



TOGETHER WE BUILD

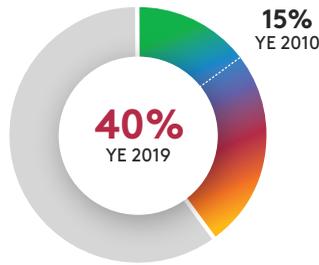
COMCAST NBCUNIVERSAL | 2020 VALUES REPORT

BY THE NUMBERS

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



TIER II DIVERSE SPEND



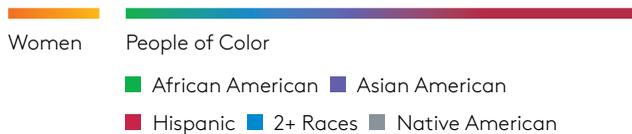
CHANGE IN DIVERSE SUPPLIER SPEND

	PAST YEAR	9-YEAR CHANGE		PAST YEAR	7-YEAR CHANGE
Tier I	-2%	+336%	Tier II	-24%	+221%

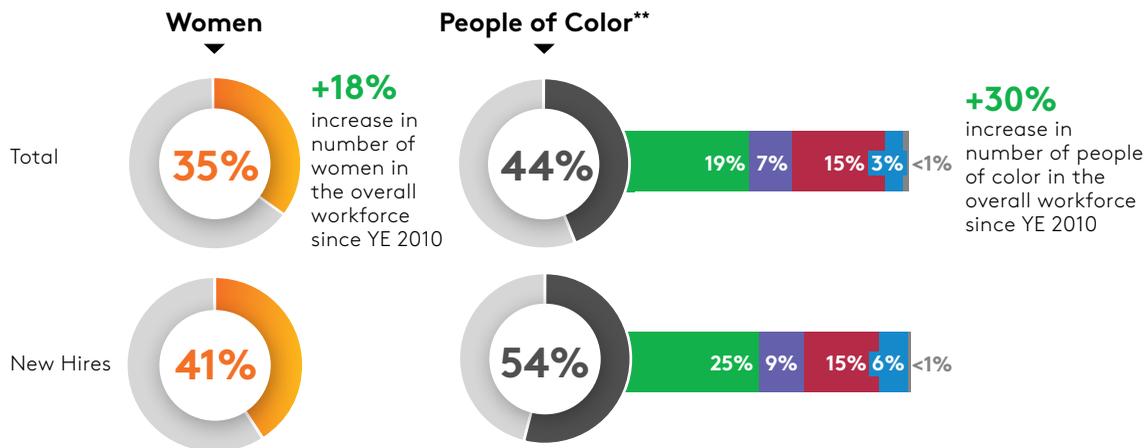
* All data in this report are for Comcast NBCUniversal only. “Diversity” data refer to people of color and women, without double-counting women of color.
 ** Throughout this document, changes in percentage representation refer to the growth rate of percentage representation between a starting point and an ending point. For example, an increase from 10% to 15% is a growth rate of +50%.
 † We do not include data for 2010 in our aggregate spending since that occurred prior to Comcast’s acquisition of NBCUniversal.

Workforce Diversity

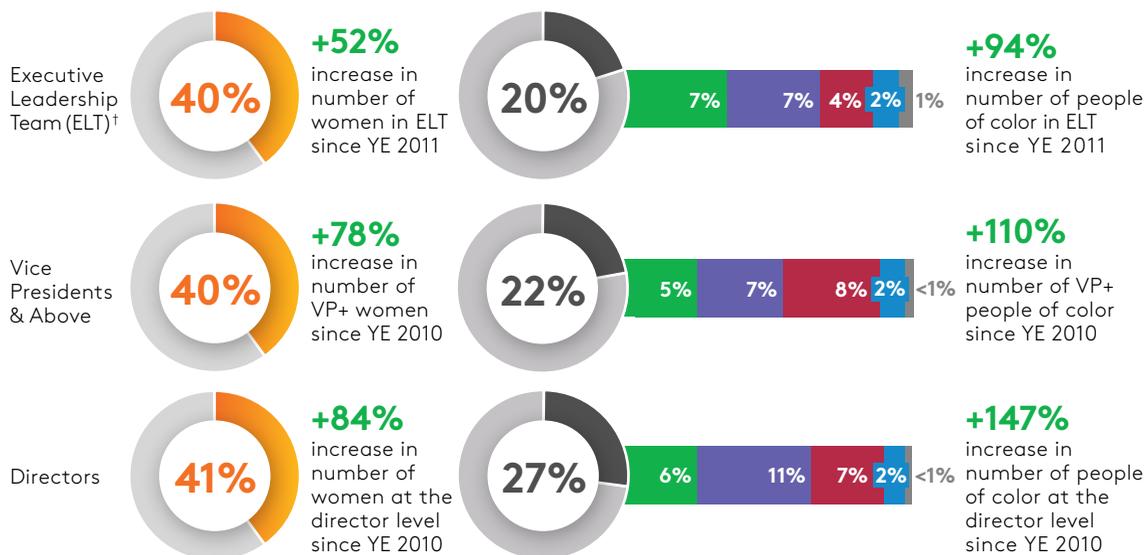
Diversity and inclusion is essential to our business. Our aspirational goal is to have 50% women and 33% people of color at every level of our workforce.



