

# Voya's Corporate Responsibility Fact Sheet

November 2025

Executing on Voya's purpose — *Together we fight for everyone's opportunity for a better financial future* — guides Voya's business strategy and commitment to integrate responsible practices throughout our operations for long-term success and shareholder value. Voya's purpose informs the work we do to benefit our clients and customers, colleagues, communities and the environment. We focus our efforts where we believe our business practices can have the greatest impact for our stakeholders.

Voya's corporate responsibility strategy and execution are managed at the business and functional level, with enterprise management and reporting responsibility led by Voya's Steering Committee for Responsible Business Practices, which reports to the Chief Executive Officer (CEO). Please refer to Voya's latest [2024 Impact Report](#) for more details.

## Governance

Voya believes that strong and sustainable corporate governance is essential to the effective oversight of the company and long-term shareholder value creation. Voya periodically reviews its corporate governance practices against best practices.

### Highlights:

- The separation of the CEO and Chairperson into two roles is consistent with industry best practices.
- The average tenure of Directors on the Board reflects a mix of longer tenured directors who bring in-depth knowledge and experience of Voya matters, with more recently appointed directors who bring fresh perspective, in line with best practices. The Directors' wide range of experiences, backgrounds and attributes strengthen the Board's independent and effective oversight of management.

Voya Financial					
Board of Directors	2021	2022	2023	2024	2025
Total Board Members	9	10	12	11	12
Chairperson / CEO Separation	No	No	Yes <sup>1</sup>	Yes <sup>2</sup>	Yes
Percent of Board Independent	89%	90%	83%	91%	92%
Average Board Member Tenure (Years)	5.1	6.3	5.4	4.9	5.5
Board of Directors Gender <sup>3</sup>					
Women	44%	50%	50%	55%	50%
Men	56%	50%	50%	45%	50%
Board of Directors Race/ Ethnicity <sup>3</sup>					
White	78%	80%	83%	82%	83%
People of Color	22%	20%	17%	18%	17%

Note: The governance metrics for the Board of Directors are obtained from the applicable year's Proxy Statement and reflect the director nominees as of Voya's Annual Meeting of Shareholders. Both Gender and Racial/Ethnic Diversity data are self-reported. The methodology for the average tenure calculation provided in the fact sheet was updated beginning with the 2022 reporting year.

1. The separation of the CEO and Chairperson into two roles occurred in January 2023 when Heather Lavalée was appointed CEO.

2. Ruth Ann M. Gillis was appointed as Non-Executive Chairperson of the Board in May 2024, succeeding David Zwiener. Ms. Gillis has been a Board member since 2015.

3. Voya presents self-reported director nominee gender and race/ethnicity metrics as a partial subset of data.

## Executive Compensation and Shareholder Returns

Voya believes that the success of our business is based on the ability to attract, retain and motivate the executive officers who determine our strategy and provide the leadership necessary to ensure business plan execution and to foster long-term value creation for our shareholders.

### Highlights:

- Voya's ability to attract, retain and motivate officers is critical to the leadership necessary to execute its strategy. To support the achievement of these objectives, Voya's executive compensation program is founded on the principle of pay-for-performance.
- Compensation based on pay-for-performance in 2024 is an example of where pay was adjusted to reflect lower relative Total Shareholder Return.
- Voya requires its executives to own meaningful amounts of Voya's stock to align their interests with the long-term interest of Voya shareholders. Executives are permitted to build up their stock ownership over a period of time. Voya's CEO and CFO stock ownership significantly exceed Voya's ownership guidelines.

Voya Financial					
Executive Compensation	2020	2021	2022	2023	2024
CEO Total Compensation as a Multiple of Voya Median Employee Compensation	116x	132x	137x	76x	117x
Executive Stock Ownership <sup>1</sup>	2020	2021	2022	2023	2024
CEO Share Ownership Guideline	5x	5x	5x	5x	5x
CEO Share Ownership	26x	27x	16x	23x	27x
CFO Share Ownership Guideline	4x	4x	4x	4x	4x
CFO Share Ownership	30x	37x	3x	7x	7x
Shareholder Return	2020	2021	2022	2023	2024
3-Year Average Annual Shareholder Return <sup>2</sup>	9.8%	20.4%	0.6%	8.0%	1.9%
3-Year Average Adj. Operating EPS Growth <sup>3</sup>	70.0%	48.0%	43.7%	45.0%	(2.9%)
3-Year Average Adj. Return on Equity <sup>3</sup>	8.2%	11.7%	14.0%	15.3%	13.4%

Note: All data is presented as of year-end unless otherwise noted. Board and executive information are also contained within the Voya 2025 Proxy Statement. Stock ownership metrics are as of 12/31/2024.

