



Talent and Diversity, Equity & Inclusion

2021 Annual Report



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making a difference.
for the love of progress





**Letter from Our Chief Diversity, Equity and Inclusion Officer and Global Head of Talent
ERIKA IRISH BROWN**

The COVID-19 pandemic and the disproportionate impact on communities of color, the murder of George Floyd, the resurgence of anti-Asian hate, the challenges working parents face balancing the needs of work and home, mental health struggles, an increase in anti-LGBTQ+ legislation and the widening racial wealth gap – these issues and events within the past few years have highlighted societal inequities and served as a catalyst for real change, fundamentally shifting how we talk about and take action around diversity, equity and inclusion (DEI) issues.

When I started working on Wall Street about 30 years ago, the conversation around DEI was practically nonexistent within banking. But today, we're past the point of making a case for DEI, and we recognize it's foundational to how we do business and impacts the bottom line.

Institutionalizing DEI is core to our business and culture at Citi, and it's not only evident in what we say but it is clear in what we do. As the world's most global bank, effectively integrating DEI requires a data- and business-driven strategy to enable growth and progress. Data tells a story and can influence people's thinking more so than anecdotes can. Also, our efforts are fueled by transparency and accountability, which we embed across our ESG and DEI work – including our track record of disclosure and publicly setting

measurable goals for our initiatives, like pay equity and aspirational diverse representation goals, respectively.

This approach has enabled us to make progress on our talent and DEI initiatives over the years. Our executive management team reflects the diversity of our employee and client populations, and we have exceeded gender parity on our board of directors. Our recently promoted Managing Director (MD) class was the most diverse ever. Over a third of the class were women and over a third in the United States were racial/ethnic minorities, and the MD class also included members of the LGBTQ+, Veteran and Disability communities.

We recently met and exceeded our representation goals for women globally and Black talent in the United States,

and we have no plans of stopping our commitments on this front – we'll set new, aspirational representation and recruiting goals that will expand to new markets and additional underrepresented groups later this year. At Citi, we have built a solid foundation of talent and DEI work, and we're proud of the progress we've made and the opportunity to build on it in the future.

The globality of our bank allows us to glean perspectives from different cultures, races/ethnicities, and backgrounds, while also advancing issues that are important to our people, clients and the communities we serve. It's important we have globally consistent practices that seamlessly integrate the needs across talent and DEI to help us recruit, attract and retain professionals who are reflective of diversity in all its forms.

So what are some of our top priorities for 2022?

- **Continuing to lead with transparency**

To promote credibility and effectiveness in reaching our goals, we'll continue to break down barriers and be open and transparent about where there are gaps and opportunities for improvement across our talent and DEI initiatives. This includes representation and promotion metrics, progress on pay equity and our participation in the Management Leadership for Tomorrow Black Equity at Work certification. It's also important to continue updating our key stakeholders about our advancements along the way and to welcome diverse opinions and constructive feedback to strengthen our work.

- **Extending our track record of accountability**

Corporate policies, measurement and metrics are the cornerstone to a successful talent and DEI strategy, and it's critical to publicly set clear, measurable goals to hold ourselves accountable on progress. So, we will continue our efforts on this front, including expanding our aspirational representation and recruitment goals to new markets and underrepresented groups; embedding DEI goals in our executive scorecards; and participating in industry benchmarking surveys, including the Human Rights Campaign's Corporate Equality Index, Bloomberg's Gender Equality Index, Disability:IN's Disability Equality Index and the Hispanic Association on Corporate Responsibility Corporate Inclusion Index (CII).

- **Fostering more inclusion and allyship**

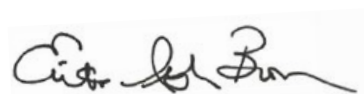
Engaging diverse perspectives from our people, our clients and the communities we serve across the world not only enriches how we do business but will also help us build our next generation of leaders at the firm. This includes developing inclusive leaders; strengthening our employee networks' programming; empowering allies (e.g., bystander and intervention training to stop AAPI hate); and deepening our relationships with diverse suppliers, professional development organizations, and community partners – all with a goal of embracing and empowering different dimensions of diversity and identity.

And as Citi builds on these priorities, success will be measured by how well our talent and DEI initiatives are aligned with the business and operations of our products and functions globally. Establishing the blueprint for globally-consistent talent and DEI practices for the firm and operationalizing a delivery mechanism for a data-driven and centralized talent and DEI practice will ensure we have a diverse pipeline of future leaders engaged around our commercial efforts globally. Leaders and managers will be armed with the data they need to understand where we are and where we need to go. And DEI will be institutionalized in every aspect of our business – because

it's foundational to our growth and culture and a holistic part of who we are.

Dimensions of diversity and our uniqueness will only continue to evolve, and there will be more points of intersectionality as well. As a global company, we see endless opportunities to engage our people and think about talent and DEI more broadly, including connecting the conversation across regions to globalize how we think and act around issues, recognizing and celebrating intersectionality, creating solutions for socioeconomic diversity and driving opportunities to support underrepresented groups.

It's been a long and challenging road for DEI, but with the progress we've made and continue to make, I'm hopeful and excited for our future.



ERIKA IRISH BROWN
Chief Diversity, Equity and Inclusion
Officer and Global Head of Talent

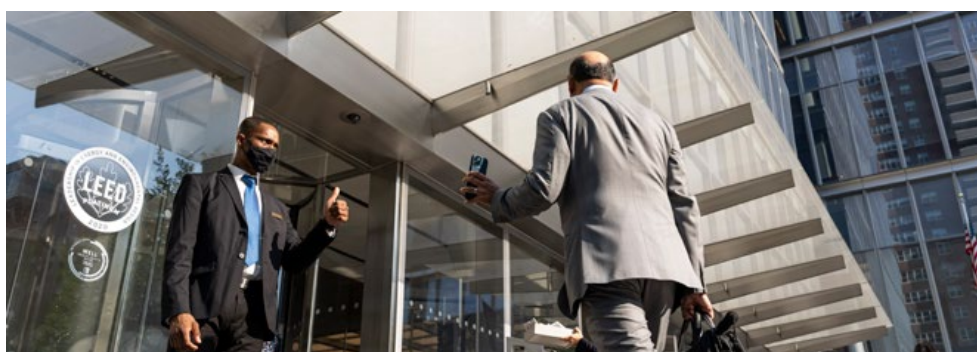
As the pandemic persisted through 2021, we continued to put the safety, health and well-being of our colleagues first.

Early on in the health crisis, we developed principles that have consistently guided our decisions, including how we returned to the office. We focused on data, not dates, took a localized approach, and were transparent with colleagues that we would continue to learn and adapt as we go. Much of our attention was on creating a safe and welcoming workplace for

today, while also pushing ourselves to envision new ways of working for tomorrow – a model that is more flexible, agile and collaborative.

Despite the ongoing challenges of the pandemic, we continued to make progress on our commitments to [fostering a diverse and inclusive workplace](#) and [using our corporate voice to drive change](#).

Return to Office and the Future of Work



If the pandemic taught us anything from an employee wellness perspective, it was the value of flexibility. As the situation surrounding the virus continued to evolve, we focused on how we could bring our colleagues safely back to the office. At the same time, COVID-19 opened our minds to new ways of working. While we know there are enormous benefits to being together in person, we saw just how productive and effective remote work could be. We recognized that we couldn't go back to the way things were and that we had to adapt to new realities. After coming to understand just how important flexibility is to our current and future success as a firm, we became the first major U.S. bank to publicly embrace a hybrid model of work for our colleagues moving forward.

As vaccinations became widely available in the United States, United Kingdom and other parts of the world, and where the

data told us it was safe to do so, we began to bring colleagues back to the office in a hybrid model – with a minimum of two days per week in person and a few days from home. Colleagues in more than 30 locations across the U.S. returned to the office in 2021. We required colleagues returning to those sites to be vaccinated against COVID-19, wear masks and social distance wherever possible. For colleagues working in our branches, we required rapid testing and masks in 2021, and vaccination as of early 2022. Understanding there is not a one-size-fits-all approach, we adjusted our global return-to-office efforts region by region, based on local data, vaccine availability and country mandates.

