



2022 Diversity Data

Workforce Diversity*

Diversity, equity, and inclusion are essential to our business. Our aspiration is to have 50% women and 33% people of color at every level of our workforce.

Overall Workforce YE 2022

Total Workforce

Year	2020	2021	2022
People of Color**	44.3%	45.0%	45.7%
Black/African American	18.8%	18.3%	17.2%
Asian and Pacific Islander	7.2%	7.5%	8.1%
Hispanic/Latino/a/e	14.7%	15.4%	16.6%
Indigenous	0.4%	0.4%	0.4%
2+ races	3.2%	3.4%	3.4%
Women	35.7%	36.4%	37.1%

New Hires

Year	2022
People of Color	58.2%
Black/African American	23.7%
Asian and Pacific Islander	8.9%
Hispanic/Latino/a/e	19.9%
Indigenous	0.4%
2+ races	5.3%
Women	45.3%

*All diversity data in this report are for Comcast NBCUniversal only. 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 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.

Leadership YE 2022

Executive Leadership Team***

Year	2020	2021	2022
People of Color	17.0%	19.3%	21.1%
Black/African American	5.9%	7.0%	7.5%
Asian and Pacific Islander	5.5%	6.4%	7.3%
Hispanic/Latino/a/e	4.1%	4.6%	5.0%
Indigenous	0.5%	0.2%	0.2%
2+ races	1.1%	1.1%	1.1%
Women	33.6%	35.8%	37.5%

Vice Presidents and Above

Year	2020	2021	2022
People of Color	22.2%	23.8%	25.3%
Black/African American	5.1%	5.8%	6.0%
Asian and Pacific Islander	8.0%	8.3%	8.8%
Hispanic/Latino/a/e	7.4%	7.6%	8.4%
Indigenous	0.2%	0.2%	0.1%
2+ races	1.6%	1.9%	2.0%
Women	40.5%	41.8%	43.7%

Employee Resource Groups (ERGs)

Year	2022		
	9	240+	35K
	Total ERGs	Total Chapters	Total Members

Directors

Year	2020	2021	2022
People of Color	27.6%	29.4%	30.9%
Black/African American	6.3%	6.8%	6.6%
Asian and Pacific Islander	11.5%	12.1%	12.7%
Hispanic/Latino/a/e	7.5%	7.8%	8.8%
Indigenous	0.3%	0.3%	0.2%
2+ races	2.1%	2.5%	2.5%
Women	41.8%	43.5%	44.2%

Managers

Year	2020	2021	2022
People of Color	35.5%	36.1%	37.8%
Black/African American	9.3%	9.1%	8.7%
Asian and Pacific Islander	10.4%	10.6%	11.6%
Hispanic/Latino/a/e	12.9%	13.1%	14.4%
Indigenous	0.3%	0.3%	0.2%
2+ races	2.7%	3.0%	2.9%
Women	42.8%	43.2%	43.9%

Diversity Awards and Recognition



100 score on the Human Rights Campaign's (HRC) 2022 Corporate Equality Index for the ninth time in 10 years



100 score earned on Disability:IN's 2022 Disability Equality Index for the eighth consecutive year



5-star company in the 2022 Hispanic Association on Corporate Responsibility (HACR) Corporate Inclusion Index



#3 overall employer in the "Best for Vets" ranking by Military Times



#5 rank from Great Places to Work and *Fortune* as one of its Best Workplaces for Women for the sixth consecutive year



#7 on DiversityInc's Top 50 list as one of the nation's most inclusive companies

Governance

Our Board of Directors is 50% diverse by people of color and gender.

Board of Directors

Total Diversity*

Year	2020	2021	2022	MAR 2023
Total Diversity	50.0%	50.0%	44.4%	50.0%
People of Color**	30.0%	30.0%	33.3%	40.0%
Black/African American	10.0%	10.0%	11.1%	20.0%
Asian and Pacific Islander	10.0%	10.0%	11.1%	10.0%
Hispanic/Latino/a/e	10.0%	10.0%	11.1%	10.0%
Indigenous	0.0%	0.0%	0.0%	0.0%
2+ races	0.0%	0.0%	0.0%	0.0%
Women	30.0%	30.0%	22.2%	20.0%

* Total Diversity refers to people of color and women, without double-counting women of color.

