

COREBRIDGE FINANCIAL, INC. CORPORATE GOVERNANCE GUIDELINES

As Amended June 3, 2025

INTRODUCTION

The Board of Directors (the Board) of Corebridge Financial, Inc. (Corebridge) has developed this set of Corporate Governance Guidelines to promote the effective functioning of the Board and its committees, to promote the interests of stockholders and to set forth a common set of expectations as to how the Board, its various committees, individual directors and management should perform their functions. These guidelines should be interpreted in the context of all applicable laws and Corebridge's certificate of incorporation, by-laws, other corporate governance documents and any stockholders', investors' rights, or other applicable agreement to which Corebridge is a party (each as amended, restated and in effect).

ROLES OF BOARD AND MANAGEMENT

The business of Corebridge is conducted by management under the oversight of the Board. The roles of the Board and management are related but distinct. Corebridge's business strategy is developed and implemented under the leadership and direction of the Chief Executive Officer by its officers and other employees. The members of the Board serve as the elected representatives of the current and future stockholders and in that capacity act as advisors and counselors to senior management and oversee management's performance on behalf of the stockholders. In performing its general oversight function, the Board reviews and assesses Corebridge's strategic and business planning as well as management's approach to addressing significant risks and challenges facing Corebridge. As part of this function, the Board reviews and discusses reports regularly submitted to the Board by management with respect to Corebridge's performance as well as significant events, issues and risks that may affect Corebridge's business or financial performance. In performing its oversight function, the Board and its members should maintain frequent, active and open communication and discussions with the management of Corebridge.

BOARD COMPOSITION

The size and composition of the Board will be determined from time to time by the Board itself in an effort to balance the following goals:

- The size of the Board should facilitate substantive discussions by the whole Board in which each director can participate meaningfully. Given the size and complexity of the businesses in which Corebridge is engaged, as well as the value of having differing viewpoints, skills, experiences and backgrounds among Board members, the Board currently believes that it will be desirable over time to have a Board of between 8 and 14 members (allowing that a larger or smaller number may be necessary or advisable in periods of transition or other particular circumstances).
- Although the Board has not adopted a specific diversity policy, the Board believes it is important to have a broad range of skills, expertise, backgrounds, insurance, financial services and other industry knowledge and diversity of opinion. We believe this variety of attributes should contribute to the Board's collective strength.
- A majority of the Board will consist of directors who are, under the New York Stock Exchange (NYSE) listing standards, "independent" in the business judgment of the Board (Independent Directors), to the extent required by the NYSE.

BOARD LEADERSHIP

Selection of the Chair and Lead Independent Director

The Board will select a Chair of the Board (the Chair) in the manner it considers to be in the best interests of Corebridge at any given point in time. The current policy of the Board, reflected in the by-laws, is that (1) the

role of Chair may or may not be filled by an Independent Director and (2) if the Chair is not independent, the Board shall elect a lead Independent Director of the Board (the Lead Independent Director) from among the Independent Directors, considering the recommendation of the Independent Directors.

The selection of the Chair and Lead Independent Director (if any) will be reviewed annually. The Board believes that it is in the best interests of Corebridge for the Board to periodically evaluate and make a determination regarding whether or not the Chair role should be held by an Independent Director and whether or not to separate or combine the roles of Chair and Chief Executive Officer, depending upon the circumstances.

Duties of the Chair

The Chair will have the duties assigned by the Board from time to time. It is the Board's current policy that the Chair's duties include:

- Providing leadership to the Board and taking responsibility for the Board's effectiveness;
- Chairing meetings of the Board and the annual stockholder meeting;
- Communicating with stockholders, stakeholders and government officials;
- Reviewing and approving the agendas for and the scheduling of meetings of the Board (if the Chair is independent and there is no Lead Independent Director);
- Coordinating with the chairs of each committee of the Board to schedule committee meetings;
- Reviewing the quality, quantity, appropriateness and timeliness of information provided to the Board, in consultation with the Lead Independent Director (if there is one); and
- Conferring regularly with the Lead Independent Director (if there is one) on matters of importance that may require action or oversight by the Board.

