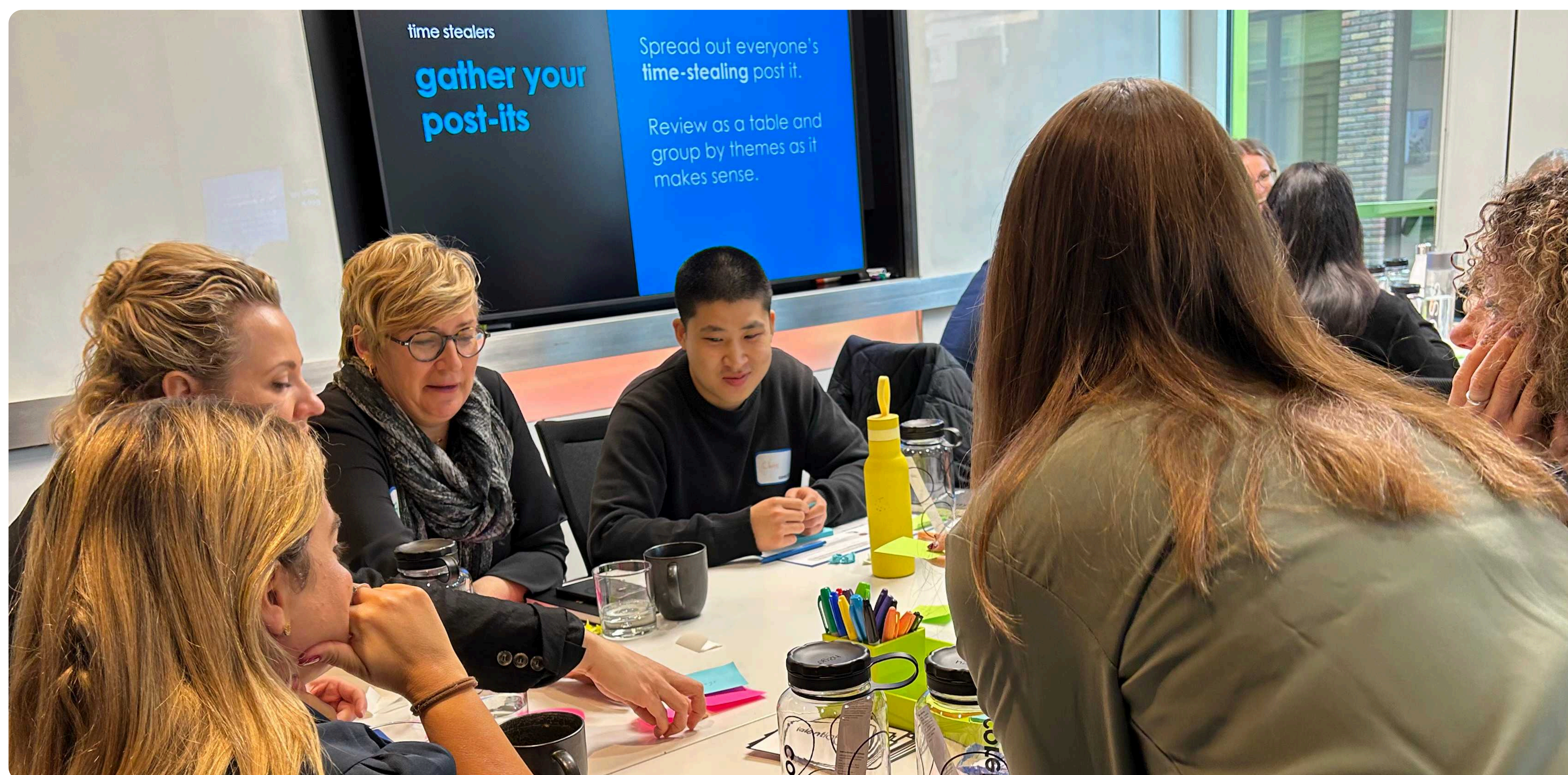
Human resources investment in 2024 for U.S. employees including payroll, benefits, and development

Talent Development

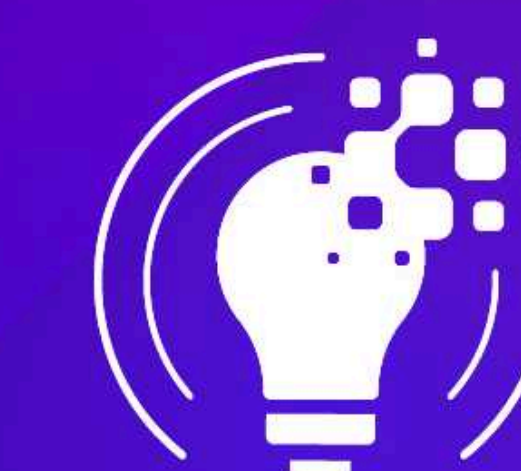
We aspire to be a place where our teammates can grow both personally and professionally. To accomplish this, we create workplace programs where all employees have the chance to develop their skills and embrace new experiences.

By developing meaningful programs that educate, inspire, and energize our employees, we help our workforce to learn and grow. From an educational assistance program that provides financial support for coursework to an employee advisory council, we continue to support the professional growth of our teammates and advance our business goals.

We have collaborated with **Drexel University** to develop a Master of Business Administration in Artificial Intelligence Program, available to employees. And in partnership with the Software Engineering Program at Drexel's College of Computing & Informatics, we offer a Master of Science degree to our workforce as well as other educational programs designed to advance skills.



NBCUniversal's **Talent Lab** is a suite of learning and development experiences that are uniquely designed to engage, educate, and empower our employees. We meet teammates where they are in their careers with experiences that align, build, accelerate, and elevate what is needed for success from early-career professionals to executive-level leaders.



Knowledgefest

Knowledgefest, part of Comcast's global learning program, is a dedicated educational event for Comcast employees held twice a year and featuring a mix of live virtual sessions, self-paced online courses, and keynote speakers.

Comcast's **Grows to Code** trains front-line workers to be software developers at the company through tuition-free programming provided by our nonprofit partner, Per Scholas.

"This program transformed my life. It felt like hitting the lottery. It gave me the tools, the confidence, and the opportunity to step into a career in tech. I'll be forever grateful."

Brittany Walcott

Grows to Code graduate and Comcast Technology and Product Engineer

A Culture of Opportunity



Comcast opened a **Sensory-Friendly Room** at the Comcast Center, which is available to employees and the public. The room is located on our Philadelphia headquarters campus, where public spaces were designated a Certified Autism Center™.

