

THIS IS DIVERSITY
2001 ANNUAL REPORT AT CITIGROUP.





WE ARE AN ECONOMIC ENTERPRISE WITH...

a relentless focus on growth, aiming to increase earnings by double digits on average.

a global orientation, but with deep local roots in every market where we operate.

a highly diversified base of earnings that enables us to prosper under difficult market conditions.

capital employed in higher-margin businesses, each one of which is capable of profitable growth on a stand-alone basis.

financial strength protected by financial discipline, enabling us to take risks commensurate with rewards to capture attractive opportunities.

a close watch on our overhead costs, but a willingness to invest prudently in our infrastructure—we spend money like it's our own.

a focus on technological innovation, seamlessly delivering value to our customers across multiple platforms.

WE VALUE A WORKPLACE WHERE...

bureaucracy is discouraged, entrepreneurial thinking is fostered and decision-making is streamlined by an “open-door” management style.

diversity is embraced, particularly in light of our globality.

employees think and act like owners because they ARE owners.

mistakes are tolerated, admitted and addressed before they become real problems.

people are promoted on their merits rather than on their tenure, and rewarded for their performance within the context of what they can personally control or influence.

people treat each other with mutual respect and dignity.

people truly feel that, no matter how large we grow, each and every one of us can make a difference.

WE VALUE PEOPLE WHO...

take the company personally. They care about each other, the quality of our products and services, and above all, their value to our customers and shareholders.

are committed to a strong work ethic and are constantly striving to excel in serving their customers.

are more interested in teamwork than in internal politics.

lead by example, giving credit to others for success and assuming personal responsibility for failure.

have a sense of urgency and excitement, who demonstrate candor, insight and creativity, and thrive in an environment of change, challenge and competition.

are top performers and are committed to excellence in whatever they do.

WE ASPIRE TO BE KNOWN AS...

a company with the highest standards of moral and ethical conduct—working to earn client trust, day in and day out. Our word is our bond.

the leader in global financial services, with market leadership in every one of our major activities, and one of the great companies in the world.

a company where the best people want to work, and the first choice of where customers want to do business.

customer centered, providing unparalleled levels of service as a means of protecting and building our business franchise over time.

an organization with credibility—doing what we say and reporting results with accuracy and objectivity.

a company dedicated to community service, taking a leadership role in every local community around the world in which we operate, and making each community a better place because we are there.

WITH A PRESENCE IN MORE THAN 100 COUNTRIES, WHERE SOME 90 PERCENT OF OUR EMPLOYEES ARE HIRED LOCALLY, CITIGROUP IS PERHAPS THE MOST DIVERSE COMPANY IN THE WORLD. THIS DIVERSITY HAS BEEN A SOURCE OF STRENGTH FOR CITIGROUP'S 268,000 EMPLOYEES, FOR OUR CLIENTS AND FOR THE COMMUNITIES WHERE WE LIVE AND WORK.



The character of our company is no accident. We have worked hard to create a workplace with an emphasis on inclusion, innovation and merit, rooted in our shared values and respect for our colleagues and the millions of people we serve. These values—and the employees who live them day in and day out—contributed substantially to our being named one of the “Ten Most Admired Companies in America” by *Fortune* magazine, which also ranked us number one in our industry category. We are proud of the fact that in 2001, we awarded some \$440 million to minority- and women-owned enterprises through our Supplier Diversity Program—more than double the previous year. Moreover, we made considerable progress in our Work/Life programs in 2001, and were honored to be recognized as one of the 10 best companies for working mothers by *Working Mother* magazine.

Yet, despite our leadership in these and other areas, we have more work to do. We aspire to be a company where the best people want to work; a company dedicated to empowering individuals and families around the world; and a company that provides opportunity for all.

I believe very strongly that our commitment to diversity, more than anything else, will help us get there.

Sincerely,

A handwritten signature in black ink that reads "Sandy Weill". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

SANDY WEILL

AT CITIGROUP, WE BELIEVE THAT DIVERSITY GREATLY ENHANCES OUR BUSINESS PROPOSITION FOR OUR EMPLOYEES, CUSTOMERS AND SHAREHOLDERS. IN 2001, THANKS TO THE LEADERSHIP AND EFFORTS OF OUR PEOPLE, WE MADE PROGRESS TOWARD FURTHERING OUR COMMITMENT TO A CULTURE OF INCLUSION AND OPPORTUNITY.



Our commitment to our employees was underscored when we were named to the top 10 of the “100 Best Companies for Working Mothers” by *Working Mother* magazine and named the “Company of the Year” on *LATINAStyle* magazine’s list of “Best Companies for Latinas to Work for in the U.S.”

