

## **AIG's Commitment to Diversity & Inclusion**

The diversity of our people is one of AIG's greatest assets and it is something for which we are very proud. Through our people, we learn how to better understand our clients, increase innovation, and reduce risk. That is why, as part of our journey to build the AIG of the future, we continue our focus on fostering a culture of inclusion that is designed to attract, develop, and retain diverse talent.

AIG has embarked on a coordinated portfolio of Human Capital efforts aligned to our vision of being our clients' most valued insurer. These efforts encompass our Diversity & Inclusion initiatives, which include the active participation of 12,000 employees who have joined more than 96 employee resource groups (ERGs) around the world. The ERGs represent areas of focus that matter both to our employees and to our clients like gender equality, sexual orientation, race, disabilities, generational differences, military experience, and faith.

The Executive Leadership Team of AIG, as well as the Board, make diversity and inclusion a priority and are kept updated regularly on AIG's progress.

### **Our compensation decisions are rooted in our commitment to fairness**

AIG is committed to providing a workplace for employees that is built on principles of fairness and equity, without regard to gender, race, or ethnicity. AIG embarked on these efforts to help ensure that our employees are provided with the assistance and support they need to perform at their best and to be successful at AIG. Through global job grading, all employees at AIG are placed into specific job grades based on duties and responsibilities to ensure that our people are paid equitably. This structure creates consistency globally and helps employees know where they are and where they can go when it comes to compensation, performance management, and career development opportunities. AIG also periodically conducts external benchmarking studies of its grade and pay structure, as well as internal reviews.

We also believe in reviewing our pay practices for any potential unexplained differences by gender or race. To this end, AIG has internal processes and monitoring in place to assist the company in identifying and addressing any gender, or race, pay gap issue. We are confident in these processes to help prevent any statistically significant pay gap issue. Our commitment to pay equity and fairness is one that is shared by our senior leadership and the AIG Board.

Additionally, we recently piloted Unconscious Bias education for leaders intended to help ensure that human capital decisions relating to hiring decisions, pay adjustments, and promotions, are based on an employee's abilities and qualifications.

### **Our focus on development is strong**

AIG leadership is committed to continually enhancing the diversity of our workforce, especially at senior levels. We have implemented development forums for women around the world including a regular Global Women's Summit for 200 executive women, and Passport to Success forums for highly talented women below the executive level. Overall, more than 1,500 women, from individual contributor to executive, benefit from an AIG forum or Global Women's Summit.

We continue to focus on developing diverse talent through the Women's Executive Leadership Initiative and have introduced the Executive Men's Development Initiative, a similar program for men of color. These initiatives enable us to match participants with senior executives who serve

as their sponsors. In 2017, we plan to implement an Accelerated Leadership Development program specifically for women of color.

### **Our attention to diversity and inclusion is recognized**

As a sign that our efforts are resonating, AIG has been recognized globally for our work in the area of diversity and inclusion.

- Named to the 2016 *25 Noteworthy Companies for Diversity* list for the third consecutive year; DiversityInc's annual survey is the most rigorous, data-driven survey of its kind, gauging detailed demographics based on race/ethnicity and gender at some of the largest U.S. employers.
- Earned a 100 percent score on the Human Rights Campaign's 2017 Corporate Equality Index for the sixth consecutive year.
- Placed on the 2016 *Stonewall Organization Workplace Equality Index* in the UK.
- Featured in the Diversity and Inclusion in Asia Network (DIAN) newsletter as a successful business case for women's development programs, initiatives, and pipelining in Asia Pacific and Japan.
- Received the *Inclusion & Diversity Award* from the Insurance Insider Honours in the UK.
- Won the Gold Award for the LGBT Index in Japan that focuses on excellence for LGBT initiatives as they relate to policy, representation, inspiration, development, and engagement/ environment.
- Received the Gold Award from Human Resources Magazine's *HR Innovation Awards* in Hong Kong for our excellence in diversity and inclusion strategies.

### **Our dedication to inclusion is absolute**

We regularly review our policies and practices to ensure that we are a leader in inclusion and remain an employer of choice. Effective in 2013, we expanded our medical policies by providing transgender medical and surgical benefits for employees and their dependents in the United States. Also, we strive to ensure that our facilities are accessible, making it a determining factor when considering real estate decisions.

### **Our supplier diversity efforts are grounded in AIG's culture**

Through our supplier diversity program, AIG actively supports and facilitates the purchase of services from diverse businesses. Not only does our approach support the growth and development of the communities in which we serve, but it also delivers value to shareholders by tapping into the widest possible selection of qualified suppliers, innovative solutions, and creative thinking.

As a result of our supplier diversity commitment, we have been recognized by several organizations:

- AIG was named one of the *2016 Military Friendly® Supplier Diversity Programs* by the National Veteran-Owned Business Association.
- AIG was recognized by the United States Hispanic Chamber of Commerce.
- AIG was named one of Women's Enterprise USA magazine's *WE 100 Corporations of the Year* as recognition for our inclusion of women-owned businesses.