



FOR IMMEDIATE RELEASE

## Press Release

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### AIG Japan receives highest “gold” ranking on LGBTQ “Pride Index” for fifth consecutive year

**TOKYO, November 11, 2020**— The AIG Japan group (AIG Japan) has earned its fifth consecutive "Gold" rating in the annual "work with Pride" (wwP) PRIDE Index.



The PRIDE Index rates companies on their performance in five key categories: Policy, Representation, Inspiration, Development, and Engagement/Empowerment.

To date, AIG Japan has conducted a wide range of activities and initiatives, including the establishment of policies for promoting diversity and inclusion that accept and respect diversity, including sexual orientation, enshrined in the employee Code of Conduct, which have also been announced outside of the company; participation in and support for pride parades in locations across Japan; operation of a bottom-up, grassroots employee networking group and a top-down D&I Council based around senior management; inclusion of information and announcement of policies related to LGBTQ+\* awareness and sensitivity in recruiting and internal training sessions; and the addition of employee benefits extended to same-sex partners. Additional new initiatives, outlined below, were also positively received and enabled AIG Japan to receive the Gold ranking again this year.

- Each October, AIG holds several “Diversity & Inclusion Month” internal events, and, in 2019, the CEOs of AIG, Inc. and AIG Japan held a culture session in which they discussed the importance of diversity & inclusion.
- The "LGBTQ+ & Allies Rainbow ERG" internal employee resource group distributed monthly newsletters to employees. It also used an online meeting system to conduct events for employees and to read story books to children as one of many volunteer activities.

Toru Shudo, Director at AIG Japan Holdings and Co-Chairperson of AIG Japan’s Diversity & Inclusion Council, which ensures development of a robust and sustainable approach to D&I, said of this year’s PRIDE Index rating, “We are very honored to have received such recognition five years in a row for our efforts to promote diversity and inclusion at AIG. AIG considers diversity, including the LGBTQ+, to be an important for our employees and our business activities. Inclusively and positively accepting that everyone is different — and working together with our belief that diversity is strength — helps us to create a safe and more innovative workplace where everyone is warmly included. By driving our diversity forward, we can better understand our clients and continue to provide them with optimal solutions.”



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Naoki Nishida, AIG Harmony CEO and fellow Co-Chairperson of the Diversity & Inclusion Council said, “Incorporating diversity is about leveraging the individuality of each person. Accepting and respecting not just LGBTQ+ colleagues, but all aspects of individuality and diversity too, engenders true teamwork in an environment where everyone can excel. I am very pleased that AIG Japan’s commitment to diversity and inclusion has again been recognized in this way.”

As part of the global AIG organization, AIG Japan will continue to respect the diversity of both customers and employees in order to better support the risk management of a wide variety of customers.

\*AIG Japan is advancing initiatives under the LGBTQ+ label, which better reflects a fuller range of sexual identity and gender expression.

<About AIG>

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