

REPRESENTATION BY THE NUMBERS

FY24



Representation by the numbers

Gender Representation (Global Corporate Workforce)^{1, 2}

| Overall Representation | |
|---------------------------------|-------|
| Women | 50.3% |
| Men | 49.7% |
| Vice President + Representation | |
| Women | 45.2% |
| Men | 54.8% |

Racial and Ethnic Representation (U.S. Only, Corporate Workforce³)

| Overall Representation | |
|---|-------|
| American Indian or Alaska Native (not Hispanic/Latino) | 0.3% |
| Asian (not Hispanic/Latino) | 18.0% |
| Black or African American (not Hispanic/Latino) | 9.0% |
| Hispanic/Latino | 8.8% |
| Native Hawaiian or other Pacific Islander (not Hispanic/Latino) | 0.4% |
| Two or More Races (not Hispanic/Latino) | 5.4% |
| White (not Hispanic/Latino) | 57.0% |
| Did not disclose (Unknown) | 1.0% |
| Director+ Representation | |
| American Indian or Alaska Native (not Hispanic/Latino) | 0.3% |
| Asian (not Hispanic/Latino) | 13.9% |
| Black or African American (not Hispanic/Latino) | 7.5% |
| Hispanic/Latino | 7.5% |
| Native Hawaiian or other Pacific Islander (not Hispanic/Latino) | 0.3% |
| Two or More Races (not Hispanic/Latino) | 4.6% |
| White (not Hispanic/Latino) | 64.5% |
| Did not disclose (Unknown) | 1.5% |

1

Totals might not reflect summation of numbers due to rounding.

2

Employee race/ethnicity metrics in this report are based on voluntary employee self-identification and in conformance with EEO-1 categories.

3

Nike's corporate workforce includes teammates that support the Corporate Job Category and are not supporting retail stores, distribution centers or Air Manufacturing Innovation (Air MI).