OVERALL WORKFORCE YE 2019*



LEADERSHIP YE 2019



CHANGE IN LEADERSHIP DIVERSITY

	TYPE OF CHANGE	WOMEN		PEOPLE OF COLOR	
		PAST YEAR	8-YEAR CHANGE	PAST YEAR	8-YEAR CHANGE
Executive Leadership Team	Change in #	0%	+52%	-2%	+94%
	Change in %	+9%	+18%	+7%	+51%
	TYPE OF CHANGE	WOMEN		PEOPLE OF COLOR	
		PAST YEAR	9-YEAR CHANGE	PAST YEAR	9-YEAR CHANGE
Vice Presidents & Above	Change in #	+5%	+78%	+5%	+110%
	Change in %	+1%	+19%	+2%	+40%
Directors	Change in #	+5%	+84%	+5%	+147%
	Change in %	+1%	+4%	+1%	+40%

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

** Ethnic diversity numbers may not sum to total due to rounding.

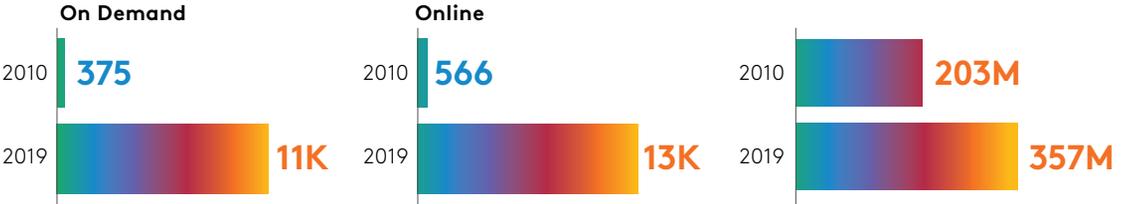
† Our Executive Leadership Team includes the CEOs and their first- and second-level direct reports.

Programming

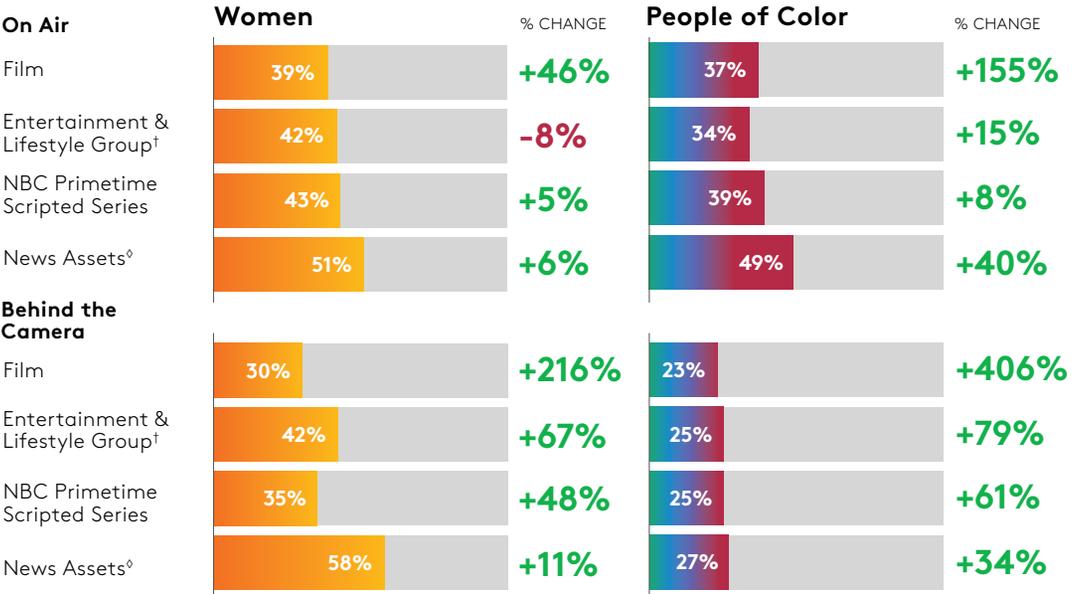
In film and on TV, the representation of diverse individuals, cultures, and stories on screen is vitally important to our viewers and our company. To ensure we're telling authentic stories that resonate with a wide range of audiences, we strive to have diverse perspectives in every aspect of our programming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