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

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. We track our spending with both Tier 1 (direct purchases from approximately **4,250 diverse suppliers**) and Tier 2, direct and indirect subcontracting spend reported from non-diverse owned suppliers.

Procurement

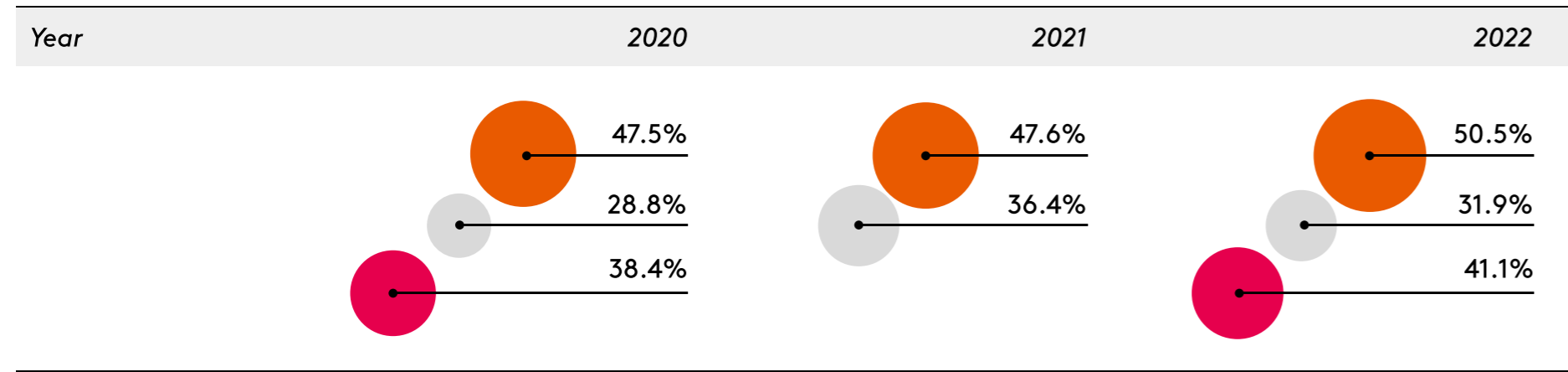
Year	2020	2021	2022
Tier 1 Diverse Spend	\$3.7B	\$4.3B	\$5.0B
Tier 2 Diverse Spend	\$320M	\$390M	\$484M

NBCUniversal Programming

To tell authentic stories that resonate with a wide range of audiences, we strive to have diverse perspectives in every aspect of our programming at NBCUniversal.