Our \$12.5 billion acquisition of Banamex complements an active marketing effort to Hispanics in the U.S., part of an overall effort to meet the consumer needs of African-Americans, Asian-Americans, people with disabilities, women, and gays and lesbians.

Our Supplier Diversity Program continues to expand. In addition to our record amount of contracts in 2001, the program launched its own Web site on citigroup.com and expanded its reach across Citigroup businesses, while working to strengthen partnerships with small-business owners around the world.

Our community lending and investing grew by more than 140 percent in the last five years, from \$8.5 billion in 1997 to \$21 billion in 2001. Through the Citigroup Foundation and our businesses in 2001, we awarded more than \$67 million in grants to organizations in 74 countries.

In this report, you will find highlights of programs and initiatives across Citigroup that demonstrate our commitment to being an employer of choice, as well as a provider of choice for our customers, a business partner of choice for our suppliers, and a neighbor of choice for our communities.

Sincerely,

A handwritten signature in black ink that reads "Ana Duarte McCarthy".

ANA DUARTE MCCARTHY



OUR PEOPLE

EMPLOYER OF CHOICE

CITIGROUP VALUES A WORK ENVIRONMENT WHERE DIVERSITY IS EMBRACED, WHERE PEOPLE ARE PROMOTED ON THEIR MERITS, AND WHERE PEOPLE TREAT EACH OTHER WITH MUTUAL RESPECT AND DIGNITY. AROUND THE WORLD, WE ARE COMMITTED TO BEING A COMPANY WHERE THE BEST PEOPLE WORK; WHERE OPPORTUNITIES TO DEVELOP ARE WIDELY AVAILABLE; WHERE INNOVATION AND AN ENTREPRENEURIAL SPIRIT ARE VALUED; AND WHERE A HEALTHY WORK/LIFE BALANCE IS ENCOURAGED.

WORK ENVIRONMENT

Citigroup strives to foster an environment where the unique backgrounds of our employees are respected and valued. Citigroup has strong and clear policies prohibiting discrimination and harassment in the workplace, ongoing formal diversity training to promote an inclusive environment, and employee hotlines within our businesses. Within the various businesses, we encourage initiatives such as cultural heritage programs and diversity councils that engage employees in creating an environment that works for all.

In addition, Citigroup has developed a solid foundation of Work/Life programs, including flexible work arrangements, a family care subsidy, domestic partner benefits, award-winning childcare and our Employee Assistance Program. The latter two programs particularly stood out in a year of unforeseen challenges.

FOR OUR PEOPLE WE WANT
TO BE AN EMPLOYER OF CHOICE



**JOAN GUGGENHEIMER
& STEPHANIE MUDICK**

In October, Joan Guggenheimer (l) and Stephanie Mudick were named Co-General Counsels of Citigroup and appointed to the Management Committee, a group of Citigroup's senior leaders who help define and drive the company's key strategic priorities. In addition, Ms. Guggenheimer and Ms. Mudick serve as General Counsels of Citigroup's Corporate & Investment Bank and Consumer Group, respectively. Between them, they have more than 26 years of legal and compliance experience within Citigroup.

CHILDCARE • Choosing the right childcare option is one of the most difficult and important decisions many parents will make for their children. Because every parent wants to provide the highest-quality care available, Citigroup offers a number of innovative childcare resources to help our working parents find and choose the right option for their children. In fact, Citigroup offers back-up childcare to more employees than any corporation in the world. Our network of childcare programs includes:

- on-site full-time and back-up childcare at eight centers across the U.S., serving more than 1,700 children daily;
- off-site childcare programs, including membership in full-time and back-up care consortiums;
- the Just in Time Care® program, which provides subsidized back-up childcare to employees at more than 300 work locations in 12 states; and,
- employee discounts on childcare at leading childcare organizations across the U.S.

In 2001, Citigroup opened a new on-site back-up childcare center at its world headquarters in New York. The new center serves approximately 6,000 employees in the midtown Manhattan area. In addition, Citigroup launched an on-site school holiday childcare program for schoolchildren in Long Island City, New York, serving more than 3,000 employees who need assistance on peak demand days when Citigroup is open but local schools are closed.

EMPLOYEE ASSISTANCE PROGRAM • Creating a supportive work environment means helping employees meet personal challenges. And, never before in our company's history has our Employee Assistance Program (EAP) played such a vital role in the lives of our people.

Within 48 hours of the September 11 attack—in which six Citigroup employees were lost and 16,000 displaced from lower Manhattan—the EAP conducted grief counseling sessions for employees at several work locations. In the months following September 11, more than 6,000 employees received group or individual grief counseling assistance, with on-site counseling provided at some 60 locations in 12 states.

