2022 Diverse Representation Data
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\(^1\)

45% of the Executive Leadership Team is diverse\(^2\)

\(^1\) As of May 2023.
\(^2\) AIG 2022 ESG REPORT
Diversity Reporting Section of AIG’s 2022 Environmental, Social and Governance (ESG) Report

Graph 2. Global Workforce Gender Representation

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.

2022
- Global Workforce: 53%
- Executive & Senior Management: 29%
- Middle Management: 39%
- All other employees: 65%

2021
- Global Workforce: 54%
- Executive & Senior Management: 28%
- Middle Management: 39%
- All other employees: 66%

Graph 3. 2022 Global Headcount Activity by Gender Representation

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.

2022
- New hires: 52%
- Promotions: 56%
- Voluntary terminations: 54%
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 46.9% of our new hires in 2022 being ethnically diverse.
# AIG 2022 Consolidated U.S. Employer Information Report (EEO-1)

## Race/Ethnicity

<table>
<thead>
<tr>
<th>JOB CATEGORIES</th>
<th>Hispanic or Latino</th>
<th>Not Hispanic or Latino</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
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<td>Executive/Senior Level Officials and Managers</td>
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<td>First/Mid-Level Officials and Managers</td>
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**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).

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