In the event that the Chair is an Independent Director, the duties of the Chair will also include the duties of the Lead Independent Director outlined below, except to the extent inapplicable due to the combining of such roles.

Duties of the Lead Independent Director

The Lead Independent Director (if there is one) will be appointed by the Independent Directors and have the duties assigned by the Board from time to time. It is the Board's current policy that the Lead Independent Director's duties include:

- Providing advice, guidance and assistance to the Chair, as requested;
- Calling and chairing the executive sessions of the Independent Directors, in conjunction with each regularly scheduled meeting of the Board, and calling and chairing additional executive sessions and meetings of the Independent Directors, as needed;
- Reporting to Corebridge's Chief Executive Officer and Chair regarding feedback from executive sessions;
- Approving, in consultation with the Chair, the agendas for and the scheduling of meetings of the Board;
- Chairing meetings of the Board in the absence of the Chair;
- Serving as a liaison between the Chair and the Independent Directors;

- Reviewing and approving, in consultation with the Chair, the quality, quantity, appropriateness and timeliness of information provided to the Board;
- Communicating with stockholders, stakeholders and government officials;
- Coordinating with the Chair and with the chair of the Nominating and Corporate Governance Committee with respect to identifying and evaluating candidates qualified to serve as directors on the Board;
- Coordinating with the Chair and with the chair of the Nominating and Corporate Governance Committee with respect to the format and process for the performance evaluations of the Board and its committees;
- Conferring regularly with the Chair on matters of importance that may require action or oversight by the Board; and
- Carrying out such other duties as are requested by the Independent Directors, the Board or any of its committees from time to time.

SELECTION OF DIRECTORS

Nominations

The Nominating and Corporate Governance Committee recommends to the Board director candidates for nomination and election at the annual stockholder meeting or for appointment to fill vacancies, subject to any obligations and procedures governing the nomination of directors to the Board that may be set forth in any stockholders', investors' rights or other applicable agreement to which Corebridge is a party. The Nominating and Corporate Governance Committee, in consultation with the Chair, Chief Executive Officer and Lead Independent Director, if any, identifies and evaluates candidates qualified to serve as directors considering the following criteria:

- High personal and professional ethics, values and integrity;
- Ability to work together as part of an effective, collegial group;
- Commitment to representing the long-term interests of Corebridge;
- Skill, expertise, background and experience with insurance and financial services businesses and other organizations that the Board deems relevant and diversity with respect to the foregoing;
- The interplay of the individual's experience with the experience of other Board members;
- The contribution represented by the individual's skills and experience to ensuring that the Board has the necessary tools to perform its oversight function effectively;
- Ability and willingness to commit adequate time to Corebridge over an extended period of time; and
- The extent to which the individual would otherwise be a desirable addition to the Board and any committees of the Board.

Evaluation of Nominees

The Nominating and Corporate Governance Committee will evaluate possible candidates prior to making a recommendation to the Board regarding their candidacy and whether a nominee or appointee would be an Independent Director.

Stockholder Nominations

The Nominating and Corporate Governance Committee will consider candidates for Board membership

proposed by stockholders, including pursuant to Corebridge's proxy access by-law, and will evaluate such candidates in the same manner as other candidates identified by or submitted to the Board. Stockholders may propose nominees for consideration by the Board by complying with the procedures and requirements in Corebridge's proxy access by-law or by submitting names and supporting information to:

BY MAIL TO:	BY EMAIL TO:
Corporate Secretary Corebridge Financial, Inc. 2919 Allen Parkway, L4-01 Woodson Tower Houston, Texas 77019	CorebridgeBOD@corebridgefinancial.com

All stockholder recommendations as to possible Board members must comply with the information and timing requirements set forth in Corebridge's by-laws.

Orientation and Continuing Education

Management, working with the Board, will provide an orientation process for new non-management directors, including background material on Corebridge, its business plan and risk profile and meetings with senior management. Management will also provide a continuing education program for directors regarding matters relevant to Corebridge and its business plan and risk profile, as well as other appropriate subjects.