ATTRACTING TALENT

The success of our company depends, in large measure, on our ability to attract talent at all levels of the organization. Toward this end, we enhanced our strategic partnerships with a number of professional organizations, including the National Black MBA Association and the National Society of Hispanic MBAs (NSHMBA), of which Citigroup is a member of the Corporate Advisory Board. An executive from our Corporate & Investment Bank also serves as NSHMBA's National Board president.

In 2001, we conducted recruiting events with organizations representing students of different races, ethnicities and sexual orientations. We also continued our relationship with the Consortium for Graduate Study in Management, which represents MBA programs from 14 colleges and universities and facilitates the entry of minorities into managerial positions.

Citigroup is also active at the undergraduate level. We provided \$325,000 to Sponsors for Educational Opportunity (SEO), which offers training, coaching and summer internships to minority college students. Michael Carpenter, Chairman and CEO of Citigroup's Corporate & Investment Bank, served as a Chairperson of SEO's 20th Anniversary Gala. In addition, Citigroup continued its work with INROADS, an internship program for minority college students, which also recognized Travelers with a Leadership Award for its exceptional commitment to the INROADS program. More than 40 INROADS interns currently work in Citigroup businesses.

LEADERSHIP DEVELOPMENT

Beyond attracting new talent, Citigroup strives to cultivate and develop outstanding professionals from within. Building on the success of the 2000 Global Women's Initiative, a number of businesses held local conferences in 2001 featuring career development, networking and mentoring for women. More than 750 women participated in these conferences in Asia, Europe and the U.S. Senior Citigroup business executives provided their leadership and perspective in keynote speeches and workshops at these events.

“Beyond attracting new talent, Citigroup strives to cultivate and develop outstanding professionals from within.”

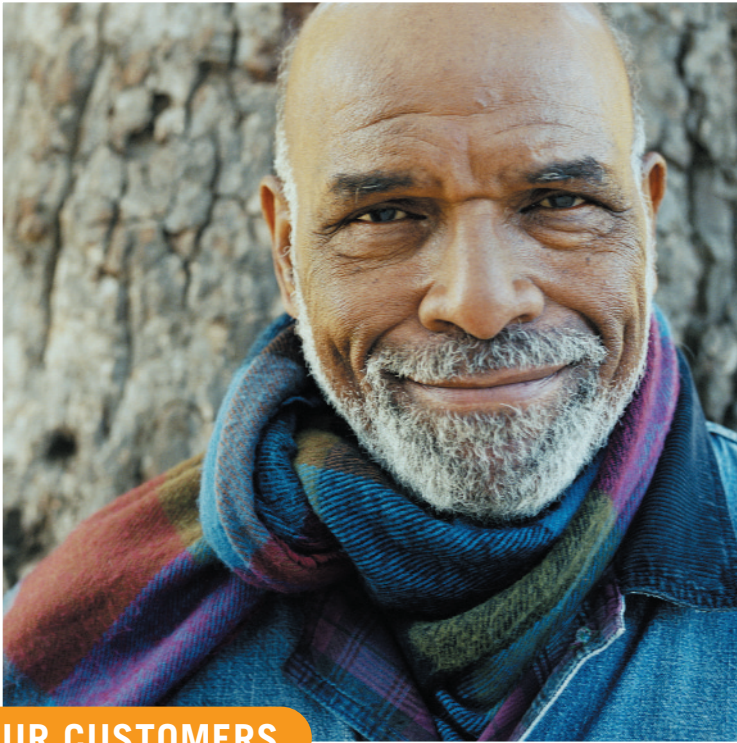
In addition, in April 2001, more than 200 executive women participated in the Citibank Latin America Consumer Group Diversity Summit. The initiative was organized to discuss how to improve career development opportunities for women and other under-represented groups in Latin America, and to establish a diversity strategy and an actionable plan.

Mentoring is integral to developing our pipeline of talent. Several businesses have launched formal mentoring programs. For example, the Citi Cards Mentoring Program has been a resounding success with 184 mentor and mentee pairs from 11 facilities across the U.S. Launched in 2001, the program’s objectives include creating an environment in which employees are empowered and motivated to develop and grow professionally and, in turn, improve both the innovation and productivity of the business.

OPPORTUNITIES FOR PERSONS WITH DISABILITIES

In partnership with the Colorado Center for the Blind, Diners Club U.S. created a program that trains the blind and visually impaired to be Customer Service Representatives. The program has been so successful that it now provides training to out-of-state students and was rolled out to other businesses.

