



COMCAST
NBCUNIVERSAL

Our Values in Action

BY THE NUMBERS



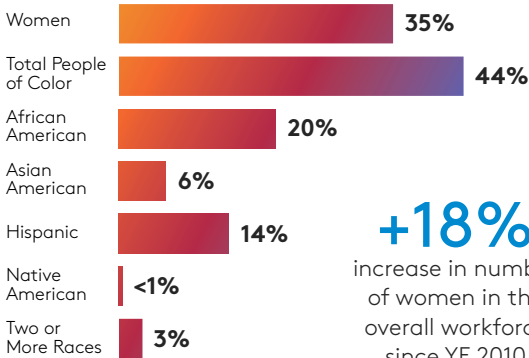


Workforce Diversity

Diversity and inclusion is essential to our business. Our aspirational goal is to have 50% women and 33% people of color at every level of our workforce.

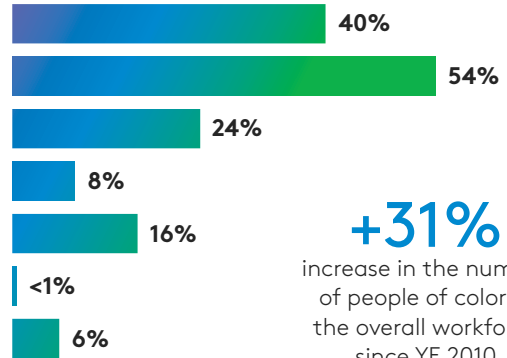
2018 WORKFORCE DATA

Overall Workforce (YE 2018)*



+18%
increase in number of women in the overall workforce since YE 2010

2018 New Hires



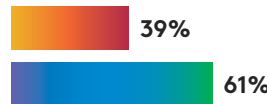
+31%
increase in the number of people of color in the overall workforce since YE 2010

2018 LEADERSHIP GENDER DIVERSITY DATA

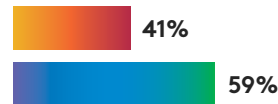
Executive Leadership Team**



Vice Presidents & Above



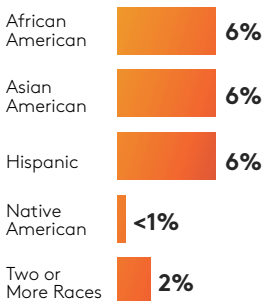
Directors



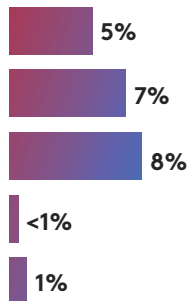
+70%
increase in number of VP+ women since YE 2010

2018 LEADERSHIP ETHNICITY DATA

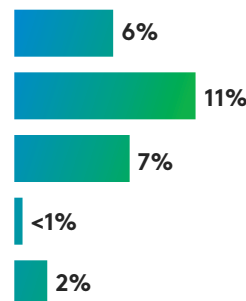
Executive Leadership Team**



Vice Presidents & Above



Directors



+135%
increase in number of people of color at the Director level since YE 2010

* Workforce metrics are reflective of our U.S. full-time employees.

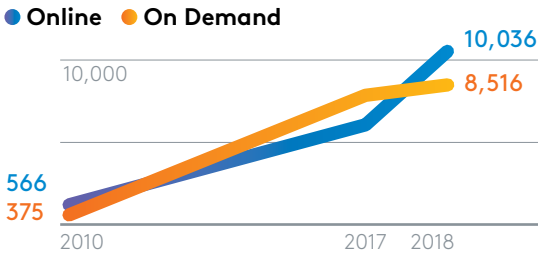
** Our Executive Leadership Team includes the CEOs and their first- and second-level direct reports.



