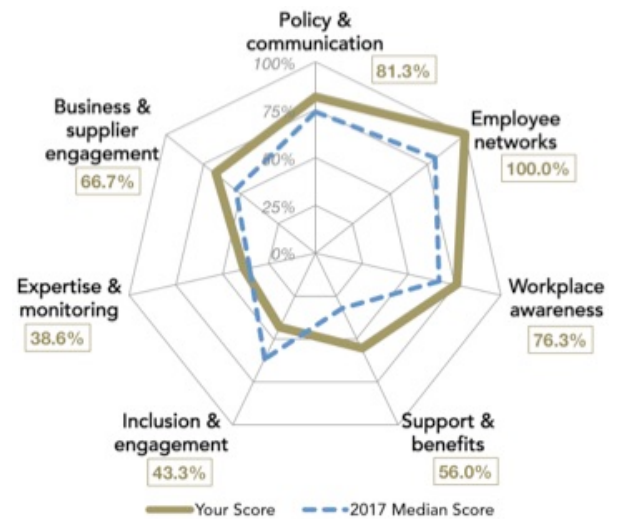


AEGON N.V.

THANK YOU for your participation in the Workplace Pride 2017 Global Benchmark - a tool to measure LGBT workplace inclusion. We are proud to provide you with your personalized Summary Report of this year's result.

Individual Summary		Aegon N.V.		
2017 Results		Score history		
		2016	2015	2014
score :	257.0	218.0	175.8	n/a
% of median:	116.3%	97.1%	85.9%	n/a
tier :	→ Mid	→ Mid	↓ Low	
median	221.0	224.5	204.6	170.6



Your score of 257.0 is 16.3% above the median score of 27 total participants in the 2017 Global Benchmark and places you into the Mid Tier (middle third) of all participants.

Congratulations on the progress you have made in 2017! We continue to raise the bar to ensure the Global Benchmark reflects progress and focus for LGBT employees globally, meaning that standards are higher, and the increase in your score shows that you have again risen to the challenge.

2017 Overview by Segment		Aegon N.V.			
	2017 Score	2017 Tier	Low	2017 Segment Median	High
Overall (all participants)	257.0	→ Mid	31.0	221.0	393.0
Private Sector (n=20)		→ Mid	31.0	256.5	393.0
Financial & Insurance (n=4)		→ Mid	181.0	225.0	270.0
10K - 100K (n=14)		→ Mid	131.0	257.5	391.0

As we look at how you compare to participants of similar profiles you place in the Mid Tier in the Finance & Insurance industry segment in the Private Sector segment and among organizations of similar size and near or above median in all of these segments.

Section Result Summary

The 2017 Global Benchmark measured policies and practices in 7 sections that covered specific topic areas. Here is an overview of your 2017 results by section.

2017 Scores by Section:		Aegon N.V.		
	Section Score	Tier % of Median	** 1 yr change	** change since start
Policy & communication Measures scope of the LGBT workplace equality policy, inclusiveness of formal communications, and measures taken to ensure policy compliance.	65	→ Mid 110.17%	+24.89%	+44.43%
Employee networks Measures existence and structure of LGBT-employee networks, and the role of LGBT employee networks with regard to the organization's objectives.	30	↑ Top 125.00%	+46.00%	+60.20%
Workplace awareness Measures how awareness for LGBT inclusion is raised within the organization, and the substance and target audience of (LGBT) workplace diversity training.	61	→ Mid 115.09%	+10.00%	+40.25%
Support & benefits Measures support and workplace safety for LGBT-employees, coming-out/transition support, and (equal) benefits for LGBT-employees and their families.	28	↑ Top 175.00%	+12.00%	+29.20%
Inclusion & engagement Measures the ways that LGBT and non-LGBT employees actively support each other, leadership support, straight ally and cross-mentoring initiatives.	26	↓ Low 70.27%	+8.33%	-37.47%
Expertise & monitoring Measures the ways participants identify and monitor LGBT workplace diversity and objectives and how sources of expertise and best practices are used.	27	→ Mid 108.00%	+14.29%	+5.24%
Business & supplier engagement Measures the extent to which the organization profiles itself as LGBT-inclusive both internally and externally (with clients, customers, suppliers, and the community).	20	↑ Top 125.00%	+13.33%	+0.00%