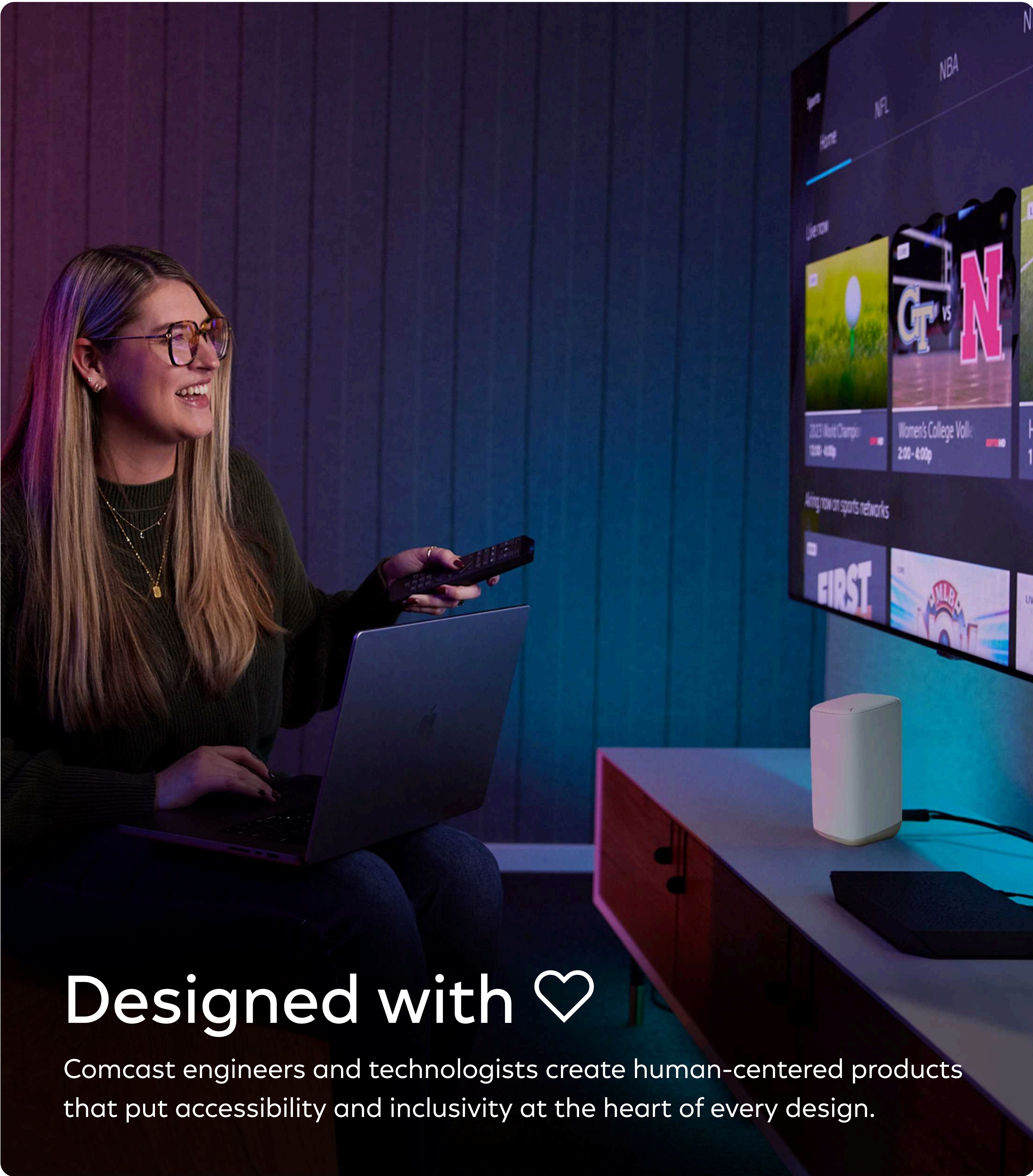
We champion opportunity for all, from creating accessible spaces for employees and the public to supporting our military teammates. Our entrepreneurial, inclusive mindset drives success and enables us to deliver world-class products, content, and experiences.



Lucas Lipsky thought that he had to choose between his life as a business analyst at Comcast or the opportunity to serve in the military. However, with the award-winning benefits Comcast provides to employees who serve, he was able to live out both of his dreams. In addition to his role with Comcast, Lucas is now a commissioned officer in the Pennsylvania Army National Guard.

