



ROSE MARIE E. GLAZER

Accomplished international C-Suite executive with over 30 years of experience working with Fortune 100 companies across a broad array of industries ranging from financial services, transportation, energy, and healthcare to telecom, technology, and manufacturing. Proven leader who leverages her legal, regulatory, compliance, accounting, and human capital management background to advise businesses in many areas, including crisis and risk management, transformation, mergers, acquisitions and divestitures, shareholder activism, ESG matters, and executive compensation.

CAREER EXPERIENCE

American International Group, Inc., New York, New York - February 2017 to present

Executive Vice President and Chief Human Resources & Diversity Officer – June 2022 to present
Executive Vice President, Chief Human Resources Officer, and Corporate Secretary – January 2022 to June 2022

Responsible for aligning the worldwide people strategy of AIG (NYSE: AIG), a global insurance company operating in more than 80 countries and jurisdictions, with the company's long-term strategic, operational, and financial objectives, and overseeing all aspects of human capital management, including talent acquisition, learning and development, compensation and benefits, and diversity, equity, and inclusion efforts as well as AIG's corporate social responsibility endeavors. Member of the company's executive leadership team and Executive Sponsor of the Latino Network Employee Resource Group.

Senior Vice President, Corporate Secretary, and Deputy General Counsel – March 2017 December 2021

Led the corporate governance, securities, capital markets, mergers and acquisitions, real estate, and intellectual property legal teams, as well as the Sustainability Office for AIG. Member of the Executive Diversity Council.

Representative achievements include:

- Advised the board of directors and executive management during a period of significant transformational change (i.e., 6 new directors, multiple CEO and CFO transitions, and material business restructuring).
- Advised the board in its interactions with activist investors, including the onboarding and eventual departure of the activists' director representatives.
- Negotiated and closed the company's largest acquisition in recent memory (\$5.5 billion public company acquisition).
- Led the legal work streams related to the separation of the company's Life & Retirement business and preparations for its initial public offering.
- Developed and led the company's year-round ESG engagement strategy with key investors.
- Championed the creation of AIG's Sustainability Office and led the development and execution of the company's sustainability priorities.

Siemens AG - November 2004 – February 2017

Siemens Corporation, Washington, D.C.

General Counsel – Americas – February 2012 to February 2017

Managed the legal affairs for all Siemens AG businesses in North and South America, representing approximately \$27 billion in annual revenues across multiple industries, including energy, healthcare, building technologies, automation and drives, transportation, and software solutions. Department included over 250 lawyers, contracts managers, para-professionals, and administrative staff across multiple countries. Member of the executive committee and participant in strategic planning discussions.

Representative achievements include:

- Established trusted relationships with key regulators at all levels of government, including US federal agencies and their foreign counterparts throughout Latin America.
- Actively supervised successful resolution of complex litigation matters, including product liability cases, class actions, patent infringement lawsuits, and international arbitrations.
- Supported robust merger and acquisition pipeline, including the successful closing of several material acquisitions, divestitures, and spin-offs.

Siemens Mesoamerica, Mexico City, Mexico

Cluster General Counsel (Interim) – September 2009 to July 2010

Led legal department for Siemens in Mexico, Central America, and the Caribbean, a region with revenue of over \$1.5 billion and more than 9,000 employees in 10+ countries.

Siemens Product Lifecycle Management (PLM) Software Inc. (f/k/a UGS Corp.), Plano, Texas

General Counsel and Secretary – May 2007 to January 2012

Associate General Counsel and Chief Compliance Officer – November 2004 to April 2007

Directed all aspects of 45+ person international legal department for a billion-dollar global software company with 7,000 employees, including negotiating and implementing multiple acquisitions, standardizing customer-facing documentation, managing a significant litigation docket and IP portfolio, setting legal and compliance policies for the company, administering the department budget, and overseeing legal personnel. Member of the executive committee and participant in strategic planning discussions.

Telvista, Inc., Dallas, Texas

Vice President, General Counsel, and Secretary – October 2001 to November 2004

Established and led the legal and real estate departments for a contact center outsourcer owned by Mexican telecommunications firms controlled by Carlos Slim.

Allied Riser Communications Corporation, Dallas, Texas

Vice President and Assistant General Counsel – November 1999 to September 2001

Supervised core legal functions and led the human resources department for NASDAQ traded provider of integrated broadband communication services.

American Airlines, Inc., Ft. Worth, Texas

Attorney and Assistant Corporate Secretary – April 1996 to October 1999

Areas of responsibility included negotiating and executing mergers, acquisitions, and spin-offs, handling corporate governance matters, drafting of periodic SEC filings, and general corporate counseling.

Jones, Day, Reavis & Pogue, Dallas, Texas

Associate – September 1990 to March 1996

Areas of practice included corporate finance, mergers and acquisitions, general corporate counseling, and litigation.

BOARD EXPERIENCE

AIG Foundation, New York, New York

Chair of the Board and ***Director*** – March 2021 to present

Robert B. Rowling Center for Business Law & Leadership, Southern Methodist University Dedman School of Law, Dallas, Texas

Member of the ***Board of Advisors*** – January 2019 to present

Business Software Alliance, Washington, D.C.

Director – May 2007 to February 2012

ADDITIONAL PROFESSIONAL ACTIVITIES AND RECOGNITIONS

Featured in numerous publications and a frequent author and speaker on topics such as human capital management, ESG, corporate governance, crisis management, compliance and ethics, and the intersection of technology and law.

Received numerous awards and recognitions, including:

- **NACD Directorship Certified**
- Member of the Partnership for New York City's **David Rockefeller Fellows** Class of 2022
- 2020 *Corporate Secretary* magazine **Governance Professional of the Year** (Large Cap)
- Named as one of the **Twenty Most Influential Hispanics in Technology** in 2017 by *Hispanic Engineer & Information Technology* magazine
- Named as one of the **Top 50 Most Powerful Women in Technology** in 2016 by the National Diversity Council

EDUCATION

Southern Methodist University, J.D., *Cum Laude* - May 1990

- Graduated 13/229. Order of the Coif
- Business Managing Editor, *Southwestern Law Journal*

Southern Methodist University, B.B.A., Accounting, *Summa Cum Laude*; B.A., Spanish, *Summa Cum Laude* - May 1987

PERSONAL

- Admitted to practice law in Texas, November 1990; U.S. District Court, N.D. Texas, February 1991; U.S. Court of Appeals, Fifth Circuit, May 1991
- Member: American Corporate Counsel Association, National Hispanic Bar Association, National Association of Corporate Directors, Society for Corporate Governance, and Texas Bar Association
- Passed certification examination to become Texas Certified Public Accountant
- Native Spanish speaker