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25

| TCFD Report

- Table of contents
- Introduction
- Governance
- Strategy
- Risk management
- Metrics and targets
- Assurance statement

This report is in alignment with recommendations provided by the Task Force on Climate-related Financial Disclosure (“TCFD”). The purpose of this report is to provide appropriate environmental impact disclosures to comply with various regulatory requirements, including from the various state insurance regulatory bodies, as well as the State of California. For purposes of this report, “Voya” shall mean Voya Financial, Inc. and its subsidiaries including: Voya Retirement Insurance and Annuity Company (“VRIAC”), the life insurance subsidiary of Voya Financial domiciled in the State of Connecticut and subject to registration in the State of Connecticut under Conn. Gen. Stat. §38a-135; ReliaStar Life Insurance Company (“RLI”),

the life insurance subsidiary of Voya Financial domiciled in the State of Minnesota and subject to registration in the State of Minnesota under Minn. Stat. §60D.19, subd.1; and ReliaStar Life Insurance Company of New York (“RLNY”), the indirect life insurance subsidiary of Voya Financial domiciled in the State of New York and subject to registration in the State of New York under N.Y. Ins. Law §1503.

Corporate information, unless otherwise indicated, is as of December 31, 2025. All metrics and data points in this report have been rounded and should be interpreted as approximate.



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Table of contents

Introduction 04

Governance 05

Board-level oversight 05

Management’s role 06

Strategy 07

Climate-related risks and opportunities 07

Impact of climate-related risks and opportunities 08

Resilience of strategy 09

Risk management 12

Processes for identifying and assessing climate-related risks 12

Processes for managing climate-related risks 15

Integration of climate-related risks into overall risk management 16

Metrics and targets 17

Metrics used to assess climate-related risks and opportunities 17

Scope 1, Scope 2, and Scope 3 GHG emissions 18

Targets used to manage climate-related risks and opportunities 19

Assurance statement 21



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Introduction

Voya Financial, Inc. (NYSE: VOYA) is a leading retirement, employee benefits and investment management company. Voya’s services and solutions help clear the path to financial confidence and a more fulfilling life for individual, workplace and institutional clients, supporting more than 18 million customer relationships. Together with customers and partners, Voya’s 11,000 employees fight for everyone’s opportunity for a better financial future.

We recognize there is an intersection between financial well-being and the risk climate change poses to our planet. Voya reviews business practices to reduce our environmental impact and manage climate-related risks to our operations. We strive to foster a more sustainable future for our colleagues, clients and communities.



Governance

Board-level oversight

Voya’s Board of Directors (the “Board”) is responsible for oversight of risk matters that are of significance to the company. The Board oversees risk management through its regularly scheduled meetings, through its committees, and through informal interactions and discussions between the directors and our senior management. Through its Committees, Voya management provides the Board with periodic reports on climate-related activities and initiatives.

Board committees

The Nominating, Governance and Social Responsibility Committee of the Board is responsible for reviewing environmental, sustainability and corporate responsibility matters of importance to Voya. The committee reviews Voya’s annual Impact Report.

The Audit Committee and the Risk Committee of the Board play an important role in mitigating risk. The Risk Committee assists in overseeing and reviewing information regarding Voya’s enterprise risk management, including significant policies, procedures and practices used to manage all risks identified in our risk taxonomy. This includes, among other things, non-financial risks, resilience and continuity risk and regulatory compliance risk, which may include climate-related risk. The Audit Committee provides support in ensuring proper disclosure practices.

For more information on our Board’s skills, qualifications and experiences, please see our most recent [Proxy Statement](#).



Management’s role

Voya’s chief risk officer (“CRO”) leads our Enterprise Risk Management (“ERM”) team, which is responsible for managing and aggregating risk at a company-wide level. Our CRO also chairs the Voya Risk Committee and the Steering Committee for Responsible Business Practices. Our CRO reports to Voya’s CEO and has direct access to the Board on a regular basis.

