

TRANSAMERICA'S STATEMENT ON SOCIAL JUSTICE

From President & CEO Mark Mullin

There is a reckoning in America now, about who we've been as a nation and who we want to be going forward. As has been made clear by hundreds of thousands of people across the country — as well as in cities around the world — the deaths of George Floyd and so many others will be a catalyst for meaningful change.

Our purpose as a company is to help people achieve a lifetime of financial security. While we have a track record of advocacy on matters related to financial services, we have not previously entered the public discourse on other issues.

However, this movement, this demand for justice, requires that all of us stand up for what is right and stand against what is not.

We are joining the voices calling for change.

Inclusion and diversity are foundational principles of humanity. But as these last few weeks have shown us, we still have a long way to go as a country to ensure all citizens have access to the same opportunities, and are treated with the integrity and respect that many take for granted.

As an organization, we have made a strong commitment to inclusion and diversity, but we know we can do more and we will. We will amplify the voices of our colleagues of color. Understanding their experiences — at work and in the community — will inform the changes we need to make, as individuals and as an organization, so we can do better by our people, customers, and financial professionals.

HERE'S WHAT WE'RE DOING RIGHT NOW.

- The Aegon Transamerica Foundation has announced a donation to Equal Justice Initiative, a nonprofit whose mission is to challenge racial and economic injustice and protect basic human rights for the most vulnerable people in American society. We support this mission wholeheartedly. And because our employees have told us they want to be involved, our Foundation will match employee contributions.
- Our team members have founded a new Employee Resource Group (ERG) that will focus on open dialogue about the Black experience. ERGs are employee driven, leader supported, and formed around shared interests or common characteristics of diversity.
- We are providing unconscious bias training to all Transamerica employees, to help them recognize and correct judgments and behaviors that can interfere with our ability to effectively interact with one another.
- For our customers, we aspire to deepen our understanding of the barriers to financial security, and find ways that we can help more people achieve better financial futures. Our recent introduction of the Financial Wellness Center, which offers educational resources for all Transamerica retirement plan sponsors and their participants, is a start.

We will continue to listen to, engage in and learn from the dialogue — both within Transamerica and in the larger community. We will continue to evolve in our thinking about our role as an employer and a financial services leader. And we will continue to stand up for what is right.

Sincerely,

Mark Mullin
President & CEO, Transamerica