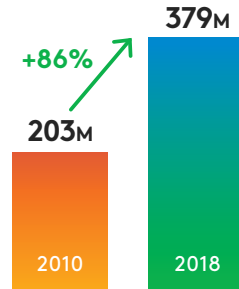
Programming

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

XFINITY: TOTAL DIVERSE HOURS

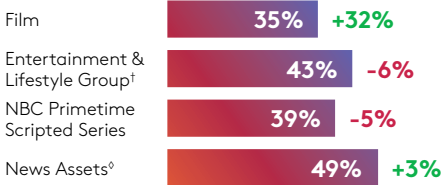


TOTAL DIVERSE SUBSCRIBER NETWORK INSTANCES*

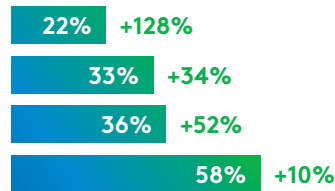


NBCUNIVERSAL: ON AIR AND BEHIND THE CAMERA GENDER DIVERSITY**

On Air (YE 2018)

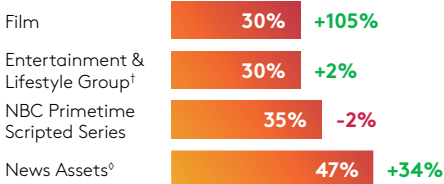


Behind the Camera (YE 2018)

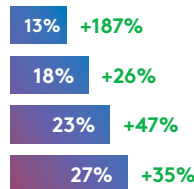


NBCUNIVERSAL: ON AIR AND BEHIND THE CAMERA ETHNIC DIVERSITY**

On Air (YE 2018)



Behind the Camera (YE 2018)



* Subscriber Network Instances are defined as the number of networks that subscribers have as part of their programming packages.

For example, if a subscriber has a Hispanic programming tier with 40 channels, that would count as 40 Subscriber Network Instances.

** Increases and decreases next to each graph represent the growth rate of percentage representation. For gender diversity the numbers reflect the growth rate since YE 2013; for ethnic diversity they reflect the growth rate since YE 2010.

† The Entertainment & Lifestyle Group includes USA, Syfy, and Bravo.

° News assets includes NBC News, MSNBC, CNBC, and NBC-owned stations, but does not include Telemundo Network News or Telemundo stations.



Digital Connectivity

Internet Essentials is the nation's largest and most comprehensive high-speed broadband adoption program for low-income households. It connects people to an increasingly digital world and offers them skills for success. In 2018, we expanded the program to reach an estimated 1 million low-income veterans living in our service area around the country.

8M+

low-income Americans connected to the internet at home through Internet Essentials

9.5M

people reached through digital literacy training and awareness programs

\$650M

invested since 2011 in digital literacy training and awareness programs

80%

of Internet Essentials customers are people of color

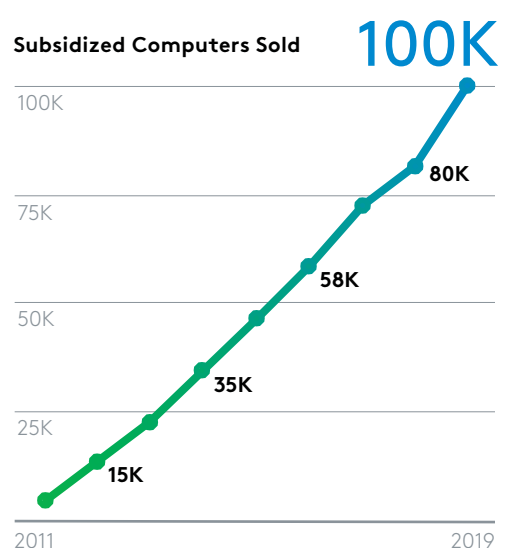
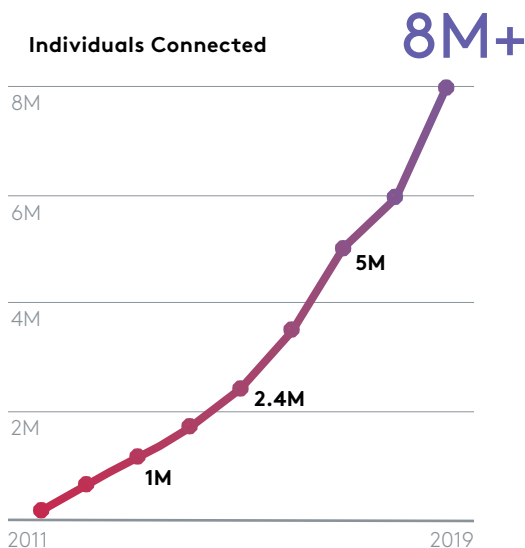
75%

of Internet Essentials customers are women

62%

of customers reported feeling the internet service helped someone in their household find a job

