

Capital One's EEO-1 Data

2020 EEO-1 Employer Information Report Data¹

| EEO-1 Job Categories | | Hispanic or Latinx | White | Black or African American | Native Hawaiian or Other Pacific Islander | Asian | American Indian or Alaska Native | Two or More Races ² | Total |
|------------------------------------------------|--------------|--------------------|---------------|---------------------------|-------------------------------------------|--------------|----------------------------------|--------------------------------|---------------|
| Executive/ Senior Level O&M ³ | Men | 18 | 346 | 12 | 0 | 67 | 0 | 8 | 659 |
| | Women | 8 | 173 | 10 | 0 | 17 | 0 | 0 | |
| First/ Mid Level O&M ⁴ | Men | 97 | 1,456 | 94 | 0 | 359 | 4 | 27 | 3,212 |
| | Women | 68 | 807 | 93 | 3 | 182 | 1 | 21 | |
| Professionals ⁵ | Men | 770 | 7,233 | 882 | 20 | 4,134 | 16 | 315 | 22,568 |
| | Women | 514 | 5,065 | 1,116 | 13 | 2,231 | 22 | 237 | |
| Technicians ⁶ | Men | 15 | 90 | 52 | 0 | 21 | 1 | 6 | 229 |
| | Women | 2 | 16 | 19 | 0 | 6 | 0 | 1 | |
| Sales Workers ⁵ | Men | 38 | 232 | 28 | 1 | 15 | 2 | 3 | 513 |
| | Women | 23 | 137 | 16 | 0 | 13 | 0 | 5 | |
| Administrative Support Workers ⁶ | Men | 890 | 2,132 | 1,444 | 9 | 266 | 25 | 204 | 17,471 |
| | Women | 1,887 | 4,410 | 4,972 | 39 | 575 | 82 | 536 | |
| Grand Total | Men | 1,828 | 11,489 | 2,512 | 30 | 4,862 | 48 | 563 | 44,652 |
| | Women | 2,502 | 10,608 | 6,226 | 55 | 3,024 | 105 | 800 | |

¹ Workforce data filed with the U.S. Equal Employment Opportunity Commission (EEOC) in accordance with current filing specifications for pay period ending 12/26/2020. Capital One jobs are aligned with job categories as defined by the EEOC. Craft Workers, Operatives, Laborer & Helpers and Service Workers job categories have been omitted from the table as Capital One does not have associates in those roles. Additional associate data: 43 associates identify as non-binary

² Not Hispanic or Latinx

³ Senior-Level Managers/Leadership are VP+ associates

⁴ Mid-Level Managers are Director and Senior Director associates

⁵ Professionals and Sales Workers are generally exempt associates, excluding Director level and above

⁶ Technicians and Administrative Support Workers generally include non-exempt associates