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Press Release

AIG Japan ends mandatory job relocation and launches its unique Work@Homebase system

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TOKYO, March 5, 2019—AIG Japan Holdings (AIG Japan) announced today that, from April 1, it will end the practice of mandatory job transfer relocations.

Ongoing work style reforms have prompted a variety of studies on employee relocations and, in response, AIG Japan conducted its own company-wide job transfer system review leading to the development of the Work@Homebase system. Under this new system, employees will now (in principle) be able to work without concern about relocation or assignments that take them away from their family.

Designed to offer more employees more choice, implementation of the system means that:

1. Employees will be able to select the region or prefecture in which they wish to work, and will only be transferred within that area*.
2. If an employee wishes to transfer to a different location due to a change in personal or family circumstances, it will be possible for them to change their desired transfer location using the company's internal recruitment system.
3. The traditional transfer system will still be available for employees who prefer it.

AIG Japan also promotes an “Own Your Career” initiative, which encourages each employee to think independently about their career path. As a company with a global footprint and roots outside Japan, promoting flexible working styles in line with global standards is a priority. “Since running our pilot program in Osaka last summer, more employees than we had expected have told us about ways in which giving them more choice has increased their motivation. I believe that full-scale adoption and the availability of true choice will energize our entire employee population,” said Kazunari Fukutomi, Corporate Officer, Human Resources, AIG General Insurance Co., Ltd., who worked as the team leader for this cross-group initiative. “I am proud of this important piece of work carried out by our HR team. Choice and flexibility are central to our vision of making this the best possible workplace for our employees.” said Robert L. Noddin, President and CEO of AIG Japan Holdings.

AIG Japan will continue working to create an environment that maximizes the capability of every employee in order to provide customers with even better products and services.

*All employees will be relocated to their desired areas by September 2021.

<About AIG>

American International Group, Inc. (AIG) is a leading global insurance organization. Building on 100 years of experience, today AIG member companies provide a wide range of property casualty insurance, life insurance, retirement products, and other financial services to customers in more than 80 countries and jurisdictions. These diverse offerings include products and services that help businesses and individuals protect their assets, manage risks and provide for retirement security. AIG common stock is listed on the New York Stock Exchange. In Japan, AIG companies such as AIG General Insurance Company, Ltd., American Home Assurance Company Ltd., JI Accident & Fire Insurance Co., Ltd., AIG Partners Co., Ltd. and Techmark Japan KK are providing their services.