1. Stock ownership guidelines provided through Voya annual Proxy Statements since 2019. For example, 2024 information in this table is consistent with our recently released 2025 Proxy Statement from April of 2025 which reports our 2024 statistical information and latest available information on the Board of Directors; historical data follows the same approach. Voya ownership data refers to shares "Beneficially Owned" and unvested stock units as described in the beneficial ownership tables from the annual proxy statements and as of the proxy reporting dates.

2. Average shareholder return includes stock price returns.

3. Earnings per share growth is based on Adjusted Operating EPS. Periods 2021 and 2022 were recast to include Voya's adoption of the Targeted Improvements to the Accounting for Long-Duration Contracts accounting guidance, whereas periods prior to 2021 were not. Voya's Return on Equity for purposes of this calculation is the return on common equity excluding AOCI. Voya's most recent financial information can be found in our Annual Report on Form 10-K for the year ended December 31, 2024, as filed with the SEC on February 22, 2025, and in our most recent Quarterly Report on Form 10-Q for the three months ended June 30, 2025, filed with the SEC on August 11, 2025.

## Environmental

Voya strives to minimize the environmental impact of its business operations to help create a more sustainable future for our clients, colleagues and communities.

### Highlights:

- Voya manages its operational impact responsibly, including through greenhouse gas (GHG) emission reduction, waste and energy usage management.
- Voya has purchased renewable energy credits to offset at least 100% of our electricity use since 2008. In return, Voya was recognized on the 2024 U.S. Environmental Protection Agency's Green Power Partnership list for the use of renewable energy.<sup>1</sup>
- In 2024, Voya's total waste output increased slightly compared to the previous year. However, through recycling and composting practices, Voya diverted 76% of total waste from landfills.

Voya Financial					
Environmental Waste Consumption <sup>2</sup>	2020	2021	2022	2023	2024
Annual Energy Consumption (Megawatt Hours)	24,551	18,652	16,476	15,205	13,097
Annual Energy Reduction	35%	24%	12%	8%	14%
Total Energy Usage Reduction (Reduction in 2007 baseline)	70%	77%	80%	81%	84%
Annual Paper Consumption (Tons)	45	14	21	23	24
Annual Paper Consumption Reduction	34%	69%	(50%)	(10%)	(7%)
Total Paper Consumption Reduction (Reduction in 2009 baseline)	92%	97%	96%	95%	93%
Annual Landfill Waste (Tons)	99	62	85	57	47
Annual Landfill Waste Reduction	68%	37%	(37%)	33%	18%
Total Landfill Waste Reduction (Reduction in 2008 baseline)	91%	94%	92%	94%	91%
Total Waste Recycled / Diverted	74%	87%	77%	70%	76%
Environmental Greenhouse Gas (GHG) Emissions <sup>2,3</sup>	2020	2021	2022	2023	2024
Scope 1 GHG Emissions	920	1,034	1,328	1,359	872
Scope 2 GHG Emissions	9,052	6,181	4,893	4,909	3,870
<b>Subtotal Scope 1 &amp; 2 Emissions</b>	<b>9,972</b>	<b>7,215</b>	<b>6,221</b>	<b>6,268</b>	<b>4,742</b>
Annual Scope 1 & 2 Emissions Reduction	38%	28%	14%	(1%)	24%
Scope 3 GHG Emissions	1,376	616	2,626	4,058	5,041
<b>Total Business GHG Emissions</b>	<b>11,348</b>	<b>7,831</b>	<b>8,847</b>	<b>10,326</b>	<b>9,783</b>
Annual Total Emissions Reduction	52%	31%	(13%)	(17%)	5%
<b>Renewable Energy Certificates (RECs purchased)</b>	<b>40,000</b>	<b>35,000</b>	<b>15,000</b>	<b>15,000</b>	<b>13,000</b>
% of Total Electric Emissions Offset	190%	219%	110%	107%	114%

Note: All the environmental data is presented as year-end figures unless otherwise stated. All Voya environmental metrics are verified through CDP third-party agency. Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Scope 3 GHG emissions are presented on a locations-based approach for electricity and steam. Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly affects in its value chain. Voya has included in its Scope 3 reporting Employee Business Travel (personal and rental car miles) and Waste.

1. Apex Companies, LLC (Apex) was engaged to provide Limited External Assurance of Environmental Performance Data (electricity consumption, waste metrics, and paper consumption) and conduct an independent verification of the greenhouse gas (GHG) emissions reported by Voya for the calendar year 2024. Voya purchases renewable energy certificates from NextEra Energy Marketing, LLC which are certified by the Green-e Energy Renewable Energy Certification Program.

2. 2022 metrics were revised and finalized after 2022 ESG factsheet was published on Voya's website. All annual reduction numbers reflect year-over-year comparisons, while total reduction calculations compare to the stated baseline year.

3. The majority of Voya's total Scope 1 and Scope 2 emission reduction was a result of flexible work arrangements which are expected to decrease over time.