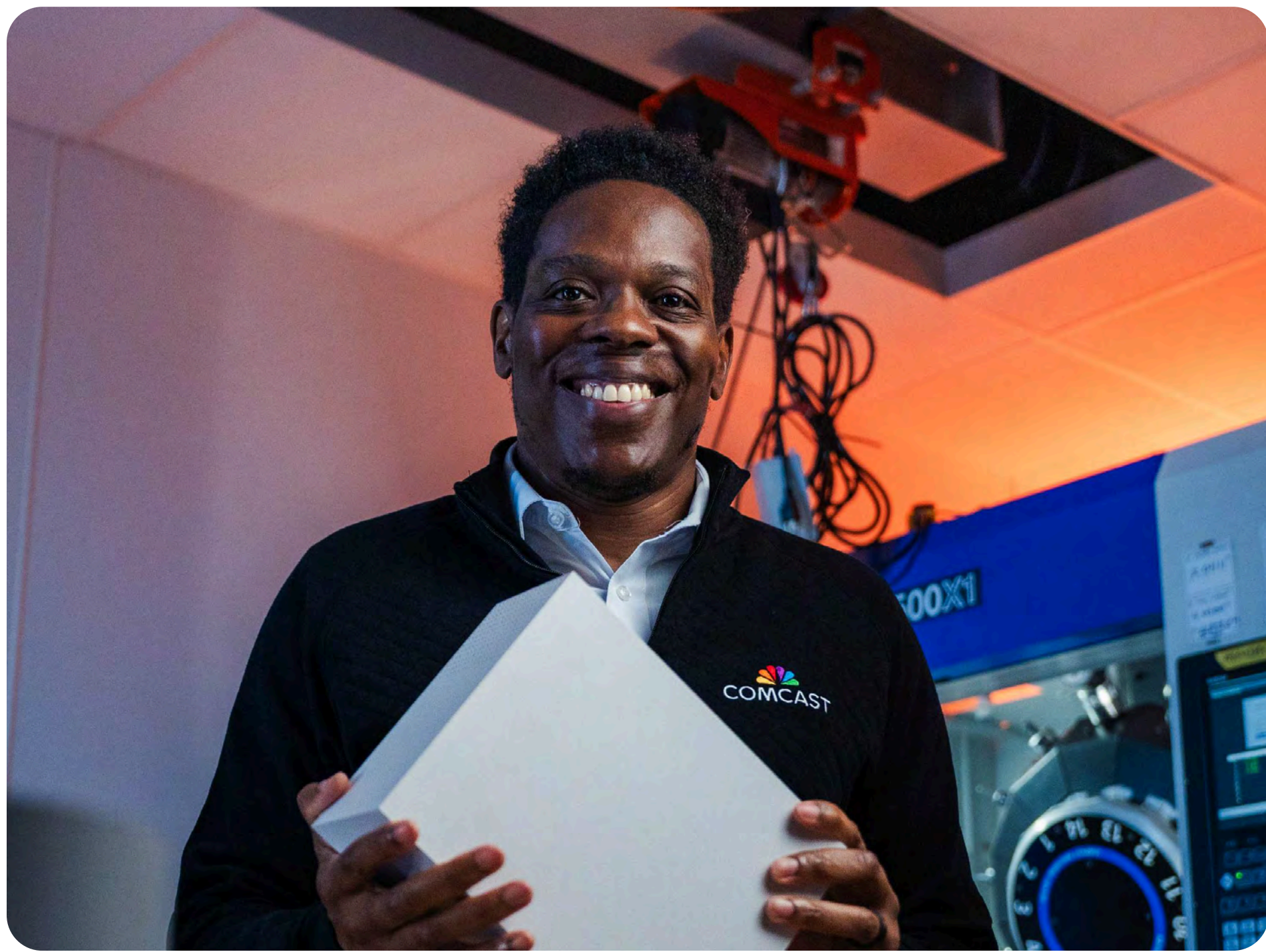
Driving Innovation

We focus on continuous innovation to create inclusive products and experiences that reach tens of millions of people globally.



Designed with ♥

Comcast engineers and technologists create human-centered products that put accessibility and inclusivity at the heart of every design.



Oluseyi Akinnaso, Director of Product Management, AI & Discovery, is part of the team that created AI Highlights technology, which uses AI to detect major plays in a sports game.



Engineering Fellow **Leslie Chapman** and her team developed voice recognition technology that detects different kinds of accents, inflections, and languages to meet customer needs.



Developed in collaboration with the Royal National Institute of Blind People, **Magnified TV Guide on Sky Q** enables the customer to increase the size of the text in the grid of channels on the TV Guide.



Technicians respond to a downed power line after storm.

“Some people who helped me didn’t even know me, but we are Comcast, we are a big family.”

Elcio Neto

Comcast Advanced Services Technician who received a grant from the Employee Disaster Assistance Fund after his Florida home was damaged by Hurricane Milton

Natural Disaster Support

When emergencies strike, we step up to support our employees – and our employees step up to help each other. The Comcast NBCUniversal **Employee Disaster Assistance Fund** provides grants to assist teammates during times of unexpected need. Anyone can

donate to the fund, and 100% of every donation is delivered to a Comcast NBCUniversal employee. For example, after the California wildfires, Comcast offered a double match for employee donations made to the fund and donated \$10 million to relief efforts.

When Hurricane Milton caused widespread destruction and power outages in Florida, Comcast donated \$250,000 total to the Florida Disaster Fund and 11 community-based organizations to help with recovery.

Environment

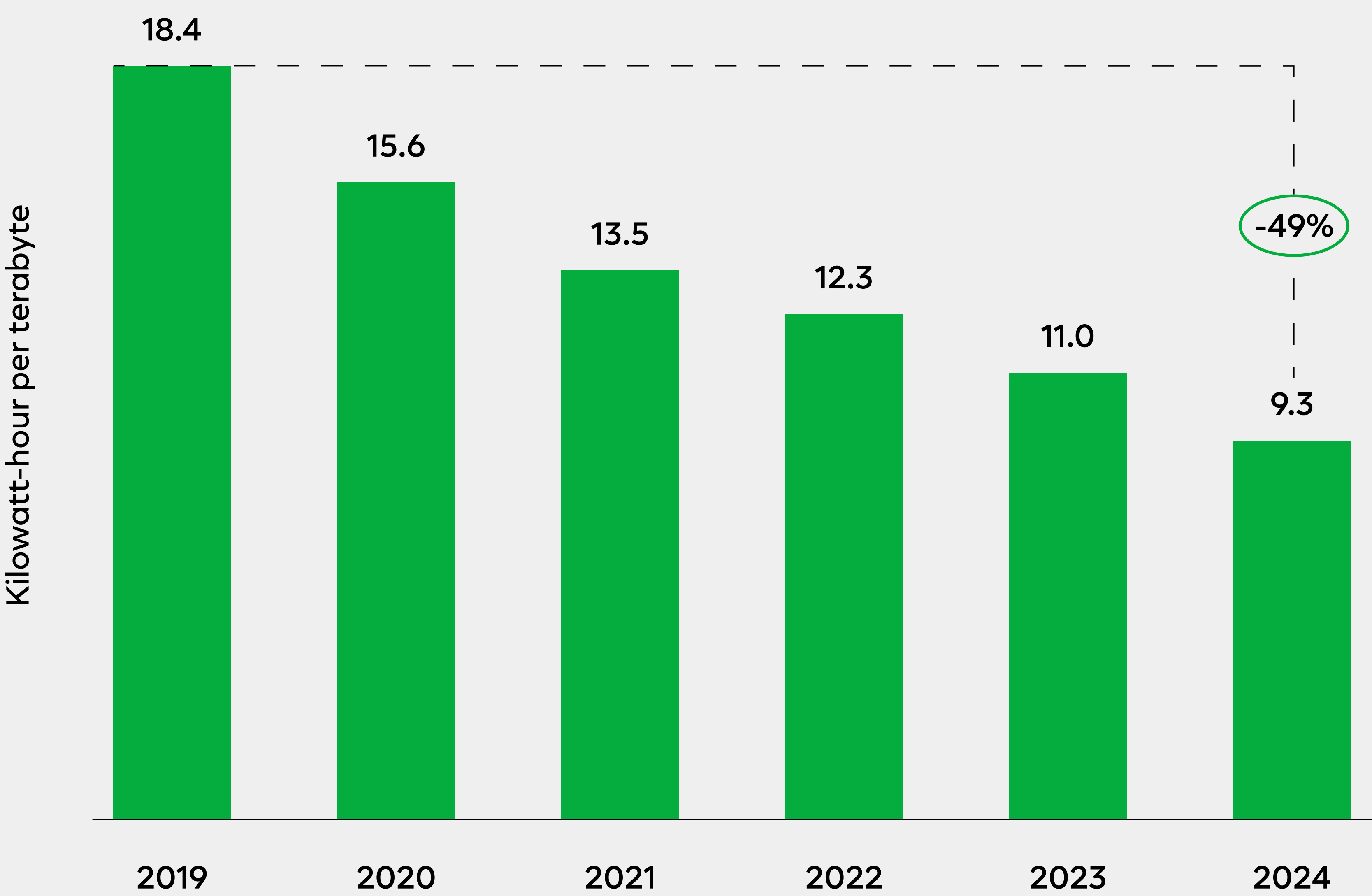
We're driving innovation and impact through our network and products, investing in our theme parks and studios, and supporting operational efficiency across our business.

