



For Immediate Release
Citigroup Inc. (NYSE: C)
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Citi Launches Paid Sabbatical and Giving Back Leave in Singapore

The Resiliency Programme aims to support employees' well-being, pursuit of personal passions and community volunteerism

Singapore – Citi Singapore announced today a new leave programme for employees to refresh, recharge and re-energize as we come out of the COVID-19 pandemic. The Resiliency Programme consists of a 12-week sabbatical leave and allows for up to 4 weeks of giving back leave.

This new initiative has been introduced in recognition of the important role that companies play in employees' financial, mental and physical well-being as well as community support. As a global bank with employees from diverse backgrounds and needs, Citi recognizes that by investing in its employees' well-being today and for the future allows for every individual to be their full selves at work and at home.

Citi's refresh, recharge and re-energize ("R3") sabbatical leave is designed for employees to pursue their personal interests and focus on wellness by providing them with the opportunity to travel, pursue personal goals, spend time with loved ones or simply to take extra time off to recharge. Complementing the R3 leave, Citi's giving back leave is intended to encourage our employees to pursue their philanthropic interests and focus on volunteerism by offering them the opportunity to contribute to charitable causes which they are passionate about. Together, they make up Citi's new Resiliency Programme.

Under the programme, eligible full-time employees who take up to 12 weeks of sabbatical leave will be paid 25% of their monthly base pay. Employees who choose to apply for the giving back leave, where they are able to volunteer their skills with a registered charitable organization, will continue to be paid 100% of their monthly base pay. To be eligible, the employee would have to have worked with Citi for five years, among other criteria. Each employee is also allowed to take the sabbatical leave only twice in their duration of employment with Citi. During the leave, employees will continue to be fully covered by the company's medical and health insurance, and they will continue to accrue their annual leave. In Asia, this programme has been rolled out in Singapore, Hong Kong and Japan as part of the initial launch phase.

Sarab Preet Singh, ASEAN and Singapore Head of Human Resources, Citi said "The future of work requires us to think differently about the workplace and respond to the evolving needs and interests of our employees. The COVID-19 pandemic has accelerated the pace of change and put the spotlight on employee well-being making Citi's Resiliency Programme a timely and relevant one. I am also proud that we are able to lead the way to empower my colleagues to give back to the communities which we operate in."

As Citi celebrates 120 years of enabling progress in Singapore this year, the paid giving back leave further reinforces Citi's roots and commitment to the local community. In Singapore, over S\$23 million has been committed via various financial inclusion and youth development programs since 2002. These programs have trained over 13,000 teachers, 1,400 social workers, and 830 tertiary students in financial literacy, benefited more 340,000 primary and secondary-level students, 50,000 tertiary young adults, and 6,000 mature women, and mobilized over 170,000 volunteers for the social service sector.

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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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