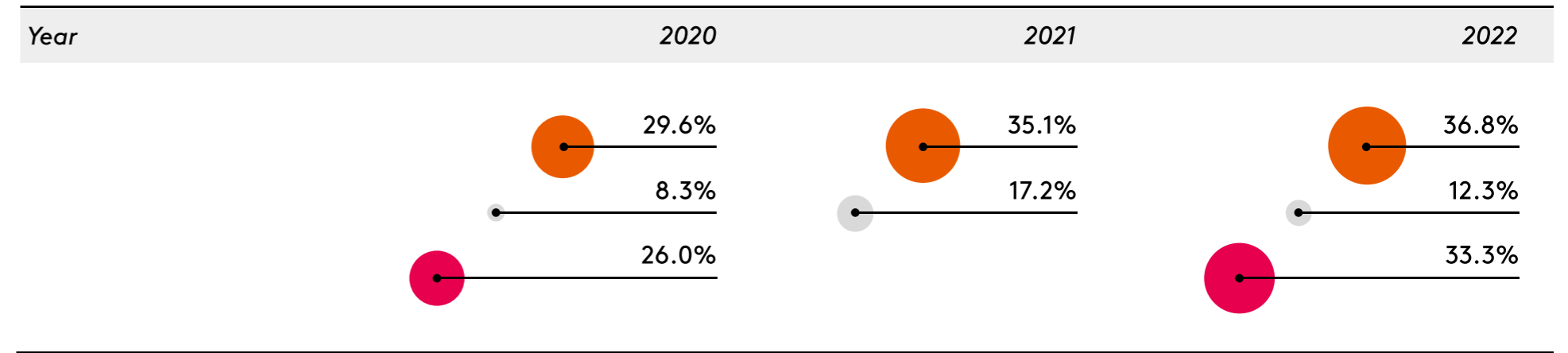
On Screen/On Air: People of Color

News Assets* Film NBC Primetime Scripted**



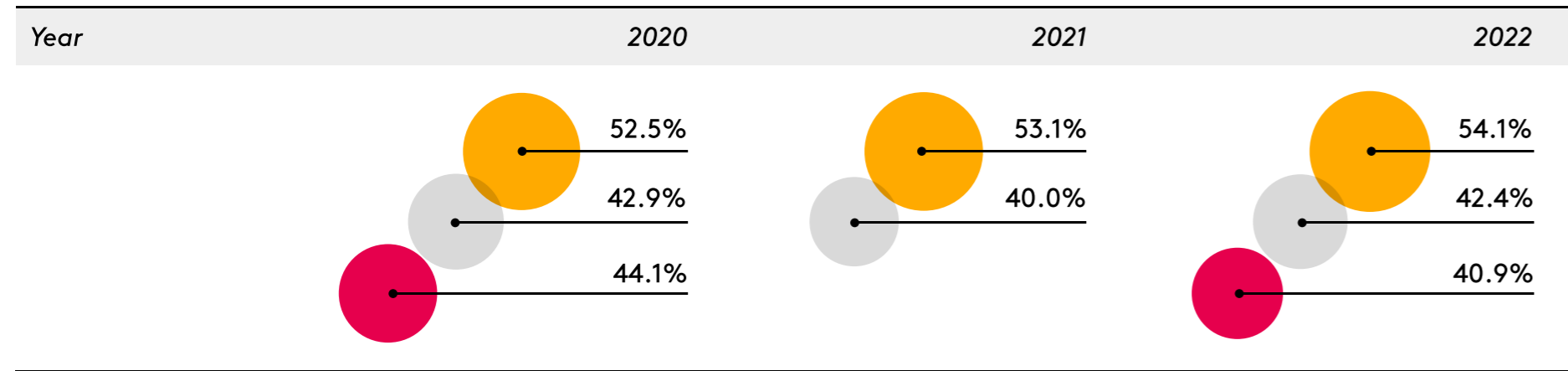
Behind the Camera: People of Color

News Assets* Film NBC Primetime Scripted**



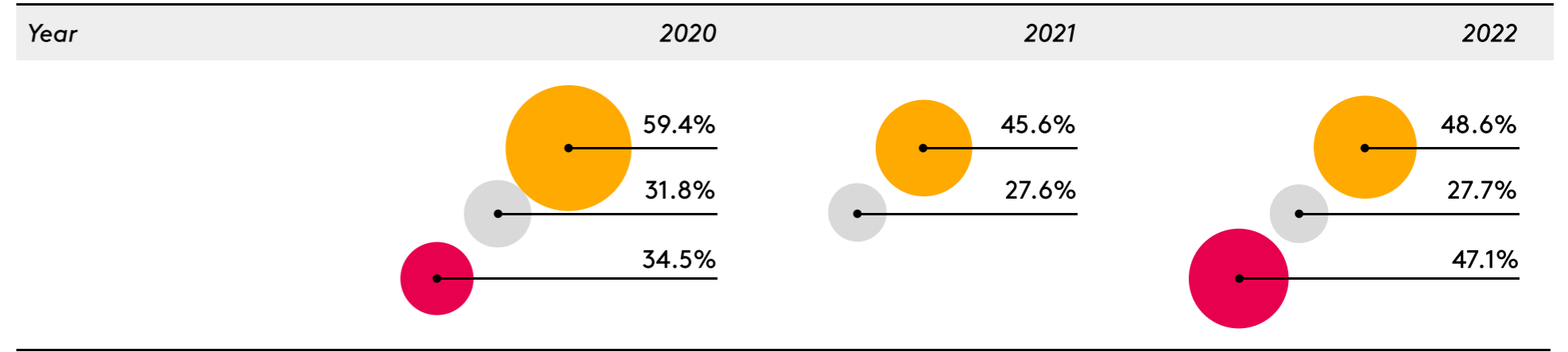
On Screen/On Air: Women

News Assets* Film NBC Primetime Scripted**



Behind the Camera: Women

News Assets* Film NBC Primetime Scripted**



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

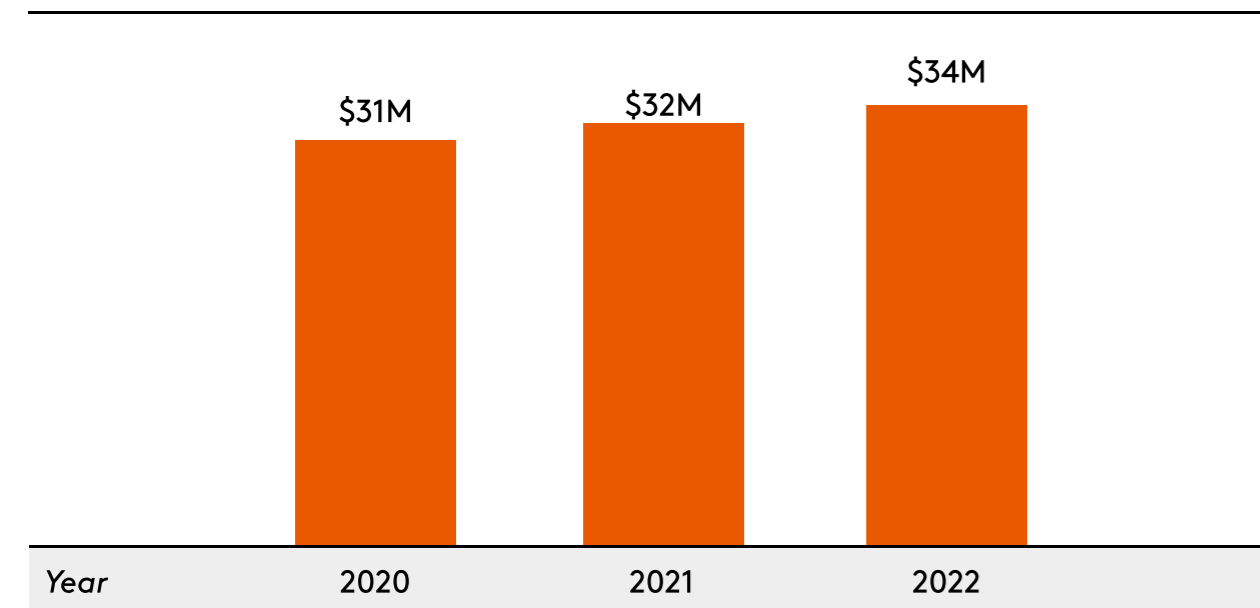
**NBCUniversal does not have a complete validated Self-ID dataset for the 2020-2021 scripted season.

Community Impact

