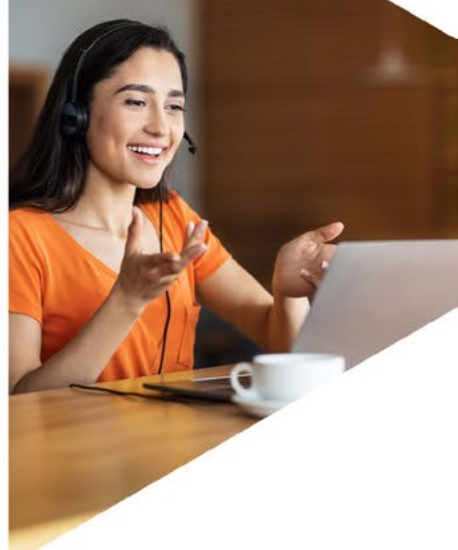


Diversity, Equity and Inclusion at Voya Financial



PLAN | INVEST | PROTECT

VOYA
FINANCIAL



Voya Financial's commitment to Diversity, Equity and Inclusion

At Voya, we recognize that our strength lies in our differences. We are committed to fostering an environment where the differences we are born with, and those we acquire throughout our lives, are understood, valued, and intentionally pursued. We define diversity as the differences that make each individual unique, including identities, races, ethnicities, backgrounds, abilities, cultures, perspectives and beliefs.

Each one of us is diverse, and diversity is all of us.

Our focus on building a workforce as diverse as the customers we serve makes us better at what we do. Diverse perspectives help drive innovation and ensure that our financial solutions empower people from all walks of life.

Our commitment to Diversity, Equity and Inclusion (DEI) helps to advance our purpose: *Together, we fight for everyone's opportunity for a better financial future.* We believe that everyone deserves access to financial opportunities, and Voya is uniquely positioned to support individuals and communities in achieving *a better financial future.*

The great work we have done to drive DEI across Voya makes me proud. I have had the opportunity to serve as the executive sponsor of our Employee-Led Councils, as well as our Voya Cares program. These experiences have been some of the most meaningful of my career, as they were unique opportunities to listen, learn and grow. I'm excited to build on our commitment to foster an inclusive culture — one where everyone feels valued, safe and supported.

We believe that both our individual and collective actions can make a meaningful difference in the lives of those touched by our business. As we celebrate each step forward, there is always more to be done. I am personally committed to ensuring that we continue to build on this great work — within Voya and across our industry.

Best regards,

Heather Lavalley

Diversity, Equity and Inclusion Statement

Colleagues, Clients and Community are our strategic priority areas for Diversity, Equity and Inclusion (DEI). We believe that a focus on inclusion at every level of the organization leads to better performance, increased innovation, an enhanced ability to satisfy our customers, higher employee engagement, lower employee turnover rates and stronger communities. At the center of diversity and inclusion is equity (e.g., fair treatment, equal access to opportunities and advancement). We believe in a concerted focus on all three of these as important drivers of culture.

At the heart of our belief is that DEI must be intentional and individualized. Each of us at Voya is responsible for executing Voya's DEI strategy. We believe that our employees own our culture and have a responsibility to foster an environment where we all feel comfortable bringing our whole selves to work. It is up to each of us to act in ways that support our internal focus: **"Celebrating our Differences. Choosing to Include."**

Voya is an equal opportunity employer, and we are committed to a diverse and inclusive workforce where all of these differences are purposefully brought together. Decisions related to employment, including selection, development and compensation are based on qualifications and merit. We believe that all employees must be treated fairly, with respect, and in a manner free from discrimination and harassment.





Colleagues

At Voya Financial, our colleagues have a shared responsibility for advancing a culture of inclusion and celebrating our unique differences. Our diverse culture and workplace practices and policies are what makes Voya a different kind of company.

Demographics

We focus on representing the clients and customers we serve and believe the transparency of our workforce composition is important.



	Population	Women	People of Color**
Voya Financial Board of Directors*	10	50%	20%
Executive Committee (highest internal management body)	9	20%	33%
Leadership (AVP and above)	745	39%	18%
People managers	1,207	44%	21%
Overall workforce	7,139	52%	32%

As of 6/30/2024
Demographics as voluntarily self-disclosed.
Excludes data from Voya India.

