



For Immediate Release
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Citi to Join “Group of Male Leaders Who Will Create a Society in which Women Shine”

Tokyo – Citi announced that Lee Waite, Citi Country Officer and Japan CEO, has joined the Group of Male Leaders Who Will Create a Society in which Women Shine (Secretariat: Cabinet Office). Citi is accelerating measures to promote gender equality and empower women at Citi while building a close-knit network of male leaders from various industries across the country.

At Citi we see diversity in the workplace as essential to achieving success as a global company. We have therefore made it a priority to foster a culture where the best people want to work, hiring and promotion is based on merit, people treat each other with respect and dignity and opportunities to develop are available to all, regardless of individual differences. Attracting and developing talented women and building long-term career pathways for them is critical to Citi.

Citi is promoting the empowerment of women on two fronts: policy/benefits and organizational initiatives. Citi has the same leave-of-absence systems and benefits programs for male and female employees, who can take advantage of them according to their lifestyle and life stage.

Citi offers 16 weeks of paid maternity leave before and after childbirth, and in 2020 it enhanced its maternity/childcare leave system to include up to 20 days of paid leave for the mother’s spouse (or partner) during the 12-month period from the date of birth (either on consecutive days or split into separate periods). Citi has prepared a maternity guidebook and introduced a financial support program for employees adopting children (or having a surrogate mother give birth) and a support program for employees receiving infertility treatment that includes special leave and financial assistance through Citigroup’s health insurance. In this way Citi is endeavoring to maintain diversity and help every employee maintain a work-life balance. On the organizational front, Citi has been working on its diversity action plan in Japan, setting such goals as increasing the percentage of women in managerial positions to 40.0% by 2026 and increasing the average number of years of service of women to the same level as that of men.

In Japan, Citi also works to create an environment that supports the development of female leaders within the organization through Citi Women, an employee led initiative where both male and female colleagues join to promote women’s empowerment. The group organizes events and initiatives, including mentorship programs, networking lunches for working parents, and speaker sessions with internal and external female leaders.

Visit our [website](#) for details on Citi’s diversity action plan in Japan.

About the Group of Male Leaders Who Will Create a Society in which Women Shine (“Group of Male Leaders” for short)

Group of Male Leaders is a group of corporate managers and leaders in other fields that has been organized to promote gender equality and the empowerment of women in line with the group’s “declaration of action” by building a network of participants and sharing problems with one another. The group also aims to contribute to social momentum for gender equality and women’s empowerment by communicating their own thoughts and initiatives being undertaken within their organizations to people inside and outside the group. Currently, the group has about 270 members, including business managers, prefectural governors and mayors. For more details, see the [Cabinet Office’s website](#).



About Citi:

Citi, the leading global bank, has approximately 200 million customer accounts and does business in more than 160 countries and jurisdictions. Citi provides consumers, corporations, governments and institutions with a broad range of financial products and services, including consumer banking and credit, corporate and investment banking, securities brokerage, transaction services, and wealth management.

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