We are committed to bringing together diverse communities and inspiring our customers, audiences, and employees to make a positive social impact. Over the last three years, we've invested **\$606M** cash and in-kind giving benefiting people of color.

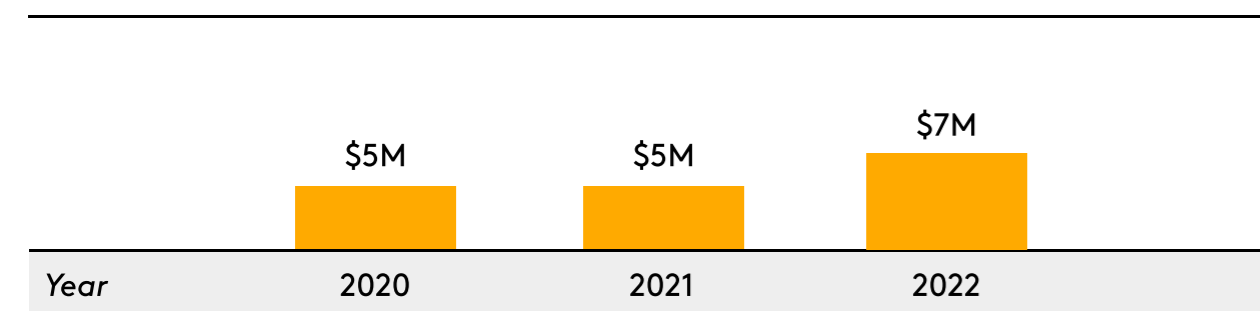
Cash Giving

■ People of Color Led and Serving



Cash Giving

■ Women Led and Serving



Cash/In-Kind Donations Invested in Communities

Year	2020	2021	2022
Total Giving	\$493M	\$503M	\$488M

Employee Giving

Year	2022
Total dollars generated through matching gift program	\$5.6M
Number of employees who participated in matching gift program	6,700
Number of nonprofits selected by employees to receive donations	5,500