Equally important, we communicated regularly and consistently with our colleagues – sending messages from our CEO and senior leaders to keep people informed of our plans to return to the

office and equipping our managers with resources and information so that they, in turn, could effectively support their teams and answer questions.

After working from home became the “new normal” in early 2020, we listened to feedback from our employees and enacted policies to help ease the blurring of lines between home and work. In response, in 2021 we launched “Zoom-Free Fridays” for internal meetings to combat the well-recognized fatigue from virtual meetings. We asked colleagues whenever they could to designate noon to 1 p.m. in local times as an hour free of calls and meetings, as well as to reduce hour-long meetings to 45 minutes to give colleagues time in between sessions. We also offered a “Reset Day” in May for colleagues to take a day off to recharge and added several [new benefits](#) to further support work-life balance.

The Future of Work

One of the silver linings of the pandemic was that our colleagues and teams learned new and different ways of working when the virus initially closed the doors of our offices. At Citi, we felt it would be a missed opportunity if we didn't seize the moment to reimagine the workplace once the pandemic eases.

Our CEO, Jane Fraser, boldly embraced the desire to be a bank with brains and a soul, and to break out of the traditional mindset that required our colleagues to be in the office all day, every business day. We established principles to guide our flexible, future work model and related ways of

working – all with the aim to drive collaboration and meaningful connections, maximize apprenticeship and learning opportunities, leverage technology to our advantage, support colleague well-being and belonging, and treat our colleagues equitably.

We announced this future work model will take effect after colleagues return to the office, and the model will provide hybrid, remote and resident designations for colleagues. Hybrid roles offer colleagues the flexibility to work at least three days per week in the office and up to two days from home. The majority of Citi employees have been designated as hybrid.

Remote roles may be performed 100% from outside the office location. Resident roles are jobs that cannot be performed remotely, such as tellers in our branches and data center employees.

In 2022, we will roll out the future work model and survey employees throughout the early phases, using data to understand what is working – and what isn't – so we can adapt where we need to. To support hybrid and remote working, we have been introducing enhanced technology and tools that enable us to be more connected and collaborative, no matter where we work.

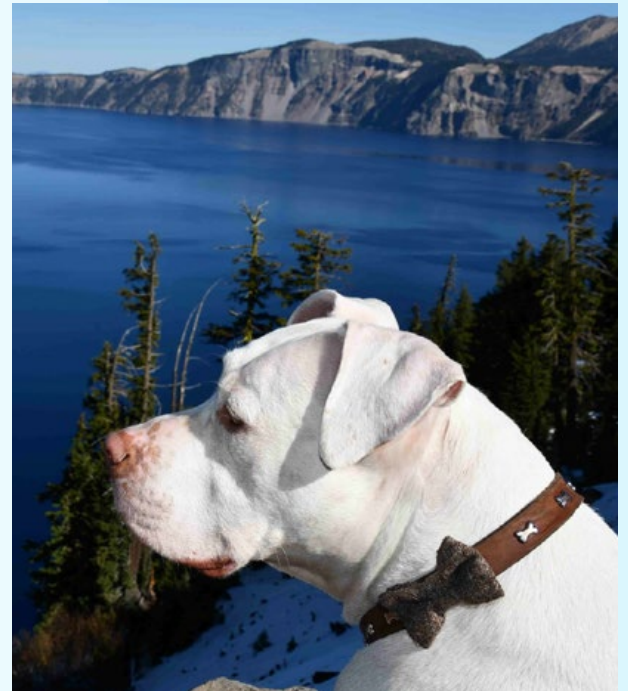
The Benefit of Time

Having an opportunity to recharge or step away from work can boost job productivity and morale. In 2021, we rolled out two new programs to do just that for those who have been employed by Citi for at least five years.

Our “Refresh, Recharge, Reenergize” sabbatical program allows colleagues to take up to 12 weeks away from work to pursue personal interests or education, take extended travel or simply take time off. Employees will receive 25% of their base pay, do not have to provide an explanation or reason for taking a break, and are eligible for two sabbaticals during their full tenure at Citi. In the first year of the program, which was launched in 2021, more than 200 employees began to take sabbatical.

Julie Berg, Head of Product and Segment Analytics, U.S. Consumer Analytics, took advantage of the new program by driving coast-to-coast (and back again), traveling more than 10,000 miles across 24 states with her dog, Hank, as her companion. “My sabbatical was like a reboot on the computer with the ability to purge ‘cached’ information,” Berg said. “I worked with my team to prepare for time off for about 6 months to ensure all of the work was covered. I am forever grateful to them and my manager for holding the fort while I was away.”

Our new, pro bono “Giving Back” program, meanwhile, allows employees to lend their time and talents at a charitable organization for two to four weeks while still receiving 100% of their Citi base pay.



Julie Berg's trusty companion, Hank, enjoying his cross-country sabbatical trip.

Diversity, Equity & Inclusion

Our workforce of more than 220,000 colleagues around the globe reflects the diverse backgrounds and perspectives of our clients and customers. This is why we ensure equity and inclusion are embedded in everything that we do.

Across the firm, there is tremendous momentum to build on our efforts to create a more diverse, equitable and inclusive culture – from our pay equity work to our representation goals to our diverse interview panels and candidate slates to our engagement with Historically Black Colleges and Universities (HBCUs). We believe in setting clear goals to measure our progress and holding ourselves accountable to building a company where the best talent wants to work and where people of all races, gender, sexual orientation, disability status veteran status or ethnicity can reach their full potential.

Our approach to diversity, equity and inclusion (DEI) isn't limited to broadening the representation of those working within the top levels of our own firm and creating a more inclusive environment. We also look at diversity holistically, thinking of ways to widen our impact for our suppliers, clients, customers and communities we serve. Learn about our *Action for Racial Equity* plan to help close the racial wealth gap and increase economic mobility in the United States in the Equitable and Resilient Communities section of our [2021 ESG report](#).

Pay Equity

We continue to disclose our adjusted and unadjusted (or "raw") pay gaps for both women and U.S. minorities to hold ourselves accountable for making progress.

The adjusted pay gap is a true measure of pay equity, or "like for like," that compares the compensation of women to men and

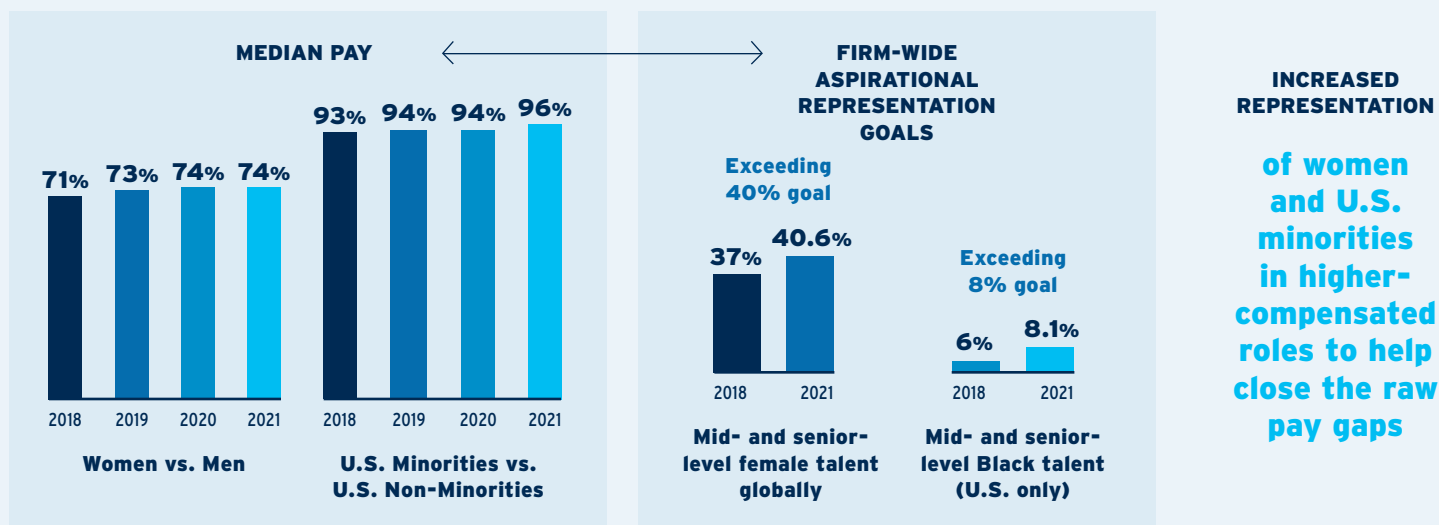
U.S. minorities to non-minorities when adjusting for factors such as job function, title/level and geography. The raw gap measures the difference in median compensation when we don't adjust for any of the aforementioned factors.

