

Corebridge Financial, Inc.
Global Employee and Non-Employee Worker Personal Information Privacy Notice

1. Introduction

Corebridge Financial, Inc. and its affiliated entities (“Corebridge,” “we,” or “us”) value the trust of our workforce and are committed to handling Personal Information appropriately in accordance with applicable law. This Global Employee and Non-Employee Worker Personal Information Privacy Notice (the “Notice”) applies to current and former employees and other workers that are not employed by Corebridge but have access to Corebridge facilities and/or corporate networks and systems (hereinafter, “Employee” and “Non-Employee Worker,” respectively). The Notice 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 this Notice and ensure that you have the right to provide their Personal Information to us.

The purpose of this Notice is to explain what Personal Information we collect, access, use, store, transfer and disclose (together, “process”), and why, in connection with your employment or engagement by us. As used in this Notice, “Personal Information” refers to information that can be reasonably linked to you or other individuals (for example, your partner or other members of your family), and from which you or they are identifiable.

This Notice may be supplemented by other privacy notices that are specific to certain jurisdictions, uses of your Personal Information, summaries or for other reasons detailed in such supplemental notices.

2. Personal Information We Process

In the course of your employment or engagement we process Personal Information about you and/or Personal Information of other individuals that you may provide to us. The type and volume of Personal Information will vary depending on your relationship with Corebridge and the jurisdiction in which you work. 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 Notice was last updated.

Category of Personal Information	Examples	Disclosed to Which Categories of Third Parties for Operational Business Purposes
1. Identifiers	Name, employee or other worker identification number, work and home contact details (email, phone numbers, physical address), date and place of birth, national identification number (if permitted by applicable local law), social security number, driver’s licence information, other government issued identification or registration	<p>Other Corebridge Group Companies and Departments:</p> <p>Access to Personal Information within Corebridge is required by policy to be limited to those who have a need to know the information for the purposes described above, and may include your managers and their designees, personnel in HR, IT, Compliance, Legal, Finance and Accounting and Internal Audit.</p>

	<p>numbers, online identifiers, and photographs and videos, and in some instances, personal details of other individuals (such as your family members).</p>	<p>All Employees and Non-Employee Workers at Corebridge will have access to your name, position and (i) business contact information, such as work telephone number, office postal address and work email address and (ii) personal contact information, such as personal cell phone number, home postal address and home email address to the extent you make such information generally available (e.g. via corporate directory).</p> <p>Professional advisors:</p> <p>Accountants, auditors, actuaries and administrators, lawyers, insurers, bankers, and other outside professional advisors in all of the countries in which Corebridge operates or seeks to operate.</p> <p>Service providers:</p> <p>Companies that provide products and services to Corebridge such as payroll, pension and benefits providers; human resources services, background check providers (and those background check providers may in turn share Personal Information with other third parties, such as former employers, education institutions, etc.), performance management, training, expense management, IT systems suppliers and support; fraud prevention and similar agencies; third parties assisting with equity compensation programs, credit card companies, medical or health practitioners, trade bodies and associations, and other service providers.</p> <p>Insurance and Insurance Distribution Parties, and Other Business Partners:</p> <p>Other insurers, reinsurers, insurance and reinsurance brokers, other intermediaries and agents, appointed representatives, distributors, affinity marketing partners and financial institutions, securities firms, and other business partners.</p> <p>Our Clients:</p> <p>Companies that we provide or promote products and services to.</p> <p>Public and Governmental Authorities:</p> <p>Entities that regulate or have jurisdiction over Corebridge such as regulatory authorities, law enforcement, public bodies, and judicial bodies.</p>
<p>2. Personal information as defined in the California customer records law</p>	<p>Name, contact information, signature, passport number; medical, insurance, financial, education and employment information, physical characteristics or description.</p>	<p>Other Corebridge Group Companies and Departments:</p> <p>Professional advisors:</p> <p>Service providers:</p>

