

Citi Expands Diversity Representation Goals

We believe that everyone belongs in banking. Understanding that diversity fuels our culture and business success, we are expanding the representation goals¹ we initially set in 2018 so that Citi better reflects the communities we serve and is a place where all can thrive.

- Global Women Colleagues 2025 Aspirational Goal: 43.5%
- North American Black Colleagues 2025 Aspirational Goal: 11.5%
- U.S. Hispanic and Latino Colleagues 2025 Aspirational Goal: 16%
- Brazil Black and Pardo² Colleagues 2025 Aspiration: 10%
- UK Asian Colleagues 2025 Aspirational Goal: 11%
- UK Black Colleagues 2025 Aspirational Goal: 3%
- UK Mixed Ethnicity and Other³ Colleagues 2025 Aspirational Goal: 3%

Campus Recruiting

We recognize the importance of expanding diversity and intersectionality⁴ when recruiting our next generation of leaders from colleges and universities.

- Global Women: 50%
- Global LGBTQ+: 3.5%
- UK Underrepresented Communities⁵: 25%
- North American Underrepresented Communities⁵: 30%

¹ All representation goals, with the exception of Campus Recruitment goals, seek to increase representation at the Assistant Vice President to Managing Director levels.

² Pardo is an ethnic and skin color category used by the Brazilian Institute of Geography and Statistics in the Brazilian census. The term is more commonly used to refer to Brazilians of mixed ethnic ancestries.

³ The “mixed ethnicity” category has been used by the UK’s Office for National Statistics since the 1991 census and refers to British citizens or residents whose parents are of two or more different races or ethnic backgrounds. “Other” includes Arab and any other ethnic group and is a defined classification by the UK’s Office for National Statistics.

⁴ Intersectionality refers to the ways that race, ethnicity, gender, sexual orientation and other traits can overlap to create unique dynamics, including distinct obstacles in the workplace.

⁵ “Underrepresented Communities” in the UK consist of those who are Black, Asian and Minority Ethnic (mixed/multiple ethnicities and other ethnic groups) and refers to those in North America who identify as Black or Hispanic/Latino.