* Independent Directors

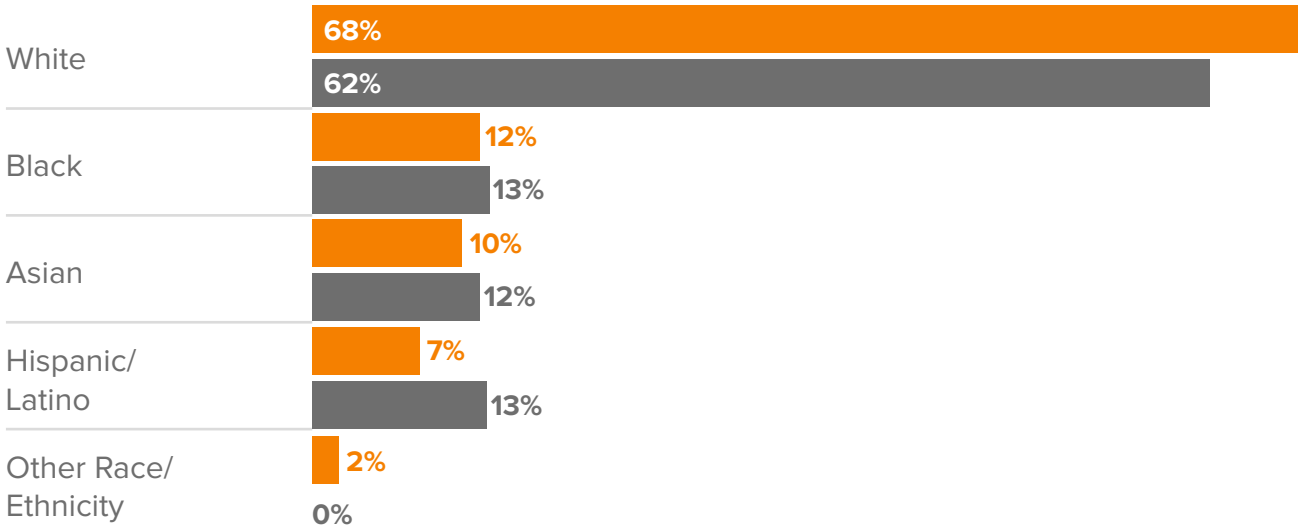
** Race/ethnicity other than White (including African American/Black, Asian, Hispanic/Latino)



Colleagues

Voya Employees

(7,139 as of 6/30/2024)



