

COREBRIDGE FINANCIAL, INC.
COMPENSATION AND MANAGEMENT DEVELOPMENT COMMITTEE CHARTER
As Amended June 3, 2025

I. Purpose of the Compensation and Management Development Committee

The purpose and primary responsibilities of the Compensation and Management Development Committee (the **Committee**) of the Board of Directors (the **Board**) of Corebridge Financial, Inc. (**Corebridge**) are in (a) overseeing Corebridge's compensation programs and policies; (b) determining and recommending to the Board for approval the compensation of the Chief Executive Officer (**CEO**); (c) reviewing and approving the compensation of the corporate officers subject to Section 16 of the Securities Exchange Act of 1934, as amended (the **Exchange Act**, and each such officer, a **Section 16 Officer**); (d) reviewing and recommending to the Board for approval, the compensation-related disclosures to be included in Corebridge's annual proxy statement; (e) overseeing human capital management; and (f) overseeing the administration of any Corebridge policies regarding the recoupment, repayment, or forfeiture of compensation.

Corebridge's business is managed under the oversight of the Board and the various committees of the Board, including the Committee. The Committee is required to exercise its business judgment in carrying out the responsibilities described in this Charter in a manner the Committee members believe to be in the best interests of Corebridge and its stockholders.

II. Committee Membership

The Committee shall be comprised of at least two directors, each of whom shall serve at the pleasure of the Board and satisfy the independence requirements relating to directors and Committee members under the rules of the Securities and Exchange Commission (the **SEC**), the New York Stock Exchange, Inc. (the **NYSE**) listing standards and any other applicable law, rule, or regulation and who qualify as a "non-employee director" for purposes of Rule 16b-3 under the Exchange Act.

Determinations of independence and qualifications to serve on the Committee shall be made by the Board as the Board interprets such qualifications in its business judgment and in accordance with applicable laws and regulations and SEC and NYSE rules and standards, and upon the recommendation of the Nominating and Corporate Governance Committee of the Board (the **NCGC**). The Chair of the Committee (the **Chair**) and other members of the Committee shall be appointed and may be removed by the Board based upon the recommendation of the NCGC.

III. Organization

The Committee will meet as frequently as it deems necessary or appropriate to carry out its responsibilities, but not less frequently than twice per year. The Chair shall, in consultation with management and other Committee members, set the agenda for and preside at meetings of the Committee. The Committee may also act by unanimous written consent in lieu of a meeting in accordance with Corebridge's By-Laws. The Corporate Secretary or another designated individual shall record and keep minutes of all Committee meetings and will file such minutes and copies of written consents with the minutes of the meetings of the Board. The Chair shall report regularly to the Board on actions taken and significant matters reviewed by the Committee.

The Committee may delegate authority to a subcommittee of one or more Committee members as the Committee deems appropriate. The Committee may invite such members of management and other persons to its meetings as it may deem desirable or appropriate.

IV. Committee Duties and Responsibilities

The principal responsibilities and duties of the Committee are set forth below as a guide, with the understanding that the Committee will carry them out in a manner that is appropriate given Corebridge's needs and circumstances. The Committee may perform such other functions as are consistent with its purpose, responsibilities and applicable laws, rules and regulations and as the Board may request or as the Committee deems necessary or appropriate consistent with its purpose and responsibilities.

- A. In consultation with management, reviewing and evaluating Corebridge's executive compensation and benefits philosophy and policies generally.
- B. Reviewing and approving annual corporate goals, objectives and metrics relevant to the compensation of the CEO and evaluating the CEO's performance in light of those goals, objectives and metrics.
- C. Determining and recommending that the Board approve (i) the CEO's compensation, including salary, incentive or equity compensation, and any special benefits and executive perquisites, based on the evaluation described in paragraph B above; and (ii) any hiring and severance or similar termination terms or arrangements proposed to be made by Corebridge to any prospective, current or former CEO. In determining and recommending the long-term incentive component of the CEO's compensation, the Committee may consider any number of factors, including Corebridge's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years.
- D. Reviewing and approving (i) the incentive award performance goals, objectives and metrics for Section 16 Officers and evaluating their performance in light of those goals, objectives and metrics and, based on recommendations from the CEO, approving the compensation of Section 16 Officers, including salary, incentive or equity compensation, and any special benefits and executive perquisites; and (ii) any hiring and severance or similar termination payments proposed to be made by Corebridge to any prospective, current or former Section 16 Officer.
- E. The Committee shall periodically review and approve a group of peer companies against which to benchmark Corebridge's compensation competitiveness, both in terms of type and amount of compensation.
- F. Reviewing and approving grants pursuant to equity compensation plans unless such authority has been delegated for grants to employees other than to the CEO and Section 16 Officers.
- G. Administering, reviewing, approving, amending and terminating incentive compensation plans and equity-based plans, and, where appropriate or required, recommending such actions to the Board and/or stockholders for approval, subject, in each case, to the terms of the plans and the authority granted therein.
- H. Reviewing the results of advisory stockholder votes on executive compensation and the frequency of such votes, and considering whether to make or recommend adjustments to Corebridge's executive compensation policies and practices as a result of such votes.
- I. Reviewing risk assessments of Corebridge's compensation programs and policies and overseeing steps to monitor and control such risk exposures, and liaising with the Risk Committee, as appropriate.
- J. Overseeing pension, savings and employee benefit plans.

- K. Establishing and reviewing compliance with stock ownership guidelines for Section 16 Officers.
- L. Producing the Committee report for inclusion in Corebridge's annual proxy statement, reviewing and discussing with management the report and Corebridge's Compensation Discussion & Analysis (**CD&A**) for inclusion in Corebridge's annual proxy statement, and based on such review and discussion, recommending that the Board approve Corebridge's CD&A to be included in Corebridge's annual proxy statement.
- M. Overseeing human capital management practices and programs, which relate to attracting new employees and retaining and developing Corebridge's personnel.
- N. Overseeing Corebridge's clawback policies regarding the recoupment, repayment or forfeiture of compensation and, as appropriate, recoup incentive compensation pursuant to any applicable policy or policies.

V. Committee Self-Assessment

The Committee shall conduct an annual evaluation of its performance and compliance with this Charter and report the results of such review to the Board. The Committee shall also periodically evaluate this Charter and recommend to the Board any modifications of this Charter that the Committee deems necessary or appropriate. The format of the self-assessment shall be determined by the Committee.

VI. Resources and Authority of the Committee

The Committee shall have appropriate access to, and communication with, senior management and may obtain advice and assistance from internal legal, accounting, risk and other advisors to assist it.

In performing its functions, the Committee is entitled to rely on the findings of fact, advice, reports and opinions of management as well as legal, accounting, risk and other advisors retained by Corebridge. The Committee may, if deemed appropriate in its sole discretion, retain compensation consultants and independent legal and other advisors (each, an **Independent Advisor**) to assist it after considering all factors relevant to an Independent Advisor's independence, including the factors specified by applicable NYSE rules and standards. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Independent Advisors, and Corebridge shall be responsible for any costs or expenses so incurred. The Committee may request that any of Corebridge's employees or outside counsel meet with any members of, or experts and advisors to, the Committee.