Since 1990, we have worked with The National Business and Disability Council, a leading corporate resource helping to employ and integrate disabled individuals into America’s workforce. Citigroup serves on the organization’s Business Advisory Council, and Citigroup Human Resources professionals conduct practice interviews with disabled students to provide guidance as they prepare to enter the workforce.



OUR CUSTOMERS

PROVIDER OF CHOICE

CITIGROUP STRIVES TO DELIVER PRODUCTS AND SERVICES TO OUR CUSTOMERS THAT REFLECT BOTH OUR GLOBAL REACH AND OUR DEEP LOCAL ROOTS IN EVERY MARKET WHERE WE OPERATE. THE DIVERSITY OF OUR EMPLOYEES ENABLES US TO BETTER UNDERSTAND OUR CUSTOMERS, WHILE THE BREADTH OF OUR PRODUCT OFFERINGS ALLOWS US TO SERVE THEM BETTER.

AFRICAN-AMERICAN CUSTOMERS

In 2001, Citigroup continued its long-standing outreach and marketing to African-American communities across the U.S. In the spring, Citigroup was a lead sponsor of the Urban Financial Services Coalition Conference. Marge Magner, Senior Executive Vice President and Chief Administrative Officer of our Consumer Group, was a keynote speaker, and our executives led workshops on banking, insurance, brokerage and client service. Citigroup is a founding member of the 3,000-member organization, which, among other initiatives, marshals resources to improve the economic development of under-served communities in the U.S.

In March, Salomon Smith Barney built on the success of past investor education forums by hosting its popular *Financial Empowerment: Acquiring, Building & Preserving Wealth* program in Washington, D.C. The forum offers greater access to sophisticated financial information in the African-American community.

FOR OUR CUSTOMERS, WE ARE
A PROVIDER OF CHOICE

“Citigroup is a leader in providing custom-designed services and financial products for women.”

ASIAN-AMERICAN CUSTOMERS

As part of our continued commitment to the Asian-American community, Citibank Financial Centers celebrated the Lunar New Year Festival during the months of January through April. Citibank’s Asian-American clients were offered programs and services uniquely designed and created for their needs. For example, Citibank’s popular *IRA and Your Retirement* seminar was presented in Chinese for our Chinese-American customers at 16 Financial Centers in the U.S.

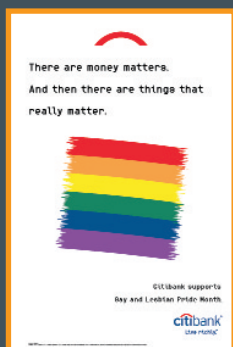
Citibank makes a host of services available to the Asian-American community 24 hours a day, seven days a week. Citibank ATMs in Asian-American neighborhoods are designed to offer full functionality in Asian languages appropriate for the community. Customer service is also available in virtually any Asian lan-

guage by phone and at all U.S. Citibank Financial Centers either through in-branch bank personnel or translation service providers.

CUSTOMERS WITH DISABILITIES

Citigroup is committed to helping people overcome challenges and achieve their full potential. In May, Citibank unveiled a plan to install talking ATMs in Citibank Financial Centers and ATM Centers throughout the U.S. The ATM text-to-speech technology delivers audible information privately through an earphone so those who are blind or have difficulty reading ATM screens can independently use the machines. Initially, ten such machines were installed at locations in New York and California.

We recognize the power of the diverse markets we serve...



Gay and Lesbian Pride Month poster. Citibank



African-American advertisement. Salomon Smith Barney



Hispanic advertisement. Travelers Property Casualty

In 2001, Citigroup received the American Foundation for the Blind's Helen Keller Achievement Award in Accessibility for the talking ATM initiative and for our effort to make online banking accessible to people who are blind or visually impaired.

GAY AND LESBIAN CUSTOMERS

In addition to sponsoring Pride events in locations across the U.S., Citigroup participated in the Gay and Lesbian Expo at the Javits Center in New York and at the Bill Graham Civic Auditorium in San Francisco. These expos attracted more than 25,000 attendees.

Eight Financial Centers represented Citibank at these events, promoting money products and services that Citibank offers. Citibank's popular Rainbow bags were in huge demand. The bags were also made available

at the 2001 Liberty Tennis Open and The Center's Garden Party in New York City.

HISPANIC CUSTOMERS

With a presence in Latin America that dates back to 1904, and on the heels of our \$12.5 billion acquisition of Banamex—which we believe is the largest investment in Mexico's history—Citigroup also stands prepared to serve the needs of the Hispanic community in the U.S. In 2001, we sponsored the annual convention of the U.S. Hispanic Chamber of Commerce, at which Citigroup's Robert Rubin, Director, Member, Office of the Chairman, was a keynote speaker. In October, Citibanking North America sponsored Hispanic Heritage Month programs in 105 Financial Centers across the U.S., offering products and services such as Citipro®, our

unique banking financial-needs analysis program, Citibank Online demonstrations and home-buying seminars.