Network

We’ve invested billions of dollars to expand our network, creating a smarter, faster, and more reliable connection to meet and exceed every customer's increasing demand for speed and capacity. We also take care to grow our network efficiently.

Comcast set a goal to double network energy efficiency by 2030. So far, we’ve reduced the amount of electricity it takes to deliver each byte of data across our network by 49% since 2019. We’ve also begun deploying technology that will enable us to accelerate the use of AI to drive efficiency in the future.

ELECTRICITY PER CONSUMED BYTE



Energy Spotlight

Comcast’s campus in West Chester, Pennsylvania, which houses energy intensive technical infrastructure such as data centers and engineering departments, has adopted a holistic energy management plan, which includes deployment of Comcast Smart Solutions IoT technology to enable accurate, real-time monitoring of energy consumption. This technology, combined with other network virtualization and efficiency measures, helped the campus team realize electricity savings in 2024 equivalent to more than 150 homes' energy use for one year.

2024 ENERGY AWARDS

In 2024, we held our inaugural Comcast Energy Awards to recognize teammates who made exceptional contributions to network energy efficiency through the proactive adoption of new tools, processes, and energy management solutions.



A man with a beard and glasses, wearing a dark blue Comcast polo shirt, stands in a server room. He is holding a tablet and looking up at a server rack. The room is filled with rows of white server racks and blue network cables hanging from the ceiling.

Comcast reported an 11% reduction in energy used to power the network and business from 2019 to 2024, leveraging leaner and smarter technologies that process more customer traffic with less electricity. At the same time, Comcast's network traffic has grown by 76% from 2019 to 2024, meeting increasing customer demand for data fueled by streaming, gaming, sports, and business.

Products

Our dedication to sustainable innovation includes designing products and packaging that improve the entertainment experience, utilize recycled materials, reduce waste, and boost efficiency in ways that can save our customers energy and money.

More Energy Efficient Technology



We continue to work with industry peers to improve the energy efficiency of **small network equipment**, collectively decreasing the weighted average power of modems, routers, and other home internet equipment by 89% relative to broadband speed since 2015.



Sky Stream is Sky’s lowest-powered entertainment device yet. The compact plug-and-play device lets customers stream entertainment via WiFi straight to any TV, without a dish – reducing materials, conserving energy, and cutting emissions compared to other Sky set-top boxes.



Building on the sustainability credentials of the first model, the **Sky Glass Gen 2** 55” and 65” TV models are more energy efficient than the original Sky Glass models of comparable size. The new models also contain parts made from recycled aluminum, recycled solder for the printed circuit board, and recycled plastic.

Connectivity With Conservation at the Core

We pride ourselves on building products that are made to last, as reliability is the foundation of our business. That’s why our design teams work to extend the life of devices and reduce waste.

Our latest generation of WiFi devices use 85% post-consumer recycled materials, reducing waste to landfills.

We maintain long-standing refurbishing programs that reduce waste by enabling reuse of certain returned devices until the end of the product’s life. Our latest devices are designed to be easily assembled, repaired, reused, and recycled.

Through a National Recycling Program, we aim to recycle or divert certain cable equipment waste from landfills through recovery and redistribution of materials.



Xfinity device refurbishing

Xfinity’s Most Sustainable Packaging Yet

From design and manufacturing to shipping and recycling, Xfinity’s latest packaging is made in America and designed with conservation and efficiency in mind.

We recently shifted to domestic manufacturing, eliminating overseas shipping and reducing associated emissions by approximately 90% compared to previous packaging solutions. A modular box reduces the need for plastic and paper padding, and we use only Forest Stewardship Council-certified recyclable materials and water-based ink.



Theme Parks

Sustainability features are designed seamlessly into our theme parks, from thoughtfully integrated green spaces and energy efficient technologies to vegetarian menu options and water refill stations.

First LEED Platinum Theme Park in the U.S.

Our all-new Epic Universe is the first theme park in the U.S. to be certified LEED Platinum for Communities: Plan and Design. This highest level of LEED certification demonstrates Universal Destinations & Experiences' commitment to sustainability and innovation, integrating energy efficiency and sustainable construction practices, protecting sensitive wetlands, incorporating green transportation, reducing waste, conserving water, and harnessing the power of on-site solar.



