



EMBARGOED UNTIL WEDNESDAY 11 March 2020, 15:30hrs

Citigroup Inc. (NYSE: C)

Citi Doubles Paid Paternity Leave Benefits in Singapore

Eligible employees will now receive four weeks of paid paternity leave, up from the previous allowance of two weeks

Singapore – Citi Singapore has raised its paternity leave benefits from two weeks to four weeks, retroactive to 1 January 2020. New mothers continue to receive 16 weeks of maternity leave. This move is in line with Citi's new global paid parental leave policy to recognize the role that both parents play in raising a child, as well as to build an inclusive workplace.

The new policy, which establishes a minimum standard for paid parental leave across 74 countries, was launched after Citi assessed the leave entitlements of new parents across the markets where it is present. In phase one, which includes Singapore, the enhanced paid parental leave policy has been launched in 18 markets globally. The roll out to the other 56 countries will take place throughout 2020.

Jorge Osorio, Head of Human Resources, Citi Singapore said “At Citi, we recognize that becoming a parent is a major milestone in the lives of our employees. Through the increase in paid paternity leave benefits for our employees in Singapore, it enables fathers to be physically present for their new child and mother during a crucial period. It also helps to drive greater gender equality, transform the perception that caregiving is only a female responsibility and create a more level playing field at home and at work.”

Citi Asia Pacific Audit Head for Global Functions Technology, Richard Yeong, a Citi employee in Singapore who recently became a first-time father said, “Becoming a parent is a significant life event. I am fortunate to be working in a progressive organization that recognizes the role that fathers play in the development of their children, which is more than just being the provider of the family. It is being there for the child from the time that she is born.”

Commenting on the extra time with his family, he added, “The increased duration has helped take the stress off looking for alternative child-care arrangement to support my wife if I were away. It has also enabled me to be present during an important phase of my daughter's development, caring for her while supporting my wife who is recovering from the delivery. It has certainly strengthened our family bond!”

Supporting the needs of the firm's diverse employee base throughout their different life stages is an important part of building an inclusive workplace that provides equal opportunities for all employees to succeed. Citi is rolling out these new benefits to build on its family-responsive workplace practices with the aim of providing its employees with a career of a lifetime. This initiative comes after its recent announcement on Pay Equity whereby Citi announced its commitment to increase global representation of women in Assistant Vice President to Managing Director level roles to at least 40% (at a minimum) by 2021 to address its unadjusted pay gap.

In Singapore, Citi's female representation at Assistant Vice President to Managing Director level roles has increased from 32% in December 2017 to 36% in December 2019. Citi Singapore is committed to meet its global goal of having women in Assistant Vice President to Managing Director level roles to at least 40% by 2021.



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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