		Insurance and Insurance Distribution Parties, and Other Business Partners: Public and Governmental Authorities.
3. Protected Class Information	Characteristics of protected classifications under state or federal law, such as sexual orientation, age, gender, race/ethnicity, disability, citizenship, military/veteran status, gender identity and expression, primary language, immigration status (including citizenship, passport data, details of residency and work permit), marital status, and requests for leave.	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.
4. Commercial information	Transaction information and purchase history, such as travel expenses, including information about corporate credit card purchases, frequent flyer rewards, and other travel-related programs and expenses.	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.
5. Biometric information	Fingerprints and voiceprints.	Other Corebridge Group Companies and Departments: Service providers.
6. Internet or network activity information	Access and usage information regarding websites, applications and systems, information about online communications, including browsing and search history, timestamp information, IP address and access and activity logs.	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.

	Information to access company systems or applications such as IT system ID, LAN ID, email account, instant messaging account, mainframe ID, previous employee ID, previous manager employee ID, system passwords, employee status reason, branch state, country code, previous company details, previous branch details, previous department details, and electronic content produced by you using Corebridge IT systems.	
7. Geolocation data	Device location, and approximate location derived from IP address and use of company mobile applications, GPS, or Wi-Fi.	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.
8. Audio/Video data	Audio, electronic, visual and similar information, such as call and video recordings, including voicemail and security camera footage, information about the use of electronic devices and systems, key card usage; photos on websites or in employee directories.	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.
9. Education information	Information subject to the federal Family Educational Rights and Privacy Act such as student transcripts, grade point average, grades, academic standing and disciplinary records, confirmation of graduation.	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.
10. Employment information	Professional or employment-related information, such as (i) <u>compensation, payroll and expenses information</u> : base salary, bonus, benefits, information related to insurance policy when provided by Corebridge, compensation type, changes in compensation, details on stock options, stock grants and other awards, currency, pay frequency, effective date of then-current	Other Corebridge Group Companies and Departments: Professional advisors: Service providers: Public and Governmental Authorities.

	<p>compensation, salary reviews, banking details, working time records (including vacation and other absence records, leave status, hours worked and department standard hours), pay data, expenses and invoices, card/account number and the card/account use information, and termination date;</p> <p>(ii) <u>position</u>: Description of position(s), job title, corporate status, management category, job code, salary plan, pay grade or level, job function(s) and subfunction(s), company name and code (legal employer entity), branch/unit/department, location, employment status and type (including if you are a Non-Employee Worker), full-time/part-time, terms of employment or engagement, contractual terms, work history, hire/re-hire and termination date(s) and reason, length of service, retirement eligibility, promotions and disciplinary records, date of transfers, and reporting manager(s) information;</p> <p>(iii) <u>talent management information</u>: Details contained in letters of application and resume/CV (previous employment background, education history, professional qualifications, language and other relevant skills, certification(s), certification expiration dates), information necessary to complete a background check (including credit check) (as further detailed in Section A (Managing and Administering the Workforce) in the table below under “How and Why We Process Personal Information” and to the extent permitted in your jurisdiction), details on performance management ratings, skills and experience, development</p>	
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	<p>programs planned and attended, e-learning programs, performance and development reviews and discussion ratings and comments, including dates for the foregoing, willingness to relocate, feedback expressed about you, and information that you have shared with us to populate employee biographies or to respond to surveys and questionnaires, unless specifically gathered anonymously;</p> <p>(iv) <u>Corporate shareholdings and positions</u>: Details of any shares of common stock or directorships.</p> <p>(v) <u>Pension records</u>: Employment status of anyone with a non-qualified pension benefit.</p>	
11. Inferences	<p>Inferences drawn from any of the Personal Information listed above to create a profile about, for example, your preferences, characteristics, predispositions, and abilities.</p>	<p>Other Corebridge Group Companies and Departments:</p> <p>Professional advisors:</p> <p>Service providers:</p> <p>Public and Governmental Authorities.</p>
12. Sensitive Personal Information	<p>We may also collect certain Personal Information that is deemed “sensitive” under local law, such as information that reveals your Social Security, driver’s license, state identification card, passport number or other government issued identification or registration numbers; information about citizenship, immigration status, health, medical information, disability status, financial information, religious beliefs, ethnicity, political opinions or trade union membership, sexual life and orientation, biometric information (as described above), passwords, precise geolocation, or information about criminal records or civil litigation history.</p> <p>As with any Personal Information, Corebridge will only process</p>	<p>Other Corebridge Group Companies and Departments:</p> <p>Professional advisors:</p> <p>Service providers:</p> <p>Public and Governmental Authorities.</p>

