

Voya ESG Fact Sheet

Voya's ESG strategy is multi-faceted, encompassing corporate issuance and governance, product and solution development, and ESG advocacy. We have been recognized by multiple sources for our ongoing efforts, and we will continue to improve our strategy, from evaluation of ESG drivers to execution of improved products and processes, in partnership with our stakeholders.

Voya recently published its [2020-2021 Impact Report](#), which provides an overview of Voya's environmental, social and governance (ESG) activities, performance from Jan. 1, 2020, through June 30, 2021, and its future outlook. The report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option, and can be found on [Voya.com](#). We encourage you to read about our progress and performance over the past year and how we are putting our intention into action.

Voya's Key Metrics – Environmental

Our goal is to minimize our environmental impact and continue to evaluate how to improve our disclosures as we engage our various stakeholders on climate-related topics.

Key Takeaways:

- We have reduced our waste consumption and GHG emissions consistently since 2007. We expect this to continue in line with a greater number of employees working from home and our smaller physical office footprint.
- Voya has continued to reduce its environmental waste consumption on both an annual level and against our 2007 baseline. Since 2007, we have reduced our energy use by 70%.
- Voya has reduced its annual emissions by more than double that of our peers from 2019 to 2020.
- For 2020, we purchased renewable energy certificates (RECs) for indirect emissions equal to 190% of our electricity use (scope 2). We purchased additional offsets to compensate for direct emissions from natural gas, steam and fleet car use (scope 1).

	2016	2017	2018	2019	2020	Peers**
Environmental Waste Consumption						
Annual Energy Consumption (Megawatt Hours)	47,399	44,130	40,044	37,593	24,551	na
Annual Energy Reduction	5%	7%	9%	6%	35%	11%
Total Energy Usage Reduction*	42%	46%	51%	54%	70%	na
Annual Paper Consumption (Tons)	145	117	95	67	45	na
Annual Paper Consumption Reduction	13%	19%	19%	29%	33%	35%
Total Paper Consumption Reduction*	74%	79%	83%	88%	92%	na
Annual Landfill Waste (Tons)	367	356	324	313	99	na
Annual Landfill Waste Reduction	11%	3%	9%	3%	69%	(11)%
Total Landfill Waste Reduction*	66%	67%	70%	71%	91%	na
Total Waste Recycled	60%	65%	74%	73%	74%	49%
Environmental Greenhouse Gas (GHG) Emissions						
Scope 1 GHG Emissions	1,442	1,357	1,327	1,146	920	57,063
Scope 2 GHG Emissions	22,660	18,704	16,475	15,333	9,052	48,203
Subtotal Scope 1 & 2 Emissions	24,102	20,061	17,802	16,479	9,972	105,266
Scope 3 GHG Emissions	7,619	6,883	6,009	7,007	1,376	74,538
Total Business GHG Emissions	31,721	26,944	23,811	23,486	11,348	174,690
Annual Emissions Reduction	7.9%	15.1%	11.6%	1.4%	51.7%	20.4%
Renewable Energy Certificates (RECs) purchased	50,194	50,261	50,140	39,888	40,000	84,225
% of Total Electric Emissions Offset	116%	126%	141%	120%	190%	87%

Note: All data is presented as year-end figures unless otherwise stated. All Environmental Metrics are verified through CDP third-party agency and not self-reported.

* Reduction based on 2007 baseline.

** Peer average includes the following companies where data is available: AMP, ATH, EQH, HIG, IVZ, LNC, MET, MFC, PFG, PRU, SLF, TROW, UNM. Some metrics are not reported by a large enough peer set and/or cannot be compared to a 2007 baseline, and as such are marked as 'NA'. The figures above represent the average change from 2019 to 2020.

Voya's Key Metrics – Social

We focus on reflecting the communities we serve through diversifying our workforce, developing their talents, and fostering an inclusive environment where everyone is safe and supported and retaining talent.

Key Takeaways:

- Voya has improved overall workforce diversity over time and continues to prioritize sustaining gender parity and increasing representation across all employee levels.
- Voya leads the industry in disclosing diversity data by managerial level over time and its executive and total workforce diversity is favorable to peers.