Voya Risk Committee

The Voya Risk Committee is a management committee composed primarily of Voya’s Executive Committee members. It oversees the Company’s risk profile and risk management practices across the enterprise, including financial, non-financial, and emerging risks. The Voya Risk Committee approves risk policies, sets risk appetite and monitors limits and tolerances. It is supported by its standing risk subcommittees, each with a defined charter and focus area. One such subcommittee, the Investment Policy Committee, assists the Voya Risk Committee in overseeing investment-related risks and issues. To help assess climate-related risks and opportunities, the Investment Policy Committee conducts quarterly reviews using data from a specialized environmental vendor to identify certain investments and business activities that may not align with Voya’s values and risk thresholds.

Steering Committee for Responsible Business Practices

Execution of our responsible business practices is managed at the business and functional level, with strategy led by our Steering Committee for Responsible Business Practices. This Steering Committee has representation from business units across enterprise risk, finance, human resources, investment management, and law and compliance. The committee meets regularly to manage evolving risks and opportunities related to corporate responsibility, which include climate-related risks, and reports to our CEO.



Strategy

Climate-related risks and opportunities

Voya may be exposed to a range of climate-related risks that can impact our business. Exhibit 1 illustrates climate-related risks that may impact Voya’s operations and its General Account (“GA”) investment portfolio. Assessment of our insurance underwriting processes indicated that, at this time, climate-related risks do not present any material impact to our insurance underwriting portfolio. Exhibit 2 illustrates the climate-related opportunities that may have positive impacts on Voya.

Exhibit 1: Risks

Area	Risk category	Risk description	Time horizon
Operations	Transition: Policy & legal	Increased scrutiny of environmental, social, and governance claims in financial products could lead to greenwashing claims. Voya could also be subject to litigation based on its investments in high carbon industries.	Short (0-2 years)
General Account investment portfolio	Transition: Policy & legal	A global carbon tax could impact the value of the companies that Voya’s General Account invests in.	Medium (3-5 years)
	Physical: Acute	Property damage to commercial real estate (“CRE”) may increase capital expenditure, disrupt operations, and reduce income, impacting the credit profile. Severe weather may trigger temporary migration and economic shifts, raising vacancies and credit risk.	Medium (3-5 years)
	Physical: Chronic	Increased cost of property insurance or decreased coverage may lead to increased credit risk.	Medium (3-5 years)
		Unfavorable chronic climate conditions may lead to climate migration that can devalue properties and decrease occupancy rates.	Long (5-20 years)

Exhibit 2: Opportunities

Area	Opportunity category	Opportunity description	Time horizon
Resource Efficiency	Transition: Resource efficiency	Voya can reduce operating costs and emissions by moving or upgrading to more efficient facilities.	Medium (3-5 years)
Enterprise	All categories	A climate transition plan would enable Voya to develop a coherent, enterprise-wide approach to managing climate risks and opportunities.	Medium (3-5 years)



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Impact of climate-related risks and opportunities

As illustrated in Exhibit 3, Voya’s overall exposure to climate-related risk is low due to the longer-term time frame over which the identified risks are anticipated to manifest, our operating model, and the risk mitigations already in place. Our proactive approach to operational efficiency and commitment to climate reporting transparency take into consideration the opportunities identified.



Exhibit 3: Impact of risks

Area	Impact	Impact rationale
Operations	Low	Only litigation risk is projected to materialize in a short-time frame and Voya maintains mitigations to monitor and evaluate this risk. Physical risks to Voya’s operations are relatively limited given Voya’s geographically diversified work model. Physical risks with the potential to significantly impact Voya’s operations are not anticipated to materialize until after 2035.
Underwriting	Low	While Voya underwrites group policies for companies in carbon-intensive sectors, it maintains a diversified sectoral portfolio of insureds, which helps limit overall climate risk exposure. In addition, our short-term policy duration provides flexibility to manage our underwriting portfolio companies and adjust related policy pricing as climate factors change. Our exposure to carbon-intensive sectors is also mitigated by the fact that we offer only retirement and employee benefits products, not property and casualty.
General Account ¹	Low/Medium	Voya’s exposure to climate-related risk in our GA is related to our investment in carbon-intensive industries, which is approximately 15% of our GA portfolio. Physical risk exposure is in our commercial real estate investment, which is approximately 20% of our portfolio. Our investment strategy provides mitigations to reduce the impact of these risks, as outlined in the “Resiliency in our GA investment portfolio” section below.