The existence of our raw pay gap reflects a need to increase representation of women and U.S. minorities in senior and higher-paying roles.

Our latest results, released in early 2022, found that, on an adjusted basis, women globally are paid on average more than 99% of what men are paid at Citi, and that there was no statistically significant difference in adjusted compensation for U.S. minorities and non-minorities. Following the review, appropriate pay adjustments were made as part of Citi's 2021 compensation cycle.

The Interconnected Nature of Pay Gaps and Representation Goals

Citi was the first company to disclose adjusted pay results, and in 2019 we became one of the first companies to disclose our unadjusted or "raw" pay gaps for both women and U.S. minorities. Being transparent about our median pay helped us achieve our firm-wide, aspirational representation goals in 2021. By increasing representation of women and U.S. minorities in higher-compensated roles, we can continue to work toward closing the raw pay gaps.



Citi's 2021 raw gap analysis showed that the median pay for women globally is 74% of the median for men, similar to 2020 and up from 73% in 2019 and 71% in 2018; the median pay for U.S. minorities was more than 96% of the median for non-minorities, which is up from just under 94% in 2020, 94% in 2019 and 93% in 2018. Continuing to reduce our raw pay gap requires that we increase representation of women and U.S. minorities in senior roles across the firm.

These pay equity reviews represent a "moment in time" snapshot of our employee base, which is constantly changing as people come in and out of the firm, as colleagues are promoted and as market dynamics change. We're continuing to innovate how we recruit and develop talent and to use data more effectively to help us increase diversity at more senior levels at Citi. Our philosophy is that every member of Citi's team is responsible for progress in making Citi an even more inclusive and equitable workplace.

Citi collaborated with The Female Quotient, a women-owned business dedicated to advancing equality in the workplace, to develop a free digital tool that provides companies with a snapshot of their raw pay gap. We view it as a way to further equity across all types of companies and see it as a concrete measure to increase diversity more broadly. For more information, visit [The Female Quotient's Advancing Equality Calculator™](#).

Representation Goals

In 2018, we set aspirational representation goals to increase women leadership globally and Black leadership in the United States at the firm by the end of 2021. We are pleased to share that Citi exceeded these goals. Globally, we increased representation at the Assistant Vice President

to Managing Director levels for women to 40.6% (up from 37% in 2018), and in the United States we increased Black representation for those same job levels to 8.1% (up from 6% in 2018). Additionally, when we include colleagues in the United States who self-identify as two or more races, Black representation at the same job levels increased to 9.1%.

Our commitment doesn't stop here, and we recognize there's still work to do to build a more diverse, equitable and inclusive firm. We will build and expand on our representation goals in the future and will continue to be transparent while holding ourselves accountable. Diversity, equity and inclusion factors, including the representation of women and racial/ethnic minorities, continue to be included in senior executives' scorecards. Learn more in the ESG at Citi section of our [2021 ESG report](#).

Pipeline analyses help us assess the availability and flow of diverse talent at Citi and how we can achieve better representation among women and racial/ethnic minorities. Such analyses also play an important role in succession planning at Citi, ensuring that we have diversity of employees who are ready for promotion now, and that we have appropriate development plans for those who would be ready for promotion in several years. Intentionality in talent development is essential if we're going to elevate more women and racial/ethnic minorities to high-level positions at Citi – and across our industry as a whole.

According to McKinsey & Company, there's a strong business case for gender and racial diversity in corporate leadership, with the most diverse companies outperforming their peers on profitability. A report issued by McKinsey¹ in 2020 found that companies in the top quartile for gender diversity on executive teams were 25% more likely to have above-average

profitability than companies in the fourth quartile. That's up from 21% in 2017 and 15% in 2014.

Read how we're supporting minority- and women-owned businesses in our supply chain in the Responsible Sourcing section of our [2021 ESG report](#).

CITI'S WORK TO ADVANCE SDG 5: GENDER EQUALITY

The UN Sustainable Development Goals (SDGs) are a comprehensive set of interrelated goals that aim to address development challenges to end poverty, protect the planet and ensure prosperity for all. The work we are doing around gender equality in the workplace, including our representation goals, directly contribute to **SDG 5** in support of **gender equality and empowering all women and girls**. Specifically, we are enabling progress toward **target 5.5**, which aims to **ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life**.

For more information about our contribution to the SDGs, see our [2021 ESG Report](#).



SDG Goal 5: Gender Equality

1. McKinsey & Company, "Diversity Wins: How Inclusion Matters" May 2020.

A Roadmap for Black Equity

In November 2021, we announced our participation in the Management Leadership for Tomorrow (MLT) Black Equity at Work Certification – a first-of-its-kind standard and roadmap for employers that want to achieve Black equity internally while supporting Black equity in society. Citi was the first major Wall Street bank to sign on. Our participation complements our *Action for Racial Equity* efforts, including our commitment to conduct a third-party racial equity audit. (Learn more in the Equitable and Resilient Communities section of our 2021 ESG report.)

MLT's unique accreditation program calls on corporations to take a stand for Black equity and provides a critical resource for employers to make progress toward their Black equity goals. Through our participation in this program, Citi will receive MLT's expertise, counsel and feedback on our internal Black equity initiatives and practices, including how we can increase Black representation, drive equal pay and invest in Black equity causes. The validation process will help Citi develop a robust, comprehensive plan that will enable us to achieve a Black Equity at Work Certification in one to three years.



DIVERSITY AT THE EXECUTIVE LEVEL

Gender equity is something we demonstrate from the very top of our organization. Jane Fraser is our first woman CEO – and was the first woman to lead a major Wall Street bank. Based on existing self-identification data, five (29%) of our 17-person Executive Management Team are women and six (35%) are racially/ethnically diverse. As of April 25, 2022, eight (53%) of the 15 members of our Board of Directors are women and three (20%) are racial/ethnic minorities. Citi was among the first financial services firms to achieve gender parity on its Board.

Recruit, Retain and Promote

We are committed to continue building a team that is inclusive and representative of our customers and clients. To make progress, we have been evolving the way we bring new colleagues into Citi, including accelerating the use of diverse slates in our recruiting and deepening our capabilities to measure our success.

In 2021, we expanded the use of diverse slates in our recruiting to have at least two women and/or U.S. minorities in our interviews for U.S. hires and at least two women in our interviews for global hires. These include candidates at various senior levels, from Assistant Vice President to Managing Director. As of December, nearly 75% of roles that were posted globally included a diverse slate of candidates with at least two women and/or two U.S. minorities. In 2021, we launched a Diversity Sourcing team in the United States to consistently identify diverse talent in the marketplace and accelerate our hiring of diverse talent.

We have expanded engagement with external partners, including diversity professional organizations. These relationships have enhanced our ability to attract and hire mid- to senior-level talent demonstrating Citi's inclusive culture.

