



Press Release

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Japan

AIG Japan receives highest ranking on LGBT “Pride Index” for 3rd consecutive year

TOKYO, October 12, 2018— The AIG Japan group (AIG Japan) has earned its third consecutive “Gold” rating in the annual “work with Pride” (wwP) PRIDE Index.



From left: Toshihiro Yoshioka (LGBT & Allies Rainbow ERG) , Toru Shudo (Diversity & Inclusion Council Co-chairperson / AIG Japan Holdings Corporate Officer),

The PRIDE Index rates companies on their performance in five key categories: Policy, Representation, Inspiration, Development, and Engagement/Empowerment. The Gold rating reflects AIG Japan’s ongoing commitment to diversity and inclusion and the numerous activities and programs it has worked to implement, some of which are listed below.

- A clear Diversity & Inclusion policy with language related to the respect and acceptance of each individual, including sexual orientation, is included in the Code of Conduct, in the company’s annual Disclosure information and in other company publications.
- In 2016, AIG Japan established the “LGBT & Allies Rainbow Employee Resource Group” (LGBT & Allies ERG). The group was founded with 20 members, but now boasts more than 200 (including allies) and arranges a variety of events and activities.
- Information related to LGBT awareness and sensitivity is included in the training for new employees and managers.
- LGBT-related information is included in company news, posters, and mail magazines.
- Employee benefit programs at every AIG Japan group company extend to same-sex partners.
- The company’s intranet provides information specifically for LGBT employees (including employee benefits) and managers of departments that include LGBT employees.
- Along with AIG Japan’s “Diversity is Strength” marketing campaign, AIG Japan sponsors a variety of LGBT-related events annually.



FOR IMMEDIATE RELEASE

AIG Japan’s approach to Diversity and Inclusion (D&I) is both top-down and bottom-up. At the management level, AIG has a Diversity and Inclusion Council to ensure development of a robust and sustainable approach to D&I. On receiving the Gold PRIDE Index rating this year, Toru Shudo, Co-chair of the company’s Diversity & Inclusion Council and Corporate Officer of AIG Japan Holdings, said “Our 3rd consecutive Gold rating is a testament to everything we have accomplished since we began to proactively promote diversity-related initiatives in 2014. Our employees each bring different values and backgrounds to the table —LGBT, gender, culture, age, life stage, disabilities, working styles, etc. — and this diversity of experience not only adds to the growth of our business, but also helps us to offer new value to our customers.”

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