	Sensitive Personal Information where permitted by applicable governing law.	
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We may also disclose the above categories of Personal Information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

3. Where Your Personal Information Comes From

This Personal Information is obtained from a variety of sources, including:

- your communications with us;
- forms you complete as part of your employment or engagement (including during the recruitment process);
- third parties who undertake background checks on our behalf (both at the recruitment stage and, in some instances, on an ongoing basis);
- any websites, intranet sites and online portals made available by us for use on or through computers or mobile devices, which you access and use in the course of your employment or engagement;
- the software applications made available by us for use on or through computers and mobile devices, which you access and use in the course of your employment or engagement, including wearable devices and artificial intelligence programs; and
- our social media content, tools, and applications, which you access and use in the course of your employment or engagement.

With the exception of certain information that is necessary to fulfill the employment or engagement contract, required by law or important to the performance of our business, your decision to provide Personal Information to Corebridge is voluntary. However, if you do not provide certain information, Corebridge may not be able to accomplish some of the purposes outlined in this Notice.

4. How and Why We Process Personal Information

We will process your Personal Information for a variety of different purposes during the course of your employment or engagement, and after you have ceased to be employed or engaged by us. We may collect or use Personal Information for the purposes of operating, managing, and maintaining our business, managing our workforce and other employment purposes, and accomplishing our business purposes and objectives, including, the purposes described in the table below:

Description of Purpose	Examples
A. Managing and Administering the Workforce	Managing work activities and personnel generally, including recruitment, appraisals, performance management, promotions and succession planning, rehiring, administering salary, payment administration and reviews, wages and other awards such as stock options, stock grants and bonuses, healthcare where permitted by applicable governing law, pensions and savings plans, training,

	leave, managing sickness leave, transfers, secondments, honoring other contractual benefits, providing employment references, loans, performing workforce analysis and planning, performing Employee and Non-Employee worker surveys, performing background checks (including using your Personal Information, where permitted by applicable governing law, to undertake: ID checks, address verification, education and/or professional qualification verification, employment history verification, criminal or conduct checks, credit/bankruptcy/financial integrity checks, adverse media search, directorship search, regulatory checks (e.g. bribery and anti-corruption compliance), sanctions screening against sanction lists to identify criminal or fraudulent activity, terrorist watch-list search), performing ongoing licensing and Outside Business Activity (OBA) checks, investigating and managing disciplinary matters (including non-compliance with the Corebridge Code of Conduct (Code) and Conflicts of Interest in the case of employees) and fraud, grievances and terminations, reviewing employment decisions, making business travel arrangements, managing business expenses and reimbursements, planning and monitoring of training requirements and career development activities and skills, administering apprenticeship schemes, creating and maintaining one or more internal Employee and Non-Employee Worker directories, and ensuring equal employment opportunity and supporting the Company's diversity, equity, inclusion and belonging ("DEIB") initiatives
B. Maintaining Business Continuity	Ensuring business continuity (including contacting you using your personal contact details (e.g. personal email addresses or mobile phone numbers)), facilitating communication with you at a Corebridge office, when travelling, during working from home absent an emergency, protecting the health and safety of employees and others, safeguarding IT infrastructure, office equipment and other property, and facilitating communication with you and your nominated contacts in an emergency via any means we deem necessary to reduce any risk to you or others (for example by contacting you using your personal contact details by calling or sending SMS text messages).
C. Managing and Improving Our Business and Operations	Operating and managing IT and communications systems, managing product and service development, improving products and services, managing and securing company premises and other assets, allocating company assets and human resources, strategic planning, project management, business continuity, Corporate Owned Life Insurance (COLI) underwriting, compilation of audit trails and other reporting tools, maintaining records relating to business activities, budgeting, financial management and reporting, communications, managing mergers, acquisitions, sales, re-organizations or disposals, integration with purchasers and for external reporting and responses (e.g., responses to requests for bids, customer inquiries, government reporting requirements, participating in diversity benchmarking exercises or making submissions for diversity awards.)
D. Complying with Legal, Regulatory Requirements, and Internal Policies and Procedures	Complying with legal and other requirements, such as income tax and national insurance deductions, Equal Opportunity (EEO) employer reporting, record-keeping and reporting obligations, performing background checks (as detailed above in Section A (Managing and Administering the Workforce)), conducting audits, compliance with government inspections and other requests from government or other public authorities, complying with guidance issued by our regulators, and responding to legal process such as subpoenas.