	2016	2017	2018	2019	2020	Peers*
Employee - Diversity (Gender)						
Total Workforce						
Female	50%	51%	52%	51%	51%	49%
Male	50%	49%	48%	49%	49%	51%
Executive Committee						
Female	45%	45%	50%	50%	38%	27%
Male	55%	55%	50%	50%	62%	73%
Senior Manager – AVP and Above						
Female	30%	32%	33%	32%	32%	36%
Male	70%	68%	67%	68%	68%	64%
Manager						
Female	40%	41%	40%	38%	40%	46%
Male	60%	59%	60%	62%	60%	54%
Employee Turnover Rate						
% Employee Retention ¹	92%	91%	90%	90%	93%	na
Employee - Diversity (Race)						
Total Workforce						
% Total (People of Color) ²	22%	24%	25%	27%	28%	26%
% Latino/Hispanic	4%	4%	5%	6%	6%	5%
% Black	9%	10%	10%	11%	11%	12%
% Asian	8%	8%	8%	8%	9%	10%
% Other Race/Ethnicity	1%	1%	2%	2%	2%	4%
Executive						
% Total (People of Color)	18%	18%	20%	13%	13%	na
% Latino/Hispanic	9%	9%	10%	13%	13%	na
% Black	0%	0%	0%	0%	0%	na
% Asian	9%	9%	10%	0%	0%	na
% Other Race/Ethnicity	0%	0%	0%	0%	0%	na
Senior Manager – AVP and Above						
% Total (People of Color)	12%	13%	14%	15%	15%	na
% Latino/Hispanic	2%	2%	3%	3%	3%	na
% Black	4%	4%	4%	4%	4%	na
% Asian	5%	6%	7%	7%	8%	na
% Other Race/Ethnicity	0%	0%	0%	1%	1%	na
Manager						
% Total (People of Color)	14%	15%	17%	17%	18%	na
% Latino/Hispanic	2%	2%	2%	3%	3%	na
% Black	4%	4%	5%	4%	5%	na
% Asian	7%	8%	9%	8%	9%	na
% Other Race/Ethnicity	1%	1%	1%	1%	1%	na

Note: All data is presented as year-end figures unless otherwise stated. Both gender and racial diversity data are self-reported by Voya employees. Values may not add to totals due to rounding.

* Peer average includes the following companies where data is available: AMP, ATH, EQH, HIG, IVZ, LNC, MET, MFC, PFG, PRU, SLF, TROW, UNM. Some metrics are not reported by a large enough peer set or cannot be compared as companies do not have comparable workforce breakdowns; these are marked as 'NA'.

1. Full-time / part-time regular employees retention excluding voluntary turnover, severances, deaths, involuntary / long-term disabilities, employees / roles shifting to other firms as a result of business transactions.

2. Peer average for '% Total (People of Color)' may not align with the breakdown by race below it as its average reflects additional companies that only provide data on the total percentage of individuals in their workforce who identify as people of color, but do not give any further breakdown.

Voya's Key Metrics – Governance

We earn and maintain trust in how we conduct business by holding ourselves accountable to the highest standards and providing transparency.

Key Takeaways:

- Voya's Board of Directors currently consists of nine directors, of whom eight are independent, and are elected annually by our shareholders.
- The Board is led by an independent lead director who serves to ensure board relations run smoothly.
- The Board's diversity across tenure, breadth of experience and background offers to strengthen its independent leadership and effective oversight of management.
- Voya has long recognized the importance and benefits of diversity, equity and inclusion and it is reinforced at the company's highest level with Board and Executive Committee representation at Voya favorable to peers.

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>1H 2021</u>	<u>Peers*</u>
Board of Directors¹							
Total Board Members	10	10	10	9	9	9	12
Chairman / CEO Separation	No	No	No	No	No	No	Yes
Percent of Board Independent	90%	90%	90%	89%	89%	89%	86%
Average Board Member Tenure (yrs)	2.7	3.7	4.1	4.9	5.0	5.2	8.0
Board of Directors Diversity (Gender)							
Female	40%	40%	40%	44%	44%	44%	31%
Male	60%	60%	60%	56%	56%	56%	69%
Board of Directors Diversity (Racial)							
White	90%	90%	90%	100%	89%	78%	79%
People of Color	10%	10%	10%	0%	11%	22%	21%
Executive Committee							
Total Executive Committee Members	11	11	10	10	8	11	14
Executive Committee Diversity (Gender)							
Female	45%	45%	50%	50%	38%	27%	27%
Male	55%	55%	50%	50%	62%	73%	73%
Executive Committee Diversity (Racial)							
White	82%	82%	80%	80%	87%	82%	90%
People of Color	18%	18%	20%	20%	13%	18%	10%

Note: All data is presented as year-end figures unless otherwise stated. All Governance metrics are verified through Corporate Governance; Both Gender and Racial Diversity data are Self-Reported.

*Peer average includes the following companies where data is available: AMP, ATH, EQH, HIG, IVZ, LNC, MET, MFC, PFG, PRU, SLF, TROW, UNM.

1. Board of Directors data may not align with the 2020/2020 Impact Report as the above metrics are calculated as a percentage of total Board members, while the impact report metrics represent a percentage of independent Board members.

Voya's Key Metrics – Governance (Continued)

Key Takeaway:

- Voya's management team has a track record of delivering shareholder value, and executive compensation programs are broadly based on the principle of pay-for-performance.
- The Company requires its executives to own meaningful amounts of VOYA stock to align their interests with the long-term interest of Voya stockholders. In the case of both CEO and CFO, actual stock ownership significantly exceeds ownership guidelines.
- Voya has outperformed the peers across nearly all total shareholder return metrics by multiples over the past three years.