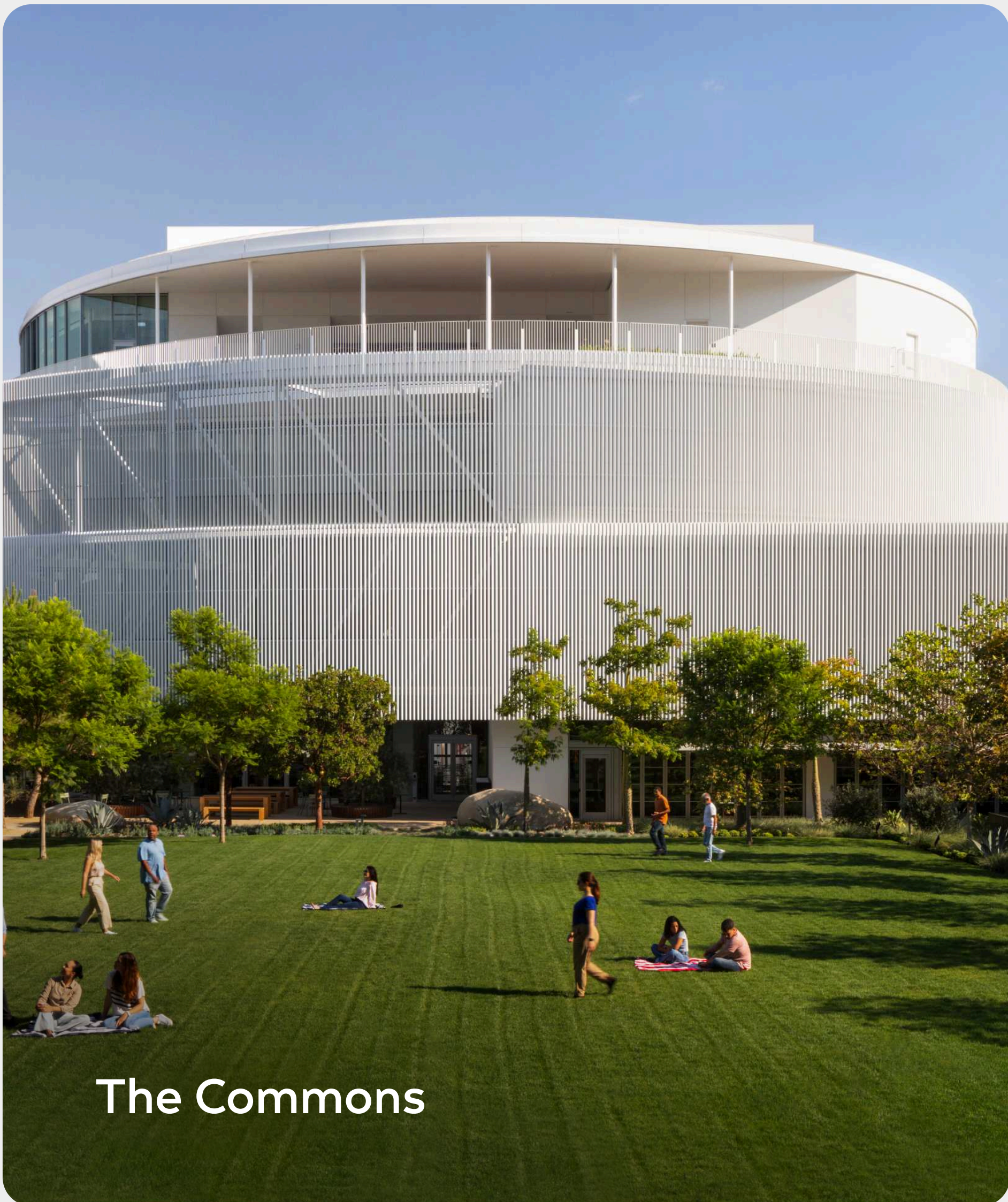
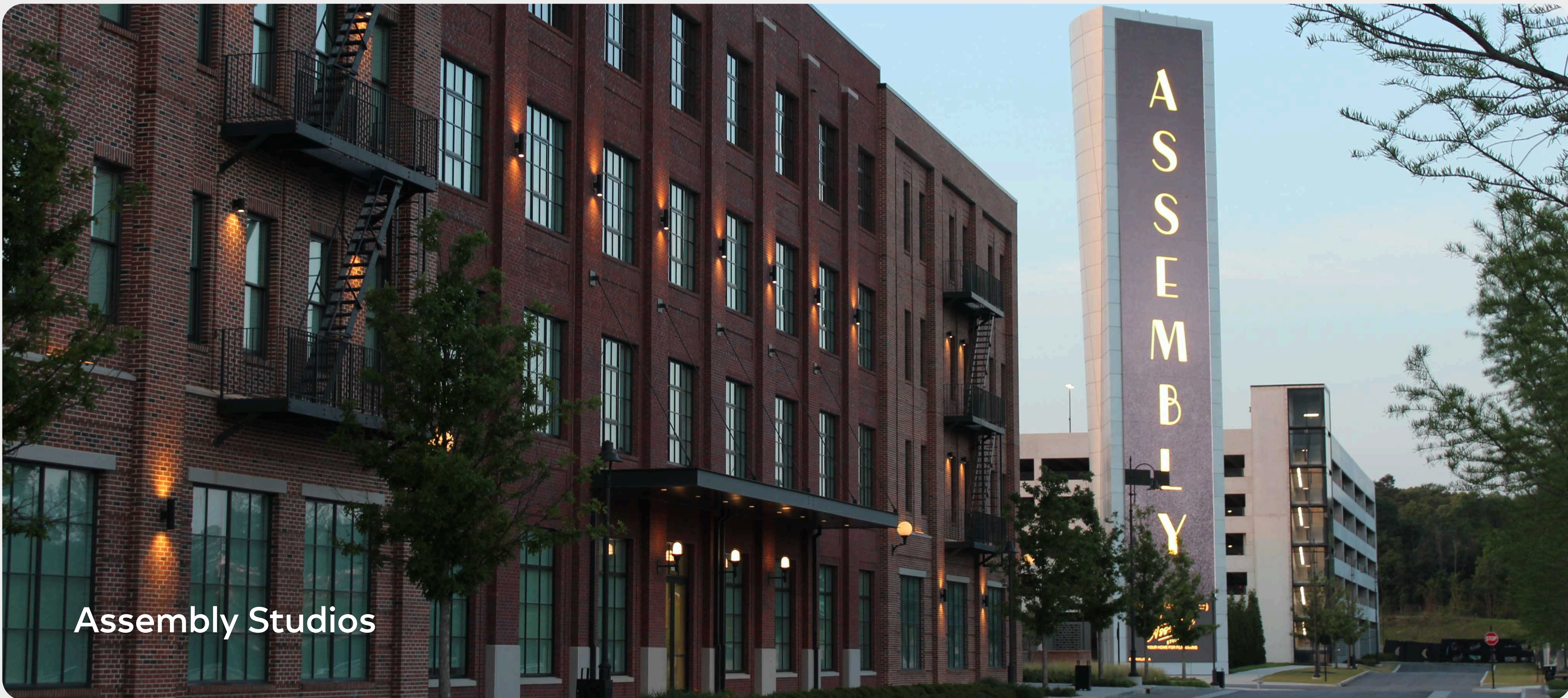
Studios

Our world-renowned studios are transforming productions to be more sustainable behind the scenes and on the big screen.

Buildings

The new Assembly Studios in Atlanta is equipped with sustainability features including stage sub-metering and connected building software to closely monitor energy use and address inefficiencies. It also has three-stream waste bins, a food donation program, 21 electric vehicle (EV) chargers, and water refill stations at each of the 19 stages. In addition, Universal Production Services at Assembly offers LED lighting, battery units, and 15 solar-powered trailers to productions for rent.

In California, the Universal Studios Lot opened two new buildings in 2024. The Commons and One Universal, both LEED Platinum-certified buildings, are connected by The Paseo, an outdoor gathering and meeting space. These buildings made the Universal Studios Lot the first Hollywood studio to earn not one but two LEED Platinum certifications on the property. The Commons also received the 2024 California Green Building award for merit in Energy & Operational Carbon.



NBCUniversal received the 2024 Corporate Sustainability Award from the U.S. Green Building Council California, recognizing its efforts in creating lasting change through ambitious sustainable construction goals and actions.