3% vs. 6%

Individuals with a Disability*



4% vs. 5%

LGBTQ+**

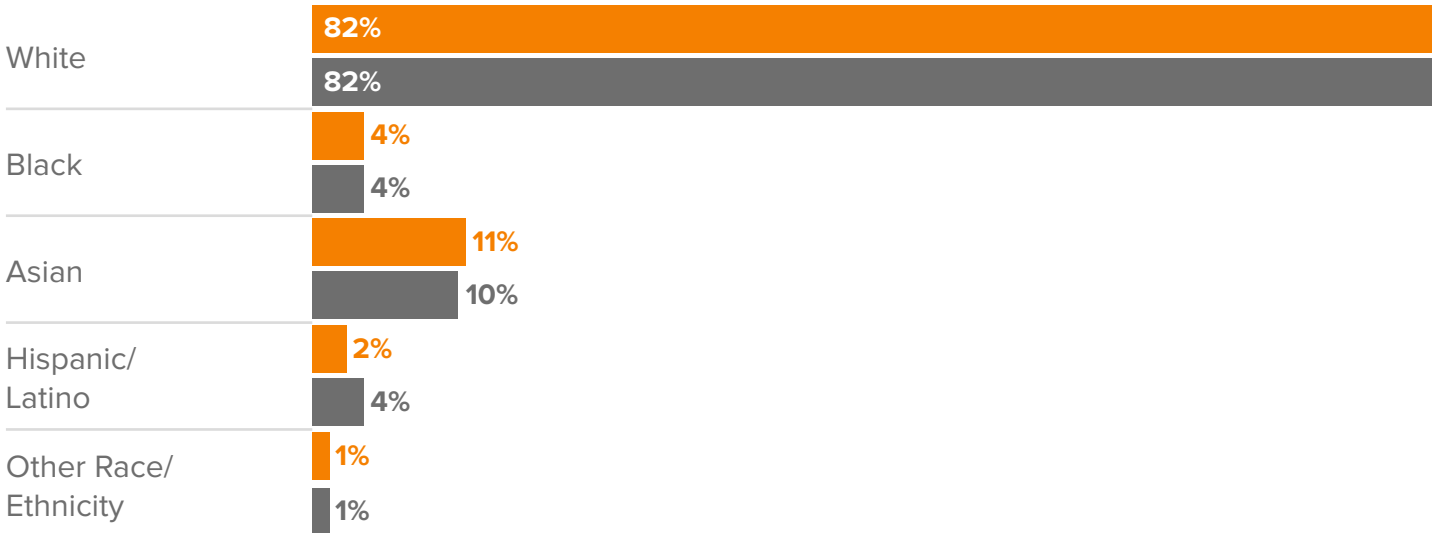


2% vs. 8%

Veterans***

Voya Leaders

(Assistant Vice President and above)



Demographics as voluntarily self-disclosed. Does not include data from Voya India.

■ Voya Financial Employees

■ 2023 Seramount Inclusion Index (data as disclosed by member financial services organizations with 500+ employees).

*2020 Disability Equality Index

**How the LGBTQ Community Fares in the Workplace, McKinsey & Company, June 23, 2020.

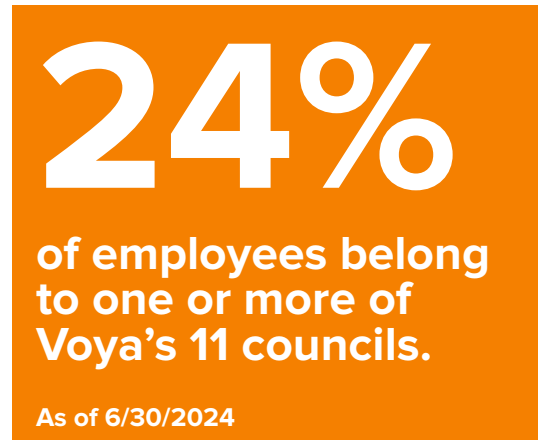
***Bureau of Labor Statistics, U.S. Department of Labor, Employment Situation of Veteran's Summary, 2019 (U.S. Population).



Employee-Led Councils

Voya’s Employee-Led Councils play an important role in engaging, educating and inspiring our workforce. Each council is made up of a supportive network of diverse colleagues focused on various communities or activities. All councils are open to all employees, and individuals are encouraged to join a council focused on a demographic that may not be their own. This enables colleagues to put allyship into action and better understand and embrace the differences of others. Voya has 11 councils composed of more than 1,500 employees, including:

- African American/Black
- Asian
- Environmental Stewardship
- Giving
- Hispanic and Latino
- LGBTQ & Allies
- NextGen
- People with Disabilities and Caregivers
- Veterans
- Volunteerism
- Women’s



Policies

Our [policies](#) provide clarity about our commitment to DEI and the related expectations we place on our employees, business partners and other key stakeholders.

Code of Business Conduct and Ethics

Human and Workplace Rights Statement

Equal Employment Opportunity

Supplier Code of Conduct

Clients

Our commitment to diversity, equity and inclusion is essential to conducting our business in a responsible manner and is integral to developing innovative solutions that enable our clients to effectively plan, invest and protect their assets. Our purpose is *Together, we fight for everyone's opportunity for a better financial future.*

In an increasingly complex, global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, experiences and expertise results in better and more innovative solutions. We believe our diverse workforce allows us to better serve our clients and deliver products and services that meet their needs.



Supplier Diversity

Through our Supplier Diversity program, we are building an inclusive supply base of diverse businesses, including those owned by minorities, women, veterans, LGBTQ+, and individuals with a disability. The program helps to strengthen and enhance our supply chain, while connecting us to the best suppliers in the market. Diverse suppliers bring a broader range of experiences, skills, and perspectives to the table. This can lead to more innovative solutions and approaches to business challenges. Learn more about our [Supplier Diversity](#) efforts.

Bringing greater financial equity to the workplace

Research from Voya shows that there are real and impactful differences that financial inclusion best practices can make to improve financial outcomes. We found that employers that prioritize plan design, auto features, financial wellness offerings and connected experiences for employees, make a meaningful impact on leveling the playing field for underserved employee populations.