ELECTION, TERM AND RETIREMENT OF THE DIRECTORS

Election and Term

A director holds office until the annual meeting of stockholders next succeeding his or her election and until a successor is elected and qualified or until his or her earlier resignation or removal. The Board does not believe that term limits are appropriate, as term limits may result in the loss of long-serving directors who over time have developed unique and valuable insights into Corebridge's business and therefore can provide a significant contribution to the Board.

Voting for Directors

The Board shall nominate for election as directors, with respect to incumbent candidates, only those who have tendered, prior to the mailing of the proxy statement for the annual meeting at which they are to be re-elected as directors, irrevocable resignations authorized by Section 141(b) of the Delaware General Corporation Law that will be effective upon (i) the failure to receive the required vote at any annual meeting at which they are nominated for re-election¹ and (ii) Board acceptance of such resignation. In addition, the Board shall fill director vacancies and new directorships only with candidates who agree to tender, at or prior to the time of their appointment to the Board, the same form of resignation tendered by other directors in accordance herewith. The Board, considering the recommendation of the Nominating and Corporate Governance Committee, shall accept such resignation unless it determines that the best interests of Corebridge would not be served by doing so. The Board shall take action within 90 days following certification of the vote, unless such action would cause Corebridge to fail to comply with any requirement of the NYSE or any rule or regulation promulgated under the Securities Exchange Act of 1934, as amended (the Exchange Act), in which event Corebridge shall take action as promptly as is practicable while continuing to meet such requirements. The Board will promptly disclose its decision and the reasons therefor in a periodic or current report filed with the Securities and Exchange Commission.

Director Retirement

¹ The Corebridge by-laws provide that each director shall be elected by vote of the majority of votes cast (meaning the number of shares voted "for" a nominee must exceed the number of shares voted "against" such nominee) at any meeting for the election of directors at which a quorum is present, provided that the directors shall be elected by a plurality of the votes cast (instead of by votes "for" or "against" a nominee) at any meeting involving a contested election for one or more directors (meaning more directors have been nominated for election than directorship positions available).

No individual shall stand for election as a director after reaching the age of 75. The Board, however, considering the recommendation of the Nominating and Corporate Governance Committee, may waive this limitation for any director for a period of one year, if it is deemed to be in the best interests of Corebridge.

Change in Status

If (other than as a result of retirement) a director's principal occupation changes from that at the time such director was last nominated for election, then such director shall inform the chair of the Nominating and Corporate Governance Committee of the change and shall tender his or her resignation for consideration by that committee. The Board will decide the action to be taken with respect to such resignation, considering the recommendation of the Nominating and Corporate Governance Committee.

Board Vacancies

In the event that a vacancy on the Board is created for any reason, and it is determined by the Board to be filled, the Board will consider the views of interested stockholders, as it deems appropriate.

BOARD MEETINGS

The Board currently plans to hold at least quarterly meetings each year, with further meetings to occur when called by the Chair or if requested by two directors as provided in the by-laws. The Chair will oversee the preparation of the agendas for meetings of the Board in consultation with the Lead Independent Director (if there is one). Any director may suggest the inclusion of additional subjects on the agenda. The agenda for each committee meeting will be established by the respective committee chair. Management will endeavor to provide all directors an agenda and appropriate materials in advance of meetings, although the Board recognizes that this will not always be consistent with the timing of transactions or the operations of the business and, in certain cases, it may not be desirable to circulate materials in advance of the meeting.

Materials presented to the Board or its committees should be as concise as practicable but consistent with the need to provide the information needed for the directors to make an informed judgment and engage in informed discussion. As provided in the by-laws, the Board or any committee thereof may also take action by unanimous written consent.

EXECUTIVE SESSIONS

To ensure free and open discussion and communication among the Independent Directors, the Independent Directors will meet in executive sessions, with no members of management present, in conjunction with each regularly scheduled (excepting telephonic) meeting of the Board, and in any event no less than once per year. Additionally, the Lead Independent Director (if there is one) may call additional executive sessions and meetings of the Independent Directors, as needed. The Lead Independent Director (if there is one) or the Chair (if independent) will preside at the executive sessions unless the Lead Independent Director or independent Chair, as applicable, is unable to attend, in which case the Independent Directors will designate one of the other Independent Directors to preside. In addition, the Lead Independent Director (if there is one) may invite the Chair to join a portion of any executive session to give the Independent Directors an opportunity to consult with the Chair, as applicable.