MILITARY OFFICER LEADERSHIP PROGRAM

Our Military Officer Leadership Program (MOLP) focuses on recruiting, developing, training and preparing transitioning service members for mid- to senior-level leadership roles at Citi. Over a two-year time period, candidates rotate three times, giving them a peer network of mentorship and support and a path to a successful career at Citi. "As a former combat veteran, with no direct experience in the financial industry, the MOLP was a great opportunity," said Rob Carter, a graduate of the program who has been with Citi for about five years. "The exposure to different businesses allowed me to find an area within the firm that leveraged the skills I developed during my time in the Army," says Carter, Senior Vice President in Human Resources and one of the more than 2,400 U.S. employees who have disclosed their veteran status to us.

CUPID BY THE NUMBERS

The Citi® University Partnerships in Innovation & Discovery (CUPID) Program embeds students from top universities in innovation activities across Citi. CUPID students – many of them underrepresented minorities – gain exposure to various aspects of our business and help us develop a robust, diverse pipeline of talent. Since we launched CUPID in 2017, we have:

- Engaged **3,600+** students and early career professionals
- Hired **202** CUPID participants
- Hired **43** HBCU students
- Worked with **90** colleges and universities, including **38** HBCUs
- Hosted **40** events, such as hackathons, competitions and symposiums

Campus Recruiting

Our campus recruiting program is another important way for us to diversify our employee base, and we have a robust pipeline of talent from HBCUs and other leading universities.

- Our **Citi® University Partnerships in Innovation & Discovery (CUPID) Program** enables us to accelerate innovation projects across Citi by engaging diverse students and developing a robust, diverse pipeline of talent from leading universities (see callout above).
- In 2021, we held our third annual **HBCU Innovation and Leadership Symposium**, which brought together

42 first- and second-year students (58% first years and 32% sophomores) from 15 HBCUs for an introductory, virtual experience focused on helping them understand financial services, gain technical skills and kick off the career-planning process. While we would like the students to consider the possibility of a future with Citi, our primary goal is to provide them with helpful tools on their path to professional success, without regard for industry or profession.

- Our **Early Insights Programs** for college students in their first and second years of undergraduate studies are focused on identifying, mentoring and hiring top diverse talent for summer analyst programs across the firm. These programs provide early exposure to, and education around, Citi's businesses, technical training, mentorship and culture.
- Our **Freshman Discovery Day** is a two-day exploratory program that helps educate underrepresented minority college freshmen about the various roles in financial services.

CITI INTRODUCTION TO FINANCE

More than 1,000 people attended a virtual event in August geared toward mid- to senior-level Black talent. Our CFO Mark Mason and Chief Diversity, Equity and Inclusion Officer Erika Irish Brown discussed their respective careers in finance. Several participants in the event interviewed for positions across the team.

- Our **Early Identification Program** focuses on mentorship, interview preparation and best-in-class training to identify diverse talent for our summer analyst programs over a five-week period.
- **Sophomore Leadership Program** provides hands-on work experience, mentorship, peer networking and necessary skills over a 10-week summer internship, to provide a pipeline into our full-time analyst programs.

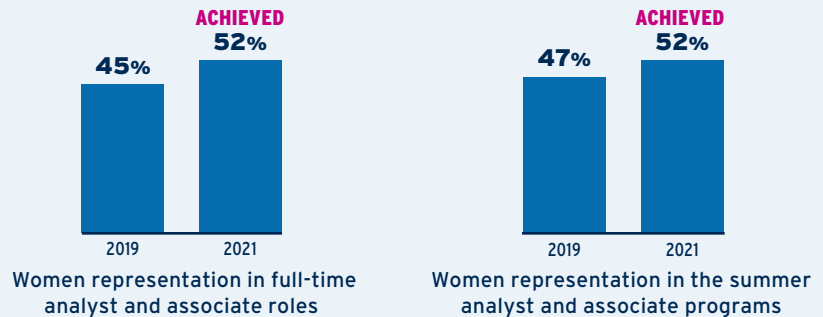
We continue to partner with Jopwell, MLT, SEO and WayUp, U.S.-based recruiting platforms that attract diverse students, enabling our recruiters to communicate and engage with students to promote job opportunities. We were also honored to receive the Diversity, Equity and Inclusion Award and received an Honorable Mention for Recruiting Excellence from the National Association of Colleges and Employers.

Developing Diverse Talent

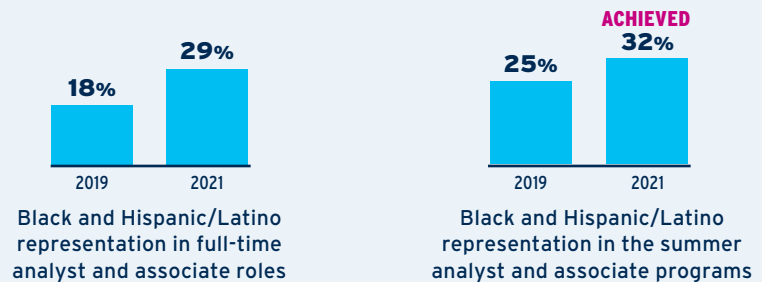
Hiring, promoting and retaining more women and racial/ethnic minorities in senior, high-paying roles is critical to our success – and key to helping solve the two-pronged issue of representation and pay equity. Career development is one of our top priorities, and we promote from within to continue developing our existing

Representation in Our Analyst and Associate Programs

ASPIRATIONAL GOAL: 50% women globally for our analyst and associate programs



ASPIRATIONAL GOAL: 30% Black and Hispanic/Latino in the United States for our analyst and associate programs



CITI ON THE VINEYARD RECRUITMENT

Following a successful recruitment event in 2019, Citi held a second recruitment event on Martha's Vineyard in Massachusetts for Black students to network with industry professionals and learn about potential career paths in financial services. In total, 20+ college students and 12 high school students attended the August 2021 event. Two of the college students were selected for our Early ID Leadership Program, and we're inviting the high school students to return to future programming.

talent. In 2021, **41% of open positions at Citi were filled with internal candidates.**

"Owning My Success" (OMS), for example, is a group coaching program for Black colleagues that provides exposure to Citi's senior leadership and supports professional and personal development. More than 700 Black colleagues have

participated in OMS since the program began in 2018. Over the course of several months, participants join group coaching circles, led by an external executive coach and a senior leader at Citi. Managers of the participants also take part in group coaching to better understand the experience of Black colleagues in the workplace.

Citi Personal Banking & Wealth Management and our Risk and Controls group each piloted advocacy programs for underrepresented talent in 2021, pairing participants with senior leaders to offer career advice and support. Black Leaders for Tomorrow, an initiative within the Institutional Clients Group, also offers an Advocacy program for Black directors. More than 600 Black employees each year participate in one of five programs offered through Black Leaders for Tomorrow.

We also launched the Black Managing Director Engagement initiative, a quarterly small group gathering of Executive Management Team members and Black Managing Directors who get to know each other, share ideas on ways to enhance Citi's strategy and discuss opportunities for personal and professional growth.

Our Role-Based Assessment Program, meanwhile, focuses on building a robust succession plan for our Black and women leaders. The career development program includes executive assessment and coaching. In 2021, 31 high-performing Black and women Managing Directors and Directors were selected for the program.

We provide a range of internal development and rotational programs for leaders at all levels, and we continued to evolve our learning programs to meet new needs. Our Citi Women's Leadership Development Program was held remotely in 2021, bringing together a group of Senior Vice Presidents and Directors from around the world to network and develop leadership skills.