Throughout 2001, Salomon Smith Barney held a series of financial seminars—*The Art of Building & Preserving Your Assets*—targeted to Hispanic investors. These seminars were held in Dallas, Chicago, Los Angeles and Washington, D.C., among other cities, and addressed increasing access to the financial markets and uncovering investment opportunities in challenging economic environments.

and we strive to meet the needs of each.



Talking ATM machine. Citibank



Chinese language IRA brochure. Citibank



Financial Information Wheel. Women and Company



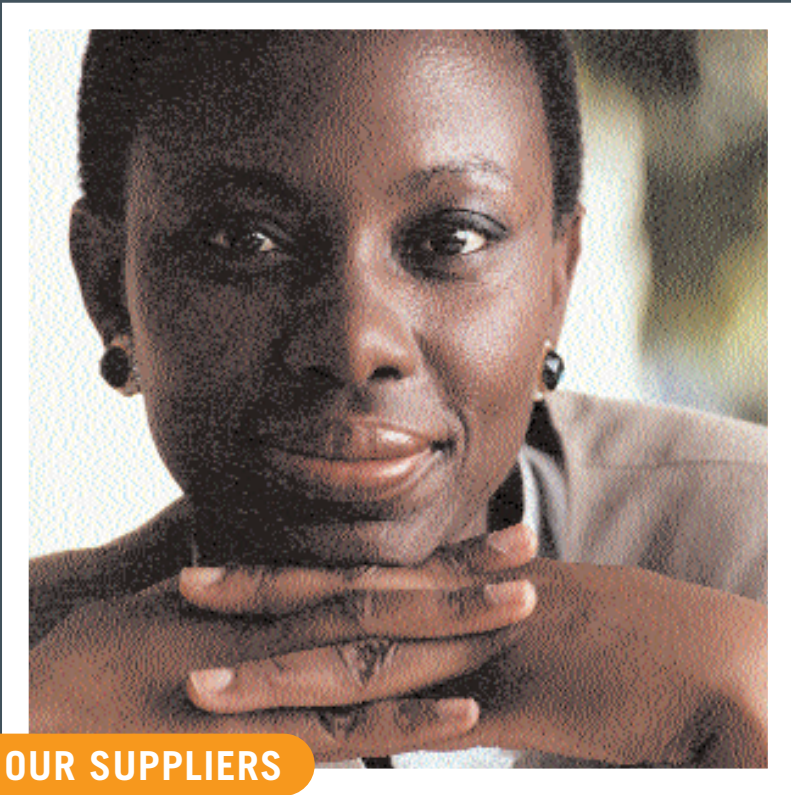
HONORING BLACK HISTORY

Citigroup sponsored Black History Month programs at 420 Citibank Financial Centers across the U.S. In the spring, we hosted “The Long Walk to Freedom” in New York, an exhibit of 200 historical and archival photographs, contemporary portraits, and prose and poetry on the Civil Rights Movement. This inter-generational exhibit cast a spotlight on 16 heroes and heroines from diverse racial and economic backgrounds.

FEMALE CUSTOMERS

Citigroup is a leader in providing custom-designed services and financial products for women. In fact, we created Women and Company—a business division within Citigroup that features a robust annual financial membership—to do just that. In November, Women and Company launched a marketing campaign at selected Citibank Financial Centers in New York City. More than 16,000 “Information Wheels” with financial facts were handed out during the two-week campaign. In addition, Women and Company sent e-mails via a popular local Web site with more than 75,000 female subscribers. The campaign fostered the goal of Women and Company, that is, to educate women about their finances and encourage them to take a more active role in managing them.

Our Women in Primerica program promotes awareness of the women’s market and the exciting opportunities it offers. The program provides the Primerica sales force with resources to serve the women’s market and, at the same time, has attracted an increasing number of women into the financial services industry. For example, when the program was launched five years ago, women comprised 20 percent of all new Primerica representatives. In 2001, 45 percent of new representatives were women.



OUR SUPPLIERS

BUSINESS PARTNER OF CHOICE

CITIGROUP WORKS TO CREATE MUTUALLY BENEFICIAL BUSINESS RELATIONSHIPS WITH MINORITY-, WOMEN- AND LOCALLY-OWNED BUSINESSES. WE RECOGNIZE THAT WORKING WITH A WIDE RANGE OF PROFESSIONALS, SUPPLIERS AND CONSULTANTS STRENGTHENS THE COMMUNITIES WE SERVE AND CREATES VALUE FOR OUR SHAREHOLDERS.

