

Liberty Mutual Notice of Use of Artificial Intelligence - US Employees CA & IL

Effective January 2026

Liberty Mutual and its affiliates and subsidiaries use technologies such as artificial intelligence and machine learning (“AI”) to support our employees, improve workplace efficiency, and streamline internal processes. These tools also help us enhance the experience of our workers and ensure fair, consistent employment practices. This notice explains some of the ways Liberty Mutual uses AI across our business, the types of information our AI models rely upon, and the rights individuals have regarding our AI practices.

How We Use AI

Liberty Mutual is committed to the responsible and transparent use of AI. We believe in the importance of human oversight in all AI systems we deploy, ensuring that technology supports thoughtful decision-making. We do not sell employee personal data, nor do we permit third parties to use that personal data to train AI models for their own benefit. Employees must undergo training on responsible and ethical use of AI before they are permitted to use AI in their work. We regularly review our practices to uphold our standards of privacy, security, and fairness.

Employment decisions at Liberty Mutual are made by people. We may use AI to help make those decisions in various aspects of our operations, including:

- **Internal Business Purposes:** To generate drafts, translate text, summarize documents, and perform other day-to-day business tasks.
- **Employee Training and Development:** To recommend personalized learning resources, assess skill gaps, and deliver interactive training modules.
- **Employee Retention:** To identify opportunities for us to improve employee satisfaction.
- **Employee Growth and Goal Setting:** To analyze employee performance data, summarize and improve feedback, and support goal-setting processes.

We do not use AI to discriminate against individuals based on race, color, national origin, ancestry, sex or gender, sexual orientation, gender identity, gender expression, religion, marital status, age, mental or physical disability, military or veteran status, pregnancy, genetic information, a person's hair texture or hair style or on any basis prohibited by federal, state or local law.

Information Used In Our AI Systems

We may gather information used in our AI systems directly from you, from third parties, or from publicly available sources.

Types of Information Used In Our AI Systems

Depending on the context, our AI models rely on a variety of information, which may include:

- Talent record information
- Job application information
- Employee performance data
- Training and development records
- Survey and feedback responses
- Compensation and benefits information

We take care to only use information that is relevant and necessary for the functioning of our AI models. We apply safeguards consistent with industry best practices to protect your personal information and ensure that we are using it appropriately under law. For more information about the privacy of your personal information, please visit lmi.co/privacy.

Your AI Rights

Depending on where you reside, you may be entitled to request information about the AI that contributed to any decision about your employment and the specific information that was used to make that decision. You may also be entitled to submit a complaint about our use of AI with regard to your employment. We grant these rights consistent with applicable law.

Liberty Mutual does not retaliate or discriminate against individuals who choose to exercise these rights.

You may inquire about these requests, seek additional information, or obtain a copy of this Notice in an alternative format using the contact information below:

Calling:	800-344-0197
Email:	privacy@libertymutual.com
Online:	https://lmig.co/ai-privacy
Mail:	Liberty Mutual Insurance Company 175 Berkeley St. Boston, MA 02116 Attn: Privacy Office