In Latin America, our Women's Virtual Development Program continues to be one of our most valued in the region, with more than 1,600 participants in 2021. Across Asia Pacific, 780 participants joined one of four programs supporting women as they transition to more senior roles. And in Europe, for our "reverse mentoring" program, we paired senior leaders from the region with



⏏ The Black Women at Citi Power Panel, presented by Black Women at Citi and Citi Inspires, was a successful hybrid event in 2021, with 3,300 colleagues tuning in. A panel of senior Black women at the firm discussed mental health, work/life balance, self-advocacy, building community, sponsorship and career development. Following the panel, our Chief Diversity, Equity and Inclusion Officer and Global Head of Talent, Erika Irish Brown, hosted a fireside chat with Grammy-award winner Gladys Knight.

PARTNERSHIP WITH THE EXECUTIVE LEADERSHIP COUNCIL

We invest in career development and planning for diverse talent through mentorship, networking, rotational programs and partnerships, such as our longstanding relationship with The Executive Leadership Council (ELC). In 2021, we signed a million-dollar, multiyear agreement with ELC to enhance our investment in Black leadership and establish a cohesive development journey and continuum for Citi's Black leaders. Through this partnership, Citi plans to help develop 850 mid- to senior-level employees over three years. The program is focused on Black colleagues at the Assistant Vice President through Managing Director levels who are tapped for further development at Citi. The intent is to invest in their continued professional growth and mobility by providing personalized coaching and greater exposure to senior-level leaders.

junior mentors from the LGBTQ+ community. The goal of the program, which was subsequently rolled out in Latin America, Asia Pacific and the United States, was to educate the mentees about the lived experience of their LGBTQ+ colleagues.

To better support our colleagues with disabilities, we made enhancements to our tools and resources to build a more inclusive workplace, including a strong team of doctors, digital accessibility experts and accommodations specialists. The Global Consumer Technology team launched a partnership with Neurodiverse Solutions (formerly Autism2Work), and in May 2021, the team added five contractors

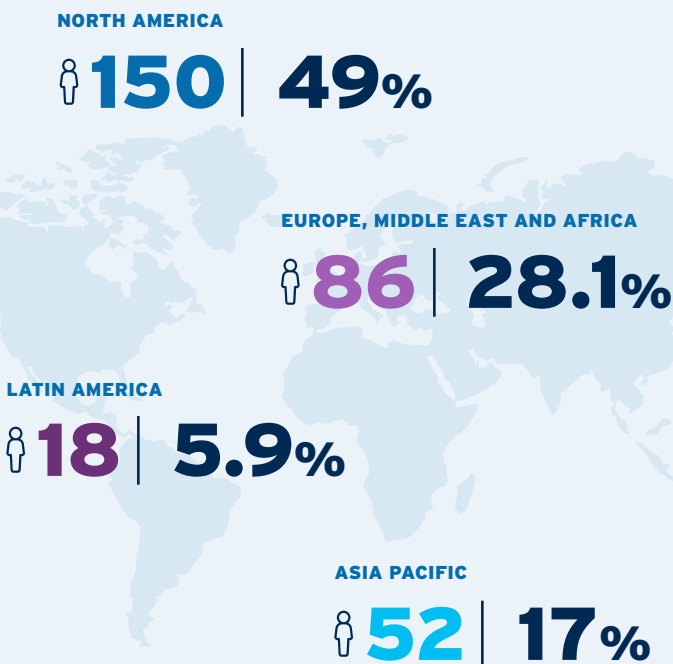
who have autism spectrum disorder, or ASD, to the Global Consumer Bank ATM team based in our Florence, Kentucky, ATM Lab. After seeing such strong results in just six months, the Neurodiverse Solutions program has expanded across Citi with 12 contractors and plans to grow the team to 50 contractors by the end of 2022. Citi recently began a partnership with Disability:IN, a global nonprofit resource for disability inclusion. Disability:IN partners with over 400 companies worldwide with the vision to create an inclusive global economy where people with disabilities participate fully and meaningfully.

2021 Managing Director Diversity

Citi promotes a new class of Managing Directors (MD) each year. This is the highest officer level at Citi and is a testament to these individuals' performance and commitment to living our Leadership Principles –Taking Ownership, Delivering With Pride and Succeeding Together – and instilling them throughout their teams and the entire firm.

For our 2021 class, we promoted 306 MDs, who are based in 30 countries and represent one of the largest and most diverse classes in recent years.

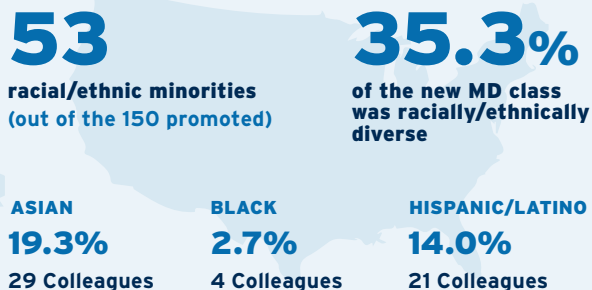
SUMMARY BY GEOGRAPHY



30 countries in 2021

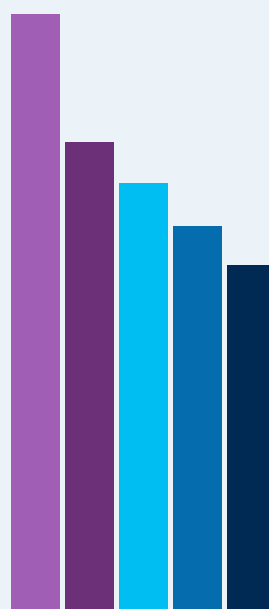


UNITED STATES



SUMMARY BY YEAR

Largest class in recent years



306 Promotions in 2021

241 in 2020
220 in 2019
198 in 2018
178 in 2017

The most women promoted in recent years

106 in 2021
70 in 2020 49 in 2018
62 in 2019 49 in 2017



Highest representation in recent years

36%



Most Powerful Women in Banking Awards

Eight senior leaders at Citi were recognized among American Banker's 2021 "Most Powerful Women" rankings. Citi was also recognized as one of the top teams overall.

INDIVIDUAL AWARDS

Most Powerful Women in Banking

Jane Fraser

Chief Executive Officer

Most Powerful Women to Watch

Mary McNiff

Chief Compliance Officer

Titi Cole

CEO, Legacy Franchises

Gonca Latif-Schmitt

Managing Director and Head of Global Commercial Card Business

Most Powerful Women in Finance

Julie Monaco

Global Head of Public Sector, Banking, Capital Markets and Advisory

Ida Liu

Global Head, Citi Private Bank

Maria Hackley

Global Co-Head Industrials, Banking, Capital Markets and Advisory

Christina Mohr

Managing Director and Vice Chair, Global M&A

Standouts

Vanessa Colella*

Head of Citi Ventures and Citi Productivity, and Chief Innovation Officer for Citigroup

TEAM AWARD

Jane Fraser

Chief Executive Officer

Bola Oyesanya

Managing Director, Private Banker

Brandee McHale

Head of Citi Community Investing and Development and President of Citi Foundation

Bridget Fawcett

Global Co-Head of the Sustainability & Corporate Transitions Investment Banking

Chinwe Esimai

Managing Director, Global Marketing Integration

Donna McNamara

Global Head of Trade Product Commercialization and ESG Strategy

Elinor Hoover

Chair of Global Consumer & Retail Investment Banking

Elree Winnett Seelig

Head of ESG, Markets

Gina Nisbeth

Director, Citi Community Capital

Harlin Singh

Head of Sustainable Investing for Private Bank

Jessica Roos

Global Head of Business Services

Jo-Anne Kelly

Managing Director and Global Head of Employment Law

Karen Peetz

Chief Administrative Officer

Mary McNiff

Chief Compliance Officer

Nikki Darden

Director, Global Consumer Marketing

Pam Habner

Head of U.S. Branded Cards and Unsecured Lending

Sara Wechter

Global Head of Human Resources

Titi Cole

CEO, Legacy Franchises

Val Smith

Chief Sustainability Officer

* Colella has since left the firm.

