Statement Regarding our Diversity, Equity and Inclusion Initiatives

Comcast has a long-standing commitment to diversity, equity and inclusion (DE&I). Since our founding in 1963, our core values have been rooted in improving the communities where our employees, customers and audiences live and work. Today, those values, including upholding our commitment to DE&I within both our workforce and the communities we serve, are embedded in our culture and governance.

Our annual Impact Reports and our $100 million Social Justice Initiative, highlight some of the ways we are working to build, and rebuild, stronger and more inclusive communities to make a positive difference, and how we try to do what’s right for our employees, customers, viewers and the world. These reports include statistics on total workforce and new hire data broken down by detailed demographic categories, as well as data on our programming, supplier diversity and community impact activities, among others. They serve not only as external reports on our progress toward our core DE&I initiatives for our stakeholders, but also present a snapshot of the types of information that our Chief Diversity Officer tracks and evaluates in the normal course. This information is reviewed and discussed by, and reported to, our external DE&I Advisory Council and our Board of Directors and/or its committees, as described below. For added transparency, we also disclose EEO-1 data for our workforce.

Building on our longstanding commitment to DE&I, in 2020 we developed a comprehensive, multi-year plan to allocate $100 million in cash and in-kind support to fight injustice and inequality against any race, ethnicity, gender identity, sexual orientation or ability. We’re doing this in a number of ways, with a focus on workforce diversity and bolstering support of long-standing DE&I initiatives like talent pipelines, Employee Resource Groups and employee volunteerism. We’ve launched several new efforts, from our enterprise-wide DE&I Day about implicit bias and building an even more inclusive workplace to our DE&I speaker series featuring renowned subject matter experts, and are well on track to fulfill this $100 million commitment by the end of 2022. This is on top of the existing commitments Comcast makes to thousands of organizations supporting underrepresented communities nationwide through our social impact programs and the Comcast NBCUniversal Foundation.

Building a Structure for Progress: External DE&I Advisory Council

Realizing that outside perspectives can further strengthen and deepen our DE&I programs, we believe we have a unique governance structure in that we are guided by an external DE&I Advisory Council. The DE&I Advisory Council provides advice regarding our core DE&I initiatives to help ensure accountability and drive progress across matters relating to both our workforce and our external impacts. Our inaugural DE&I Advisory Council, formed in 2011, helped us identify the following five critical DE&I and social justice focus areas: workforce, programming/content, supplier diversity, governance and community impact giving. The DE&I Advisory Council works closely with our Chief Diversity Officer to guide, prioritize and facilitate open communication over the development, monitoring and evaluation of these focus areas.

The DE&I Advisory Council includes 14 external business, academic, political and civil rights leaders representing the interests of women, Black and African Americans, Asian American and Pacific Islanders, Indigenous People and Native Americans, and the Hispanic/Latino/a/e, people with disabilities and LGBTQ+ communities. Among its members are leaders of the National Urban League, UnidosUS, National Action Network, Asian Americans Advancing Justice, GLAAD, IllumiNative and Cur8able, to name a few. For more information on the DE&I Advisory Council and biographies of its members, see www.comcastcorporation.com/dei-advisory-council.
To inform the DE&I Advisory Council’s advice, we provide members with confidential reports and briefings on our progress. These reports include some of the top-level information included in our external Impact Reports.

The DE&I Advisory Council operates as a formal body with a set of governing policies and procedures. Our Chief Diversity Officer and management present to Council members on a regular basis on various topics across our businesses. In identifying Council members, we seek to maintain an intersectional council with a diversity of strengths, backgrounds, perspectives and communities represented.

We recognize and value the important advisory role the DE&I Advisory Council has played in our achievements to date, and we look forward to its continued partnership going forward.

**Board Oversight of DE&I**

As a whole and through its committees, our Board of Directors oversees and assesses our priority areas, efforts and progress on DE&I matters.

**Process.** Our Board, either as a full body or through its committees, has received reports on our DE&I initiatives for over ten years. In 2020, the charter of the Governance and Corporate Responsibility Committee (Governance Committee) was revised to memorialize that the Governance Committee is responsible for reviewing and assessing significant social issues, risks and trends, including with respect to DE&I matters affecting our workforce and our external impacts. More specifically:

- The Governance Committee reviews information regarding each of our critical DE&I focus areas, including the diverse metrics of our workforce, leadership and Board. It receives reports at least twice a year from our Chief Diversity Officer, who reports to our Chairman and CEO and sits outside of our human resources department to focus her efforts on our critical DE&I focus areas relating to both our workforce and our external impacts. She reports on our progress toward our critical DE&I focus areas, including workforce diversity information, as well as more detailed information on key drivers of change, such as hiring, promotion and retention statistics, in each case broken down by gender and specific people of color categories (Asian American, Black, Indigenous, Latino and two or more races) and by specific leadership levels (executive leadership team, vice presidents and above, directors and managers). As part of the Governance Committee’s consideration of these reports, our Chief Diversity Officer discusses our broader priority areas with respect to DE&I initiatives, including information about the diverse programming we create and distribute and our annual spend with diverse suppliers.

- Our Board and Governance Committee also review recommendations from other third-party advisors, partners and employees on ways on ways to further improve and prioritize our efforts. In 2021, for example, our Governance Committee reviewed opportunities identified by an outside consultant, which had reviewed workforce data and conducted employee interviews and focus groups to further progress our DE&I efforts relating to Comcast Cable’s workforce, our largest workforce.

- Our Board and Governance Committee receive updates regarding our other DE&I focus areas, including reports on our efforts in helping to bridge the digital divide and progress toward our $100 million Social Justice Initiative, which we are well on track to fulfill by the end of 2022.

In addition, in 2021 the charter of the Compensation and Human Capital Committee (Compensation Committee) was revised to memorialize that the Compensation Committee is responsible for reviewing our programs and strategies related to human capital management, including with respect to employee engagement. In 2021, for example, it reviewed the results of our employee engagement
survey, which showed that across our company, employees viewed our DE&I-related workforce efforts very favorably, with upward trends compared to prior years in nearly all instances.

**Assessment.** Through the reviews described above, the Governance Committee, on behalf of the Board, assesses our DE&I efforts. In addition, our executive compensation program incents management to create a strong workplace culture with values of integrity and respect and to foster our company’s DE&I and digital equity efforts. The Compensation Committee’s annual qualitative assessment of senior management’s performance in furthering our DE&I and digital equity efforts is reflected in its annual cash bonus determinations.

**Conclusion**

While we and our Board are proud of the progress we have made and the transparency we provide, we are committed to continuing our important work in fostering a better and more accepting workplace and a world where everyone has an opportunity to succeed.