



# 2023 Diverse Representation Data



# Diversity Reporting Section of AIG's 2023 Sustainability Report

### Freedom of Association and Collective Bargaining

AIG upholds freedom of association and collective bargaining. Our Human Resources, Employee Relations and Compliance departments are responsible for the protection of labor rights and AIG supports the rights of employees under any legislation or federal, state or local law. We also investigate anonymous complaints to the best of our ability. Employees are free to discuss their wages, hours and other working conditions as allowable under local laws. Some of our international locations have works councils and collective bargaining agreements. Additionally, we recognize the value of allowing groups of employees with common interests to formalize their professional relationship by creating or joining an ERG.

### Diverse Representation and Reporting

AIG strives to be an inclusive and diverse organization that is committed to creating opportunities for everyone. We disclose representation data on our workplace to provide transparency and demonstrate our commitment.

AIG seeks to provide transparency by reporting on our U.S. workforce composition, dating back to 2018, in our EEO-1 report which is publicly available on our [website](#).

As of May 15, 2024:



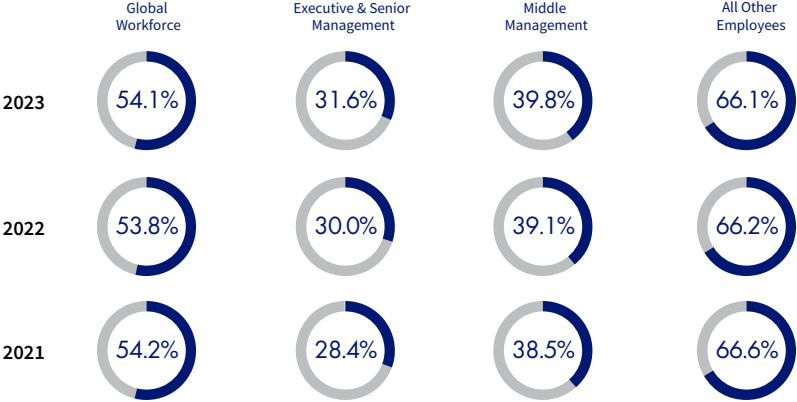
# Diversity Reporting Section of AIG's 2023 Sustainability Report

## Diversity Metrics

**Graph 3. 2021 – 2023 Global Workforce by Gender Representation**

(% female by fiscal year) ● Male ● Female

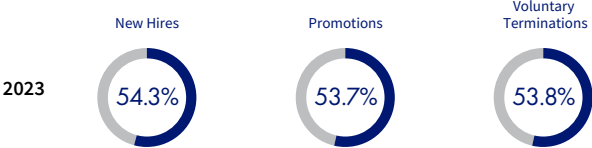
In 2023, our **global women representation improved by 1.6 percentage points across Executive and Senior Management roles** and 0.7 percentage points across Middle Management roles.



**Graph 4. 2023 Global Headcount Activity by Gender Representation**

(% female by fiscal year) ● Male ● Female

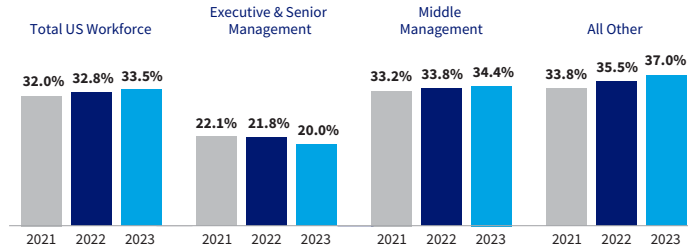
We continue to track gender data for new hires, promotions and terminations globally. More than 50% of all hires and promotions in 2023 were female professionals.



