



Corporate Responsibility Annual Report

2014 Executive Summary



Our Corporate Responsibility Approach

Corporate responsibility is a business imperative woven throughout our enterprise. We regard corporate responsibility as an investment in society and in the success of our company. Our goals are to build social capital, transfer our knowledge and minimize our environmental impact. We do this by focusing on our four pillars: Community Investment; Multicultural Affairs; Environmental Sustainability; and Business Practices and Principles.

Living by our corporate values, maintaining a strong code of conduct and affiliating with trusted external organizations are key to our success.

Profitability and integrity are inextricably linked at Voya. Our values are the foundation for all that we do and guide every decision we make.

“Recognizing that our business is built on trust, integrity and transparency, we have made ‘doing the right thing’ a cornerstone of our culture. We embrace diversity and inclusion; contribute to our communities through volunteerism and corporate giving; and demonstrate our commitment to minimize our impact on the planet through sustainable business practices.”

—Rodney O. Martin, Jr.
Chairman and Chief Executive Officer



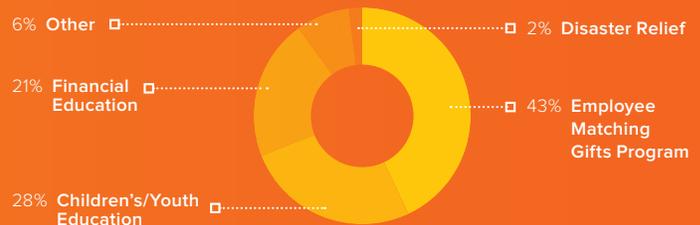
Community Investment

We honor and encourage excellence in education and financial literacy through Voya Foundation grants and Voya Financial® charitable sponsorships. Our most significant investments are represented in our signature partnerships that empower teachers, students and communities to help ensure that every child has an opportunity to succeed. Current signature partnerships include:

- National Teacher of the Year
- Voya Unsung Heroes™
- Junior Achievement
- Voya-Girls Inc. Investment Challenge

Voya Financial employees have a long history of contributing time, talent and financial support to others in need. Employee engagement benefits the community while also helping employees gain new skills. Voya Financial provides paid time off (40 hours for full-time and 20 hours for part-time) for employees to volunteer and matches employees’ donations to eligible nonprofits.

VOYA FOUNDATION GIVING



39,540 hours

Volunteered by employees

\$2.2M

Raised by employees

Multicultural Affairs

At Voya, we define diversity as a diversity of thoughts, perspectives and backgrounds. We understand that diversity leads to better business performance, innovation and creative solutions. One of our successful diversity initiatives, the Employee Resource Groups (ERGs), plays an important role in engaging and educating employees, and in providing professional development opportunities. Our six ERGs also serve as a vital resource for advancing our business. They have a large membership of employees with varied backgrounds across eight of Voya's major office sites.

OUR EMPLOYEE RESOURCE GROUPS

African-American

Asian-American

Women

Latino

Virtual

Gala-LGBT

Environmental Sustainability

We have significantly minimized our impact since we began measuring and tracking our environmental performance in 2007, and we know there is still more to be done.

Since 2007 benchmark year:

39%

Energy reduction

64%

Landfill waste reduction

2007

1 Orange Goes Green employee-led committee

First year purchasing clean, renewable-energy wind credits to offset 100 percent of our electricity use

Benchmark year, gathering data at major sites

2015

10 Orange Goes Green teams

Nine years purchasing clean, renewable-energy wind credits

Annual external reporting of metrics for energy, GHGs, travel, paper, water and recycling at all major sites

Business Practices and Principles

Voya Financial's businesses are built on trust — the trust our institutional and individual customers have in our products, services and employees. We are committed to fostering a culture that openly demonstrates our corporate values and applies the Code of Business Conduct and Ethics to every decision or relationship.

OUR CORPORATE VALUES

We have customer passion.

We do the right thing.

We are the We.

We have a winning spirit.

We care.

For more information, visit go.voya.com/crreport2014.

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