1. GA portfolio data as of May 10, 2024.



Resilience of strategy

Voya continues to enhance capabilities to anticipate and respond to climate change, strengthening the resilience of our operations, underwriting, and investment strategies. We improve these practices to uphold business continuity, drive operational efficiency, responsibly manage investments, and maintain rigorous legal and compliance oversight. Consideration of climate-related risks and opportunities across our business can enhance long-term value creation for our stakeholders.

Resilience in our operations

Our Continuity Risk Policy covers crisis management, business continuity, and disaster recovery. Voya updates emergency response plans annually for all major sites/facilities throughout the U.S. to mitigate business disruption risk. Employees receive training to prepare for disasters and minimize disruption.

We focus on minimizing our impact on the planet through our business operations and understanding our employees’ activities that influence our footprint, such as business travel. We have several initiatives designed to foster a more sustainable future for our colleagues, clients and communities.

Voya’s emissions reduction efforts include programs such as renewable energy purchasing, daylighting systems that automatically adjust based on natural lighting, video conferencing tools to avoid travel-related emissions, sustainable technology procurement, and print reduction efforts.

Legal risk mitigation

Voya’s compliance, legal, and regulatory teams actively monitor regulatory and legislative changes specific to climate change. These teams also engage with trade organizations to stay informed of developments. As described in the Board oversight section, the Board and its Committees play an important role in mitigating risk, including legal risk, and Voya management provides the Board with updates on risk matters that are of significance to the company.



Resilience in our GA investment portfolio

Voya maintains a well-diversified portfolio and a relatively short duration investment strategy, which allows flexibility to manage portfolio exposure and help protect against certain longer-term climate risks, particularly physical risks.

Voya’s real estate investments are exposed to climate-related risks through direct commercial mortgages (“CMLs”) and commercial and residential mortgage-backed securities. Voya Investment Management (“Voya IM”) underwrites each CML investment with consideration of property values and insurance coverage. For new CMLs, an environmental questionnaire and third-party carbon emissions report are combined into a scoring system to assess climate risk. Existing CMLs are also evaluated using third-party emissions data. Separate teams manage mortgage-backed securities, focusing on geographic diversification of underlying pools to reduce climate-related asset price volatility. Diversification also mitigates risks from sectors such as industrials, utilities, and transportation that may be affected by regulatory changes or other climate-related factors.

Given the changing landscape in energy-related investments, Voya continues to increase investments in renewables that support the transition to a low-carbon economy, including private credit investments. This includes alternative generating plants powered by wind, solar, hydro, and geothermal, as well as transmission infrastructure linking such projects to the grid. We have maintained exposure to investment grade bonds of regulated utilities, while understanding that the utility industry itself has moved toward deriving a higher percentage of power from alternative sources. Voya believes that the highly regulated nature of utilities and provisions for rates of return that include cost recovery minimizes the risk of “stranded assets,” as power generation mixes continue to evolve. Voya’s utility investments are focused in regions where utilities are sufficiently supported to recover capital costs through rate setting. In such environments, the risk of stranded costs is reduced.



[Table of contents](#)[Introduction](#)[Governance](#)[Strategy](#)[Risk management](#)[Metrics and targets](#)[Assurance statement](#)

Resilience in our underwriting practices

As a life insurer, Voya does not currently underwrite risks with direct exposure to climate. However, we are assessing the impact of increased morbidity/mortality due to extreme climate changes on our Employee Benefits business. Claims frequency and severity are managed through the product development/pricing process in setting assumptions for mortality, morbidity, and other factors.