XFINITY: TOTAL DIVERSE HOURS

TOTAL DIVERSE SUBSCRIBER NETWORK INSTANCES*



NBCUNIVERSAL DIVERSE PROGRAMMING YE 2019**



XFINITY: DIVERSE HOURS	PAST YEAR	9-YEAR CHANGE	NBCUNIVERSAL DIVERSE PROGRAMMING		WOMEN		PEOPLE OF COLOR	
			ON AIR		PAST YEAR	6-YEAR CHANGE	PAST YEAR	9-YEAR CHANGE
On Demand	+32%	+2,903%						
Online	+29%	+2,187%	Film		+10%	+46%	+25%	+155%
			Entertainment & Lifestyle Group		-2%	-8%	+13%	+15%
			NBC Primetime Scripted Series		+11%	+5%	+11%	+8%
			News Assets		+3%	+6%	+4%	+40%
DIVERSE SUBSCRIBER NETWORK INSTANCES			BEHIND THE CAMERA					
Total	-6%	+76%	Film		+38%	+216%	+76%	+406%
			Entertainment & Lifestyle Group		+25%	+67%	+42%	+79%
			NBC Primetime Scripted Series		-10%	+48%	+7%	+61%
			News Assets		+1%	+11%	-0.6%	+34%

* 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 women the numbers reflect the growth rate since YE 2013; for people of color they reflect the growth rate since YE 2010.

† Entertainment & Lifestyle Group includes USA and Syfy.

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

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 \$2.1 billion in cash and in-kind giving benefiting minorities.

CASH GIVING

To women-led and women-serving organizations



To minority-led and minority-serving organizations



CASH & IN-KIND DONATIONS



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.



1.4k

solar panels on the roofs of four sound stages at the Universal Studios Lot in Los Angeles



51

Green Seals received by NBCUniversal from the Environmental Media Association in 2019, for film and TV productions that implement sustainable practices



\$1.2M

spent to convert 30 Comcast NBCUniversal sites in Baltimore/Washington D.C. to LED lighting

CHANGE IN CASH GIVING

To women-led and women-serving organizations
To minority-led and minority-serving organizations

PAST YEAR

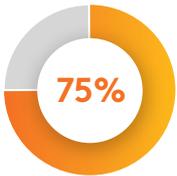
+11%
+12%

9-YEAR CHANGE

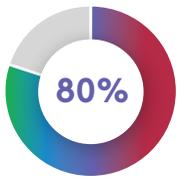
+334%
+246%

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 2019, we announced our biggest expansion to date, increasing eligibility to all low-income Americans wherever Comcast offers service.



of Internet Essentials customers are women



of Internet Essentials customers are people of color



8M+

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



60%

of households do not have fixed broadband at home in cities where poverty rates are above the national average



100K+

discounted or heavily subsidized computers sold or donated to families and veterans that needed one

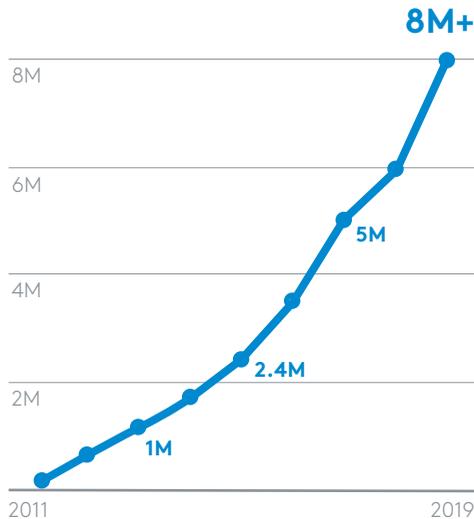


98%

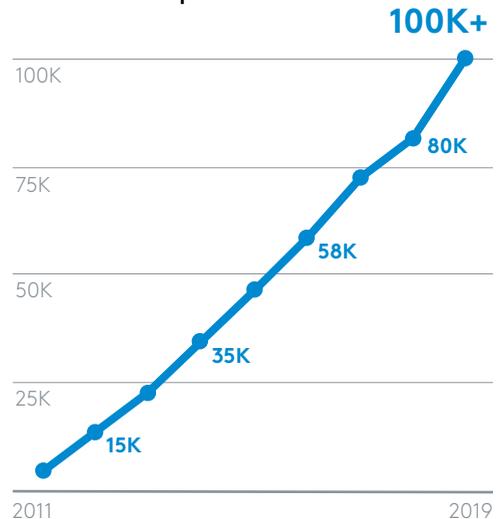
of families with school-age children use their Internet Essentials service to complete schoolwork, and 93% have seen a positive impact on their child's grades

INTERNET ESSENTIALS: CUMULATIVE IMPACT

Individuals Connected



Subsidized Computers Sold



Visit comcastcorporation.com/valuesreport for our full 2020 Values Report.