Plan health

Participation, savings behaviors and income replacement



Engagement

Digital engagement, web registration and customer service calls



Financial wellness

Protection, spending and saving, emergency funds and debt

View the full [Voya Perspectives paper](#) to discover how DEI best practices can help close retirement savings gaps to improve financial outcomes.



Voya Cares is committed to making a positive difference in the lives of people with disabilities and their caregivers from birth through aging. The program provides advocacy, educational resources and workplace solutions to help employers meet the complex needs of the special needs community in their workforce. The newest Voya Cares content focuses on “Employment Extenders” and “Sandwich Caregivers.” Learn more by visiting VoyaCares.com.

Voya received a score of 100% on the 2023 Disability Equality Index®, designating the company as one of 240 companies named as a “Best Places to Work for Disability Inclusion” for the sixth consecutive year.



Easterseals

Voya Cares collaborated with Easterseals — one of the nation’s leading disability and community services providers — to conduct a survey of workers nearing or passed traditional retirement age to understand the drivers behind “Employment Extenders.” The findings were published into [a research paper](#).



National Down Syndrome Society

In support of the National Down Syndrome Society (NDSS) and its mission to empower individuals with Down syndrome and their families, Voya employees participated in the [2023 NYC Buddy Walk](#). Those who joined Team Voya made an impact on the lives of those in the Down syndrome community by celebrating diversity, fostering acceptance and driving policy change.



In addition, we are founding members of the CEO Commission for Disability Employment, together with NDSS and the Society for Human Resource Management. The mission of the CEO Commission is to advance disability-inclusive employment by inspiring and engaging business leaders to drive change through policy, practice, and culture.

Communities

Voya Foundation

Voya Foundation makes a meaningful difference in communities and empowers employees to engage in supporting causes that matter most to them, including nonprofits that serve health and human services, education and animal welfare. We are committed to strengthening our communities through philanthropy, volunteerism, giving and nonprofit board service.



Each employee receives 40 hours per year of paid time off to volunteer.



All full-time employees receive up to \$5,000 from Voya Foundation to match personal donations to eligible 501(c)3 organizations.

Volunteerism and Giving

Year after year, our employees are generous with their time and resources. In 2022, 53% of our employees volunteered 10,138 hours in their communities during our National Days of Service in May. And 81% of employees engaged in our annual Employee Giving Campaign during September, raising \$1.6 million, together with Voya Foundation match for nonprofits.



Demographics of Program Beneficiaries

The programs we support through our nonprofit partners tend to serve those who are from low-income and underrepresented communities. Beneficiaries for all programs are most likely to be (1) people of color (non-Caucasian); (2) female; (3) living in a household where the annual household income is below \$50,000; and (4) living in a household where the highest education attained is high school or less.

Board Placement

From the work of our DEI Task Force, we have found ways to connect Voya's emerging Hispanic and Latino talent with nonprofit organizations, securing nonprofit board placement opportunities and providing leadership training to participating Voya employees.

The National Personal Finance Challenge



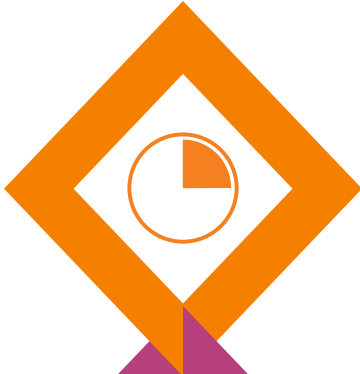
Since 2018, the National Personal Finance Challenge has been a Voya signature program and is managed by the Council for Economic Education. We believe that empowering young people to better understand and take control of their finances is an essential step toward achieving financial resilience. Our financial literacy focus is guided by research and experience. In 2023, participation reached 15,000 students, a post pandemic high, with 37% of the students being African American/Black or Hispanic and 46% female.



Governance

The DEI team and the execution of our programming is led by the senior vice president, chief diversity and corporate impact officer, Voya Financial. This individual is also the President of Voya Foundation and reports to the executive vice president and chief human resources officer, who in turn reports to the chief executive officer.

DEI initiatives and data are reviewed regularly with the highest governing and management bodies of Voya Financial:



DEI strategy and performance is reviewed by the Executive Committee on a quarterly basis.



Annual DEI performance is reviewed with the Nominating, Governance and Social Responsibility committee of the Voya Board of Directors.