THE COMMITTEES OF THE BOARD

The Board will have at least the following standing committees: Audit Committee; Compensation and Management Development Committee; and Nominating and Corporate Governance Committee. Each of these committees must have a written charter that complies with the NYSE listing standards. The Audit Committee and the Compensation and Management Development Committee must also satisfy the requirements of Rule 10A-3 and Rule 10C-1 of the Exchange Act, respectively. Considering the recommendation of the Nominating and Corporate Governance Committee, the Board shall appoint a chair of each committee. Each committee chair will give a report to the Board periodically on the committee's activities. A director may serve on more than one committee.

Membership of committees will be reviewed by the Board at least annually, considering the recommendation of the Nominating and Corporate Governance Committee. The Board believes that rotation of members and chairs of its committees is desirable. The Board does not believe, however, that fixed time periods for rotation are desirable. As a general matter, the Board believes that a director should serve as chair of the same committee for not less than three consecutive years and for not more than five years.

BOARD RESPONSIBILITIES

Overall Business Strategy

The Board will periodically review and approve Corebridge's overall strategic and business plans.

Chief Executive Officer

The Board is responsible for the appointment of the Chief Executive Officer. In the event the Chief Executive Officer also serves as a director, the Chief Executive Officer will recuse himself or herself from any such determination. The Nominating and Corporate Governance Committee oversees and reports to the Board on succession planning with respect to the Chief Executive Officer.

The Nominating and Corporate Governance Committee will periodically review with the Board Corebridge's Chief Executive Officer succession planning process, including the identification, development and progress of internal candidates, and how candidates have been assessed as well as the skills, experience and attributes that the Board believes are important to be an effective Chief Executive Officer in light of Corebridge's business strategy.

Management Succession

The Chief Executive Officer shall present, at least annually, to the Board, and the Board shall review, a plan for management succession for the other policy-making officers of Corebridge.

Evaluating and Approving Compensation for the Chief Executive Officer

The Compensation and Management Development Committee reviews and approves annual corporate goals, objectives and metrics relevant to the compensation of the Chief Executive Officer and evaluates the Chief Executive Officer's performance in light of those goals, objectives and metrics. In accordance with the by-laws and its charter, the Compensation and Management Development Committee determines and recommends that the Board approve or ratify the compensation of the Chief Executive Officer. Any director who is also an employee of Corebridge or any of its subsidiaries shall recuse himself or herself from the deliberations and vote of the Board to approve or ratify the compensation of the Chief Executive Officer.

Executive Compensation

The Compensation and Management Development Committee oversees the development and implementation of Corebridge compensation programs. The Board is committed to the full, fair and transparent disclosure of executive compensation. This commitment will be considered in connection with Corebridge's public disclosures regarding executive compensation.

Board Compensation

The Nominating and Corporate Governance Committee reviews and recommends to the Board the appropriate form and amount of compensation for non-management directors. The Board will set such compensation, taking into account the recommendations of the Nominating and Corporate Governance Committee. Only non-management directors will receive compensation for services as a director.

Risk Management

The Board oversees Corebridge's risk management, including through its Board committees as set forth in

their respective charters. Management provides reports on Corebridge's significant risk exposures and how these exposures are managed to the Board and its committees, as applicable.

EXPECTATIONS OF DIRECTORS

The business and affairs of Corebridge are to be managed by or under the direction of the Board in accordance with the laws of the State of Delaware. In performing their duties, the primary responsibility of the directors is to exercise their business judgment in the best interests of Corebridge. The Board has developed a number of specific expectations of directors to promote the discharge of this responsibility and the efficient conduct of the Board's business.

Commitment and Attendance

All directors should make every effort to attend every meeting of the Board and every meeting of committees of which they are members. In-person attendance by directors is expected at every regularly scheduled meeting of the Board and every regularly scheduled meeting of committees of which they are a member, unless such meeting has been specifically designated as a virtual or telephonic meeting. In all cases, attendance (including virtual or telephonic attendance) is limited to the director and others invited by, or attending with the consent of, the Board or applicable committee, including pursuant to any specific arrangements for observers. Directors are expected to attend the annual meeting of stockholders. A director may attend meetings (without having a vote or affecting the presence or absence of a quorum) of any committee of which the director is not a member, with the consent of the committee chair. The Chair and/or Lead Independent Director (if there is one) may attend any meetings of committees of which he or she is an ex-officio member in his or her sole discretion.