Inclusion

Inclusive practices and policies lead to improved business performance and a company culture where employees feel welcome, safe and respected, and where they can focus on their work without fear of prejudice or discrimination. We work hard to establish a strong DEI foundation for the company at all levels, creating paths for the next generation of leaders across every dimension of diversity.

We want all of our colleagues to feel empowered to share all aspects of their identity so that we may continue to honor what makes them diverse and unique while

also strengthening a culture that values and promotes diverse perspectives.

Core to our data-driven approach is gaining better understanding of how our employees self-identify so that we can better meet their needs. In 2021 we launched a global Self-ID campaign to nearly 190,000 employees (90% of our workforce), who were invited to self-identify their race and ethnicity, gender identities, sexual orientation, disability status and military status, as permissible by local laws and regulations in the 46 countries we survey. For 2021,

we expanded the sexual orientation dimension from 15 to 34 countries and the race and ethnicity dimension from 18 to 31 countries. Additionally, we continued to encourage the reporting of multiple races/ethnicities for those employees who self-identify as such by enabling the selection of specific races/ethnicities. We achieved a response rate of nearly 100% for global gender and U.S. race/ethnicity.

See our [employment data](#) for more information about our workforce composition.



Members of the Citi Women's Network at the closing bell of the New York Stock Exchange marking the 2022 International Women's Day.

Our Employee Networks in Action: 2021

Our Employee Network chapters serve as local representatives of our Affinities. Initiated and led by colleagues at our work sites, the Networks offer professional development, mentoring, networking and community engagement opportunities to members and colleagues. Consistent with our inclusive culture, Employee Network chapters are open to all Citi employees, regardless of whether they identify with a particular Affinity. Each of our nine Affinities is co-led by a member of our CEO's leadership team. The number of our global Employee Network chapters increased from 198 in 2020 to 226 in 2021, while the total number of unique members in the groups increased from **21,420 to 26,950 globally**. The following are some examples of our colleagues' experiences from participating in our Affinities.



Asian Heritage

STELLA YU, TORONTO
SENIOR VICE PRESIDENT,
HUMAN RESOURCES

“ I always feel my intersectionality being a woman, an Asian and an immigrant is celebrated at Citi, and my perspectives are valued by my co-workers. I received overwhelming support from our senior leaders when I first approached them with the idea to initiate an Asian Heritage Network in Canada. Working remotely and separated from families during the pandemic have been very challenging for many in the Asian communities, who experienced or witnessed race-based abuse, hate and even violence. Citi's Affinity networks have created a safe space for us to share emotions and offer support to each other. Being able to support my community at work adds a sense of purpose and belonging for me.”



Black Heritage

KATRINA GERALD, CHARLOTTE, N.C.
SENIOR VICE PRESIDENT, PERSONAL
BANKING & WEALTH MANAGEMENT

“ In addition to learning even more about my own culture as a part of the Black Heritage Network, I have also been able to expand my network, increase my exposure to Citi leaders and focus on career development through many of the lessons learned from the network's events and sessions. This is also true regarding all of the employee networks sponsored by Citi. Citi truly exemplifies a diverse, equitable and inclusive culture through the Employee Network program and through the act of investing in cultures and communities within and beyond our Citi walls.”



Citi Salutes®

GRAHAM LEWIS, NEW YORK
ASSISTANT VICE PRESIDENT,
INSTITUTIONAL CLIENTS GROUP

“ A veteran Citi employee, who is now my mentor, reached out to me when I was in college and helped me get my foot in the door at Citi. That kindness toward veterans really resonated with me, and I immediately began getting involved with Citi Salutes and North America Service Initiative groups. I started off small by taking on volunteer responsibilities such as our USO Bike Build and Thank You Card events, and with each new opportunity I was able to meet so many unique people who also wanted to help veterans. I am proud to serve as the Citi Salutes New York Chapter co-chair and always look forward to working with our other New York-based networks.”

Our Employee Networks in Action: 2021 (continued)



Citi Women

LU SHI, CHINA
MANAGING DIRECTOR, RISK

“Citi Women Networks in Asia had a momentous year with many key initiatives and successful program launches. For example, here in China we launched a maternity buddy program that received overwhelmingly positive reviews from those who participated. We also partnered with other networks to lead November Gratitude Month, where we sent out 8,000 thank you cards to employees and staff, building on our already strong sense of community and showcasing our leadership principle of ‘We Succeed Together.’ Citi Women has brought tremendous value to my own experience and to Citi overall by creating an inclusive culture for women to thrive.”



Disability

PATRICK MORAN, UNITED KINGDOM
DIRECTOR, OPERATIONS TECHNOLOGY

“I was originally approached to join London Disability Network in 2006 and found a fantastic group of folks looking to ensure that anyone with a disability, injury or illness felt that they had a voice. I went on to serve as co-chair for the London Disability Network on two occasions, where I believe we enhanced representation, engaged with senior management and weaved inclusion into the business conversation. I am a firm believer that as an employee I need to set an example on how, with the right level of support from my amazing managers over the years, I was able to grow my career and begin to ask not what Citi can do for me, but what can I do for Citi and the disability community. I have been working with various groups and technology experts to raise the understanding on how assistive technology enables inclusion. By being myself, I have allowed my managers to be their very best for me, and together we can work on what we need to do to support our clients.”



Families Matter

LUCIANA ZONZINI, BRAZIL
MANAGING DIRECTOR,
BANKING, CAPITAL,
MARKETS AND ADVISORY

“The Networks have the incredible mission to not only act upon the specific themes of each of the diversity groups, but also to expand the overall engagement and awareness among our population – creating an environment for empathy, connection and ‘call to action.’ In that sense, Families Matter provides us the amazing opportunity to work across Affinities: learning, supporting and acting together, especially in a moment when work, home and families are more intertwined than ever before. Understanding the realities and particularities of our diverse team and acting together with other Affinities allows us to support our Citi family.”



Generations

NUR'I LIM, MALAYSIA
VICE PRESIDENT, INDEPENDENT
COMPLIANCE RISK MANAGEMENT

“I have been with the firm for almost a decade, and I am really proud of how we have stepped up in recent years to strategize on diversity, equity and inclusion efforts to create an inclusive culture at Citi. Our colleagues who participated in Network initiatives continuously share feedback that they experience great value and learnings from our content. I am especially fond of sessions where safe spaces are created to speak up. Inviting people to talk about topics relating to diversity, equity and inclusion increases awareness so we can break down barriers and enable people to be comfortable with certain topics. This helps create an understanding of the role we can all play in supporting one another.”

Our Employee Networks in Action: 2021 (continued)



Hispanic/Latino Heritage

ARLET BALTAZAR, CHICAGO
ASSISTANT VICE PRESIDENT,
MARKETING OPERATIONS,
PERSONAL BANKING & WEALTH
MANAGEMENT

“ I raised my hand to be part of the Hispanic/Latino Heritage network shortly after joining Citi in 2018 as a Senior Executive Assistant. I hadn’t met many colleagues who looked like me in my office, and the Network has provided me with a sense of community. Working closely with our Hispanic/Latino Affinity leadership on a membership drive initiative, the group I began to work with brings co-chairs from all of our 11 chapters in the United States and United Kingdom together on a monthly cadence, where we exchange ideas collectively. This leadership role has allowed me to hone my public speaking and presentation skills, as well as pursue opportunities to develop a network of connections I wouldn’t have otherwise encountered. I’m certain it has prepared me for my role as a recently promoted Assistant Vice President.”



