

# Statement on Inclusion & Diversity

The Hague, June 25, 2019



Aegon understands that there is much more to every one of us than you first realize. That's why Aegon's approach to inclusion and diversity creates an environment where you can bring your authentic self to work.

At Aegon, we respect and value everyone and encourage every opportunity to learn and grow together.

Aegon believes that to truly serve our customers and deliver our purpose "To help people achieve a lifetime of financial security" we must be agile and continuously evolve and adapt to the changing needs of our people and our customers.

Aegon recognizes that this promise can only be delivered in an environment where our people and stakeholders share personal accountability for building an inclusive and diverse organization.

Our commitment to inclusion and diversity will be demonstrated through our actions and inclusive policies.

Our strategy is designed to support and enrich our culture, encourage employee participation, improve organizational effectiveness and strengthen understanding of our customers' values. It includes bringing different perspectives to the organization's operations and decision making.

To this end, we will strengthen self-awareness to avoid biases, build on our sense of belonging and encourage inclusivity.

*"As CEO of Aegon, I recognize how inclusion and diversity enriches Aegon. By increasing diversity and continuing to embed inclusion in everything we do, we create greater curiosity and this allows us to open up new opportunities and help meet the growing expectations of the company's employees, customers and other stakeholders."*

Alex Wynaendts, CEO Aegon