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Risk management

Processes for identifying and assessing climate-related risks

Climate-related risks are identified in alignment with Voya’s broader ERM framework, which requires regular identification of current and emerging threats and risks. All employees are responsible for risk identification, response, and monitoring.

Our ERM team maintains a responsible business practices risk management framework, which includes guidelines to help uphold our commitment to conduct business in a way that is environmentally responsible. This framework generally applies to our business transactions and products to the extent that they do not conflict with our obligations to our customers or other legal and regulatory requirements. Voya also maintains processes to identify potential reputational and litigation risks that may arise from relations with our business partners.



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Investments

To help identify risks within Voya’s GA portfolio, Voya IM’s investment teams may integrate data, as available, related to carbon emissions, product carbon footprint, financing of environmental impact and climate change vulnerability, with the intent of understanding a company’s physical and transition risks. Voya IM also considers the opportunities on which companies may be able to capitalize. At a minimum, these efforts are aimed at discerning climate change’s probable impact on securities’ risk and return profiles. Voya IM accesses climate data and research related to these factors through a variety of sources, including third party data vendors, sell-side and specialty research providers, and company reports and filings.

Scenario analysis

In 2024, Voya conducted a qualitative climate-related risk and opportunity scenario analysis across our operations, underwriting and the general account portfolio.² This assessment utilized physical risk and transition risk scenarios and considered both low- and high-emission pathways across multiple time horizons.

Results indicate Voya’s exposure to climate-related risks is relatively low and manageable within our current risk framework. We continue to engage subject-matter experts throughout the enterprise and maintain a robust governance structure to support ongoing risk identification.

The scenarios used were sourced from the Network for Greening the Financial System (NGFS) for transition risk and the Intergovernmental Panel on Climate Change’s (IPCC) Shared Socioeconomic Pathways (SSPs) for physical risk, see Exhibits 4 and 5 for details. Risks were assessed based on likelihood of occurring and severity of impact to Voya’s business over short- (0-2 years), medium- (3-5 years), and long-term (5+ years) time horizons.

2. Operational risks and opportunities were evaluated based on Voya’s operations (e.g., business interruption) and owned assets, as well as in the context of being an asset owner and underwriter. Retirement business and investment management business were out of scope for this assessment, and operational risks and opportunities only consider the potential impact to Voya. Underwriting risks and opportunities were evaluated based on Voya’s policyholders and revenue impacts to Voya due to client companies being affected by climate. General Account risks and opportunities were evaluated based on companies that Voya invests in and potential implications on those investments’ asset prices and returns.



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Exhibit 4: Transition risk scenarios

NGFS scenarios ³	Projected warming above pre-industrial levels by 2100	Key scenario characteristics
Net Zero 2050 <i>(Low emissions)</i>	1.4°C	Assumes ambitious climate policies are introduced immediately Net CO2 emissions reach zero around 2050, resulting in at least a 50% chance of limiting global warming to below 1.5°C by 2100
Fragmented World <i>(High emissions)</i>	2.3°C	Assumes delayed and divergent climate policies leading to high physical and transition risks Countries with net zero targets only partially achieve them, while countries without net zero targets maintain their current policies

Exhibit 5: Physical risk scenarios

IPCC scenarios ⁴	Best estimates for projected warming above pre-industrial levels			Key scenario characteristics
	Short-term <i>(2021 – 2040)</i>	Mid-term, <i>(2041 – 2060)</i>	Long-term <i>(2081 – 2100)</i>	
SSP1-2.6 <i>(Low emissions)</i>	1.5°C	1.7°C	1.8°C	Global climate change mitigation/adaptation and efforts to reduce emissions are significant and pose transition challenges Requires that global CO2 emissions reach net zero by 2100 Global temperature rise is likely to stay below 2°C by 2100
SSP5-8.5 ² <i>(High emissions)</i>	1.6°C	2.4°C	4.4°C	Low global climate change mitigation efforts lead to greater need for climate adaptation Emissions continue to rise throughout the 21st century Generally classified as a worst-case scenario, illustrates an extreme view of physical risk



