

# Workforce Diversity Data\*

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

<sup>\*</sup> 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.

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# 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%
Black/African American	7.0%	7.5%	8.2%
Asian American, Native Hawaiian, and Pacific Islander	6.4%	7.3%	7.8%
Hispanic/Latino/a/x	4.6%	5.0%	5.3%
Indigenous and Native American	0.2%	0.2%	0.2%
2+ Races	1.1%	1.1%	1.6%

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

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

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

<sup>\*</sup> 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.

<sup>\*\*</sup> Ethnic diversity
numbers may not sum
to total due to rounding.

<sup>\*\*\*</sup> 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.

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#### 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
Black/African American	1	2	3
Asian American, Native Hawaiian, and Pacific Islander	1	1	1
Hispanic/Latino/a/x	1	1	0
Indigenous and Native American	0	O	0
2+ Races	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

<sup>\*</sup> As noted by Tier 1 (direct purchases) and Tier 2 (direct and indirect subcontracting spend) suppliers.

# NBCUniversal Programming

#### On Screen/On Air

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

#### Behind the Camera

FILM	2021	2022	2023
Women	27.6%	27.7%	23.9%
People of Color	17.2%	12.3%	14.2%
- Copic of Color	17.270	12.570	14.270
NEWS ASSETS*	2021	2022	2023
Women	45.6%	48.6%	51.2%
People of Color	35.1%	36.8%	38.6%
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NBC PRIMETIME SCRIPTED**	2021	2022	2023
Women	<b>—</b> —	47.1%	40.1%
People of Color		33.3%	31.5%

<sup>\*</sup> News assets include NBC News, MSNBC, CNBC, and NBC-owned stations, but do not include Telemundo Network News or Telemundo stations.

<sup>\*\*</sup> Data not available for the 2021 scripted season.

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# Employee Resource Groups (ERGs)\*

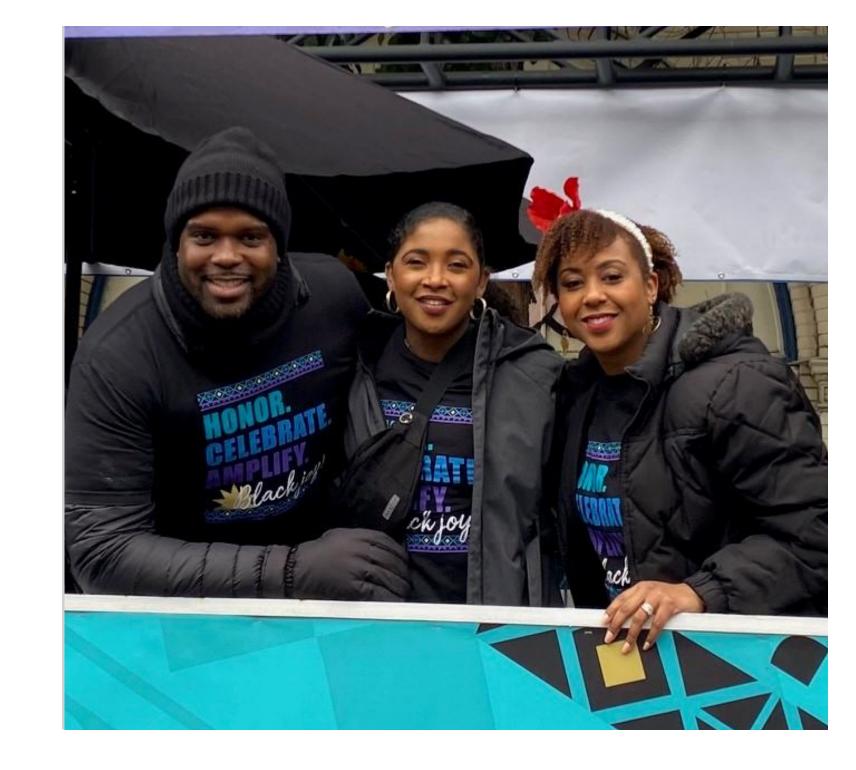
Total ERGs







Asian Pacific Americans



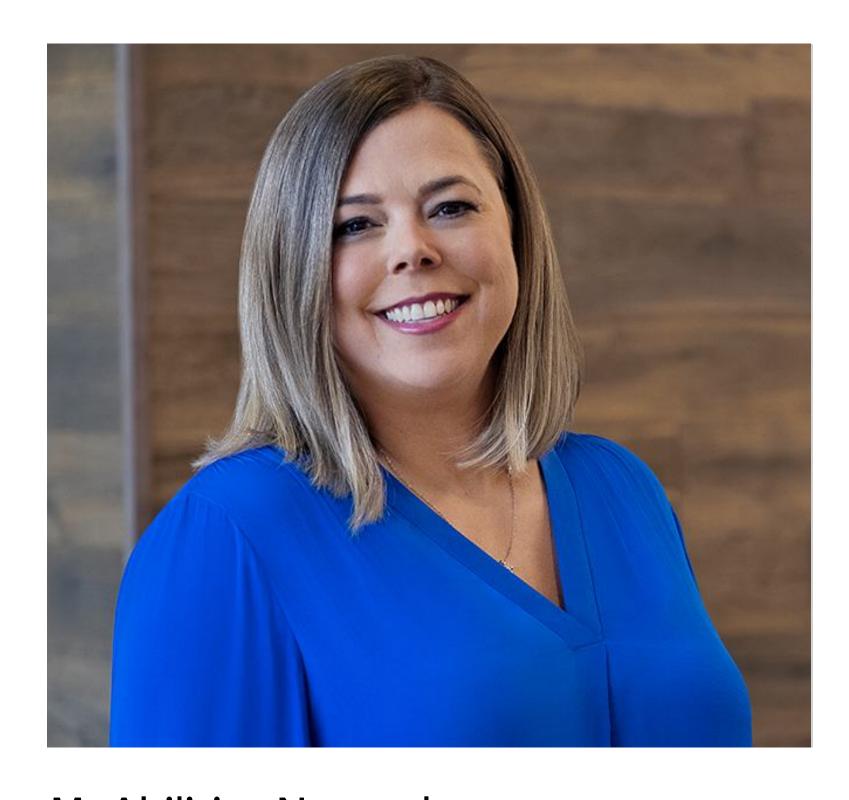
Black Employee Network



Indigenous

**Total Chapters** 

**Total Members** 



**MyAbilities Network** 



Out



Unidos



Veterans Network



Women's Network



Young Professionals Network

<sup>\*</sup> ERGs data represents Comcast and NBCUniversal only.

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## Diversity Awards and Recognition

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



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





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



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



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



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

MilitaryTimes