



Our Commitment to Preventing Harassment in Recruiting Activities

To Job Applicants and Candidates

Citigroup companies in Japan ("Citi") are committed to preventing harassment in all aspects of the recruiting process, including recruiting activities, internships, OB/OG visits, company information sessions, and other recruitment-related events, so that applicants and job seekers can participate in recruiting activities and selection processes with peace of mind.

■ Basic Policy

Citi strictly prohibits any form of harassment against applicants and job seekers by all employees involved in recruiting activities, including hiring managers, interviewers, recruiters, and employees participating in OB/OG visits.

If any act of harassment is identified, Citi will take appropriate action in accordance with its work rules and internal regulations.

■ Examples of Prohibited Conduct

The following conduct may constitute harassment and will not be tolerated by Citi;

Sexual Harassment (Job-Hunting Sexual Harassment)

- Requesting that an applicant provide personal social media account information or private contact details
- Persistently inviting an applicant to meals, dates, or private meetings
- Asking personal questions unrelated to recruitment, such as whether the applicant has a romantic partner or plans to marry or have children
- Making inappropriate comments regarding an applicant's appearance, body shape, or clothing
- Engaging in physical contact without a legitimate reason
- Making statements or suggestions that improperly imply favorable or unfavorable treatment in the recruiting process

Power Harassment

- Intimidating or overbearing behavior, or remarks that deny or demean an individual's character
- Conduct that places excessive psychological pressure on an applicant, including unduly aggressive interviews

- Inquiries into personal beliefs, ideology, family background, or other matters unrelated to recruitment
 - Placing undue time pressure on applicants to accept a job offer
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■ Rules Governing Recruiting Activities

To ensure fair and appropriate recruiting activities, Citi has established the following rules for all employees involved in recruiting activities and provides training on the prevention of job-hunting harassment.

- Employees are prohibited from exchanging private contact information or personal social media accounts with applicants (including exchanging LINE accounts).
 - Power harassment, sexual harassment, and comments or questions that may lead to discrimination are prohibited.
 - Citi has established rules regarding the timing, location, format, and transportation arrangements for lunches, coffee chats, dinners, and other recruiting-related meetings, including rules that participants should return home separately after such events.
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■ Consultation Contact

If you experience inappropriate conduct by a Citi employee during the recruiting process, or if you become concerned about any conduct during recruiting activities, please feel free to contact the consultation contact below.

Recruiting Harassment Consultation Contact

Citigroup Human Resources

Campus Recruiting : campus.recruitjp@citi.com

Midcareer Recruiting : midcareer.recruitjp@citi.com

- The information you provide will be handled confidentially and your privacy will be protected.
 - Submitting a consultation will not result in any disadvantage in the recruitment or selection process.
 - Anonymous consultations are accepted.
 - We will promptly confirm the facts and respond appropriately.
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■ Applicable Law

These measures are implemented in accordance with the amended Equal Employment Opportunity Act of Japan, which takes effect on October 1, 2026, and requires employers to take measures to prevent sexual harassment against job applicants.