3. Network for Greening the Financial System (NGFS). [NGFS Scenarios Portal](#)
4. Intergovernmental Panel on Climate Change (IPCC). [AR6 Working Group I: Summary for Policymakers \(2021\)](#)

Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Processes for managing climate-related risks

As part of Voya’s broader ERM framework, risk and business impact assessments are conducted to manage climate-related risks. The qualitative assessment of climate-related risks is included in Voya’s emerging risk framework, which is annually reviewed by the Voya Risk Committee and reported to the Risk Committee of the Board. The Voya Risk Committee is where issues are raised, decisions are made, limit/controls enforced, and communication maintained.

Investments

Risks identified by the Voya Investment Policy Committee, are analyzed to outline restrictions in certain investments and business activities that do not meet Voya’s risk threshold on selected responsible business factors including toxic emissions. The committee reviews and considers both the investment and reputational risks that may result from investing in companies that do not meet our threshold criteria. Material violations will prompt further reviews on a case-by-case basis, potentially influencing the viability of a business.

Voya IM’s Responsible Investment and Thematic Research team acts as a center of expertise to help guide investment teams in their incorporation of responsible investment principles. Voya IM’s approach to responsible investing is grounded in financial materiality and stewardship and is centered on our clients’ preferences. To reduce risks and help generate stable long-term returns, we use information and data points related to an investment’s governance, as well as its environmental and social risks and opportunities. This approach aims to assess financially material risks and opportunities over a long-term horizon.

Voya IM also engages with issuers as part of its commitment to active ownership. Voya IM’s long-term perspective favors sound investment principles aligned with the priorities of its clients. Accordingly, Voya IM’s Active Ownership team exercises voting rights at shareholder meetings and engages with issuers of securities, with the intention of protecting and enhancing the economic value of the companies in which Voya IM invests on behalf of its clients. We believe that engagements should be highly relevant to the investment process and provide valuable insights to the issuers with whom we engage. Through these discussions, Voya IM may communicate how specific concerns influence investment decisions, understand the clients’ efforts to address these concerns, and discuss industry best practices.

For more information on Voya IM’s active ownership process, please see our [Proxy Voting Policy](#).



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Integration of climate-related risks into overall risk

Voya uses a comprehensive approach to integrate its risk management strategy and risk appetite into all areas of the company. Business leaders are responsible for managing risks specific to their business objectives and environment. ERM is responsible for providing insight into the company’s aggregate risk and ensuring that risks are managed within our overall risk appetite. ERM, in collaboration with other Voya risk and assurance functions, including compliance, legal, and internal audit, ensures that each business unit has controls that are compliant and effective; informs the risk identification process, and provides advisory support.

Our ERM framework incorporates risk governance, an industry-standard risk taxonomy, tools, and methods used for risk identification, assessment, and measurement of risk exposures. This framework equips Voya to adapt to market dynamics, regulatory changes, and emerging risks while driving sustainable growth to protect and increase enterprise value.



Metrics and targets

Metrics used to assess climate-related risks

To identify and assess exposure to acute and chronic physical climate-related risks to Voya’s operations and commercial real estate investments, we utilize geospatial peril analysis, aggregating data at both the zip code and metropolitan statistical area levels. For transition risk within our GA portfolio, Voya IM may integrate, as available, metrics such as carbon emissions, product carbon footprint, and climate change vulnerability, drawing from third-party data vendors and company reports to evaluate both physical and transition risks and their potential impact on securities’ risk and return profiles.

