



## 2021 Diverse Representation Data



# Diversity Reporting Section of AIG's 2021 Environmental, Social and Governance (ESG) Report

For the full Diversity, Equity and Inclusion section of the ESG Report, click [here](#)

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## Diversity Reporting

As AIG continues to improve diversity within our business, we also are continuously enhancing our reporting of this progress. In 2021, after several years of making a condensed version available, we committed to being even more transparent about our U.S. workforce composition by making our consolidated EEO-1 report publicly available on our company website, beginning with the 2019 and 2020 reports. AIG's latest EEO-1 reports can be found [here](#).

As shown in **Table 3**, at right, AIG made meaningful strides in gender representation across our global operations. From 2020 to 2021, our total global gender representation increased by 0.6 percentage points across all employee categories. 54.7% of our global workforce representation is female.

**Representation of all measured underrepresented minority groups – Asian, Black or African American and Hispanic or Latino – improved across the Executive and Senior Management level in the U.S.**

**54.7%** of our global workforce representation is female

	Executive & Sr. Management	Middle Management	All Other Employees	Total
Female	28.8% ▲ +0.6pp	40% ▲ +0.3pp	66% ▲ +1.7pp	55% ▲ +0.6pp
Male	72%	60%	34%	45%

More female professionals were hired and promoted, representing more than 50% of all hires and promotions in 2021 as shown in **Graph 6**.

**Graph 6— Global Headcount Activity**

Category	Female	Male
New Hires	53%	47%
Promotions	53%	47%

AIG also made great strides in improving minority representation among our colleagues. Representation of Asian, Black and Latino talent improved across the Executive and Senior Management levels in the U.S. by 2 percentage points.

**Graph 7— U.S. Employee Representation by Race/Ethnic Group**

Category	Asian	Black or African American	Hispanic or Latino	White	Other
Executive & Senior Management	16%	3%	4%	75%	2%
Middle Management	21%	7%	7%	63%	2%
All other	8%	16%	12%	61%	3%
Total	14%	11%	9%	63%	3%

We also began tracking ethnicity and gender data for new hires, promotions and terminations in the U.S. to allow us to develop deeper insights on representation in our organization.

**Graph 8— U.S. Employee Headcount Activity**

Category	Asian	Black or African American	Hispanic or Latino	White	Other
New Hires	12%	17%	10%	53%	8%
Promotions	19%	10%	10%	58%	3%
Voluntary Terminations	13%	15%	10%	59%	3%

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### AIG is successfully navigating the changing generational demographics of the insurance industry's workforce.

In 2021, AIG saw retirements of members of the Baby Boomer generation increase by 17%. At the same time, hires from members of Generation Z increased by 69%. As a sign of AIG's focus on diversity, 55% of these Gen Z hires were female and 47% were ethnically diverse.

### Diversity Benchmarking

AIG benchmarks our demographic data against external benchmarks. For example, for underrepresented minority groups in the U.S., we compare our results against most recently available EEO-1 Financial Services data.



### Supporting Global Gender Diversity

In the U.K., AIG piloted a returner's program to help experienced women transition back into the workplace after a career break.



# AIG 2021 EEO-1 Summary Chart

## EQUAL EMPLOYMENT OPPORTUNITY 2021 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT

CO=0198132  
U=0198132

### SECTION B — COMPANY IDENTIFICATION

1. American International Group, Inc. 2.a. American International Group, Inc.  
1271 Avenue of the Americas 1271 Avenue of the Americas  
New York, NY 10020 New York, NY 10020

### SECTION C — TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS=

### SECTION E — ESTABLISHMENT INFORMATION

NAICS: 524210 - Insurance Agencies  
and Brokerages

### SECTION D - EMPLOYMENT DATA

Job Categories	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals	
	Male	Female	Male						Female						
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native		Two or More Races
Exec/Sr. Officials & Mgrs	4	7	128	8	0	18	0	1	77	6	0	8	0	1	258
First/Mid Officials & Mgrs	82	84	1400	65	5	277	1	13	758	79	5	178	1	9	2957
Professionals	274	337	2298	205	15	775	2	41	2091	463	10	606	8	49	7174
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	117	84	1337	83	3	51	3	24	632	100	2	54	1	21	2512
Administrative Support	152	497	686	163	3	85	3	28	1849	690	9	180	8	76	4429
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 & 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
<b>Total</b>	<b>629</b>	<b>1009</b>	<b>5849</b>	<b>524</b>	<b>26</b>	<b>1206</b>	<b>9</b>	<b>107</b>	<b>5407</b>	<b>1338</b>	<b>26</b>	<b>1026</b>	<b>18</b>	<b>156</b>	<b>17330</b>
Previous Report Total	673	1054	6376	560	26	1322	12	107	5888	1422	27	1102	21	145	18735