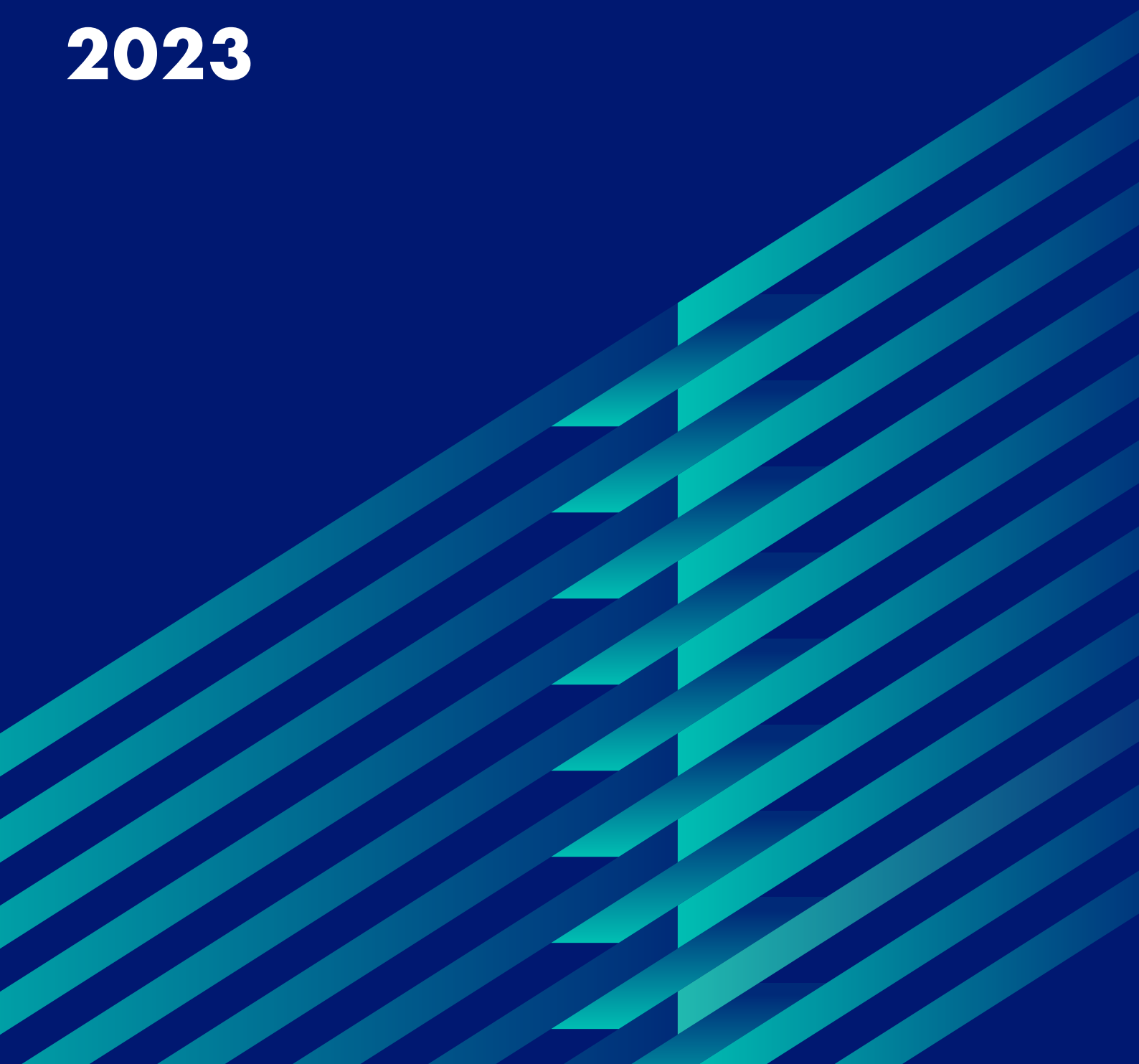




# UK Gender Pay Gap **2023**





AIG is committed to fostering diversity, equity and inclusion for all its employees. We are working to reduce any gender pay gap and to achieve gender representation parity in our leadership pipeline.