Additionally, Voya is committed to transparent and accurate reporting of our scope 1, scope 2 and scope 3 greenhouse gas (GHG) emissions, which undergo an annual, independent, limited assurance verification under ISAE3000.⁵ Since 2007, Voya has tracked and reported on our GHG emissions and we continue to mature these practices. In 2025, we expanded our scope 1 and scope 2 GHG emissions reporting to include our international offices in China, India, and the United Kingdom for the first time. We also expanded our scope 3 emissions reporting to include Purchased Goods and Services, Employee Commuting, and Downstream Leased Assets. We continue to measure and report on Waste Generated in Operations and Business Travel and in 2025 included available information from our India operations in those categories.

5. Our scope 1, 2 and reported categories of scope 3 GHG emissions data is verified by Apex Companies, an independent third party, in accordance with the ISO 14064-3 Second Edition 2019-04 Standard.



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Scope 1, scope 2, and scope 3 GHG emissions

GHG emissions (CO2e metric tonnes) ^{6,7}	2019	2021	2022	2023	2024	2025
Scope 1 fossil fuel	546	295	295	317	316	348
Scope 1 fleet cars	379	571	601	615	294	484
Scope 1 aviation fuel	221	168	433	427	262	226
Total scope 1	1,146	1,034	1,329	1,359	872	1,058
Scope 2 electricity (measured)	13,083	4,897	3,378	3,335	2,852	2,481
Scope 2 electricity (estimated)	1,598	1,053	1,245	1,575	1,018	1,779
Scope 2 steam	326	231	270	0	0	0
Total scope 2	15,007	6,181	4,893	4,909	3,870	4,260
Total scope 1 & 2	16,153	7,215	6,221	6,268	4,742	5,318
Scope 1 & 2 GHG intensity by revenue (per dollar)	2.16E-06	1.71E-06	1.05E-06	8.53E-07	5.89E-07	6.49E-07
Scope 1 & 2 GHG intensity by headcount (per person)	2.186	0.929	0.762	0.766	0.609	0.397
Scope 3 purchased goods & services						39,048
Scope 3 waste generated in operations	114	60	65	39	37	37
Scope 3 business travel	6,893	556	2,561	4,019	5,004	4,219
Scope 3 employee commuting						748
Scope 3 downstream leased assets						595
Total scope 3	7,007	616	2,626	4,058	5,041	44,647
Total business emissions	23,160	7,831	8,847	10,326	9,783	49,965

6. Scope 1 and scope 2 data for years 2019 to 2024 represents U.S. operations only and data for 2025 represents China, India, U.K., and U.S. operations. Scope 3 data represents U.S. operations for all years displayed.

7. Blanks represent data not measured.



Scope 3 financed emissions

Voya’s General Account contains assets across multiple asset classes, including, among others, fixed income, private assets, and securitized credit. Certain asset classes and holdings lack readily accessible high-quality data on carbon emissions. For this reason, we report on carbon emissions for our public company holdings.

We monitor and disclose the Weighted Average Carbon Intensity (WACI), expressed as tCO₂e per million USD revenue, as it provides a measure of carbon efficiency relative to output and enables comparability across companies and portfolios. WACI is calculated by determining the carbon intensity, based on the most recent reported or estimated scope 1 and scope 2 GHG emissions, of each portfolio company and computing the weighted average based on portfolio weights. We subsequently adjust for coverage to ensure comparability between portfolios, under the assumption that missing data is broadly consistent with known emissions.

The coverage adjusted WACI is 427 tCO₂e/\$M for the portfolio. The share of the portfolio with public company holdings with data on carbon emissions corresponds to 26% (i.e. unadjusted WACI is 111tCO₂e/\$M).

Targets used to manage climate-related risks and opportunities

Voya has a target to reduce our scope 1 and scope 2, U.S.-based, GHG emissions by 10% by 2030 from our base year of 2019. We have exceeded our target and are currently focused on maintaining emissions levels below our goal. We also offset at least 100% of our U.S.-based energy consumption through the purchase of renewable energy certificates.

