

## ALLYSHIP

# Showing allyship to drive lasting change



Georgia Hall,  
Professional  
Golfer and AIG  
Ambassador

**Never satisfied with the status quo in business or society, AIG colleagues take pride in acting decisively to stay ahead and actually drive and determine what's next.** This aspiration to lead change with action goes hand-in-hand with our commitment to allyship.

AIG's commitment to allyship is why we are proud to sponsor champion golfers Georgia Hall and Sophia Popov, and to call these extraordinary athletes AIG Ambassadors. They represent AIG, the game of golf and women athletes around the globe.

Our title sponsorship of the AIG Women's Open is evidence of our dedicated pursuit of gender equity and gender pay equity. With this sponsorship, we aim to demonstrate our commitment to equitable recognition of exceptional achievements of women on the golf course, in the C-Suite and in society more broadly.

In 2021, the AIG Women's Open and The R&A set a new benchmark with the announcement of the



Sophia Popov,  
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Photo credits: The R&A

largest prize fund in women's major championship golf. Increasing the purse by an additional \$1 million in 2022 will more than double the prize fund from 2019 when AIG's partnership with The R&A commenced.

These actions are tangible proof of our commitment to these elite women athletes and gender pay equity in women's golf. Since setting this example, as hoped, other women's major championships have followed our lead.

AIG remains committed to making ongoing demonstrations of allyship so that our colleagues and communities can reach their full potential.

# Winning together



**AIG believes that our ongoing efforts to create positive change in our world begin from within.**



**AIG was named one of DiversityInc’s Top 50 Companies for Diversity for the 4th consecutive year.**

And, for the first time, AIG was named one of their Top Companies for Employee Resource Groups. DiversityInc provides the leading assessment of diversity management in corporate America and evaluates human capital diversity metrics, leadership accountability, talent programs, workplace practices, supplier diversity and philanthropy.



**AIG earned a score of 100 on the Human Rights Campaign’s Corporate Equality Index for the 11th time and the 10th year in a row.**

Our high score means we are recognized as a “Best Place to Work for LGBTQ+ Equality.”



**AIG received the distinction of being a “Best Place to Work for Disability Inclusion.”**

This was in our first year participating in the Disability Equality Index, a comprehensive corporate disability inclusion benchmarking tool for the Fortune 1000 and Am Law 200 administered by Disability:IN and the American Association of People with Disabilities.



**AIG is reinforcing a culture of integrity.**

We focus on a manager’s critical role in cultivating a sense of belonging within their team, which fosters transparency and a more ethical workplace. AIG provided Conscious Inclusion training to over 800 managers in 2021 and we are working toward the majority of managers receiving this training in 2022. This interactive training provides our colleagues with new tools and resources to more accurately assess biases and continually improve the inclusivity of our teams.



**AIG is successfully navigating the changing generational demographics of the insurance industry’s workforce.**

In 2021, AIG saw retirement of Baby Boomers increase by 17%; at the same time, hires from Gen Z increased by 69%. As a sign of AIG’s focus on diversity, 55% of these Gen Z hires were female and, in the U.S., 47% were ethnically diverse.