Productions

“**Wicked**” used 100% renewable electricity when filming at Sky Studios Elstree and other sound stages, avoiding approximately 45% of the production’s projected Scope 1 & 2 emissions.

The production team for “**Bridget Jones: Mad About the Boy**” avoided approximately 44% of the production’s Scope 1 & 2 emissions.

The NBC broadcast of the **Paris 2024 Olympic Games** earned a Green Seal at the 34th Annual EMA Awards, hosted by the Environmental Media Association.

The Sky Max Entertainment series “**A League of Their Own**” reduced its carbon footprint by 47% in season 18 compared to the prior season.

NBCUniversal took home three awards at the 34th Annual Environmental Media Awards for on-screen storylines: Universal Pictures’ “**Twisters**” for Feature Film, Universal Television’s “**Hacks**” for Comedy, and Bravo’s “**Top Chef**” for Reality Series.

For “**The Wild Robot**,” Universal Pictures created an in-theater public service announcement, encouraging audiences to take small, meaningful steps to care for our environment.

Sky Max’s original comedy “**Mr. Bigstuff**” incorporated lighthearted but impactful content into its first series with an unlikely climate advocate in lead character Lee, played by Danny Dyer, who scolds others for littering chewing gum and leaving the fridge door open.

Operations

Across Comcast, NBCUniversal, and Sky, we’re focused on conserving resources and driving operational efficiency in the areas of our business with the largest environmental impact.

Emissions

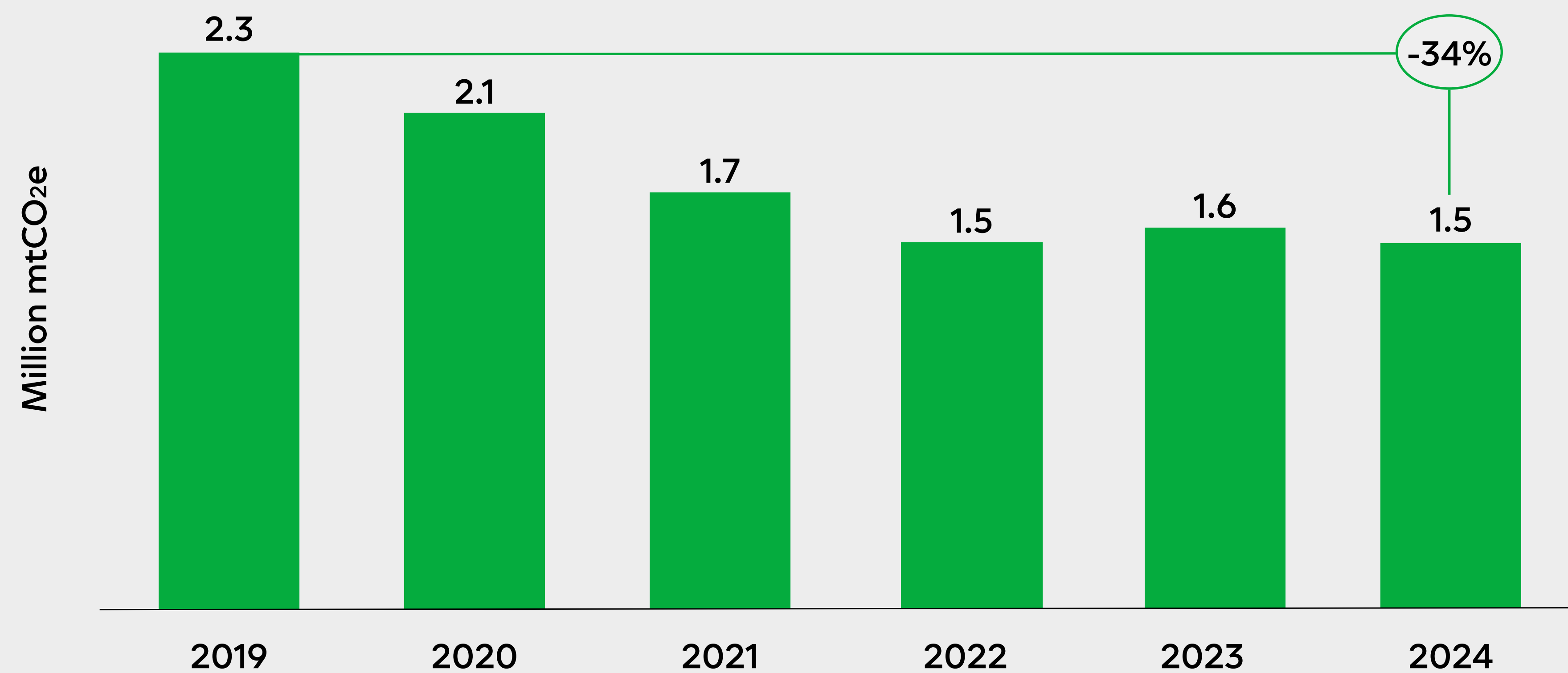
We continue to make progress toward our goal to be carbon neutral for Scope 1 and 2 emissions by 2035. We have also set near-term science-based targets for Scope 1, 2, and 3 emissions that have been validated by the Science Based Targets initiative.

Since 2019, we have reduced our Scope 1 and 2 emissions by 34%. Our emissions decreased 5% from 2023 to 2024, due largely to greening of the U.S. electricity grid, optimizing our facilities and fleet, increasing clean energy usage, and improving the