### Our Pay Strategy

AIG is confident that men and women are paid equally for doing equivalent jobs across our business. We will continue to ensure our policies and processes are fair and equitable to all employees. We employ tools and practices that enable us to benchmark our total remuneration against our chosen markets/peer group to ensure that our package is fair and competitive in the market.

We continue to recognise, develop and reward the contribution of all our employees. In an ever-competitive market for talent, we strive to attract highly motivated people, keep them engaged and help them achieve their career aspirations.

### Recruitment, Promotion and Succession Activity

We appoint people to roles based entirely on talent and merit, regardless of age, race, gender, marital status, sexual orientation, disability, gender identity, or religion and belief. The language and activities we adopt in our recruitment process are reflective of our inclusive culture.

Our Talent Acquisition team proactively build diverse candidate slates, from both within and outside the sector. When working with external agencies and partnerships, we brief them on the necessity for diverse slates and, if necessary, we extend the recruitment timescales to ensure inclusion of diverse candidates.

At each contact point with candidates, we share positive stories about our culture and the way we work, emphasising:

- Our Employee Resource Groups (ERGs), the high level of participation, and their profile and influence across the wider AIG. All new employees learn about the importance of ERGs and allyship at their corporate induction;
- Career progression, and the opportunity for challenging and exciting moves;
- The culture characterised by collaboration, inclusion and support; and
- Professional development for all, either via programmes available through AIG, or on an individual basis.

Our succession and talent planning activities include a focus on diverse talent, including the consideration of 'emerging' diverse talent whose development we can accelerate. All outputs of succession and talent planning are analysed to ensure we understand the demographic of the talent pipeline and where to target our efforts to help increase the diversity of the employee population as a whole.

We support employees in their career development and progression through mentoring, technical and leadership development programmes. The majority of our vacancies are advertised internally, and we support lateral and cross-departmental moves that help employees broaden their skills.

Our Talent planning processes, including Talent & Diversity boards, ensure a continued focus on identifying and developing talent and ensuring our processes are constantly reviewed for improvements. In 2023, the proportion of women on our Early Careers programme was 42% and so we continue to have a good gender balance in our pipeline for senior leadership.

## Diversity, Equity & Inclusion

Through our diversity, equity, and inclusion (DEI) framework, we are creating a workplace that nurtures inclusivity, where everyone feels they belong and can bring their whole authentic selves to work.

As we continue to follow a strategic roadmap towards greater inclusivity, our initiatives are focused on all aspects of diversity, rather than solely on gender balance. Activities include:

### Education and Awareness

We continue to promote opportunities for our managers and employees to increase their inclusive awareness through our monthly DEI-focused communications. We have eight employee resource groups (ERGs) in the UK and we are driving deeper connection between our ERGs across our global business to maximise our leverage and reach. 60% of our UK Executive Committee are executive sponsors for our ERGs, and membership remains high with 40% of UK employees being a member of at least one ERG. Membership is even higher for managers, at 46%.

We continue to support employees experiencing menopause. Alongside our menopause guide, activities include multiple awareness events run by our ERGs and the Wellness Committee, and bringing together a working group to look at further support initiatives. Following the launch of our new employee portal, all menopause resources are captured under one section on the landing page.

We also provide a *Managing Flexible Teams* programme to equip our managers to lead and support employees equitably in an in person/virtual environment. We continue our Conscious Inclusion training for managers and 89% of UK managers have been trained on how they can build an inclusive culture and flex their management style.

We also sponsored a number of DEI initiatives across the insurance industry, including the Dive In Festival.