Pride

JOSEPH HERNANDEZ, MEXICO
VICE PRESIDENT, TRANSFORMATION
OPERATIONS

“ The value I’ve gotten from the Pride Network is the ability to see not only tangible and measurable results from our network’s projects as we progressed, but also the positive and proactive feedback from folks who have benefited from our efforts. Hearing from both senior leaders and LGBTQ+ people on their beneficial experiences and how this has impacted their work lives has made all the difference. Being able to connect with colleagues from other regions, learn from each other and work together has been a great experience. Specifically, being able to lead the Citi SpeakOUT project with other colleagues from North America and Latin America has been one of the best experiences I’ve had at Citi. Providing access to opportunities for development, such as the Out & Equal Summit and the LGBTQ+ Development Program, are just some of the many ways we support one another. ”



Roots

MEGS NAIDU, SOUTH AFRICA
VICE PRESIDENT, COMPLIANCE
GOVERNANCE

“ South Africa has a unique history rooted in racial inequities. The goal of the network is to create a safe space for employees to have open and transparent discussions on the topic of race without fear of retribution. The network is employee-led. Since launching in early 2021, it has already hosted several workshops and events with the goal of providing employees with the correct tools to assess and address situations involving racial matters.”

Employee Network Listening Tour

In 2021, we held our first ever “Voice of the People” listening tour to help us understand what our Affinities mean to our colleagues. More than 800 Citi employees attended in-person and virtual sessions to share their views on our Affinity Networks and to offer ideas about what we can do to make them more impactful. More than 80% of participants said they joined one of the Affinities for networking opportunities.

OVERVIEW



4
Regions



10
Networks

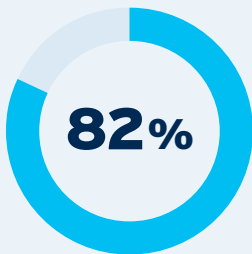


11
Sessions

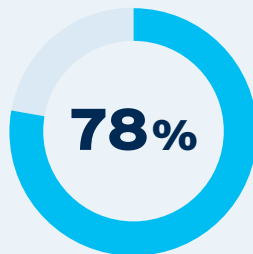


800
Colleagues

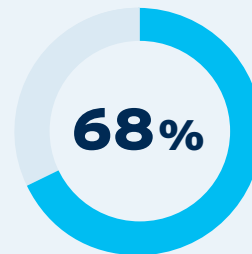
KEY TAKEAWAYS



82% cited learning from and supporting colleagues as their top reasons for joining Network



78% believe senior leaders are committed to advancing DEI across the firm



68% cited educating managers on DEI goals and senior leader advocacy as the top two ways Citi can create a more inclusive culture

ADDITIONAL FEEDBACK: WHAT OUR COLLEAGUES ARE ASKING FOR

INCREASED MIDDLE MANAGEMENT SUPPORT FOR DEI INITIATIVES

SENIOR LEADERSHIP ROUNDTABLES AND QUARTERLY TOWNHALLS TO UNDERSTAND DEI STRATEGY

MORE MENTORSHIP/ SPONSORSHIP OPPORTUNITIES

More visibility of self-identifying senior leaders

Improved alignment between networks and Affinities

More diverse interview panels

Greater global connectivity

BETTER COMMUNICATION ON AFFINITY STRATEGY

REPRESENTATION GOALS FOR MORE GROUPS

Year-end performance analysis for diverse groups

Voice of the Employee

Our annual Voice of the Employee (VOE) survey provides valuable insights regarding employee engagement and perceptions about our firm – our successes as well as our pain points. In 2021, participation was high – 87% of colleagues globally responded. We heard employees are embracing the Leadership Principles we rolled out in March, with all three principles approaching 90% favorability. Overall, 91% of employees said they are proud to work for Citi and felt that our commitments to an ethical culture and diversity are strong.

Nearly 90% of employees said their managers promote diversity, equity and inclusion on their teams. But many colleagues are looking for their managers to provide greater support in their career development – a perennial area for improvement across the firm.

While colleagues gave us high marks for our response to COVID-19, employees shared they are feeling the strain of life during the pandemic and increased workloads. These feelings were especially acute among our women colleagues. Their responses have reaffirmed the importance of our efforts, and we will continue to address this feedback to help relieve stress, simplify our working processes, develop tools for collaboration and ensure that our managers continue to support their people.

2021 Survey Highlights

LIVING OUR LEADERSHIP PRINCIPLES

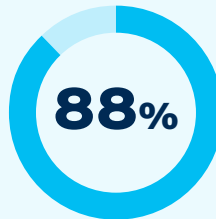
92%

My team prioritized the work that helps Citi succeed

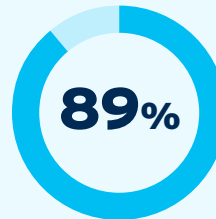
89%

My manager promotes diversity, equity and inclusion in our team

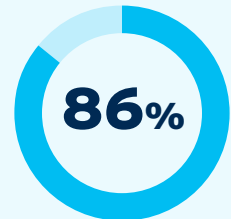
We Take Ownership



We Deliver With Pride

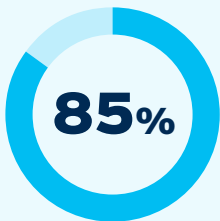


We Succeed Together



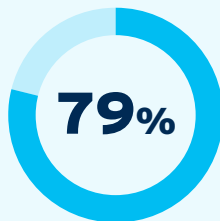
CORE INDICES

Diversity



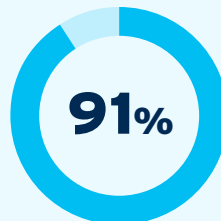
2020 **86%**
2019 **81%**

Engagement



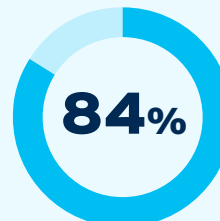
2020 **82%**
2019 **74%**

Ethical Culture



2020 **91%**
2019 **89%**

Manager Effectiveness



2020 **84%**
2019 **81%**

COVID-19 RESPONSE

Citi is effectively communicating its plans and response to COVID-19

91%

Using Our Corporate Voice to Drive Change

At Citi, we believe we can use our power as a global bank to effect social change, and we continue to take a stand on a wide range of issues, such as racial and pay equity, immigration, gun violence and climate change. We also believe it's important to speak up and speak out on issues that impact our colleagues.

For example, in the United States in 2021, there was an alarming rise in bills proposed at the state level that would single out LGBTQ+ individuals for exclusion or differential treatment. Legislation promoting discrimination could negatively impact our colleagues and their families, as well as our clients, customers and our business. In May, Citi signed the [Human Rights Campaign's Business Statement Opposing Anti-LGBTQ+ State Legislation](#), reiterating our belief that all people have a fundamental right to equality and our opposition to harmful legislation aimed at restricting the access of LGBTQ+ people in society.

Citi has a long history of outspoken advocacy for the LGBTQ+ community. In 2020, Citi became the first major bank to provide transgender and nonbinary customers with the ability to have account profiles and credit cards that match their chosen first name. Since the initial launch, more than 18,000 consumers have updated their Citi U.S. branded credit cards with their chosen name. Learn more in the [Serving Our Customers and Clients Responsibly](#) section of our [2021 ESG report](#).

When members of the Asian American and Pacific Islander (AAPI) community endured rising instances of violence in



MARKING HOLIDAYS OF SIGNIFICANCE

Starting in 2022, we have a new paid holiday for U.S. employees: Juneteenth Day, a federal holiday that marks the end of slavery. We also had the opportunity to be more inclusive and acknowledge Indigenous Peoples Day in addition to Columbus Day. In 2020, Citi implemented one additional floating holiday called Heritage Day, which employees can take at any time to honor a day of personal significance.

response to the pandemic, our Executive Management Team condemned the xenophobia while voicing support for our AAPI colleagues and the broader community. We also held internal listening sessions and hosted community forums to show our support for our employees. Watch a [public service message](#) we produced. We hosted a "Hollaback Bystander Intervention" training, which is designed to provide colleagues with practical tactics on how to intervene in a safe way if they witness an incident in public. In 2021, we hosted three sessions, and more than 500 colleagues joined the training. We plan to host additional sessions in 2022.