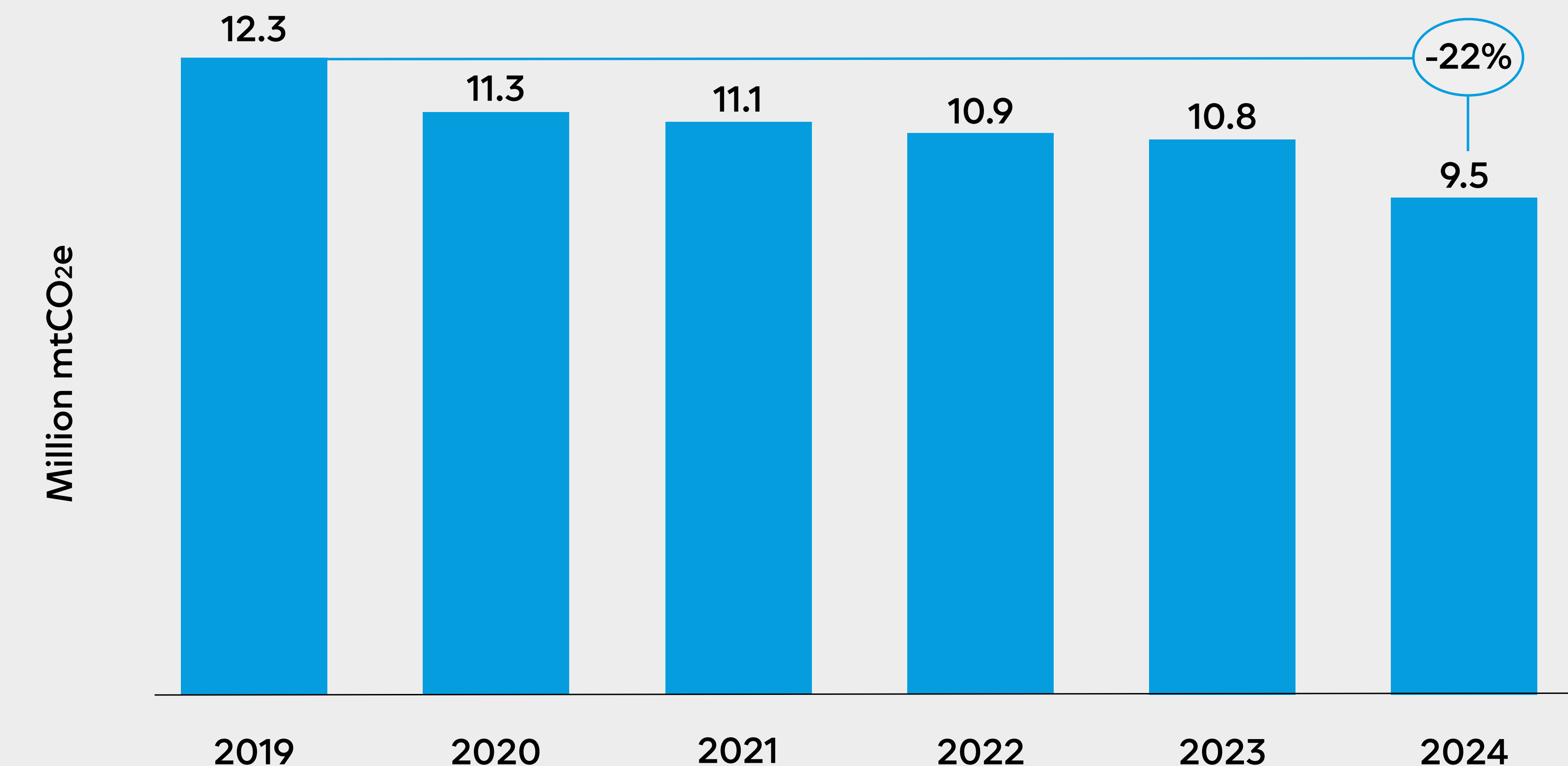
energy efficiency of our operations. We made progress on many of our operational energy and emissions metrics year over year, including reductions in total energy consumed and emissions from our owned and operated fleet and vehicles.

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.

SCOPE 1 & 2 EMISSIONS



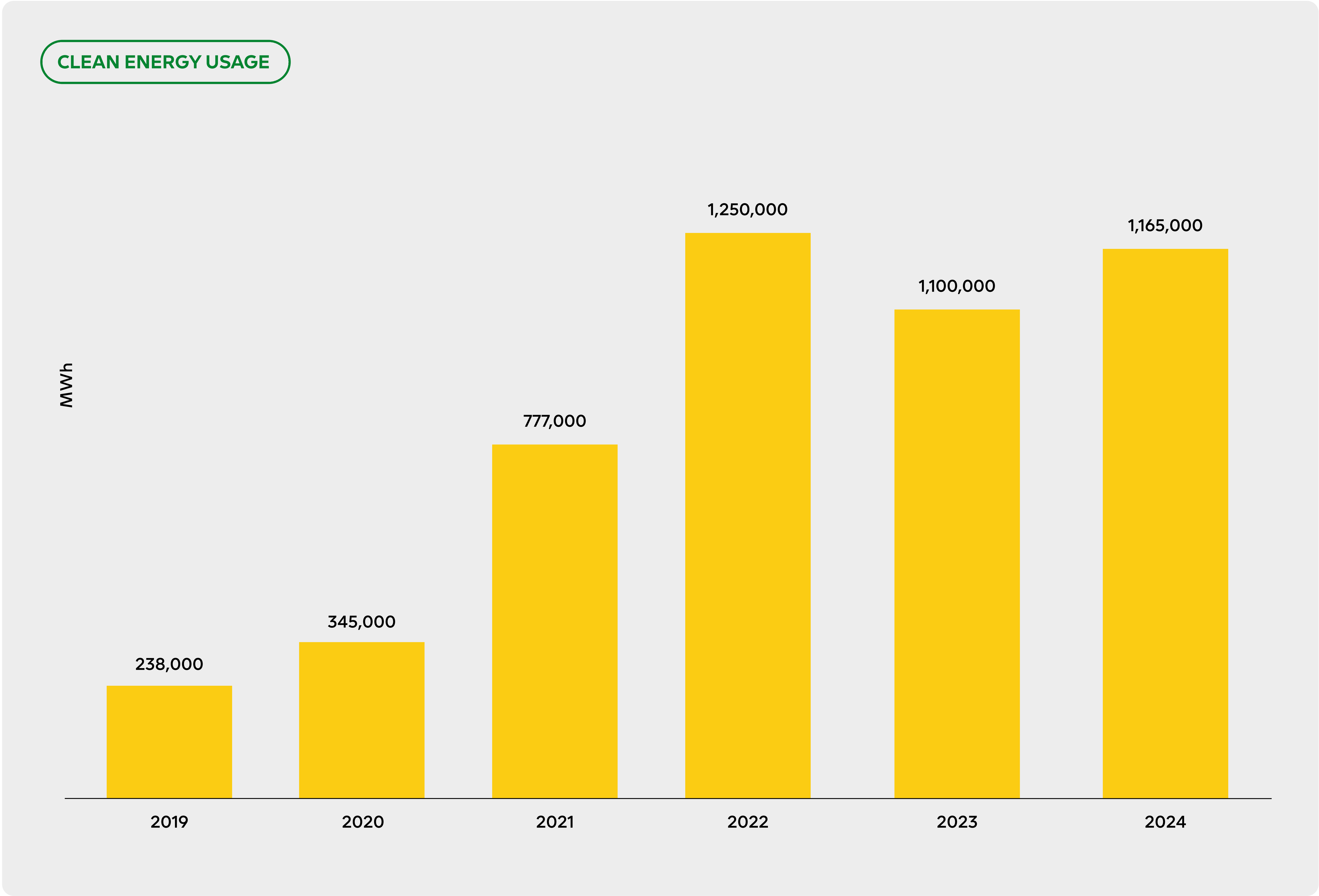
SCOPE 3 EMISSIONS



Energy

With purchased electricity accounting for the majority of our operational emissions, we continue to focus on sourcing clean and renewable electricity. In 2024, we sourced approximately 1.2 million megawatt-hours (MWh) of clean and renewable electricity – approximately 27% of our total enterprise electricity load.