With expanding our reporting boundary to include international offices, there was a slight increase in total scope 1 and scope 2 emissions in 2025. However, we reduced our operational emissions impact by 61% compared to our baseline year of 2019. While we have reduced emissions through operational changes, certain impacts cannot be eliminated given the nature of our business and energy needs. We use renewable energy credits (RECs) to offset at least 100% of our electricity use.

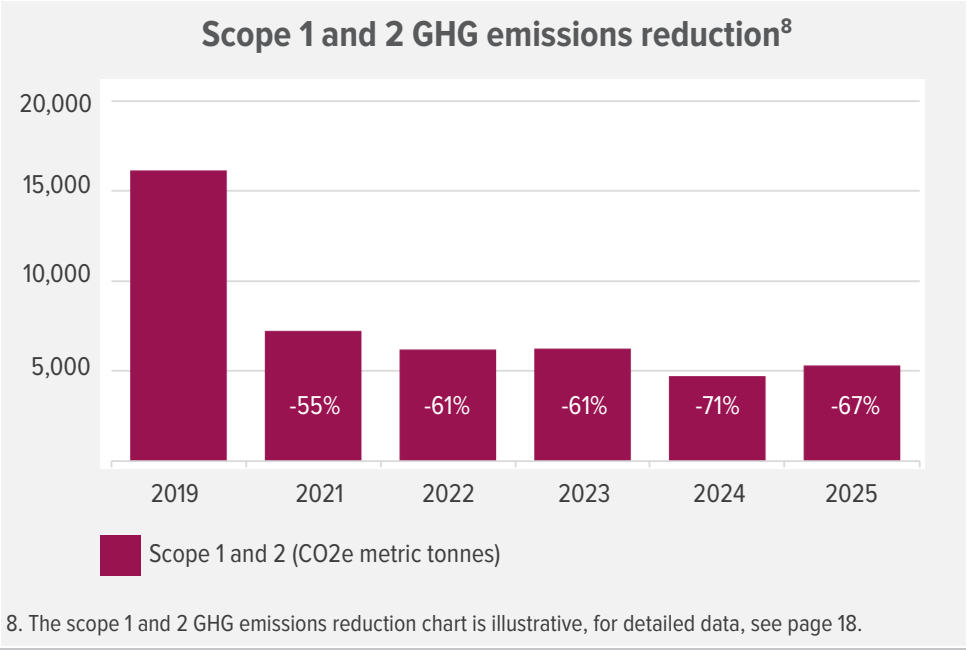


Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Energy usage and renewable energy certificates (RECs) (megawatt-hours)	2019	2021	2022	2023	2024	2025
Electricity (measured)	29,492	12,728	10,073	9,887	8,630	7,204
Electricity (estimated)	3,742	3,276	3,571	4,146	2,724	5,564
Total electricity	33,234	16,004	13,644	14,003	11,354	12,769
Steam	1,441	1,018	1,191	0	0	0
Natural gas & diesel fuel	3,003	1,629	1,641	1,172	1,743	1,919
Total energy	37,678	18,652	16,476	15,205	13,097	14,687
Total energy reduction compared to 2019		-50%	-56%	-60%	-65%	-61%
RECs purchased	40,000	35,000	15,000	15,000	13,000	13,000
Percentage of electricity offset with RECs	120%	219%	110%	107%	114%	102%
Energy intensity by revenue (per dollar)	5.04E-06	4.41E-06	2.78E-06	2.07E-06	1.63E-06	1.79E-06
Energy intensity by headcount (per person)	5.099	2.401	2.019	1.858	1.682	1.097

Waste and Recycling (tons) ⁹	2019	2021	2022	2023	2024	2025
Waste to landfill	318	62	85	57	57	192
Waste to landfill reduction compared to 2019		-81%	-73%	-82%	-82%	-40%
Percentage of total waste to landfill	27%	13%	23%	30%	24%	29%
Waste diverted	875	433	293	134	134	77
Percentage of total waste diverted	73%	87%	77%	70%	76%	71%
Electronic waste diverted	13	8	11	11	1	<1
Total waste	1,193	495	378	191	191	269
Total waste reduction compared to 2019		-59%	-68%	-84%	-84%	-77%

For more information on our commitment to environmental stewardship and our renewable energy purchasing, please see our [Environmental Commitment Statement](#) and [Voluntary Carbon Market Disclosure](#).