OVERVIEW OF CITIGROUP'S SUPPLIER DIVERSITY PROGRAM

Citigroup awarded \$440 million in business to minority- and women-owned firms in 2001—more than double our Supplier Diversity Program (SDP) spending in 2000. Citigroup also expanded the SDP to encompass all our businesses and made it more accessible by launching a Web site: www.citigroup.com/citigroup/corporate/supplier_diversity/.

Citigroup is committed to working with minority and women entrepreneurs and recognizes the important role these business owners play in our communities. We assist minority and women entrepreneurs in their growth and development and enable them to meet key Citigroup leaders.

FOR OUR SUPPLIERS, WE AIM TO BE
THE BUSINESS PARTNER OF CHOICE



NATIONAL MINORITY BUSINESS COUNCIL

Citigroup received the National Minority Business Council's (NMBC) Chairman's Award for 2001. NMBC was founded in 1972 as a not-for-profit organization dedicated to helping develop small-, minority-, and women-owned businesses. It provides business assistance, educational opportunities, purchasing exchanges, mentoring and access to capital for entrepreneurs. Citigroup has been a corporate partner with NMBC for more than 15 years.

In addition, the SDP has expanded the roles of minority- and women-owned business enterprises (M/WBE) beyond the traditional procurement areas into professional and technical services such as legal, marketing, accounting and investment advice. Bidding is competitive and based upon the firm's management expertise, operational capabilities and track record. In addition to our direct purchasing from M/WBEs, we encourage our prime suppliers to develop and use M/WBEs as subcontractors.

ASSISTING FIRMS IN THE EXTERNAL MARKETPLACE

Citigroup's policies and programs give rise to new opportunities for minority- and women-owned firms in the external marketplace. In 2001, for example, Salomon Smith Barney (SSB) invited minority-owned firms to place stock for Kraft's historic \$8.7 billion initial public offering, an underwriting co-led by SSB. Some five million shares were distributed through three minority-owned firms.

In 2001, Citigroup announced its intention to spin off its Travelers Property Casualty (TPC) business unit. The \$4.1 billion TPC initial public offering (IPO) was the largest ever for a U.S. insurer and also set a new precedent for diversity. There were four minority co-managers selected for the IPO [and simultaneous convertible offering]—a first for any company in the U.S. Additionally, 21 women- and minority-owned broker-dealers participated in the underwriting syndicate. These levels of participation affirm Citigroup's commitment to leadership in supplier diversity.

This support is part of a growing trend at Citigroup. Between 1997 and 2001, minority- and/or women-owned firms participated in 354 municipal underwriting syndicates in which Citigroup was a senior manager. During the same period, Citigroup's Center for Community Development Enterprise (CCDE) established a strong record of investment in alternative funds that help to capitalize minority- and women-owned businesses, investing more than \$59 million. In addition, Citigroup helped create and raise a total of \$92 million for the Black Enterprise/Greenwich Street Corporate Growth Fund. To date, nearly half the capital has been invested. The fund was created in order to help finance the growth of established minority-owned or managed businesses.



OUR COMMUNITIES

NEIGHBOR OF CHOICE

CITIGROUP BELIEVES IT HAS A RESPONSIBILITY TO MAKE A DIFFERENCE IN THE NEIGHBORHOODS IN WHICH WE WORK AND LIVE AROUND THE WORLD. WE REACH OUT TO AND FORM PARTNERSHIPS WITH NONPROFIT ORGANIZATIONS, CIVIC GROUPS, EDUCATIONAL INSTITUTIONS AND LOCAL GOVERNMENTS REPRESENTING THE DIVERSE NATURE OF THESE COMMUNITIES; AND WE STRIVE TO MAKE EACH COMMUNITY A BETTER PLACE BECAUSE WE ARE THERE.

COMMUNITY LENDING AND INVESTING

Citigroup continues to make significant progress in meeting its historic ten-year, \$115 billion commitment to low- and moderate-income (LMI) communities in the U.S., a commitment made during the 1998 merger that formed our company. Between 1997 and 2001, we increased our lending and investing in LMI communities by nearly 140 percent, from \$8.5 billion to \$21 billion.

Citigroup also recorded growth of 250 percent in mortgages, small business and community development lending, from \$3.4 billion in 1997 to \$12 billion in 2001. Moreover, we continued to leverage our partnerships to extend our reach to thousands of LMI and minority families, new immigrants, and underserved households across the U.S.