E. Defending Legal Rights	Pursuing legal rights and remedies, defending litigation, and managing any internal complaints or claims, conducting investigations, and enforcing internal policies and procedures.
F. Monitoring Workers and Systems	<p>Monitoring – which includes the systematic and repetitive surveillance, tracking, analyzing, observing and/or reviewing an individual – designed to ensure compliance with internal policies, laws and for fraud and crime prevention including monitoring of (i) electronic and verbal communications, including telephone, email, instant messaging, and other electronic messages, (ii) use of and access to information systems and technology made accessible by Corebridge, including internet usage and activity, IT hardware and software content, and other company resources, and (iii) Corebridge premises, including via Closed Circuit Television and building access logs.</p> <p>For more information about how and why Corebridge monitors individuals, please review Corebridge’s Global Monitoring Notice .</p>
G. Administering Pension & Retirements (where applicable)	Trustees of the Pension Plan or Trustees of the Retirement Savings Plan (together the Trustees), of which you are a member (if applicable) will process your Personal Information for management and administration of the plans (where applicable), to make decisions about the pension plans (e.g. to process transfer requests or to make decisions about the payment of benefits) and to carry out the duties of the Trustees.

Corebridge will not process Personal Information for any other purpose incompatible with the purposes described in this Notice, unless it is required or authorized by law, authorized by you, or is in your own vital interest (e.g., in the case of a medical emergency). **Corebridge does not sell Personal Information, and we do not share or otherwise process Personal Information for purposes of cross-context behavioral advertising, as defined under the CCPA. We have not engaged in such activities in the 12 months preceding the date this Policy was last updated.** Without limiting the foregoing, we do not sell or share the Personal Information of minors under 16 years of age.

Use of Sensitive Personal Information

We may use Sensitive Personal Information for 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 and corporate credit card use, administering and providing benefits, and securing the access to, and use of, our facilities, equipment, systems, networks, applications and infrastructure.

5. Where We Process Your Personal Information

Due to the global nature of our business activities, for the purposes set out above (see Section above ‘How and Why We Process Personal Information’) we may transfer Personal Information to parties located in countries other than where you reside and which have a different data protection regime than is found in the country where you are based, including the United States, Ireland, Bermuda, United Kingdom, India, and the Philippines. When making these transfers, we will take steps designed to ensure that your Personal Information is adequately protected and transferred in accordance with the requirements of data protection law, including by putting in place appropriate data transfer mechanisms (such as contractual clauses). For a list of the companies that may jointly process Personal Information see the major operating companies and subsidiaries of registrant

listed in our 10-K. Corebridge Financial. will remain responsible for Personal Information about you that is transferred and jointly used.

For further information about these transfers please contact us using the details below (see Section 10 below ‘**How You Can Contact Us**’).

6. How We Secure Personal Information and Maintain Data Integrity

Corebridge will take appropriate measures to protect Personal Information that are consistent with applicable privacy and data security laws and regulations. We use appropriate technical, physical, legal, and organizational security measures which comply with data protection laws to keep Personal Information secure.