Our clean energy usage increased 6% from 2023 to 2024, and we continue to focus on sourcing from new projects that can bring additional clean energy capacity to the grid to help meet future energy needs. In 2024, we signed new clean energy agreements that, when the projects are completed, will total approximately 300,000 MWh per year.



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 innovations in 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.



Technology

Our digital technology and customer support tools allow us to serve more customers and resolve more network issues remotely – saving roughly 12 million gallons of fuel compared to 2019 and avoiding 100,000 metric tons

of greenhouse gas emissions from reduced truck visits. Additionally, Comcast has deployed electric vehicles (EVs) in California. NBCUniversal purchased 447 EVs in 2024, including electric buses at Epic Universe,

Studio Tour trams at Universal Studios Hollywood, and electric golf carts for operations at multiple locations. 171 new EV chargers have been installed across Epic Universe, Universal Studios Hollywood, and the Universal Studios

Lot. Across the U.K., Sky has transitioned 65% of its company car fleet to EVs and increased its EV charging bays to 244.

Campus

We host employee education and engagement opportunities across our campuses. These are a few examples of sustainability events and activities throughout the year.



The Science of “Twisters”

NBC meteorologist Glenn “Hurricane” Schwartz and Kevin Kelleher, former Director for the National Severe Storms Laboratory and technical consultant for the 2024 Universal film “Twisters,” hosted a conversation on the science behind the summer blockbuster.



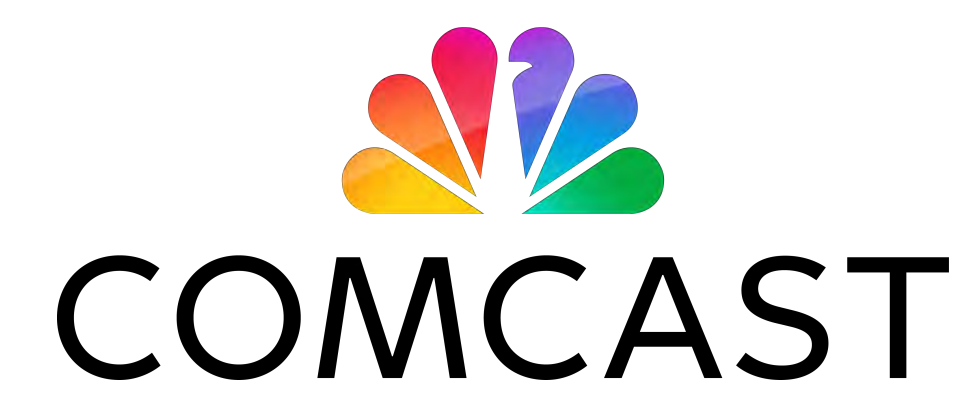
Sky Zero Awards

The inaugural Sky Zero Awards recognized the dedicated individuals powering sustainable change across the business. Hosted by Sky News presenter Leah Boleto, the event celebrated the sustainability achievements of colleagues in procurement, facilities, and more.



Resilience at the Studio Lot

Following the devastating Los Angeles fires in January 2025, the Operations team at the Universal Studios Lot hired 400 goats to help clear 43 acres of brush in the backlot to support ongoing efforts to mitigate wildfire risk without the need for landscaping equipment.



We provide reports on various corporate responsibility matters that may be of interest to our stakeholders. More information can be found on the [Corporate Responsibility 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](#)

[↗ Political and Trade Association Activity](#)

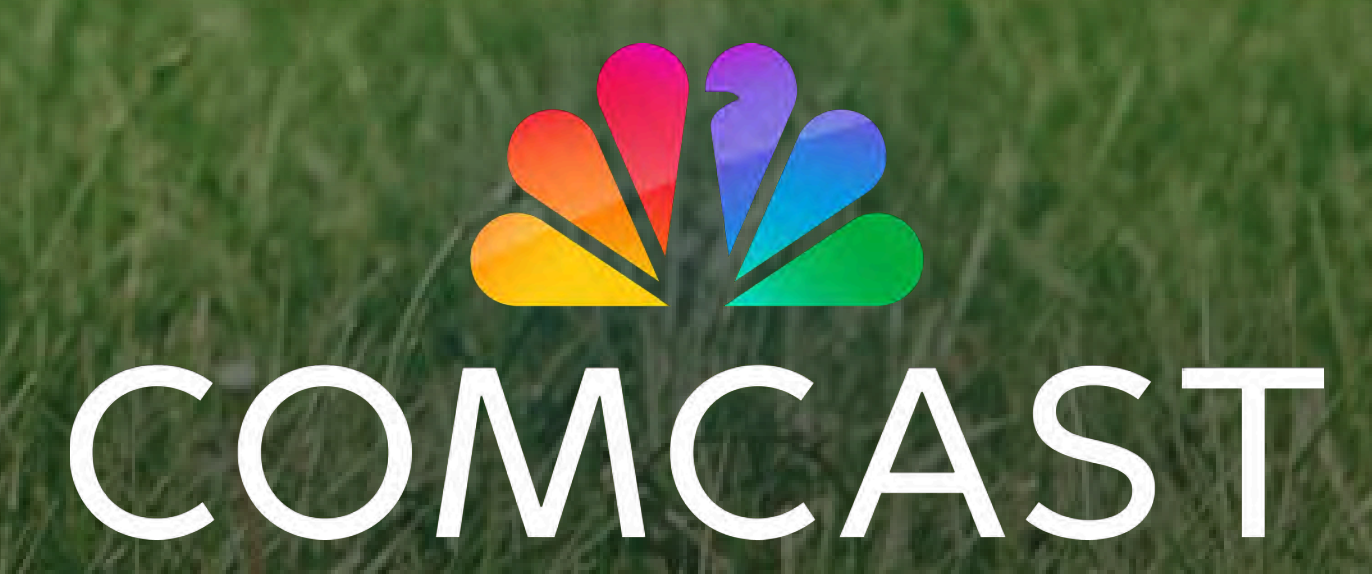
[↗ Code of Conduct](#)

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

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

[↗ Statement on Human Rights](#)

[↗ 2024 CDP Report](#)



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