** 1 yr change = % median versus 2016 / change since start = % median versus earliest participation

Section Analysis

2017 Section Highs & Lows		Aegon N.V.	
Best score versus section max possible		Most 1-year growth	
Employee networks	100.0%	Employee networks	+46.0%
Best score versus 2017 median		Most growth all yrs	
Support & benefits	175.0%	Employee networks	+60.2%
Lowest Score versus section max possible		Least 1-year growth	
Expertise & monitoring	38.6%	Inclusion & engagement	+8.3%
Lowest score versus 2017 median		Least growth all yrs	
Inclusion & engagement	+70.3%	Inclusion & engagement	-37.5%

Strengths in 2017

Employee Network

You have reached the maximum score at 100% in this section. Employee Networks are key to creating momentum and maintaining progress in your organization. Ensure that you keep momentum by continuing to clearly communicate the importance of an LGBT employee network and by maintaining a culture where LGBT employees step up to drive progress.

Top Priorities for 2018

Inclusion & Engagement

This is the section with your lowest section score, where you score in the Low tier, and though you show a slight increase over your 2016 section score, there is an overall downward trend since your initial participation in the Global Benchmark. In order to grow in this area you should ensure that (senior) leadership are on-board with LGBT equality objectives and are actively communicating their support for related initiatives. It is important to brief leadership specifically to allow them to share their support for LGBT initiatives internally and externally. If there are LGBT people in leadership positions, work with them to be visible advocates and to link LGBT inclusion to organizational strategy. Ensure that LGBT employees are engaged in establishing LGBT Diversity goals and action planning. Extend the reach and acceptance by formalizing a straight-ally program and engaging allies to be visible and active.

Expertise & Monitoring

This is the section where your score indicates that you have the biggest potential for growth. This area presents many challenges but there are steps that can be taken (some organization have already done so) to move in the positive direction. These include gathering best practices to help you establish LGBT equality policy and practices that are aligned and achievable. Do this by engaging internally (with LGBT employee and allies) and externally (with other organizations, or LGBT knowledge sources). Establishing a focused team with accountability for monitoring and improving LGBT Inclusion metrics can help ensure steady progress. Leverage your LGBT Employee network to ensure that you have an open channel of communication with your LGBT employees and their allies and advocates. Work with LGBT employees to collect information that will guide progress toward LGBT workplace equality - e.g. enable self-identification in HR systems. Link collected information to career progression, business unit diversity, and attrition for maximum use and impact.

Evidence

In 2017 we have increased the emphasis on evidence requested in support of your Global Benchmark submission and have done a thorough review and analysis of the evidence you submitted.

The evidence that you provided did support the corresponding responses in most cases. Therefore, we have not made any adjustments to your total score based on the survey responses. We did identify a few areas where the evidence that you submitted could have been stronger.

In order to support your evidence gathering for the 2018 Global Benchmark, below you will find the specific questions where our evidence review found that the items could have been better supported with more specific, targeted, or complete evidence.

Q16 - Do your formal documents with regard to employees include gender-neutral or gender-inclusive formulations of 'partners' and 'families' (or equivalent terms)?

Q18 - What role does your LGBT-employee network play within your organization as a whole?

Q22 - What LGBT inclusion content was presented in your workplace diversity training program(s) in calendar year 2016?

About

The Global Benchmark is designed to provide a clear picture of where you stand, and how you are progressing with your policies and practices. Comparisons are made to Global Benchmark participants and to an ideal standard which sets the bar for all organizations. This standard is reviewed and adjusted annually to ensure that we continue to adjust in line with evolution of the environment and issues for LGBT employees around the world.

With these results and the supporting comparative data you will be able to:

- ❖ *build prioritized action plans* ❖ *gain management support* ❖ *improve policies and practices* ❖
- ❖ *drive progress for LGBT employees* ❖ *set an example for others to follow* ❖



THE INTERNATIONAL
PLATFORM FOR LGBTI
INCLUSION AT WORK