2022 Diverse Representation Data

Diversity Reporting Section of AIG's 2022 Environmental, Social and Governance (ESG) Report

Diverse Representation and Reporting

By listening to and learning from our stakeholders, AIG has made great progress on our DEI journey—and we know there is more work to be done. We continue to take important steps while also helping to promote DEI in the broader insurance industry and beyond.

AIG strives to be a diverse organization. As of May 2023, our Board of Directors is 70% diverse with gender parity, and our Executive Leadership Team is 45% diverse.

AIG has an established track-record of increasing transparency with regards to our workforce diversity. We have been reporting on our U.S. workforce composition since 2018 in our EEO-1 report, which is publicly available on our website.

70%
of the Board of Directors is diverse[23]

45%
of the Executive Leadership Team is diverse[23]

23. As of May 2023.

Diversity Reporting Section of AIG's 2022 Environmental, Social and Governance (ESG) Report

Welcome | Our Strategy | Our Governance | Our Clients | Our Environment | **Our Colleagues** | Appendices

Talent | **Diversity, Equity and Inclusion** | Human Rights | Pay Equity | Well-being | Citizenship

Diversity Metrics

Graph 2. Global Workforce Gender Representation

(% female by fiscal year) ● Male ● Female

In 2022, our **global female representation improved by 1.6 percentage points across Executive and Senior Management roles** and 0.4 percentage points across Middle Management roles.

	GLOBAL WORKFORCE	EXECUTIVE & SENIOR MANAGEMENT	MIDDLE MANAGEMENT	ALL OTHER EMPLOYEES
2022	53%	29%	39%	65%
2021	54%	28%	39%	66%

Graph 3. 2022 Global Headcount Activity by Gender Representation

(% female by fiscal year) ● Male ● Female

We continue to track gender data for new hires, promotions and terminations globally. We continue to hire and promote more female professionals, representing more than 50% of all hires and promotions in 2022.

	NEW HIRES	PROMOTIONS	VOLUNTARY TERMINATIONS
2022	52%	56%	54%

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Diversity Reporting Section of AIG's 2022 Environmental, Social and Governance (ESG) Report

Diversity Metrics (continued)

Graph 4. U.S. Workforce Ethnicity Representation

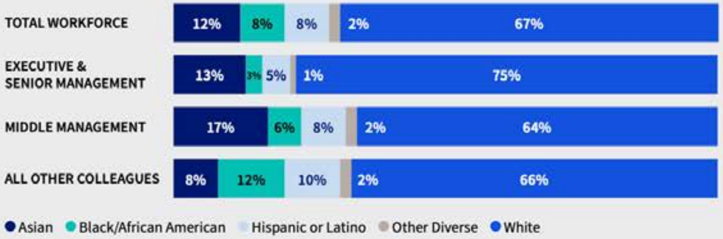
(% ethnically diverse by fiscal year)

We continue our path of improving minority representation among our organization. At the end of 2022, our U.S. workforce was 30.8% ethnically diverse, an increase of 0.5 percentage points from 2021. This was due to 40.0% of our new hires in 2022 being ethnically diverse.

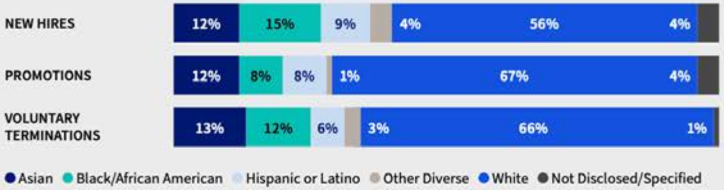
Graph 5. 2022 U.S. Headcount Activity by Ethnic Representation

(% ethnically diverse)

Graph 6. 2022 U.S. Workforce Ethnicity Distribution by Level



Graph 7. 2022 U.S. Headcount Activity by Ethnicity Distribution



AIG 2022 Consolidated U.S. Employer Information Report (EEO-1)

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	2	78	3	9	0	0	1	40	1	8	0	0	0	143
First/Mid-Level Officials and Managers	50	55	920	44	148	2	1	6	494	43	106	2	1	6	1,878
Professionals	163	199	1,689	116	384	11	1	31	1,316	215	294	6	5	28	4,458
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	7	8	111	3	4	0	0	1	91	5	10	0	0	2	242
Administrative Support Workers	51	184	300	61	33	2	1	9	897	284	108	6	1	45	1,982
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	272	448	3,098	227	578	15	3	48	2,838	548	526	14	7	81	8,703

WORKFORCE SNAPSHOT PERIOD: 10/3/2022 - 10/16/2022

Note: 2021 totals in AIG's previous EEO-1 report include employees of Corebridge Financial, Inc. (Corebridge), the holding company for AIG's Life and Retirement business, which became a separate, publicly traded company with its initial public offering in 2022. For 2021/2022 year-over-year analysis that excludes Corebridge from 2021 data, see page 4 of this presentation (page 49 of AIG's ESG Report).