



Press Release

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

AIG Japan Holdings
Kamiyacho MT Building, 3-20,
Toranomom 4-chome,
Minato-ku, Tokyo 105-0001
Japan

TOKYO, October 15, 2019— The AIG Japan group (AIG Japan) has earned its fourth consecutive "Gold" rating in the annual "work with Pride" (wwP) PRIDE Index.



From left: Kiminori Mizutani (President of AIG Japan’s LGBT & Allies Rainbow ERG), Naoki Nishida (Co-Chairperson of the Diversity & Inclusion Council / President and CEO of AIG Harmony)

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

- Diversity & Inclusion policies related to the respect and acceptance of diversity, including sexual orientation, are included in the Code of Conduct together with specific case studies in each of the AIG Japan group companies’ annual Disclosure information publications, corporate brochures and other company publications.
- Exhibition booths and participant organization by AIG Japan at Tokyo Rainbow Pride and other such local Pride events.
- Establishment and operation of the "LGBT & Allies Rainbow ERG (Employee Resource Group)" as a bottom-up, grassroots effort, and the "Diversity & Inclusion Council" as a top-down organization.
- Information related to LGBT awareness and sensitivity is included in training for new employees and managers.
- Employee benefit programs at every AIG Japan group company extended to same-sex partners.
- AIG Japan was key in sponsoring Japan's launch of the global "Dive In" festival, an international festival focused on diversity and inclusion in the insurance industry which is aimed at creating and fostering an environment that accepts and harnesses each person’s individuality and way of life.

AIG Japan’s approach to Diversity and Inclusion is both top-down and bottom-up. At the management level, AIG has a Diversity & Inclusion Council (D& I Council) to ensure development of a robust and sustainable approach to D&I. On receiving the Gold PRIDE Index rating this year, Naoki Nishida, Co-Chairperson of the Diversity & Inclusion Council and CEO of AIG Harmony, said, "At AIG we are very honored again this year to receive such recognition for our efforts to promote diversity and inclusion. We live in a world of people with diverse backgrounds, diverse life experiences, and diverse values; and, whether it is age, gender, birthplace, sexual orientation, ability or disability, our acceptance of such diversity not only adds to the growth of our business but also helps us to offer new value to our customers. For the LGBT community, we will continue our efforts to raise awareness and inclusion,



FOR IMMEDIATE RELEASE

focusing on participation in Rainbow Pride events around the country." Kiminori Mizutani, President of AIG Japan's LGBT & Allies Rainbow ERG, which leads the company's grassroots LGBT initiatives, said, "We are truly honored to be recognized again this year. As a proud member of the LGBT community, I will continue to champion our initiatives with the aim of creating a work environment that truly embraces our LGBT colleagues and values who they each are as individuals amongst the diverse range of people within the company."

<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 solutions, 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.