## Workforce Composition

Voya attracts, retains and rewards talent to incentivize high performance. Voya has prioritized building and maintaining an inclusive and safe workplace, with opportunities for employees to grow and develop professionally, supported by competitive compensation, benefits, health and wellness programs.

### Highlights:

- Voya's culture of inclusion allows the attraction and retention of high-performing teams, contributing to consistently strong retention rates over the years.
- In 2024, Voya achieved a strong employee net promoter score (eNPS) of 43 on a scale ranging from -100 to 100, exceeding the financial services industry benchmark of 25. The eNPS is a widely recognized way of measuring how employees feel about their employer.
- Voya is committed to compensating employees fairly and equitably. It regularly monitors pay practices and collaborates with external experts when appropriate with the goal that Voya's compensation programs treat every employee fairly and equitably.

Voya Financial					
Employee Gender <sup>1</sup>	2020	2021	2022	2023	2024
<b>Total Workforce</b>					
Women	51%	52%	52%	53%	53%
Men	49%	48%	48%	47%	47%
<b>Executive Committee</b>					
Total Executive Committee Members	11	10	12	10	11
Women	27%	30%	33%	40%	27%
Men	73%	70%	67%	60%	73%
<b>Senior Manager - AVP and Above</b>					
Women	32%	34%	36%	41%	40%
Men	68%	66%	64%	59%	60%
<b>Manager</b>					
Women	44%	46%	48%	48%	44%
Men	56%	54%	52%	52%	56%
<b>Employee Turnover Rate</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
% Employee Retention <sup>2</sup>	92%	89%	90%	90%	89%

Note: All data is presented as of the year end. Both Gender and Racial Diversity data are self-reported and rounded. Percentages may not add up to 100 due to rounding. Employee information includes AllianzGI and Benefitfocus (Voya India is not included). OneAmerica is not included since the acquisition closed on January 2, 2025. 2024 Executive Committee count includes Voya's CEO, who is also an board member.

1. Federal regulations require Voya to collect and report certain demographic information about Voya's employee population, and in connection with Voya's compliance with these rules, Voya allows employees to voluntarily self-identify their racial, ethnic, and other characteristics. Voya does not maintain numerical or representation targets or goals based on demographics. Voya defines and values diversity broadly. Here, it presents workforce demographics based on certain self-identification categories as a subset of the results of its broader effort to create an inclusive culture that attracts and creates equal opportunity for employees across all diversity dimensions.

2. Full-time / part-time regular employees' retention for voluntary turnover, excluding severances, deaths, involuntary / long-term disabilities, employees / roles shifting to other firms because of business transactions. Information pertaining to AllianzGI includes turnover or terminations occurring within Voya and does not include AllianzGI's historical data prior to Voya's integration. The retention data does not include Benefitfocus. OneAmerica is not included since the acquisition closed on January 2, 2025.

Employee Race/ Ethnicity <sup>1, 2</sup>	2020	2021	2022	2023	2024
<b>Total Workforce</b>					
% People of Color	28%	30%	32%	31%	33%
% White	72%	70%	68%	69%	67%
<b>Executive Committee</b>					
% People of Color	9%	20%	25%	30%	27%
% White	91%	80%	75%	70%	73%
<b>Senior Manager - AVP and Above</b>					
% People of Color	15%	18%	18%	19%	19%
% White	85%	82%	82%	81%	81%
<b>Manager</b>					
% People of Color	18%	23%	24%	24%	21%
% White	82%	77%	76%	76%	79%

Note: All data is presented as of the year-end, except the Executive Committee, which is as of the Proxy date. Both Gender and Racial Diversity data are self-reported and may not add up to 100 due to rounding. Employee information includes AllianzGI and Benefitfocus (Voya India is not included). OneAmerica is not included since the acquisition closed on January 2, 2025.

1. The employee race / ethnicity data for 2024 was rounded to add up to 100%.

2. Federal regulations require Voya to collect and report certain demographic information about Voya's employee population, and in connection with Voya's compliance with these rules, Voya allows employees to voluntarily self-identify their racial, ethnic, and other characteristics. Voya does not maintain numerical or representation targets or goals based on demographics. Voya defines and values diversity broadly. Here, it presents workforce demographics based on certain self-identification categories as a subset of the results of its broader effort to create an inclusive culture that attracts and creates equal opportunity for employees across all diversity dimensions.

## Voya's ESG Recognition from Ratings Agencies

Voya has been consistently rated highly for its responsible business practices across key third-party rating agencies.

