



**For Immediate Release
November 11, 2022**

Citi Receives Highest Recognition for LGBTQ+ Diversity Initiatives for the Sixth Consecutive Year

Citi Awarded Japan PRIDE Index "Gold" Status

Tokyo – Citi has again been awarded Gold status, the highest ranking in the Japan PRIDE Index, for its workplace inclusion initiatives at the annual award ceremony hosted by "work with Pride", a Tokyo-based not-for-profit organization dedicated to the promotion of workplace LGBTQ+ diversity.

The Japan Pride Index is a leading indicator of a company's performance in supporting workplace LGBTQ+ inclusiveness. Launched by "work with Pride" with the objective of fostering a friendly workplace environment where people can work with pride, the index comprises five components: Policy, Representation, Inspiration, Development and Engagement. Gold status is awarded to companies that achieve the requirements across all the index components.

Citi actively participates in the LGBTQ+ agenda in Japan as a member of LGBT Finance as well as through internal and external advocacy programs for diversity and inclusion in the workplace and in our communities. A number of new initiatives were introduced this year to further foster an inclusive work environment and increase awareness and colleague engagement. Those initiatives include education on LGBTQ+ and SOGIE through e-learning for all Citi Japan colleagues, LGBTQ+ Youth mentoring in partnership with external corporate partners and NPOs, internal and external events with DE&I experts to share best practice for improving and raising awareness of the importance of corporate DE&I.

Citi continues to sponsor a number of initiatives that promote engagement with the LGBTQ+ community, including Tokyo Rainbow Pride and Okinawa Pink Dot. In Japan, Citi holds information sessions to raise awareness and understanding of company policies and benefits catering to LGBTQ+ employees. These include medical insurance and parental leave partner benefits that apply equally to common-law marriage and same-sex marriage (except for social insurance and other items that are not legally permitted).

Commenting on this milestone, Citi Pride co-champions Clare Eastburn and Ashish Sethi said, "We are extremely proud to share that Citi has been awarded Gold status for the sixth consecutive year. We would like to thank all of our colleagues for their efforts to create an inclusive work environment. Citi prides itself on diversity and inclusion, which is critical to our success as a global organization. We believe in the importance of a workplace environment that enables colleagues with diverse backgrounds to show mutual respect and compassion in their interactions with one another."

Citi is committed to the continued promotion of equity and inclusiveness in Japan and to nurturing a workplace environment where employees treat each other with respect and can be themselves and succeed.

About Citi:

Citi is a preeminent banking partner for institutions with cross-border needs, a global leader in wealth management and a valued personal bank in its home market of the United States. Citi does business in more than 160 countries and jurisdictions, providing corporations, governments, investors, institutions and individuals with a broad range of financial products and services.

Additional information may be found at www.citigroup.com | Twitter: [@Citi](https://twitter.com/Citi) | YouTube: www.youtube.com/citi | Blog: <http://blog.citigroup.com> | Facebook: www.facebook.com/citi | LinkedIn: www.linkedin.com/company/citi

Media Contacts:

Corporate Affairs
Citi Japan
03-6776-5112