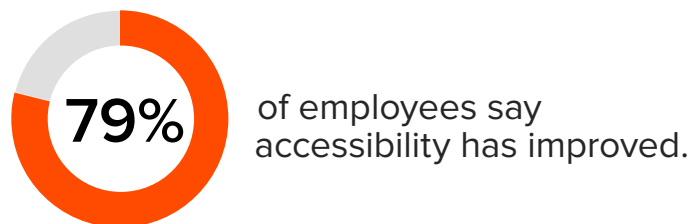
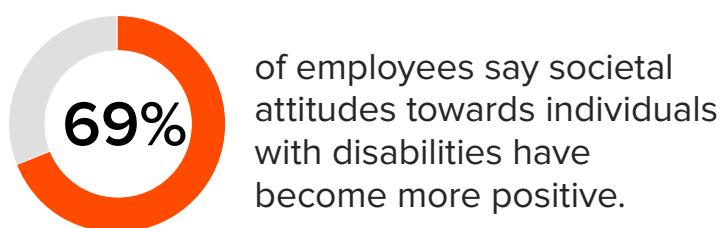


10 years of progress — and the work still ahead

New Voya research marks the 10-year anniversary of Voya Cares®

Progress over the past decade



The workplace perception gap

Employers and employees don't always see support the same way

76% of employees with disabilities feel supported at their company



90% of employers believe employees with disabilities feel supported at their company



Barriers beyond the workplace



People with disabilities report experiencing discrimination when seeking financial planning support at a rate 5X as much as the general population (21% vs. 4%, respectively).



And 46% of people with disabilities cite emotional stress as a barrier when seeking support related to financial planning, versus 25% of the general population.

What's next

Look for more insights about changes that have positively impacted the disabilities community over the past decade, coming summer 2026.

Voya Cares survey conducted between February 3-17, 2026 among 666 employees, featuring n=224 gen pop employees, n=239 employees who are caregivers, and n=231 employees with disabilities, as well as n=306 employers. Products and services offered through the Voya® family of companies. CN5342464_0328