

About this Benefits Handbook

This Benefits Handbook, available at handbook.citibenefits.com, serves as the Plan document *and* Summary Plan Description (SPD) for health and insurance benefits for specified U.S. employees of Citigroup Inc. (“Citigroup” or “Citi”) and its participating companies (collectively, the “Company”), effective January 1, 2020. An SPD is a legally required document that provides a comprehensive description of benefits plans and their provisions. Citi reserves the right to change or discontinue, at any time, any or all of the benefits coverage or programs described here. The benefits (the “Citigroup Health and Insurance Plans”; or collectively, the “Plans”; and individually, a “Plan”) described in this Benefits Handbook are:

- > Citigroup Health Benefit Plan:
 - Aetna ChoicePlan 500;
 - Aetna High Deductible Health Plan (including the Health Savings Account [HSA]);
 - Anthem BlueCross BlueShield ChoicePlan 500;
 - Anthem BlueCross BlueShield High Deductible Health Plan (including the HSA);
 - Fully insured health maintenance organizations (HMOs);
 - Citigroup Prescription Drug Program administered by CVS Caremark; and
 - On-site medical clinics;
- > Citigroup Dental Benefit Plan:
 - Cigna Dental HMO; and
 - MetLife Preferred Dentist Program (PDP);
- > Citigroup Vision Benefit Plan;
- > Citigroup Wellness Benefits;
- > Citigroup Be Well Program;
- > Citigroup Disability Plan;
- > Citigroup Spending Accounts Plan:
 - Health Care Spending Account (HCSA);
 - Limited Purpose Health Care Spending Account (LPSA);
 - Dependent Day Care Spending Account (DCSA); and
 - Transportation Reimbursement Incentive Program (TRIP);
- > Citigroup Life Insurance Benefits Plan:
 - Basic Life insurance;
 - Basic Accidental Death and Dismemberment (AD&D) insurance;
 - Group Universal Life (GUL) insurance; and
 - Supplemental AD&D insurance;
- > Citigroup Business Travel Accident/Medical Insurance Plan, and
- > Citigroup Legal Benefits Plan (MetLaw).

Medicare Eligible?

If you and/or your dependents are enrolled in Medicare or will become eligible for Medicare in the next 12 months, a federal law gives you more choices for your prescription drug coverage. See the *Administrative information* section for details.

This Benefits Handbook is intended to comply with the requirements of the Employee Retirement Income Security Act of 1974, as amended (ERISA), and other applicable laws and regulations. In addition, this Benefits Handbook is designed to comply with the requirements of a cafeteria plan under Section 125 of the Internal Revenue Code of 1986, as amended (the “Code”).

This Benefits Handbook has been written, to the extent possible, in nontechnical language to help you understand the basic terms and conditions of the health and insurance benefits plans described.

The Plans are subject to the provisions of ERISA, with the exception of DCSA and TRIP (under the Citigroup Spending Accounts Plan) and the health savings accounts (“HSAs”) (under the High Deductible Health Plan option of the Citigroup Health Benefit Plan). This Benefits Handbook serves as the Plan document and Summary Plan Description (SPD) for the Plans subject to ERISA and the Code, as applicable. To the extent applicable, the Plans will be interpreted and administered in accordance with ERISA, the Code and applicable regulations and laws.

The terms and conditions of these Plans may be further prescribed in insurance policies, the provisions of which, as may be amended from time to time, are hereby incorporated by reference.

If you do not have access to the Citi intranet or the Internet, you can request a copy of the Benefits Handbook at no cost to you by speaking with a Citi Benefits Center representative. Call the Citi Benefits Center via ConnectOne at **1 (800) 881-3938**. See the *For More Information* section for detailed instructions.

This Benefits Handbook provides no guarantee that you are eligible to participate in every benefit or program described. Each Plan may have its own eligibility requirements, so be sure to review individual eligibility requirements carefully. In addition, Citi in no way guarantees the payment of any benefit that may be due or becomes due to any person under the Plans.

Non-Assignment of Benefits

Plan participants cannot assign, sell, transfer, pledge, borrow against, or otherwise promise any benefit payable under the Plans described in this Benefits Handbook or the right to assert legal rights, including an administrative claim or lawsuit against any of the following: the Plans, the Plan Administrator, a Claims Administrator, or any Plan fiduciary, or the Company and any Participating Employers, or their officers, shareholders, or employees. For example, Plan participants may not assign their right to receive Plan benefits and legal rights relating to the Plans to any health care provider—such assignment is not permitted and is void. The Plan Administrator or Claims Administrator may make payment directly to the Plan participant or, at its discretion, make payment directly to a doctor, hospital, or other provider of care. When payment is made directly to a doctor, hospital or other provider of health care, such direct payments are solely at the discretion of the Plan Administrator or Claims Administrator—such payments do not create any enforceable assignment of benefits or the right to assert any legal rights or to bring any administrative claim or lawsuit by any doctor, hospital, or other provider of care against the Plans (or the Plan Administrator, Claims Administrator, or any Plan fiduciary, or the Company and Participating Employers, or officers, shareholders or employees thereof).

The Plans will, when required by law or applicable guidance, recognize an assignment of benefits to a state Medicaid program.

Tax Information

This Benefits Handbook includes summary information about the federal tax treatment of employee benefits. It does not address state or local tax consequences. The information provided here is general guidance only and may not be relied on as tax advice for any purpose. Citigroup Inc. and its affiliates are not in the business of providing personal tax or legal advice to its employees. The information in this document is not intended or written to be used — and cannot be used or relied on — by any taxpayer to avoid tax penalties.

For information on how applicable tax law may apply to your personal situation, consult your tax adviser.

No Right to Employment

Nothing in this document represents or is considered an employment contract, and neither the existence of the Plans nor any statements made by or on behalf of Citi shall be construed to create any promise or contractual right to employment or to the benefits of employment between Citi and any individual. Your employment is always on an at-will basis. Citi or you may terminate the employment relationship without notice at any time and for any reason.