



**For Immediate Release
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Citi Receives Highest Recognition for LGBTQ+ Diversity Initiatives for the Seventh 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 for the seventh consecutive year 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. Several 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, and schools, 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 several initiatives that promote engagement with the LGBTQ+ community, including Tokyo Rainbow Pride and Okinawa Pink Dot. In Japan, Citi holds 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).

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 nearly 160 countries and jurisdictions, providing corporations, governments, investors, institutions, and individuals with a broad range of financial products and services.

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For more information on Citigroup's diversity initiatives, click [here](#).

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