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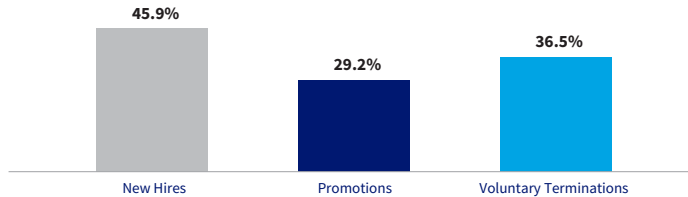
## Diversity Metrics (continued)

Graph 5. U.S. Workforce by Ethnicity Representation



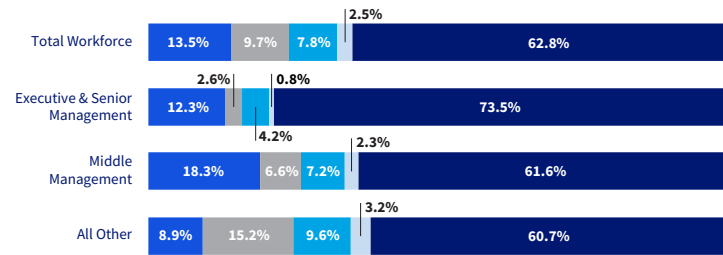
We continue our path of improving minority representation within our organization. At the end of 2023, our U.S. workforce was 33.5% ethnically diverse<sup>16</sup>, an increase of 0.7 percentage points from 2022. This was due to 46.0% of our new hires in 2023 being ethnically diverse.

Graph 6. 2023 US Headcount Activity by Ethnic Representation

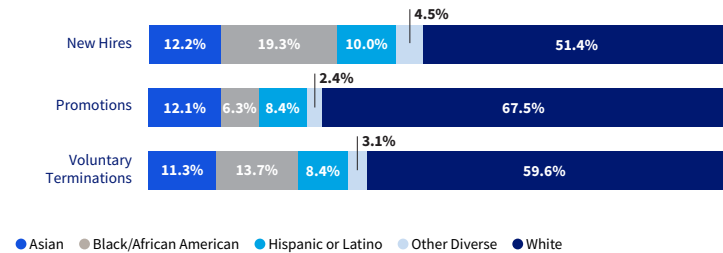


16. Ethnic diversity defined as U.S. colleagues who identify their ethnicity as Black or African American, Asian, Native Hawaiian or other Pacific Islander, American Indian or Alaskan Native, Hispanic or Latino, or Two or More Races to inform the Equal Employment Opportunity Commission.

Graph 7. 2023 U.S. Workforce Ethnicity Distribution by Level<sup>17</sup>



Graph 8. 2023 U.S. Headcount Activity by Ethnicity Distribution<sup>17</sup>



17. Percentages do not sum to 100% as employees who did not disclose or specify ethnicity are not included in this table.

# AIG 2023 Consolidated U.S. Employer Information Report (EEO-1)

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	3	105	2	17	0	0	1	60	2	11	0	0	0	204
First/Mid-Level Officials and Managers	40	55	774	34	139	3	1	7	456	38	97	2	1	7	1654
Professionals	145	178	1306	119	376	12	1	36	1094	200	283	4	4	40	3798
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	12	5	86	3	4	0	0	1	79	5	13	0	0	1	209
Administrative Support Workers	48	147	283	70	36	2	1	12	738	286	109	5	1	49	1787
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 and 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>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>248</b>	<b>388</b>	<b>2554</b>	<b>228</b>	<b>572</b>	<b>17</b>	<b>3</b>	<b>57</b>	<b>2427</b>	<b>531</b>	<b>513</b>	<b>11</b>	<b>6</b>	<b>97</b>	<b>7652</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>272</b>	<b>448</b>	<b>3098</b>	<b>227</b>	<b>578</b>	<b>15</b>	<b>3</b>	<b>48</b>	<b>2838</b>	<b>548</b>	<b>526</b>	<b>14</b>	<b>7</b>	<b>81</b>	<b>8703</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
10/16/2023 - 10/29/2023

WORKFORCE SNAPSHOT PERIOD: 10/16/2023 – 10/29/2023