	2016	2017	2018	2019	2020	Peers*
Executive Compensation						
CEO Total Compensation as Multiple of Average Voya Employee Salary ¹	105x	119x	120x	130x	116x	144x
Executive Stock Ownership²						
CEO Share Ownership Guideline	5x	5x	5x	5x	5x	7x
CEO Share Ownership				34x	31x	na
CFO Share Ownership Guideline	4x	4x	4x	4x	4x	4x
CFO Share Ownership				20x	24x	na
Total Shareholder Return						
3-Year Average Total Shareholder Return ³	4.6%	6.5%	4.5%	19.7%	9.8%	(3.6)%
3-Year Average Shareholder Return versus S&P 500 Financials ⁴	(5.2)%	(5.7)%	(4.0)%	8.2%	6.4%	(15.1)%
3-Year Average Earnings Per Share Growth ⁵	(8.6)%	6.4%	36.5%	45.2%	36.1%	28.0%
3-Year Average Return On Equity	3.8%	3.5%	5.1%	7.7%	10.3%	11.3%

Note: All data is presented as year-end figures unless otherwise stated.

*Peer average includes the following companies where data is available: AMP, ATH, EQH, HIG, IVZ, LNC, MET, MFC, PFG, PRU, SLF, TROW, UNM. Some metrics are not reported by a large enough peer set and as such have been marked as 'NA'.

1. Total compensation pursuant to the Dodd-Frank Wall Street Reform and Consumer Protections Act, data available in Voya annual proxy statement.

2. Share ownership guidelines provided through Voya annual proxy statement since 2015, with ownership including common stock ownership, notional investments in stock through DC savings plan, unvested RSUs, and investments in Voya Financial stock held in the company's 401k and excluding stock options, unvested performance stock units, and actual and/or notional investments in Voya Mutual Funds.

3. Average shareholder return includes stock price returns and dividends.

4. Voya stock performance measured versus XLF (Financial Select Sector SPDR Fund).

5. Earnings per share growth is based on Adjusted Operating EPS, excluding notable items.

Voya's ESG Recognition from Ratings Agencies

Voya has been consistently highly rated for its ESG performance across key third-party rating agencies.

MSCI ¹	1H'19	2H'19	1H'20	2H'20	1H'21
Total ESG Score	6.3, A Rating	6.3, A Rating	5.9, A Rating	5.9, A Rating	6.2, A Rating
Environmental	7.5, Top Quartile	7.5, Top Quartile	6.7, Top Quartile	6.7, Top Quartile	6.8, Top Quartile
Social	4.0, Median	3.9, Median	3.9, Median	4.1, Median	3.9, Median
Governance	7.4, Top Quartile	7.1, Top Quartile	7.3, Top Quartile	7.3, Top Quartile	6.5, Top Quartile

Sustainalytics	2019		2020	
Total ESG Score		96th Percentile		ESG Risk Rating²
Environmental		92 nd Percentile		Universe: 37th, Second quartile
Social		87 th Percentile		Diversified Insurance: 34th, Second quartile
Governance		97 th Percentile		

SAM ESG	2019		2020	
Total ESG Score		81st Percentile		90th Percentile
Economic		91 st Percentile		95th Percentile
Environmental		84 th Percentile		86th Percentile
Social		74 th Percentile		86th Percentile

ISS Governance ³	2019		2020	
Governance Risk		1, Best Possible Score		2, Top Quartile
Environmental Risk		2, Top Quartile		1, Best Possible Score
Social Risk		1, Best Possible Score		1, Best Possible Score

1. MSCI Overall ESG scores rated CCC – AAA, while component scores range from 1 – 10.
2. Sustainalytics shifted to ESG Risk Rating in 2020.
3. Lower Risk Score indicates less controversial practices, i.e. better scores (rated from 1 – 10).
4. ISS only provided total risk rating in 2018, adding ESG categories in following reports.

Firm Recognition

Voya Investment Management demonstrated leadership by integrating ESG into our investment process.

Voya was named one of the most ethical companies for the eighth consecutive year by Ethisphere. Voya was also ranked number 5 overall on Barron's 2021 100 Most Sustainable Companies list, and was the highest ranked financial services company on this list.

**Voya Investment Management
ESG Assets**

65%
of 12/31/2020 Voya IM AUM has ESG integrated into investment research¹

74%
of Fixed Income assets

45%
of Equity assets



Sustainability Yearbook
Member 2021

S&P Global

MEMBER OF
**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM



1. Total IM ESG integrated assets under management (AUM) are reported on a market value basis. Percentage of ESG integrated AUM is calculated by taking total ESG assets, those assets incorporating ESG research and screens, divided by total firm AUM as of 12/31/2020. ESG AUM in periods prior to 2020 are limited to AUM subject to client driven ESG/SRI restrictions. Voya IM continues to expand ESG analysis across all fixed income and equity investment teams as new and reliable data becomes available. Voya IM is currently developing proprietary ESG scores for incorporation into its fundamental research processes. This presentation does not constitute an offer of securities or make any statement as to investment performance.