9. Methodology used: U.S. Environmental Protection Agency Waste Reduction Model (WARM).



Table of contents

Introduction

Governance

Strategy

Risk management

Metrics and targets

Assurance statement

Greenhouse Gas Assurance statement



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Voya Financial

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Voya Financial (Voya) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Voya. Voya is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- United States Operations
- Exclusions: Fugitive refrigerants

Types of GHGs: CO₂, N₂O, CH₄

GHG Emissions Statement:

Electricity Consumption Megawatt Hours (MWh) for 2025	
Electricity Consumption MWh (Measured + Estimated)	12,799
Purchased Renewable Energy Certificates (RECs) in MWh applied to Scope 2 Emissions from Purchased Electricity	13,000
Voya Entity-Wide Scope 1 and 2 GHG Emissions for 2025	
Scope 1 Emissions Metric Tonnes (mt) of CO ₂ equivalent (CO ₂ e)	1,058
Scope 2 Emissions – Location-Based mt CO ₂ e	4,260
Scope 2 Emissions – Market-Based mt CO ₂ e	0
Total Scope 1 + Scope 2 Market-Based mt CO₂e	1,058
Voya Entity-Wide Scope 3 GHG Emissions for 2025	
Scope 3 Emissions – Category 1 Purchased Goods & Services mt CO ₂ e	39,048
Scope 3 Emissions – Category 5 Waste Generated in Operations (for Atlanta, Windsor, and Scottsdale sites only) mt CO ₂ e	37
Scope 3 Emissions – Category 6 Business Travel mt CO ₂ e (Air Travel, Rental Cars and Business Use of Personal Vehicles)	4,219
Scope 3 Emissions – Category 7 Employee Commuting mt CO ₂ e	748
Scope 3 Emissions – Category 13 Downstream Leased Assets mt CO ₂ e	595
Total Scope 3 Emissions mt CO₂e	44,647

Total Scope 1, Scope 2, and Scope 3 Emissions mt CO₂e (Scope 1 + Scope 2 Market Based + total Scope 3 emissions)	45,705
Purchased GHG Emission Offsets mt CO₂e	1,100
Net Scope 1, Scope 2, and Scope 3 Emissions mt CO₂e (Scope 1 + Scope 2 Market Based + Scope 3 Emissions - Purchased GHG Emission Offsets)	44,605

Data and information supporting the Scope 1 and Scope 2 GHG emissions assertion were in most cases historical in nature, but in some cases were estimated.

Data and information supporting the Scope 3 GHG emissions assertion were in some cases estimated rather than historical in nature.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emission Factor Hub, released 2025
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- USEPA MRR - Final Rule (40 CFR 98) - Industrial Sector 2013
- USEPA Emissions & Generation Resource Integrated Database (eGRID), 2025 (2023 data)
- USEPA Supply Chain Emission Factors v1.1.1

Period covered by GHG emissions verification:

- January 1, 2025 to December 31, 2025

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol, Corporate Accounting and Reporting Standard, Revised Edition (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard.
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 (2019-04) Second Edition: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above emission scopes.



- Table of contents
- Introduction
- Governance
- Strategy
- Risk management
- Metrics and targets
- Assurance statement

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Voya 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 and geopolitical risks (including war and terrorism), including general economic conditions, impacts of a U.S. government shutdown, tariffs imposed or proposed 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, adapt to disruptive technology or innovations, or otherwise manage our third-party relationships; (iv) investment risks, including the ability to achieve desired returns and 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, 2025, as filed with the SEC on Feb. 20, 2026, and in our Quarterly Report on Form 10-Q for the three and six months ended June 30, 2026, as filed with the SEC on August 6, 2026.