Any director who, for two consecutive calendar years, attended fewer than 75% of the regular meetings of the Board and the meetings of all committees of which such director is a voting member will not be nominated for re-election at the annual meeting in the next succeeding calendar year, absent special circumstances determined by the Board, considering the recommendation of the Nominating and Corporate Governance Committee.

Participation in Meetings

Each director should be sufficiently familiar with the business of Corebridge, including its financial statements and capital structure and the risks and the competition it faces, to facilitate active and effective participation in the deliberations of the Board and of each committee on which he or she serves. Upon request, management will make appropriate personnel available to answer any questions a director may have about any aspect of Corebridge's business.

Loyalty and Ethics

In their roles as directors, all directors owe a duty of loyalty to Corebridge. This duty of loyalty mandates that directors act in the best interests of Corebridge and not act for personal benefit at the expense of Corebridge. Corebridge has adopted a Director, Executive Officer and Senior Financial Officer Code of Business Conduct and Ethics (the Code). Directors should be familiar with the Code's provisions and should consult with Corebridge's General Counsel in the event of any issues that arise with respect to the matters set forth in the Code.

Other Directorships

Corebridge values the experience directors bring from other boards on which they serve but recognizes that those boards also present significant demands on a director's time and availability and may present conflicts and legal issues. Directors must obtain prior consent from the chair of the Nominating and Corporate Governance Committee in advance of accepting membership on any other public company board of directors or other significant commitments involving affiliation with other businesses or governmental units.

The Chief Executive Officer should not serve on the board of directors of more than one public company (other than Corebridge or a company in which Corebridge has a significant equity interest). In addition,

absent special circumstances, the Board generally considers it desirable for: (1) other directors not to serve on the boards of directors of more than three public companies (other than Corebridge or a company in which Corebridge has a significant equity interest) that require substantial time commitments; (2) other directors who are executive officers of another public company not to serve on the boards of directors of more than one public company (other than Corebridge and the public company for which he/she serves as an executive officer); and (3) members of Corebridge's Audit Committee not to serve on more than two other public company board audit committees.

Contact with Management

All directors are invited to contact the Chief Executive Officer at any time to discuss any aspect of Corebridge's business. It is expected that the Chief Executive Officer will keep the Chair (if independent) or the Lead Independent Director (if there is one) informed of all significant management, operational and other business developments as they arise. Directors also will have complete access to other members of management. The Board expects that there will be frequent opportunities for directors to meet with the Chief Executive Officer and other members of management in Board and committee meetings or in other formal and informal settings.

Further, the Board encourages management, from time to time, to bring managers into Board meetings who (a) can provide additional insight into the items being discussed because of personal involvement or substantial knowledge in those areas and/or (b) are managers with future potential that the senior management believes should be given exposure to the Board.

Board Interaction with Institutional Investors and the Press

It is important that Corebridge speak to employees, investors and outside constituencies with a single voice and that management serve as the spokesperson. Each director should refer all inquiries from the press, investors or others regarding Corebridge's operations to management. Individual directors may, from time to time at the request of or with the consent of the management, meet or otherwise communicate with various constituencies that are involved with Corebridge. The foregoing is not intended to preclude the Chair (if independent) or the Lead Independent Director (if there is one) from speaking on behalf of the Independent Directors nor limit the Board's active involvement in Corebridge's stockholder engagement process described below. Directors should coordinate such communications or meetings in advance with the Chair, Chief Executive Officer, General Counsel and Corporate Secretary.

