

Liberty Mutual Notice of Use of Artificial Intelligence - US Job Applicants CA & IL
Effective January 2026

Liberty Mutual and its affiliates and subsidiaries use technologies such as artificial intelligence and machine learning (“AI”) to enhance the experience of job applicants and ensure fair, consistent hiring practices. This notice explains some of the ways Liberty Mutual uses AI, 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 job applicant 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:

- **Recruiting and Hiring:** To help us evaluate and identify the best candidates for open roles fairly and efficiently.
- **Internal Business Purposes:** To generate drafts, translate text, summarize documents, and perform other day-to-day business tasks.

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 collect information for use in our AI systems directly from you, from third parties, and from publicly available sources. The categories of information described in our Privacy Notice may be used in our AI systems, consistent with that Notice and applicable law. For more information about how we handle your personal information, please visit lmi.co/privacy.

Security Of Your Information

We take care to only use information that is relevant and necessary for the functioning of our AI models and apply safeguards consistent with industry best practices to protect your personal data and ensure that we are processing it appropriately under law.

Your AI Rights

Depending on where you reside and your relationship with us, you may be entitled to request information about the AI that was used to make a decision about you 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
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Attn: Privacy Office