

## **VOYA FINANCIAL, INC.**

### **TECHNOLOGY, INNOVATION AND OPERATIONS COMMITTEE CHARTER**

#### Committee Membership:

The Technology, Innovation and Operations Committee (the “Committee”) of the Board of Directors (the “Board”) of Voya Financial, Inc. (the “Company”) shall consist of at least three members of the Board. The members of the Committee shall be appointed by the Board. Members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

#### Committee Purpose and Responsibilities:

The primary purpose of the Committee is to assist the Board in fulfilling its oversight of management’s responsibilities with respect to innovation, information technology, cybersecurity, operations, and operational resilience. The Committee shall:

- receive reports from management on information technology, cybersecurity, operations, and operational resilience, as well as commercial and technical innovation strategies and matters;
- review the Company’s technology, cybersecurity, operations, and innovation strategies and policies and associated budgets for the Company and its business segments;
- review and make recommendations to the Board regarding significant investments in support of the Company’s technology, cybersecurity, operations and innovation strategies;
- review the measurements and tracking systems in place to identify and achieve successful innovation opportunities;
- monitor and evaluate existing and future trends in technology, cybersecurity, operations, and innovation that may affect the Company’s strategic plans, including monitoring overall industry trends;
- support the Audit Committee in reviewing risk exposures of the Company and the disclosure thereof in the Company’s annual report on Form 10-K, including risks relating to information security, cybersecurity, software change management and deployment and system capacity, and the steps management has taken to monitor and control such exposures;
- review the Company’s cyber-resiliency relating to business continuity planning and disaster recovery capabilities and contingency plans;

- review with management, and in coordination with the Risk, Investment and Finance Committee, the Company's risk management guidelines and policies with respect to technology, cybersecurity, operational and certain third party vendor risk;
- coordinate with the Risk, Investment and Finance Committee and the Audit Committee to help ensure all identified risks facing the Company are identified and the duties and responsibilities with respect to oversight of such risks are covered by the scope of the appropriate committee's responsibilities;; and
- take such other actions and do such other things as may be specifically referred or delegated by the Board from time to time.

#### Committee Structure and Operations:

The Board shall designate one member of the Committee as its chairperson. In the event of a tie vote on any issue, the chairperson's vote shall decide the issue. The chairperson may temporarily delegate his or her responsibilities to another member of the Committee if he or she is not available to perform them. The Committee shall meet at least four times a year at a time and place determined by the Committee chairperson, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chairperson. Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other.

#### Delegation to Subcommittee:

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee.

#### Performance Evaluation:

The Committee shall prepare and review with the Board an annual performance evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this charter. The performance evaluation shall also recommend to the Board any improvements to the Committee's charter deemed necessary or desirable by the Committee. The performance evaluation by the Committee shall be conducted in such manner as the Committee deems appropriate. The report to the Board may take the form of an oral report by the chairperson of the Committee or any other member of the Committee designated by the Committee to make this report.

#### Resources and Authority of the Committee:

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate, and approve the fees and other retention terms of special counsel or other experts or consultants, as it deems appropriate, without seeking approval of the Board or management.