### Development and Mentoring

All our employees are actively encouraged to engage with the extensive learning materials and programmes that are available through AIG. *Leadership Connection*, a global networking and development forum also continues to provide ongoing development for senior women. At the mid-level, we ran our fourth UK/EMEA cohort of the *Accelerated Leadership Development* programme for under-represented talent. We are already seeing progress from the multiple cohorts of this programme, with strong promotion rates. We also ensure gender balance in participant groups in our internal leadership and management programmes.

We continued our partnership with *Everywoman*, to provide online development for women through leadership-focused webinars, podcasts, workbooks and articles, and with the ISC Group to provide high potential senior, mid and emerging women leaders with development, networking and mentoring opportunities.

All employees are expected to contribute to the DEI agenda, either via their goals and objectives or through “Be an Ally” values. Their performance is then evaluated at year-end and contributes to their overall rating, which in turn is linked to remuneration.

### Parental and Caring Support

We continue to promote flexible working and our parental toolkit provides employees and managers with online support for parents before, during and after parental leave. We also continue to partner with *Work Life Central* to provide resources, webinars and support groups to parents and carers primarily, but also wider support on careers and wellbeing.

Our Working Families and Carers ERG runs supportive events for parents and carers, on topics such as health and wellbeing for carers, autism & neurodiversity, and online safety. We also hold round tables to raise awareness of and support different parental and caring situations plus group coaching sessions on parenting and work-life balance.

## What is Gender Pay Gap?

UK government legislation requires employers with 250 staff or more to publish statistics outlining the difference between the average pay of men and women employees. The analysis is based on data as at April 5 every year.

Companies must disclose the gender pay gap and the gender bonus gap based on mean and median averages, the proportion of men and women that receive a bonus, and the proportion of men and women in each quartile.

This is different to Equal Pay, which legislates that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay men and women differently for performing the same job. Bonus pay for the purpose of gender pay gap reporting includes any rewards related to profit-sharing, productivity, performance, incentive or commission.

# UK 2023 Gender Pay Gap Report<sup>1</sup>

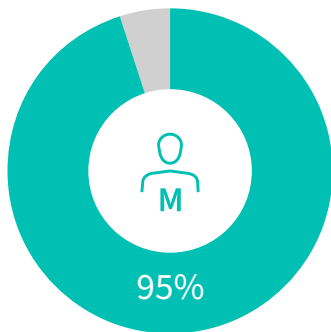
## Pay Gap

The percentage difference in pay between men and women

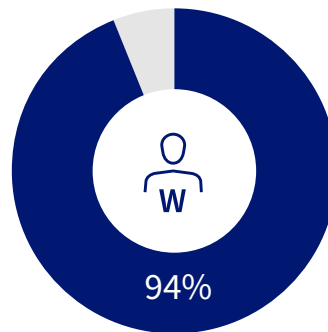
	Mean			Median		
	2023	2022	2021	2023	2022	2021
Hourly fixed pay	23%	24%	23%	29%	30%	31%
Bonus paid	54%	50%	48%	45%	42%	53%

Our 2023 gender pay gap analysis shows a modest decline in the mean and median average hourly fixed pay gap, while the bonus pay gap has grown. This is partly due to a change in the Long Term Incentive vesting schedule and a stronger share price than previous years. The proportion of women in the upper pay quartile has increased by 4% with only a 1% decline in the upper middle pay quartile. The proportion of women in the lower middle pay quartile has also increased.

