

Law to Promote Active Involvement of Women in the Workplace – Action Plan

We see diversity as a source of strength. Therefore, we have made it a priority to foster a culture where the best people want to work, where people are promoted on their merits, where we value and demand respect for others and where opportunities to develop are widely available to all - regardless of differences. Attracting, developing, advancing and retaining female talent at all levels within Citi is very important to us.

Plan

April 2016 to March 2021

Our Challenge

Percentage of senior level female managers is lower than that of male managers. At the mid level title, percentage of female managers surpasses that of male managers.

Goals

Both in Citibank Japan Ltd. and Citigroup Global Markets Japan Inc.:

- To have 80 percent or more of senior high performing female talents to complete talent/leadership/development programs
- To increase the percentage of senior level female managers

Initiatives/ Schedule

Initiative 1: Review Employee Life Cycle (Hiring, Development to Exit)

- Implement “Diverse Interview Panel” for senior management positions to help promote diverse viewpoints and diverse outcomes at the senior level (2016)
- Conduct annual firm wide talent review to identify and develop talents and successors
- Analyze resignation reasons for senior level managers to further understand and create an attractive workplace (2016-2017)

Initiative 2: Continue to Build Awareness of Diverse Cultures and Workplace

- Officially launched cross franchise Japan Diversity Council with three pillars: Citi Women, Citi Pride (LGBT), and Citi disABILITY to centralize efforts and expanded focus to LGBT and disability (in addition to gender diversity) (2016)
- Continue to assess and improve benefits for employees (2016-2021)
- Increase marketing of diversity related events to both internal and external audience through the three diversity pillars

Initiative 3: Deliver Development Programs

- Continue to deliver mandatory diversity programs for all employees (i.e. “Respect at Work”)
- Continue to send selected female talents to local and offshore development programs

Managerial Position by Gender

管理職の男女比率

As of January 2016

2016年1月現在

	Female / 女性	Male / 男性
Citibank Japan Ltd. シティバンク銀行	46%	54%
Citigroup Global Markets Japan Inc. シティグループ証券	34%	66%

Staff Breakdown by Gender

従業員の男女比率

As of January 2016

2016年1月現在

	Female / 女性	Male / 男性
Citibank Japan Ltd. シティバンク銀行		
• Regular Staff / 正社員	58%	42%
• Contract Staff / 期間雇用社員	92%	8%
• Temporary Staff / 派遣社員	95%	5%
Citigroup Global Markets Japan Inc. シティグループ証券		
• Regular Staff / 正社員	44%	56%
• Contract Staff / 期間雇用社員	75%	25%
• Temporary Staff / 派遣社員	100%	0%