



**For Immediate Release  
November 11, 2021**

## **Citi Receives Highest Recognition for LGBTQ+ Diversity Initiatives for the Fifth Consecutive Year**

*Citi Awarded Japan PRIDE Index "Gold" Status and Rainbow Recognition*

**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. In addition, Citi received Rainbow recognition, which is awarded to organizations that engage in initiatives outside their own sector to make a collective impact on furthering LGBTQ+ recognition and rights in society.

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. Initiatives implemented to create an inclusive and respectful workplace for all employees – for example, it allows employees to use their preferred name, recognizes legal-marriage, common-law marriage, same-sex marriage, except for the items that are not legally permitted such as social insurance. Same-sex partners can be designated as the beneficiary of our group life insurance, and extended family members, including partners, are included in our COVID-19 occupational vaccination program this year. In 2020, Citi introduced a new personal care leave (paid leave) system that employees can use for themselves, family members and partners. More recently, Citi introduced a financial support program for employees adopting children.

Citi in Japan also works to raise understanding of the company's policies and benefits catering to the LGBTQ+ community and have delivered LGBTQ+ benefit sessions for all employees this year. Citi further extended its reach to new graduates on Citi's commitment to diversity and participated in the Diversity Career Forum as a member of LGBT Finance in 2021.

Lee Waite, Citi Country Officer and Japan CEO commented that, "It is truly remarkable that Citi has been awarded Gold status for the fifth consecutive year and also received Rainbow certification. I want to thank all of our colleagues for playing a part to create an inclusive work environment. Citi believes that diversity and inclusion in our workforce is critical to our success as a global organization. We are firmly committed to creating a workplace environment that enables us to attract the best people and allows them to pursue their careers and achieve their personal goals. We also believe in the importance of a workplace environment that enables staff members from diverse backgrounds to show mutual respect and compassion in their interactions with one another."

Citi is committed to the continued promotion of equality and inclusiveness in Japan and to nurturing a workplace environment where diversity is welcomed, and individuality is respected.

**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.

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

**Media Contacts:**

Corporate Affairs  
Citi Japan  
03-6776-5112