

Citi 2021 Consolidated U.S. Employer Information Report (EEO-1)

Table A

Advocacy Statement and Multiple Identity Breakdowns

While certain regulatory reports such as our EEO-1 filings will continue to require that each Citi colleague be designated as shown in Table A, our internal tracking has evolved to appropriately capture the reality of who our people are, as detailed on the following page in Table B.

| Job Categories | Gender | Hispanic or Latino | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaskan Native | Multi-Racial | Total |
|---|----------|--------------------|--------|---------------------------|-------------------------------------|--------|-----------------------------------|--------------|--------|
| Executive/Senior Officials and Managers | Male | 6 | 49 | 4 | 0 | 13 | 0 | 1 | 117 |
| | Female | 6 | 30 | 5 | 0 | 3 | 0 | 0 | |
| | Subtotal | 12 | 79 | 9 | 0 | 16 | 0 | 1 | |
| First/Mid Officials and Managers | Male | 886 | 4,191 | 346 | 8 | 1,905 | 14 | 51 | 12,499 |
| | Female | 817 | 2,904 | 431 | 7 | 872 | 10 | 57 | |
| | Subtotal | 1,703 | 7,095 | 777 | 15 | 2,777 | 24 | 108 | |
| Professionals | Male | 1,892 | 6,908 | 1,230 | 19 | 3,998 | 33 | 141 | 26,609 |
| | Female | 1,882 | 5,870 | 1,465 | 19 | 2,952 | 20 | 180 | |
| | Subtotal | 3,774 | 12,778 | 2,695 | 38 | 6,950 | 53 | 321 | |
| Technicians | Male | 47 | 53 | 25 | 0 | 13 | 0 | 2 | 258 |
| | Female | 27 | 66 | 10 | 0 | 14 | 0 | 1 | |
| | Subtotal | 74 | 119 | 35 | 0 | 27 | 0 | 3 | |
| Sales Workers | Male | 1,118 | 2,556 | 271 | 10 | 820 | 8 | 58 | 8,718 |
| | Female | 1,208 | 1,257 | 324 | 14 | 1,019 | 11 | 44 | |
| | Subtotal | 2,326 | 3,813 | 595 | 24 | 1,839 | 19 | 102 | |
| Administrative Support Workers | Male | 1,226 | 2,729 | 688 | 14 | 328 | 24 | 65 | 19,011 |
| | Female | 3,160 | 7,209 | 2,513 | 40 | 751 | 66 | 198 | |
| | Subtotal | 4,386 | 9,938 | 3,201 | 54 | 1,079 | 90 | 263 | |
| Craft Workers | Male | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 6 |
| | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Subtotal | 3 | 3 | 0 | 0 | 0 | 0 | 0 | |
| Operatives | Male | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 6 |
| | Female | 0 | 4 | 0 | 0 | 0 | 0 | 0 | |
| | Subtotal | 0 | 6 | 0 | 0 | 0 | 0 | 0 | |
| Laborers and Helpers | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Subtotal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Service Workers | Male | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 6 |
| | Female | 0 | 2 | 1 | 0 | 0 | 0 | 0 | |
| | Subtotal | 2 | 2 | 2 | 0 | 0 | 0 | 0 | |
| Total | Male | 5,180 | 16,491 | 2,565 | 51 | 7,077 | 79 | 318 | 67,230 |
| | Female | 7,100 | 17,342 | 4,749 | 80 | 5,611 | 107 | 480 | |
| | Subtotal | 12,280 | 33,833 | 7,314 | 131 | 12,688 | 186 | 798 | |

Note: For our EEO-1 U.S. headcount, regulatory logic is applied as specified and enforced by the U.S. Department of Labor's Equal Employment Opportunity Commission (EEOC).



Multiple Identity Breakdowns

Table B

| Race/Ethnicity | Total Hispanic or Latino | Hispanic/Latino | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaskan Native |
|--------------------|--------------------------|-----------------|-------|---------------------------|-------------------------------------|-------|-----------------------------------|
| Hispanic or Latino | 6,214 | 5,979 | 5,147 | 554 | 55 | 146 | 312 |

| Race/Ethnicity | Hispanic or Latino in Combination with Other Race(s) | White and Other Race(s) | Black or African American and Other Race(s) | Native Hawaiian or Pacific Islander and Other Race(s) | Asian and Other Race(s) | American Indian or Alaskan Native and Other Race(s) |
|-------------------------------------|--|-------------------------|---|---|-------------------------|---|
| Multi-Racial (or two or more races) | 5,979 | 562 | 319 | 66 | 318 | 174 |

Note: For our EEO-1 U.S. headcount, regulatory logic is applied as specified and enforced by the U.S. Department of Labor's Equal Employment Opportunity Commission (EEOC).