Corebridge maintains an active dialogue with stockholders and other stakeholders on matters of significance to Corebridge and its stockholders, including corporate governance, corporate social responsibility, strategy, performance, sustainability and environmental, cybersecurity and related matters. As part of this process, the Chair (if independent) or the Lead Independent Director (if there is one) periodically participate in meetings with stockholders and other stakeholders to discuss and obtain feedback on issues important to Corebridge's stockholders and other stakeholders. Other directors may also participate in such meetings with stockholders and other stakeholders as part of ongoing stockholder and stakeholder engagement as requested by the Chair. Management also shares feedback from other investor meetings, conferences and stockholder dialogue with the Board.

Confidentiality

The proceedings and deliberations of the Board and its committees are confidential. Each director will maintain the confidentiality of all information received in connection with his or her service as a director. Directors participating in Board or committee meetings by telephone or virtually must ensure that the discussions are not exposed to parties who are not directors. This is particularly important because competitively sensitive information, confidential regulatory information, attorney-client privileged information or other confidential information may be discussed at these meetings.

COMMUNICATIONS WITH THE BOARD OF DIRECTORS

Stockholders and other interested parties may communicate directly with the Board as set forth in the

Corebridge Board of Directors Communication Policy available at Corebridge's Investor Relations website.

EVALUATING BOARD AND COMMITTEE PERFORMANCE

Corebridge believes that self-evaluations of the Board, the standing committees of the Board and individual directors are important elements of corporate governance. The Nominating and Corporate Governance Committee, in coordination with the Chair and the Lead Independent Director (if there is one) will establish the format and process for such evaluations.

CHARITABLE GIVING

Corebridge and its subsidiaries may make charitable gifts, grants, contributions, commitments and pledges and awards of various types (collectively, gifts) in the ordinary course of their business to charities, including foundations, endowments, trusts, charitable organizations and groups, cultural and educational institutions and others (collectively, institutions). The Board has adopted the following guidelines with respect to the making of such gifts:

- Gifts are to be made prudently and to further Corebridge's business interests, including the enhancement of Corebridge's reputation and standing in the communities where it operates. It is the responsibility of management to determine whether a gift satisfies this purpose before it is made, pledged or committed.
- Unless the Board determines that management should inform the Board directly, management will inform the Nominating and Corporate Governance Committee before the making of any proposed gift that would result in gifts aggregating \$50,000 or more within any calendar year to or on behalf of an institution (1) of which a non-management director serves as a director, advisory director (or in a similar capacity) or executive officer or (2) which is present at one or more events honoring any non-management director, even if that non-management director is not a director, advisory director (or in a similar capacity) or executive officer of, or otherwise affiliated with, the institution. Gifts made to institutions under a company matching grants program will not be taken into account in calculating the \$50,000 or more amount.
- Non-management directors will not directly solicit gifts from Corebridge (including any of its subsidiaries) to or on behalf of any institution of which a non-management director serves as a director, advisory director (or in a similar capacity) or executive officer or which is honoring that non-management director.

POLITICAL CONTRIBUTIONS

Corebridge and its subsidiaries may make political contributions in the ordinary course of their business to further Corebridge's business interests. It is the responsibility of management to determine whether a contribution satisfies this purpose before it is made, pledged or committed. All political contributions will be made in accordance with all applicable laws, rules and regulations. Management will provide the Nominating and Corporate Governance Committee with a report, at least annually, with respect to all political contributions that have been made since the last such report.

RELIANCE ON MANAGEMENT AND OUTSIDE ADVICE

The Board, and each of its committees will have direct access to, and complete and open communication with, senior management and may obtain advice and assistance from internal legal, accounting and other advisors to assist it in the performance of its duties. In performing their functions, the Board, and each of its committees as set forth in its respective charter, is entitled to rely on the advice, reports and opinions of management as well as legal, accounting, risk and other advisors retained by Corebridge. The Board, and each of its committees as set forth in its respective charter, may, if deemed appropriate, in its sole discretion, retain independent legal, accounting and other advisors to assist the Board or committee (or, when appropriate, the Independent Directors) and shall be directly responsible for the appointment, compensation and oversight of the work of such advisors, and Corebridge will be responsible for any costs or expenses so incurred.

AMENDMENT AND WAIVER

As set forth in its charter, the Nominating and Corporate Governance Committee is responsible for reviewing Corebridge's corporate governance framework, including these Corporate Governance Guidelines and, where appropriate, recommending any changes to the Board.