

American International Group, Inc.
Global Employee and Non-Employee Worker Privacy Notice

California Supplement (U.S.)

Please review this Supplement in connection with the Global Employee and Non-Employee Worker Personal Information Privacy Notice (the “Global Notice”). Each term defined in the Global Notice and used in this Supplement without definition shall have the meaning assigned to it in the Global Notice.

This Supplement applies to California residents and supplements the information provided in the Global Notice. This Supplement also applies to the beneficiaries of your employment benefits, such as the individuals who are on your health plan and the beneficiaries of your retirement accounts, as well as your emergency contacts. It is your responsibility to inform any such individuals about the Global Notice and this Supplement and ensure that you have the right to provide their personal information to us.

Collection and Disclosure of Personal Information

The following chart details which categories of personal information we collect and process, as well as which categories of personal information we disclose to third parties for our operational business and employment purposes, including within the 12 months preceding the date this Supplement was last updated.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers , including, but not limited to, name, employee or other worker identification number, work and home contact details (<i>e.g.</i> , email, phone numbers, physical address), photographs and videos, government-issued identifiers (<i>e.g.</i> , Social Security number, driver’s license information, passport number, etc.), and, in some instances, personal information associated with your beneficiaries.	Our affiliates; service providers that provide services such as payroll, benefits, consulting, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Personal information as defined in the California customer records law , including, but not limited to, name, contact information, signature, Social Security number, passport number, medical information, insurance information, financial information, educational background, and employment information.	Our affiliates; service providers that provide services such as payroll, benefits, consulting, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Protected Class Information , such as characteristics of protected classifications under California or federal law, such as sex, age, gender, race, disability, medical conditions, citizenship, military/veteran status, gender identity and expression, primary language, political	Our affiliates; service providers that provide services such as payroll, benefits, consulting, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
affiliation/activities, immigration status, marital status, and requests for leave.	authorities, such as regulatory authorities and law enforcement.
Internet or network activity information , such as access and usage information regarding websites, applications and systems, information about online communications, including browsing and search history, timestamp information, and access and activity logs.	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Geolocation Data , such as device location and approximate location derived from your use of company mobile applications.	Our affiliates; service providers that provide services such as payroll, benefits, training, consulting, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Audio/Video Data , such as call and video recordings, including voicemail and security camera footage, information about the use of electronic devices and systems, key card usage, and photos on websites or in employee directories.	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Education Information subject to the federal Family Educational Rights and Privacy Act, such as student transcripts, grade point average, grades, and confirmation of graduation.	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Employment Information , such as professional or employment-related information, such as work history, information from reference checks, background screening information, employment application, membership in professional organizations, personnel files, personal qualifications and training, eligibility for promotions and other career-related information, work preferences, business expenses, wage and payroll information, benefit information, information on leaves of absence or PTO, performance reviews, and	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
information on internal investigations or disciplinary actions.	
Inferences drawn from any of the personal information listed above to create a profile about, for example, an individual's preferences, characteristics, predispositions, and abilities.	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; and public and governmental authorities, such as regulatory authorities and law enforcement.
Sensitive Personal Information , such as individuals' Social Security number, driver's license information, state identification information, or passport number; account log-in details, financial account information, passwords, or credentials allowing access to an account; precise geolocation information; racial or ethnic origin, religious or philosophical beliefs, citizenship, immigration status, or union membership.	Our affiliates; service providers that provide services such as payroll, benefits, training, consulting, expense management, medical/health, IT, and other services; and public and governmental authorities, such as regulatory authorities and law enforcement.

We do not “sell” or “share” your personal information, including your sensitive personal information, as defined under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (“CCPA”). We have not engaged in such activities in the 12 months preceding the date this Supplement was last updated. Without limiting the foregoing, we do not “sell” or “share” the personal information, including the sensitive personal information, of minors under 16 years of age.

Purposes for the Collection and Use of Sensitive Personal Information

We may use or disclose your sensitive personal information for the limited purposes permitted under the CCPA, such as purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals we interact with. This includes, without limitation, establishing and maintaining your employment relationship with us, ensuring the diversity of our workforce, complying with legal obligations, managing payroll, administering and providing benefits, and securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure.

Individual Requests

You may, subject to applicable law, make the following requests:

1. You may request that we disclose to you the following information:
 - a. The categories of personal information we collected about you and the categories of sources from which we collected such personal information;
 - b. The business or commercial purpose for collecting personal information about you; and

- c. The categories of personal information about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such personal information.
2. You may request to correct inaccuracies in your personal information.
3. You may request to have your personal information deleted.
4. You may request to receive the specific pieces of your personal information, including a copy of the personal information you provided to us in a portable format.

If you wish to exercise any of the above rights, please contact us using the details that may be found in Section 11 of the Global Notice under the section “How You Can Contact Us.” We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the personal information subject to the request. We may need to request additional personal information from you, such as your name, address, and your employee or other worker identification number, in order to verify your identity and protect against fraudulent requests. We will not retaliate against you for making an individual request.

Authorized Agents

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may contact us as described above in the section entitled “Individual Requests.” As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled “Individual Requests” or confirm that you provided the agent permission to submit the request.

This Supplement was last updated on March 9, 2023.