



# Aegon

Locations: The Netherlands (HQ)  
Industries: Insurance

## RISK LEVEL:



High Risk

### DESCRIPTION:

By complying with the HRC's controversial demands, Aegon increases the risk of dividing employees, alienating customers and harming shareholders. Aegon uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company supports the Equality Act and covers the cost of "medically necessary transition-related care" for its employees and their children. Aegon is a signatory of the Institutional Limited Partners Association's Diversity in Action Initiative, committing itself to specific actions that advance DEI within the governance and policies of the organization and the private equity industry more broadly. However, the company does not discriminate against charitable organizations based on views or beliefs and protects its employees against viewpoint discrimination. For these reasons, Aegon receives a High Risk rating.

### Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** Lower Risk

received a score of 952023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Aegon has not canceled customers, suppliers, or vendors based on political views or religious beliefs.

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** High Risk

Aegon, a subsidiary of Transamerica, will not match employee donations to churches or religious organization that are "religious or denominational organizations, except for specific programs broadly promoted and available to anyone and free from religious orientation" (1).

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** Medium Risk

Aegon's HRC 2023-2024 CEI rating indicates the company provides gender transition guidelines for its employees (1)(2). Aegon protects its employees against viewpoint discrimination (3).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Aegon's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company signed an open letter in support of the Equality Act, a controversial bill (34)(5)(6).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

Aegon's HRC 2023-2024 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk**

Aegon's HRC 2023-2024 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Aegon has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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