

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). We also make available our most recent [EEO-1 Report](#) that includes data regarding our U.S. workforce, including teammates that support retail stores, distribution centers and Air MI.