INTERNET ESSENTIALS: CUMULATIVE IMPACT



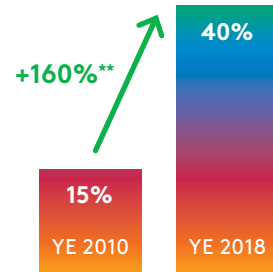
Visit comcastcorporation.com/valuesreport for our full Values in Action report.



Governance

Our commitment to diversity starts at the top, with our Board of Directors. The diversity of our Board has nearly tripled since year-end (YE) 2010.

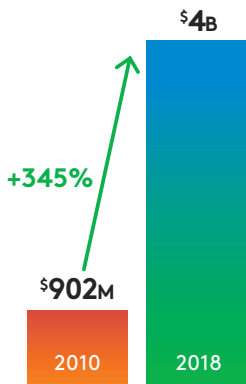
BOARD DIVERSITY*



Supplier Diversity

Comcast NBCUniversal’s supplier diversity program is designed to promote, increase, and improve the participation of diverse businesses within our corporate supply chain — including companies owned by women, people of color, veterans, individuals with disabilities, and lesbian, gay, bisexual, transgender, and queer individuals. We track our spending with both Tier I vendors (direct purchases) and Tier II subcontractors.

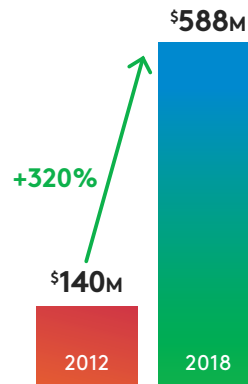
TIER I DIVERSE SPEND



\$18B+

spent with diverse Tier I suppliers since YE 2010

TIER II DIVERSE SPEND



\$2B+

spent with diverse Tier II suppliers since 2012

* “Diversity” data refer to people of color and women, without double-counting women of color.

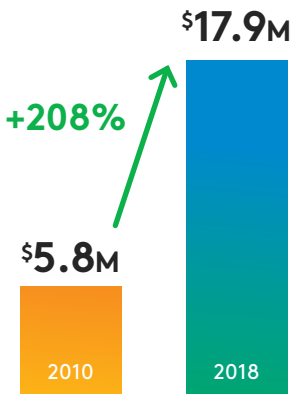
** Throughout this document, changes in percentage representation refer to the growth rate of percentage representation between a starting point and an ending point. For example, an increase from 10% to 15% is a growth rate of +50%.



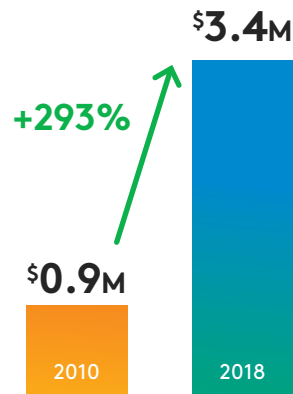
Community Impact

As a company uniquely positioned to educate, entertain, and empower, we are committed to bringing together diverse communities and inspiring our customers, audiences, and employees to make a positive social impact. Since year-end 2010, we've invested more than \$1.8 billion in cash and in-kind giving benefiting minorities.

CASH GIVING TO MINORITY-LED AND MINORITY-SERVING ORGANIZATIONS



CASH GIVING TO WOMEN-LED AND WOMEN-SERVING ORGANIZATIONS



Sustainability

We focus on sustainable innovation in four impact areas: Energy + Emissions, Products + Experiences, Materials + Waste, and Engagement + Outreach. And we have set long-term, aspirational goals to become a more sustainable company: zero emissions, zero waste, and 100% renewable energy.

11M

kilowatt hours reduced annually through investment of nearly \$5 million in LED lighting in 2018

4K

equivalent number of passenger vehicles eliminated from the road through investment in the HillTopper wind project

38

Green Seals received by NBCUniversal from the Environmental Media Association in 2018, for film and TV productions that implement sustainable practices