

Statement on Human and Workplace Rights

Last Reviewed: September 2024

Introduction

Voya fosters a supportive and respectful work environment where the highest standards of integrity and fairness are maintained. Voya respects and supports the protection and fulfillment of internationally proclaimed human rights, as defined by the United Nations Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. We are committed to complying with effective laws and respect the rights of the workers of our suppliers, clients, business partners and members of the community.

At Voya, we believe conducting business in a manner that is ethically, economically, socially and environmentally responsible is vital to long-term value creation. Implementing responsible practices and policies throughout the company reinforces our commitment to initiatives that benefit our colleagues, clients and customers, intermediaries, shareholders, and communities. Through disclosures and reports such as our [annual Impact Report](#), [Annual Report on Form 10-K and Proxy Statement](#), we communicate with our stakeholders on our corporate responsibility performance and invite their feedback.

Our Commitment to Ethical Behavior

Voya's commitment to respecting fairness and integrity in the workplace is manifested in a variety of our corporate policies, including the [Code of Business Conduct and Ethics](#), [Supplier Code of Conduct](#) and human resources policies. The importance placed on ethics is demonstrated to our employees through ongoing communications including videos, messaging and training designed to better help our employees understand our ethics policies, culminating in an annual Ethics Awareness Week.

Our commitment to acting ethically and responsibly has been recognized externally by the Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust, and business success.

Diversity and Inclusion

We believe that attracting and retaining a high-performing and diverse workforce, as well as building an inclusive culture, are essential to effectively serving our customers and fulfilling Voya's Purpose — Together we fight for everyone's opportunity for a better financial future.

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Voya's human capital strategy strives to recruit the best talent to deliver exceptional service to, and meet the evolving needs of, our diverse customer base. We also prioritize building connections between our employees and their communities through support of employee volunteerism and giving.

Discrimination

Voya Financial believes all employees deserve to be in a work environment that is free from any kind of discrimination or harassment. All employees should be treated with respect, fairness and courtesy.

We maintain a strict policy that prohibits discrimination or harassment. In the workplace, Voya Financial specifically prohibits the use of racial or sexual epithets or stereotypes, slang words or names, or any other language or actions that by their nature or effect degrade or insult a person, or any group of persons, on the basis of race, color, sex, national origin, religion, age, disability, veteran status, sexual orientation, gender identity, genetic information, marital status, creed, citizenship status, or any other status protected by state or local law. Any violations of this policy may subject employees to disciplinary action, up to and including termination.

Safe and Healthy Workplace

Voya provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks including pandemic related risks.

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Work Hours, Wages and Benefits

The company compensates employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws. We are committed to fair and equitable compensation and processes consistent with our culture. For more information, please visit our [Benefits page](#).

Modern Slavery

Voya prohibits the use of all forms of modern slavery or forced labor, referring to work that is performed involuntarily and under the menace of any penalty. Voya has zero tolerance for modern slavery, forced, bonded, or involuntary labor, and human trafficking across our business partners and suppliers.

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Child Labor

Voya prohibits the use of child labor and follows all applicable minimum age requirements for employment everywhere it operates.

Freedom of Association and the Right to Pursue Collective Bargaining

Voya acknowledges the right to pursue freedom of association and collective bargaining as outlined in the International Labor Organization's Declaration of Fundamental Principles and Rights at Work.

Issue Resolution

We have multiple procedures to resolve employment related problems as quickly and confidentially as possible. Based on our values and commitments, we strive to resolve problems in a manner that is respectful to our employees and that adequately considers the interest and requirements of all concerned.

Our employees have access to an Ethics Helpline — and additional resources dedicated to dispute resolution — through which questions, concerns, and complaints can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. They may do so anonymously. Retaliation for raising these concerns in good faith is prohibited.¹

¹ We will review this Statement on Human and Workplace Rights periodically to reflect ongoing learning and emerging best practice. We conduct trainings for employees on our human and workplace rights approach and related policies. For more information regarding corporate responsibility at Voya Financial, please visit www.voya.com or send an email to enterpriseseg@voya.com.

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