We also expanded our partnership with Ascend, a non-profit organization focused on professional development of the AAPI community, and sponsored the Ascend

For 17 consecutive years, Citi has received a perfect score on the Human Rights Campaign Foundation's Corporate Equality Index, a national survey that benchmarks corporate policies and practices for LGBTQ+ workplace quality.

National Convention week, which more than 200 colleagues attended.

Furthermore, Citi was one of many U.S. businesses that condemned efforts in 2021 to restrict voting access in the state of Georgia. We opposed voting restriction laws because we believed it would "undermine the ability of Americans to avail themselves of this fundamental right."



Members of our Pride Affinity ringing the bell at the New York Stock Exchange during Pride Month in June 2021.

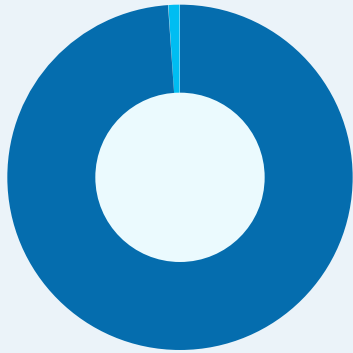


Fair Employment Practices

We strive to maintain an environment in which development opportunities are widely available, where people are hired and advanced on their merits and where our employees treat each other with respect. We are fully committed to equal employment opportunities, fair employment practices and nondiscrimination. For more information, see the Human Rights section of our [2021 ESG report](#), our [Code of Conduct](#) and our website for policies around [fair employment](#) and [compensation](#). More information can also be found in the GRI Index of our [2021 ESG report](#).

Employment Data

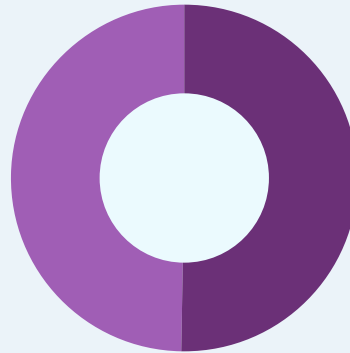
TOTAL EMPLOYEE HEADCOUNT



223,449
Total Employees

- 220,975 Full-Time
- 2,474 Part-Time

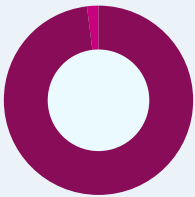
EMPLOYEES BY GENDER



223,449*
Total Employees

- 113,045 Women
- 110,275 Men

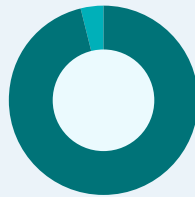
NEW EMPLOYEE HIRES



46,907
Total

- 46,050 Full-Time
- 857 Part-Time

EMPLOYEE TURNOVER



32,769
Total

- 31,836 Full-Time
- 933 Part-Time

EMPLOYEES BY GENDER IN THE U.S.



66,586**
Total

- 34,993 Women
- 31,574 Men

TOTAL EMPLOYEES BY REGION

North America

68,827

Total Employees

13,400 Employee Hires 11,102 Employee Turnover

Europe, Middle East and Africa

32,703

Total Employees

6,536 Employee Hires 3,974 Employee Turnover

Latin America

48,693

Total Employees

11,589 Employee Hires 7,337 Employee Turnover

Asia Pacific

73,226

Total Employees

15,382 Employee Hires 10,356 Employee Turnover

* 129 people did not disclose.

** 19 people did not disclose.

Employment Data

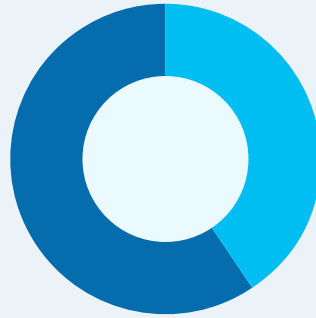
Racial/Ethnic Composition of U.S. Employees

66,586*

Total

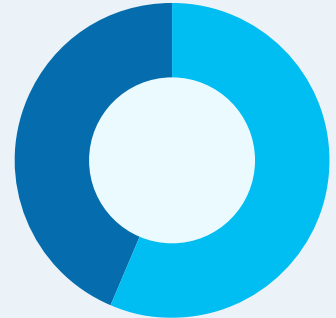
● **Women**

● **Men**



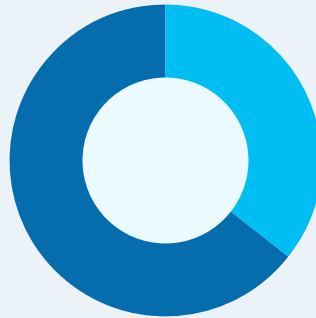
**American Indian
or Alaskan Native**

105 | 73



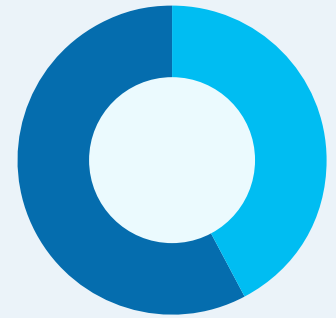
Asian

5,446 | 6,916



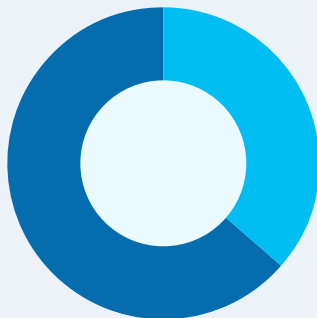
**Black or African
American**

4,608 | 2,528



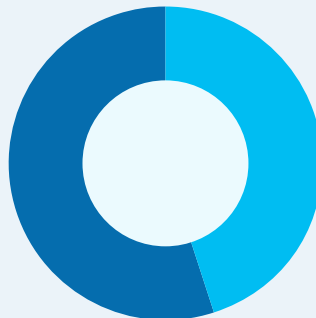
Hispanic or Latino**

6,934 | 5,067



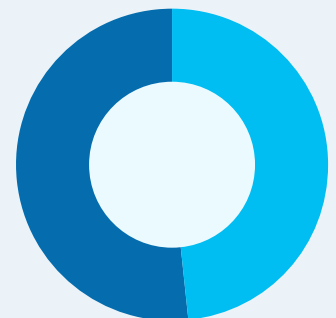
**Native Hawaiian
or Pacific Islander**

80 | 46



Two or More Races**

492 | 404



White

16,778 | 15,791

* 1,316 people did not disclose race/ethnicity.

** 1 person identified as Hispanic or Latino but did not disclose gender, and 1 person identified as Two or More Races but did not disclose gender.

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).

Select Awards and Recognition

Best Workplaces for Innovators

Fast Company

Top 15 of America's Most Just Companies

JUST Capital

Most Powerful Women in Banking

Featured eight Citi senior executives among its honorees;

Citi recognized as one of the top teams overall

American Banker

Bloomberg Gender-Equality Index (6th Consecutive Year)

Bloomberg

100% Score on the Corporate Equality Index (17th Consecutive Year)

Human Rights Campaign

(Best Places to Work for LGBTQ+ Equality)

Best Employers for New Graduates, America's Best Employers for Diversity, Best Employers for Women, America's Best Employers for Veterans

Forbes

Top Companies

LinkedIn

11 Recognitions, including North America's Best Digital Bank, Asia's Best Bank for Corporate Responsibility, Latin America's Best Bank for Financing, Central and Eastern Europe's Best Investment Bank, and Africa's Best Bank for Transaction Services

2021 Euromoney Awards

Ally Changemaker Outie Honoree

Out & Equal

U.S. Women in Finance Award

Featured three Citi senior executives among its honorees

Markets Media

Most Influential Black Corporate Directors

Featured two Citi board members among its honorees

Savoy Magazine

Best Places to Work for Moms, Dads, and for Parents Working Remotely

Scary Mommy and Fatherly

5 Star Company on the Corporate Inclusion Index

Hispanic Association on Corporate Responsibility

Top Companies for Women Technologists

AnitaB.org

Forward-Looking Statements

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