

Aegon Group Human Rights Statement

May 2026

1. Purpose

At Aegon Group (Aegon), we are guided and united by a single, clear purpose: Helping people live their best lives.

Around the world, people are living longer. Many are investing their extra time on earth in finding ways to make a positive impact and contribute to a better world, and at Aegon, we are excited by the opportunities this brings. Across our markets, people are seeking partners they can trust. By encouraging respect for human rights, we aim to build this trust with our stakeholders.

2. Scope

This statement reinforces Aegon's commitment to respecting international human rights standards across all businesses where the company has sufficient management control and, where possible, to help partners align with similar standards. It is based on the Universal Declaration of Human Rights, core standards of the International Labor Organization (ILO), and the principles of the UN Global Compact (UNGC).

It is supported by policies and initiatives designed to prevent human rights abuse, such as human trafficking, slavery, forced or child labor, and discrimination. This statement provides a minimum standard for Aegon's businesses and does not preclude any individual unit of Aegon from building upon this foundation to make additional commitments relevant for the geographies and markets in which they operate.

The statement is also supported by a periodic human rights risk assessment, covering Aegon's businesses in the Americas, Europe, and Asia.

3. Code of Conduct

Aegon's Code of Conduct embodies the company's values and helps ensure that all employees act ethically and responsibly. It prescribes a mandatory set of standards for how Aegon employees should conduct business, comply with all applicable laws and regulations, and exercise sound judgment in reaching ethical business decisions in the long-term interests of Aegon's stakeholders. Aegon employees are educated on the firm's Code of Conduct and acknowledge that they will abide by these standards. In addition to the Code of Conduct, Aegon has an internal Anti-Bribery and Corruption Policy.

4. Stakeholders

4.1 Employees

Aegon complies with the relevant national and local employment and labor laws where we operate. We aim to create a fair environment, free from discrimination, where people feel respected, supported, and empowered to contribute. Aegon has policies and standards in place globally and in our local business units to support these objectives, including our [Statement on Inclusion & Diversity](#).

4.2 Customers

Our [Code of Conduct](#) provides guidance on treating our customers fairly, providing clear products and services, and protecting customers' information. It also sets out principles relating to anti-competitive behavior, anti-bribery and corruption, and prevention of money laundering and financing of terrorism to further protect customers' and wider society's interests. Our market conduct compliance approach supports the fair treatment of customers.

4.3 Investments

Responsible investment is one of the most significant ways Aegon can contribute to society and reflects its commitment to uphold human rights by actively seeking to avoid causing or contributing to adverse human rights impacts. By taking an active approach to investing, we seek to reduce financial and sustainability-related risks to our portfolio while supporting opportunities that benefit customers and society at large. Aegon's investment approach is anchored by its [Responsible Investment Policy](#), guided by the Principles for Responsible Investment (PRI).

4.4 Business partners

Aegon's [Vendor Code of Conduct](#) sets clear expectations for our vendors, and outsourcing partners, which are subject to due diligence and monitoring procedures as per Aegon's third party risk management standards. Vendors are encouraged to align with Aegon's Statement on Human Rights and avoid complicity in the abuse or violation of internationally proclaimed human rights standards.

5. Commitments

Our human rights approach is supported by our [sustainability commitments](#), which include the UNGC, the UNEP-FI's Principles for Sustainable Insurance (PSI), and the PRI.

6. Governance

Our human rights approach is overseen by the Board of Directors. Aegon's Global Sustainability Board (GSB) advises our Executive Committee on subjects and issues that are relevant to the proper execution of Aegon's sustainability strategy, such as our human rights approach.

7. Grievance and Speak Up

Aegon provides channels through which employees and other stakeholders can raise concerns about misconduct, breaches of our Code of Conduct and internal policies, or conduct that may adversely affect people or be inconsistent with our commitment to respect human rights.

Through Speak Up, concerns can be raised safely, confidentially and, where permitted, anonymously. Concerns are considered and addressed through appropriate processes, with due regard for confidentiality, fairness, and the nature of the issue raised. Aegon does not tolerate retaliation against anyone who raises a concern in good faith or on reasonable grounds and is committed to ensuring that concerns are assessed fairly and addressed appropriately.

For more information

For Aegon's latest sustainability reports and policies, including the integrated annual report, please see [Our reports and policies | Aegon Group Corporate Website | Aegon](#).

For more information on Aegon's human rights approach, please see [Human rights | Aegon Group Corporate Website | Aegon](#).

Aegon's management of sustainability is recognized through third-party ESG ratings and benchmarks, please see [Our ratings | Aegon Group Corporate Website | Aegon](#).