When Corebridge engages a third party (including service providers) to collect or otherwise process Personal Information on our behalf, the third party is required by Corebridge to undergo a review of their security measures and enter an agreement that requires use of appropriate security measures to protect the confidentiality and security of Personal Information.

Corebridge will take reasonable steps designed to ensure that the Personal Information processed is reliable for its intended use and is accurate and complete for carrying out the purposes described in this Notice.

7. Personal Information You Provide About Other People

If you provide us with Personal Information about another person, we will process that information in accordance with this Notice.

Before providing Personal Information about another person to us, you must (unless we agree otherwise) (a) inform the individual about the content of this Notice and any other applicable privacy notice provided to you; and (b) obtain their permission (where possible) to share their Personal Information with us in accordance with this Notice and other applicable privacy notices.

8. Your Personal Information Rights

The following is a summary of the data protection rights which are available to you in connection with your Personal Information. However, these rights only apply in certain jurisdictions/circumstances and are subject to certain legal exemptions.

If you wish to exercise your rights, please contact us using the details below (see Section 10 below ‘**How You Can Contact Us**’).

Right	Description
Right of access to Personal Information Right to Know	<p>The right to receive a copy of the Personal Information we hold about you and information about how we use it, including a copy of the Personal Information you provided to us in a portable format.</p> <p>The right to request information covering the 12 months preceding your request regarding:</p> <ul style="list-style-type: none"> the categories of Personal Information collected about you; the categories of sources from which that Personal Information was collected; the business or commercial purposes for which Personal Information was collected;

	<ul style="list-style-type: none"> the categories of Personal Information about you that we otherwise disclosed, and the categories of third parties to whom Personal Information was disclosed (if applicable); and the “specific pieces” of Personal Information collected.
Right to rectification of Personal Information	The right to ask us to correct Personal Information we hold about you where it is incorrect or incomplete.
Right to erasure of Personal Information	This right is sometimes referred to as 'the right to be forgotten'. This is the right to request that your Personal Information be deleted or removed from our systems and records. However, this right only applies in certain circumstances.
Right to restrict processing of Personal Information, including Sensitive Personal Information	<p>The right to request that we suspend our use of your Personal Information. This right only applies in certain circumstances.</p> <p>Where we suspend our use of your Personal Information, we will still be permitted to store your Personal Information, but any other use of this information while our use is suspended will require your consent, subject to certain exemptions.</p>

We will not unlawfully retaliate against you for making a request. To make a privacy request, please contact us at HRSS@corebridgefinancial.com or 1-800-562-4244. 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 current relationship with Corebridge (e.g., employee, former employee, job applicant etc.), your contact information, your line of business/function and your EID, in order to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Information.

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in this section. As part of our verification process, we may request that the agent provide, as applicable, proof concerning his or her status as an authorized agent. In addition, we may require that you verify your identity as described in this section or confirm that you provided the agent permission to submit the request.

9. How Long We Keep Your Personal Information

We will keep your Personal Information including, without limitation, Sensitive Personal Information, only for as long as necessary given the reasons we collect and hold it. Please view the HR section of the Corebridge Records Retention Schedule for information about retention periods applicable to Corebridge’s HR-related Company Records. Corebridge’s Record Retention Schedules are accessible via the Corebridge intranet. Please note that retention periods may be extended in response to litigation, investigations, or similar proceedings.

10. How You Can Contact Us

If you would like to get in touch with us, please contact either your local HR representative or HR Shared Services at HRSS@corebridgefinancial.com. You may also contact the Privacy Office at PrivacyTeam.US@corebridgefinancial.com

11. When this Notice Was Last Updated and How Future Changes Will Be Notified

This Notice last updated on June 6, 2025.

We review this Notice regularly and reserve the right to make changes at any time to take account of changes in our business activities and legal requirements, and the manner in which we process Personal Information. We will place updates on our intranet, inform you of the updates and where appropriate we will give reasonable notice of any changes.