FOR OUR COMMUNITIES, WE ASPIRE
TO BE THE NEIGHBOR OF CHOICE



CITIGROUP VOLUNTEERS IN MALAYSIA

Using 450 liters of paint, 10 truckloads of topsoil, 6 loads of grass and 118 pairs of hands, Citigroup employee volunteers gave a facelift to the Society for the Rehabilitation of the Disabled Center in Kuala Lumpur. The effort was one of many Citigroup community projects in Malaysia. Other projects include a rural Internet school program and support for microcredit initiatives.

In 2001, Citigroup continued its hands-on involvement with Habitat for Humanity International (HFHI), of which Bob Willumstad, President of Citigroup, and Chairman and CEO of our Consumer Group, is a Board Member. In addition to \$3.3 million in grants to HFHI and its affiliates around the world and 64,000 volunteer hours logged by our employees in 2001, Citigroup's CCDE has invested and purchased a total of \$9.4 million in Habitat mortgages.

FINANCIAL EDUCATION

MORE THAN \$8.2 MILLION OF GRANTS IN 2001 • Over the years, Citigroup has worked with organizations around the world to help hundreds of thousands of high school students better understand financial markets and their own finances. The best example is our partnership with the National Academy Foundation (NAF).

In 2001, the Citigroup Foundation contributed more than \$2.2 million to support NAF and local academies of Finance. More than 17,000 high school students attend these academies, a NAF program founded and chaired by Citigroup Chairman and CEO Sandy Weill. The program is now expanding overseas, with the first international Academy of Finance opening in the United Kingdom in 2002.

As one of the founders of the Rainbow/PUSH Coalition's Wall Street Project, Citigroup supports the project's financial education efforts as well as its work to improve hiring and promotion practices, name more minorities to corporate boards, award more business to minority companies, and increase the amount of business minority firms do with each other. In 2001, the Citigroup Foundation made a \$500,000 grant to Rainbow/PUSH for operating support. In early 2002, Victor Menezes, Chairman and CEO, Citibank, N.A., and head of our Emerging Markets business, was the keynote speaker at the Wall Street Project's International Luncheon, where he spoke about the competitive advantage diversity provides in a global economy.

EDUCATING THE NEXT GENERATION

MORE THAN \$19.7 MILLION OF GRANTS IN 2001 • Since 1989, Salomon Smith Barney and New York City's Paul Robeson High School have maintained an innovative business-education partnership that supports Robeson's academic programs. Today, the program provides a wide range of academic, social and cultural initiatives that encourage employee volunteerism and help improve

the lives of Robeson students. A few of the program's extraordinary partnership alumni have become full-time employees of the firm in various businesses, including Investment Banking, Fixed Income, Asset Management, Technology and Human Resources.

In 2001, the Citigroup Foundation contributed more than \$1.7 million to support college scholarships and programs such as the Indian School of Business, the Consortium for Graduate Study in Management, The United Negro College Fund (UNCF), The Hispanic Scholarship Fund and the Citigroup Academy of Finance Scholarship Program. In addition, the Foundation committed \$1 million to UNCF's Technology Enhancement Capital Campaign to improve the technology infrastructure at the UNCF's 39 member colleges and universities.

BUILDING COMMUNITIES AND ENTREPRENEURS

MORE THAN \$25.2 MILLION OF GRANTS

IN 2001 • In 2001, the first building in a collaborative \$11 million neighborhood revitalization effort opened its doors with the placement of a ceremonial welcome mat on the doorstep of 28 Mortson Street in Hartford, Connecticut. The event, which was sponsored by Travelers and other Citigroup entities along with members of Mortson/Putnam

Heights Ventures, LLC, showcased our combined efforts to revitalize two blocks of low-income inner-city housing. With an overall development budget of \$11.2 million, the project will rehabilitate blighted buildings and increase homeownership on Mortson Street and Putnam Heights.

In September, Citigroup's CCDE provided a \$403,000 mortgage loan to the SRO Housing Corporation, a nonprofit housing development organization. The financing will be used to create affordable housing for homeless veterans at the Southern Hotel in downtown Los Angeles.

In Australia, the Citigroup Foundation has formed an alliance with the Australian Indigenous Leadership Centre to provide leadership training to 125 indigenous individuals. The program aims to improve financial management skills and corporate governance in community enterprises, and create an alumni network of indigenous leaders and mentors in business, government and community affairs.

The Citigroup Private Bank was a Platinum sponsor for the 2001 Harvard Business School African-American Association Conference held in New York City. The conference is held annually in cities

throughout the United States, and enables African-American alumni of Harvard Business School to reconnect and discuss relevant business topics. The Private Bank's sponsorship included providing panelists and speakers for investment seminars throughout the weekend. The keynote speaker for the opening reception in October 2001, in New York City, was Tom Jones, Chairman and CEO, Global Investment Management & Private Banking Group, Chairman and CEO, Citigroup Asset Management. Mr. Jones addressed topics such as managing wealth in volatile times.

