

April 23, 2019

~Promoting Diversity & Inclusion and Sustainable Business Growth~

## **MS&AD Joins “30% Club Japan”**

MS&AD Insurance Group Holdings, Inc. (President & CEO: Yasuyoshi Karasawa; the “Company”) has become a member of the 30% Club Japan (the “Club”) which will be launched on May 1, 2019.

In line with the Club’s Vision, the Company considers gender diversity to be an urgent business issue that companies must address, and is working to foster female executives within the Group.

The MS&AD Insurance Group believes that providing all employees with opportunities to grow and develop through their work will improve corporate competitiveness. Under our medium-term management plan “Vision 2021,” we have positioned the creation of management platforms that enable employees to play active roles as one of our priority initiatives. As a source of the Group’s comprehensive strengths, we are promoting diversity and inclusion (D&I) initiatives, including the establishment of key performance indicators (KPI) for D&I as numerical management targets. Last year, we appointed an Executive Officer in charge of D&I to further strengthen our group-wide D&I promotion systems.

The MS&AD Insurance Group will continue to mobilize the capabilities of each and every employee with diverse values to promote the group management that responds to changes in the global environment.

### 1. About the Club

#### (1) What is the 30% Club?

Established in 2010 in the United Kingdom, the 30% Club is a global campaign to increase the proportion of women on the board of directors and has expanded to 14 countries and regions, including Japan. 30% is defined as the minimum percentage of personnel (critical mass) that can influence decision-making.



#### (2) Club’s Vision

Sound gender balance in the decision-making bodies of companies, such as the Board of Directors, is expected to contribute to the promotion of sustainable growth and improvement of international competitiveness in addition to strengthening corporate governance. Accordingly, this platform, in which companies, institutional investors, governments, media organizations and universities collaborate, effectively realizes diversity in Japanese companies by intensively implementing various initiatives and holding events.

#### (3) Club’s Targets

Based on the fact that women accounted for 3.7% of all listed companies in Japan and 6.5% of TOPIX 100\* directors in 2017, we have set the following targets.

- ① 10% of female directors in TOPIX 100 by 2020
- ② 30% of female directors in TOPIX 100 by 2030

(\* ) A stock index consisting of 100 large-cap stocks with high market capitalization and liquidity that are listed on the First Section of the Tokyo Stock Exchange

★[30% Club Japan - Website \(Japanese\)](#)

## 2. MS&AD's Initiatives

- (1) The Company will set a goal of at least 30% with a deadline for the proportion of female members in the Board of Directors. (As of April 1, 2019, 4 out of 16 members (25%) are women.)
- (2) In the Group's leadership training programs and mentor systems for female managers, we will utilize the framework of the Club which has international track records.

<Reference> [MS&AD's D&I Promotion Report 2018 \(Japanese only\)](#)

### **MS&AD Insurance Group Holdings, Inc.**

MS&AD Insurance Group Holdings, Inc. is a leading global insurance organization, engaging in the management of its group companies which are Mitsui Sumitomo Insurance Co., Ltd., Aioi Nissay Dowa Insurance Co., Ltd. and others. Our mission is to contribute to the development of a vibrant society and help secure a sound future for the planet. MS&AD Insurance Group enables safety and peace of mind through the world-leading insurance and financial services business to customers in 47 countries and jurisdictions. For a sustainable and resilient society, MS&AD Insurance Group commits to build on creating shared value with stakeholders.

We align our initiatives with the United Nations' SDGs (Sustainable Development Goals), utilizing various resources within the Group to help solve global issues such as climate change and preservation of biodiversity. [www.ms-ad-hd.com](http://www.ms-ad-hd.com)