

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

The diversity of our workforce is one of AIG's greatest assets and brings us great pride. Our colleagues show us how to better understand our clients, increase innovation, and reduce risk. That's why, as part of our journey to build the AIG of the future, we are focusing on fostering a culture of inclusion that is designed to attract, develop, and retain diverse talent.

AIG has built a coordinated portfolio of Human Capital initiatives in our goal to be the most-valued insurer for our clients. Our Diversity & Inclusion programs include the active participation of more than 8,000 members of more than 100 Employee Resource Groups (ERGs) around the world. The ERGs represent areas of focus that matter to our employees and our clients, such as gender equality and identity, sexual orientation, race, ethnicity, diverse abilities, generational differences, and military experience.

AIG's Executive Leadership Team and Board make diversity and inclusion a priority and receive regular briefings on our 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 this effort to help ensure that our employees are provided with the assistance and support they need to perform at their best and to succeed at AIG. All employees at AIG are placed into specific job grades based on duties and responsibilities to ensure that our colleagues 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 internal reviews and external benchmarking studies of our grade and pay structure.

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-related pay-gap issue. We are confident in our approach 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.

### **We are investing in development**

AIG leadership is committed to enhancing the diversity of our workforce, especially at senior levels.

We are honing the leadership skills of our most high-potential employees through the Women's Executive Leadership Initiative (WELI), which focuses on women, and the Executive Men's Development Initiative (EMDI), a similar program for men of color.

The Accelerated Leadership Development (ALD) program that began last year focuses on men and women of color in our talent pipeline. These programs match participants with senior executive mentors and coach them on essential skills, such as executive presence.

## **Recognition of our attention to diversity and inclusion**

Our efforts are resonating with global recognition for our work in diversity and inclusion.

- DiversityInc featured AIG on its Top 50 Companies for Diversity list. DiversityInc's annual survey is the most rigorous, data-driven survey of its kind, examining detailed demographics based on race, ethnicity, and gender at some of the largest U.S. companies.
- Earned a 100 percent score on the Human Rights Campaign's 2018 Corporate Equality Index for the seventh consecutive year. AIG is recognized as one of the Best Places to Work for LGBT Equality.
- Placed on the 2017 Stonewall Organization Workplace Equality Index in the UK, one of only four other insurance companies completing the survey.
- 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.
- Named to Mogul's Top 100 D&I Innovators List, a leading technology platform for women in 2018.
- Won the Gold Award for the LGBT Index in Japan in 2016 and 2017. It honors excellence in LGBT initiatives and their integration into policy, representation, inspiration, development, engagement, and environment.
- Received the APAC Disability Matters Awards in two categories in 2017: Workplace and Marketplace, recognizing our practices and programs for employees and clients with diverse abilities.
- Received the Gold Award from Human Resources Magazine's HR Innovation Awards in Hong Kong for excellence in diversity and inclusion strategies.

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

We regularly review our employment policies and practices to ensure that we are a leader in inclusion and remain an employer of choice. We expanded our medical policies to provide transgender medical and surgical benefits for employees and their dependents in the U.S. We strive to ensure that our offices are accessible to all, making it a deciding factor when considering real-estate options.

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

AIG makes it a point to use services from diverse businesses through our supplier diversity program. Not only does our approach support the growth and development of the communities in which we serve, we deliver value to shareholders by tapping into the widest possible selection of qualified suppliers, innovative solutions, and creative thinking.

Several organizations have honored our commitment:

- 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 for our partnerships with women-owned businesses.

## **Looking Ahead**

As we build the AIG of the future, increasing diversity will remain an imperative part of the company's fabric and culture. We will continue to come up with new ways to build on our progress to ensure a diverse workforce and a welcoming environment for all.