<b>MSCI<sup>1</sup></b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total ESG</b>	<b>6.2 out of 10</b> <b>A Rating</b>	<b>6.2 out of 10</b> <b>A Rating</b>	<b>6.3 out of 10</b> <b>A Rating</b>	<b>5.8 out of 10</b> <b>A Rating</b>
<b>Environmental</b>	6.5, Top Quartile	6.8, Top Quartile	5.2, Top Quartile	5.2 out of 10
<b>Social</b>	3.9, Median	4.1, Median	4.4, Median	4.2 out of 10
<b>Governance</b>	6.5, Top Quartile	6.8, Top Quartile	7.2, Top Quartile	6.6 out of 10

<b>Sustainalytics<sup>2</sup></b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>ESG Risk Rating Ranking</b>	Universe: 40 <sup>th</sup> Percentile Diversified Insurance: 43 <sup>rd</sup> Percentile	Universe: 45 <sup>th</sup> Percentile Diversified Insurance: 51 <sup>st</sup> Percentile	Universe: 16 <sup>th</sup> Percentile Diversified Financials: 10 <sup>th</sup> Percentile	Data is not available

<b>CSA<sup>3</sup></b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total</b>	97 <sup>th</sup> Percentile	96 <sup>th</sup> Percentile	87 <sup>th</sup> Percentile	90 <sup>th</sup> Percentile
<b>Social</b>	98 <sup>th</sup> Percentile	93 <sup>rd</sup> Percentile	82 <sup>nd</sup> Percentile	86 <sup>th</sup> Percentile
<b>Environmental</b>	96 <sup>th</sup> Percentile	93 <sup>rd</sup> Percentile	83 <sup>rd</sup> Percentile	86 <sup>th</sup> Percentile
<b>Governance</b>	95 <sup>th</sup> Percentile	96 <sup>th</sup> Percentile	88 <sup>th</sup> Percentile	90 <sup>th</sup> Percentile

<b>ISS Quality Score<sup>4</sup></b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Governance</b>	2, Top Quartile	5, 2 <sup>nd</sup> Quartile	5, 2 <sup>nd</sup> Quartile	1 out of 10, Best Possible Score
<b>Environmental</b>	2, Top Quartile	2, Top Quartile	2, Top Quartile	2 out of 10, Low Risk
<b>Social</b>	1, Best Possible Score	2, Top Quartile	2, Top Quartile	3 out of 10, Low Risk

1. MSCI Overall ESG scores rated from CCC (the lowest rating) to AAA (the highest rating), while component scores range from 1 (the lowest score) to 10 (the highest score). 2023 and 2024 ESG fact sheets show annual MSCI data while prior ESG fact sheets showed semi-annual data. Because of changes in MSCI disclosure for 2024, quartiles were not included in the 2024 fact sheet.

2. Sustainalytics shifted to ESG Risk Rating in 2020; 100th percentile being the highest level of ESG risk and lowest possible ranking from 2020 to 2022. As of 2023, 1st percentile is the top score. 2023 data is the latest available data for Sustainalytics as of September 29, 2025.

3. SAM was acquired by S&P Global and renamed the ranking to CSA report (Corporate Sustainability Assessment); 100th percentile being the highest and strongest rank.

4. Quality Score evaluates risk and controversial practices. It is rated from 1 to 10, which a lower score indicating lower risk. Because of changes in ISS disclosure for 2024, quartiles were not included in the 2024 fact sheet.

## Forward-Looking and Other Cautionary Statements

This fact sheet contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. The company does not assume any obligation to revise or update these statements to reflect new information, subsequent events or changes in strategy. Forward-looking statements include statements relating to future developments in our business or expectations for our future financial performance and any statement not involving a historical fact. Forward-looking statements use words such as “anticipate,” “believe,” “estimate,” “expect,” “intend,” “plan,” and other words and terms of similar meaning in connection with a discussion of future operating or financial performance. Actual results, performance or events may differ materially from those projected in any forward-looking statement due to, among other things, (i) global market risks, including general economic conditions, interest rates, inflation, tariffs imposed or threatened by the U.S. or foreign governments and our ability to manage such risks; (ii) liquidity and credit risks, including financial strength or credit ratings downgrades, requirements to post collateral, and availability of funds through dividends from our subsidiaries or lending programs; (iii) strategic and business risks, including our ability to maintain market share, achieve desired results from our acquisitions and dispositions, or otherwise manage our third-party relationships; (iv) investment risks, including the ability to achieve desired returns or liquidate certain assets; (v) operational risks, including cybersecurity and privacy failures and our dependence on third parties; and (vi) tax, regulatory and legal risks, including limits on our ability to use deferred tax assets, changes in law, regulation or accounting standards, and our ability to comply with regulations. Factors that may cause actual results to differ from those in any forward-looking statement also include those described under “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations (“MD&A”) – Trends and Uncertainties” in our Annual Report on Form 10-K for the year ended Dec. 31, 2024, as filed with the SEC on Feb. 21, 2025, and in our Quarterly Report on Form 10-Q for the three months ended Sept. 30, 2025, and filed with the SEC on Nov. 6, 2025.

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