## Percentage of Employees Awarded a Bonus



● Bonus  
● No bonus

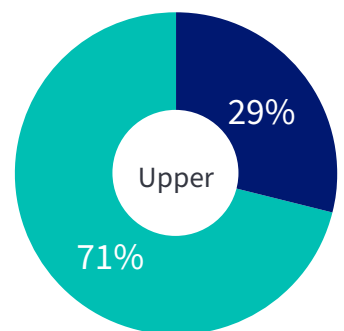
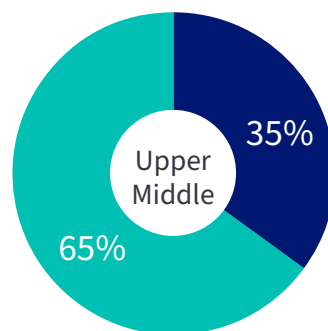
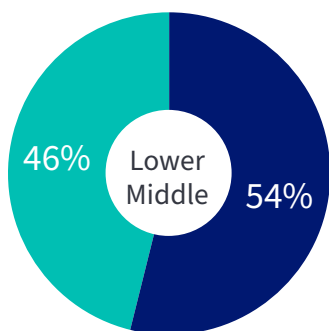
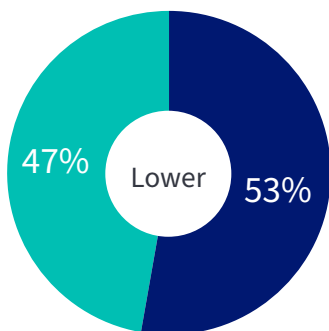


● Bonus  
● No bonus

The proportion of men and women receiving a bonus has increased slightly compared to last year where 92% of men and 93% of women received a bonus.

## Pay Quartiles

Quartiles are calculated by ranking hourly pay for each employee from highest to lowest. The list is then divided into four equal sized groups of men and women. The graphs below show the percentage of men and women in each group. This data shows that we have more senior men than women in higher paying roles.



CHANGE FROM 2022



CHANGE FROM 2022



CHANGE FROM 2022



CHANGE FROM 2022



● M Men

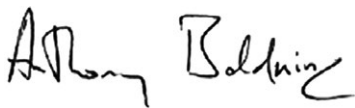
● W Women

## What we are doing to address the gender pay gap:

- Engaging in activities to draw more women into the insurance market and to raise the profile and attractiveness of the insurance industry to a broader range of people; for example, we partner with Bright Network to appeal to more diverse students;
- Maintaining our focus on having a gender diverse slate of candidates when hiring, and monitoring the impact on the gender balance of early careers, pipeline, and senior leaders. Continuing to look for opportunities to make improvements in our recruitment, promotion and succession planning process and practices to reduce bias;
- Continuing our under-represented group development programmes and promoting development opportunities available to employees related to gender balance. Building on our sponsoring and mentoring programmes to support the progression of female talent;
- Continuing to support flexible/agile work and provide support for those returning to work after a career break, and promoting our parental leave policies;
- Continuing our involvement and investment in the wider promotion of gender balance in the insurance industry, for example through the Association of British Insurers' *D&I Advisory group for leaders* as well as the *Talent & Diversity Network* and the *Dive In Festival*; and
- Further developing our support of women's golf via the title sponsorship of the *AIG Women's Open & AIG Women's Golf Academy*, standing as an ally to women in sport, in business and beyond.

We continue to explore opportunities for further progress. We are committed to investing in activities that will enable more women to reach senior positions and to ensure that we encourage diversity at all levels of the organisation. We continue to build on the great work achieved through our award-winning DEI framework and are proud of the contribution that inclusion makes to our culture.

We confirm that the information in this report is accurate.



**Anthony Baldwin**  
Chief Executive Officer, AIG UK



**Arend Van Leeuwen**  
Interim Head of HR, AIG UK

### Notes:

<sup>1</sup> In December 2018, AIG Europe Limited was restructured and its employees were transferred to be jointly employed by either AIG Europe S.A. (UK Branch) & American International Group UK Limited OR AIG Europe S.A. (UK Service Branch) & American International Group UK Limited. The split of employees between these joint employing entities is based on the structure of the organisation and the focus of activities between front office and business support services. For illustration purposes with previous years, the numbers provided for 2019 to 2022 represent an amalgamation of these two joint employment legal entities that employ the majority of our people in the UK. The figures for each entity can be found on the gender pay gap website 2023, 2022 and 2021 numbers are provided for the combined entities of:

- AIG Europe S.A. (UK Branch) & American International Group UK Limited; and
- AIG Europe S.A. (UK Service Branch) & American International Group UK Limited.