Progress is reported annually to our key stakeholders through our annual Impact Report, which is housed in the company section of [voya.com](https://www.voya.com) and specifically, to long-term/Environmental Social Governance (ESG)-oriented investors through requests to complete or review ESG disclosure surveys.

Key DEI initiatives and programs

Voya is engaged with various programs/initiatives such as:

Development/Mentorship

30% Club

In partnership with the 30% Club, we launched our seventh year of engagement with this cross-company mentoring program, designed to accelerate leadership skills of senior female leaders. These leaders receive mentoring from executives outside of Voya, and Voya executives mentor female leaders from other companies.

DEI Task Force

The DEI Task Force is a diverse group of individuals from across the enterprise who come together to advance equity in the areas of colleagues, clients and communities. We have had two iterations of the DEI Task Force focused on the African American/Black and the Hispanic/Latino communities.

Menttium

Through our strategic partnership with Menttium, we launched our sixth group of participants in Momentum, a cross-company mentoring program designed to accelerate leadership skills for underrepresented professionals at senior levels within financial services.

Talent Accelerator

This talent development program was created to improve representation at the AVP level and above through leadership and skills building, enhancement of business acumen and a focus on innovative solutions to real business challenges.



Key DEI initiatives and programs

Initiatives

Benefits

We recently implemented enhancements to our tuition reimbursement program to reduce debt and cash flow burdens. The program includes:

- Student loan re-payment
- Tuition benefits
- Tuition reimbursement
- Direct-bill-programs

InclusionWorks

Voya is a member of this initiative offered by Disability:IN to support our efforts to foster inclusion within our workplace and products and service. Through the partnership, we have unlimited access to multiple disability inclusion experts, in-person and virtual trainings and meetings, webinars, and connections to the participating companies to continue to elevate our organization as a leader in disability inclusion.

Voya Ambassador Program

The Voya Ambassador program drives recruitment and hiring of underrepresented talent through various partnerships with organizations including HBCUs (Historically Black Colleges and Universities) and industry associations to increase diversity of the candidate pipeline. We currently have 30 employees who are Ambassadors and serve as extensions of our Talent Acquisition team.

Trainings

Cultural Competence

Voya's top leaders have participated in a year-long journey to increase their cultural competence to ensure leaders can effectively manage diverse talent and impact Voya's ability to attract, grow and retain diverse and underrepresented talent.

Unconscious Bias

Since 2018, more than 700 senior leaders have received Unconscious Bias training to help strengthen their skills in leading diverse teams and mitigating bias in talent practices.



Awards and Recognition

Our commitment to DEI has led to [awards and recognition](#) by third parties and inclusion in organizations where we can help provide thought leadership and actively promote diversity in the workplace. The following represent some of these achievements:

- Bloomberg Gender-Equality Index 2017-2023
- DALBAR ESG Retirement Plan Certification, 2021-2022
- Disability Equality Index – Best Place to Work for Disability Inclusion, 2018-2023
- Dow Jones Sustainability Index, 2016-2023
- Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion (formerly Best Places to Work for LGBTQ+ Equality), 2006-2024
- *Fortune* Best Workplaces in Financial Services and Insurance, 2022-2023
- Global Electronics Council EPEAT Purchaser Award (Formerly Green Electronics Council), 2018-2021, 2023
- Great Place to Work®, 2016-2023
- JUST Capital 2022 America’s Most JUST Companies 2018-2022
- MSCI ESG Leaders Indexes (formerly MSCI Global Sustainability Indexes) 2015-2023*
- S&P Global’s “The Sustainability Yearbook”, 2019, 2021-2022
- World’s Most Ethical Companies®, 2014-2024**



Member of
Dow Jones Sustainability Indices
 Powered by the S&P Global CSA



Easterseals, National Down Syndrome Society (NDSS), Council for Economic Education, Mentium, and Disability:IN are separate entities and not corporate affiliates of Voya Financial®.

Third-party awards and/or rankings about entities within the Voya family of companies are given based upon various criteria and methodologies. Awards and/or rankings are not representative of actual client experiences or outcomes, and are not indicative of any future performance. For certain awards/rankings, Voya pays a fee to be considered. To learn more, please visit <https://www.voya.com/about-us/our-character/awards-and-recognition>.

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