The Citigroup Private Bank formed a "secondary partnership" for the evening with the Studio Museum in Harlem to add a specific expertise in African-American art to our overall Private Bank expertise in Art Advisory. In addition, the Citigroup Private Bank contributed to the Museum's spring benefit exhibition, which showcased 28 emerging contemporary African-American artists whose work focuses on issues such as identity, culture and aesthetics. This exhibition has received worldwide attention and traveled to the Santa Monica Museum of Art in California.

CITIGROUP WORKFORCE INFORMATION REPORT

JOB CATEGORIES	NUMBER OF EMPLOYEES										
	OVERALL	MALE					FEMALE				
		White (Not of Hispanic Origin)	Black (Not of Hispanic Origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	White (Not of Hispanic Origin)	Black (Not of Hispanic Origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
Officials & Managers	22,933	11,319	717	664	585	32	7,785	887	541	386	17
Professionals	35,433	13,881	1,250	1,073	2,098	60	12,239	2,151	1,162	1,459	60
Technicians	5,248	1,809	211	148	143	7	2,302	273	109	238	8
Sales Workers	18,908	12,415	454	523	455	29	3,703	423	486	395	25
Office and Clerical	63,675	8,996	2,719	2,182	847	82	31,746	9,044	5,854	1,898	307
Craft Workers	115	68	17	6	1	0	14	8	1	0	0
Operatives	908	193	218	123	70	6	113	87	48	45	5
Laborers	48	9	25	6	2	1	1	2	2	0	0
Service Workers	267	67	56	62	10	1	34	14	23	0	0
Total	147,535	48,757	5,667	4,787	4,211	218	57,937	12,889	8,226	4,421	422

Citigroup Inc. and its subsidiaries (Citigroup) offer Equal Employment Opportunity (EEO) to everyone—regardless of race, religion, color, sex, national origin, age, disability, Vietnam-era and other covered veteran status, citizenship, marital status or sexual orientation. Citigroup's EEO policies apply to all employment practices, including recruiting, hiring, promoting, and training. Citigroup's commitment to EEO includes the development and implementation of Affirmative Action programs modeled after federal, state and local employment laws and regulations. Executives and department managers are responsible for making good faith efforts to achieve Affirmative Action goals. The primary responsibility for developing and monitoring each program is assigned to a senior human resources officer, and progress on Affirmative Action efforts is regularly reviewed with senior management.

AWARDS

2001 DIVERSITY AWARDS & RECOGNITIONS

- **“MOST ADMIRED COMPANIES IN AMERICA”**
Fortune magazine, Citigroup named to top 10
- **“100 BEST COMPANIES FOR WORKING MOTHERS”**
Working Mother magazine, Citigroup named to top 10
- **LATINASTyle 50—“BEST COMPANIES FOR LATINAS TO WORK FOR IN THE U.S.”**
LATINASTyle magazine, Citigroup named Company of the Year
- **gfn.com™ 50—“THE MOST POWERFUL & GAY-FRIENDLY PUBLIC COMPANIES IN CORPORATE AMERICA”**
gfn.com™ (The Gay Financial Network), Citigroup named to top 10
- **HELEN KELLER ACHIEVEMENT AWARD IN ACCESSIBILITY**
American Foundation for the Blind
- **CHAIRMAN’S AWARD**
National Minority Business Council
- **“50 MOST POWERFUL WOMEN IN BUSINESS”**
Fortune magazine, Marge Wagner, Senior Executive Vice President and Chief Administrative Officer, Consumer Group
- **HARLEM YMCA SALUTE TO BLACK ACHIEVERS IN INDUSTRY**
Citigroup’s Christopher Clipper, Patricia David and Joanne Scroggins were honored by the Harlem YMCA as Black Achievers in Industry
- **YWCA WOMEN ACHIEVERS**
Citigroup’s Stephanie Mudick, Ann Goodbody and Lourdes Perez-Berkeley were inducted into the YWCA of the City of New York’s Academy of Women Achievers
- **“TOP 100 COMPANIES PROVIDING THE MOST OPPORTUNITIES TO HISPANICS”**
HISPANIC magazine
- **NATIONAL HISPANIC CORPORATE ACHIEVERS**
Citigroup’s Ana Duarte McCarthy, Director of Global Diversity
- **“100 BEST COMPANIES TO WORK FOR”**
Guia Exame (Brazil)



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