



# Driven by purpose

2024 Global Reporting Initiative Index

# Table of contents

GRI Index.....3

Human Capital.....9

Training.....13

Volunteerism.....14

Operational Efficiency. ....16

Greenhouse Gas Assurance Statements.....19

Table of contents

- Global Reporting Initiative Index
- Human Capital
- Training
- Volunteerism
- Operational Efficiency
- Greenhouse Gas Assurance Statements



# Global Reporting Initiative Index

The strategy and activities described in this report are those of Voya Financial and not of our affiliated representatives, distribution partners or joint ventures. Comparative and quantitative data covers the 2024 calendar year, unless otherwise noted. Your feedback is welcome; please contact us at [EnterpriseESG@Voya.com](mailto:EnterpriseESG@Voya.com).

This GRI Index accompanies the 2024 Impact Report: Driven by purpose, which was developed in reference to the GRI Standards: Core Option. It is intended to assist readers in locating various information contained in the annual Impact Report and elsewhere. The following explains the entries in the “Disclosure Location/Notations/Omission Statement” column:

- “Report” followed by numbers 1–47 indicates the page number of our 2024 Impact Report: Driven by purpose.
- Form 10-K page numbers refer to the PDF listed page number in the PDF document.

Disclosure Number	Disclosure Category	Location	Reason for omission	Omission explanation
GRI 2: General disclosures 2021				
2–1–a	Organizational details	Voya Financial Inc.	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.	
2–1–b	Organizational details	NYSE: VOYA		
2–1–c	Organizational details	230 Park Ave, New York NY 10169		
2–1–d	Organizational details	United States		
2–2	Entities included in the organization’s sustainability reporting	<a href="#">10-K</a> , pg. 6		
2–3	Reporting period, frequency and contact point	Corporate information, unless otherwise indicated, is as of December 31, 2024. For additional information, please contact <a href="mailto:EnterpriseESG@voya.com">EnterpriseESG@voya.com</a> .		
2–4	Restatements of information	There are no current restatements of information.		
2–5	External assurance	<a href="#">10-K</a> , pg. 94		
2–6	Activities, value chain and other business relationships	<a href="#">10-K</a> , pg. 4-5		
2–7	Employees	<a href="#">10-K</a> , pg. 4		
2–8	Workers who are not employees		Not applicable	All reported individuals are Voya employees.
2–9	Governance structure and composition	<a href="#">Proxy Statement</a> , pg. 2–31		

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



Disclosure Number	Disclosure Category	Location	Reason for omission	Omission explanation
2–10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement, pg. 6–17</a>		
2–11	Chair of the highest governance body	Ruth Ann M. Gillis		
2–12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Proxy Statement, pg. 18–26</a>		
2–13	Delegation of responsibility for managing impacts	<a href="#">Proxy Statement, pg. 2–31</a>		
2–14	Role of the highest governance body in sustainability reporting	<a href="#">Proxy Statement, pg. 25</a>		
2–15	Conflicts of interest	<a href="#">Voya Financial® Political Activities and Contributions</a>		
2–16	Communication of critical concerns	<a href="#">Annual Report, pg 24–43</a>		
2–17	Collective knowledge of the highest governance body	<a href="#">Proxy Statement, pg. 3</a>		
2–18	Evaluation of the performance of the highest governance body	<a href="#">Proxy Statement, pg. 5 &amp; 22</a>		
2–19	Remuneration policies	<a href="#">Proxy Statement, pg. 32–68</a>		
2–20	Process to determine remuneration	<a href="#">Proxy Statement, pg. 32–68</a>		
2–21	Annual total compensation ratio	<a href="#">Proxy Statement, pg. 67</a>		
2–22	Statement on sustainable development strategy	Report 43		
2–23	Policy commitments	<a href="#">Statements and policies</a>		
2–24	Embedding policy commitments	<a href="#">Voya Financial Code of Business Conduct and Ethics</a>		
2–25	Processes to remediate negative impacts	<a href="#">10-K</a> , pg. 27		
2–26	Mechanisms for seeking advice and raising concerns	<a href="#">Voya Financial Code of Business Conduct and Ethics</a>		
2–27	Compliance with laws and regulations	<a href="#">10-K</a> , pg. 16-23		
2–28	Membership associations	<a href="#">External Affiliations</a>		
2–29	Approach to stakeholder engagement	<a href="#">Materiality   Voya.com</a>		
2–30	Collective bargaining agreements	<a href="#">Statement on Human and Workplace Rights, pg. 3</a>		

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas  
Assurance Statements



Disclosure Number	Disclosure Category	Location	Reason for omission	Omission explanation
Material topics				
3–1	Process to determine material topics	<a href="#">Materiality</a>	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.	
3–2	List of material topics	<a href="#">Materiality</a>		
Economic performance				
3–3	Management of material topics	<a href="#">Annual Report, pg. 70–208</a>		
201–1	Direct economic value generated and distributed	<a href="#">Annual Report, pg. 97–99</a>		
201–2	Financial implications and other risks and opportunities due to climate change	<a href="#">10-K, pg. 42</a>		
201–3	Defined benefit plan obligations and other retirement plans	<a href="#">10-K, pg. 78–80</a>		
201–4	Financial assistance received from government	<a href="#">10-K, pg. 146–147</a>		
Procurement practices				
3–3	Management of material topics	<a href="#">For Suppliers   Voya.com</a>		
204–1	Proportion of spending on local suppliers		Information unavailable/incomplete	Voya Financial does not currently report on vendor spend. Voya is committed to environmental practices and we seek to partner with suppliers and facility providers who share a similar view.
Anti-corruption				
Disclosure Number	Disclosure Category	Location	Reason for omission	Omission explanation
3–3	Management of material topics	<a href="#">Ethical Practices</a>		
205–1	Operations assessed for risks related to corruption	<a href="#">Form 10-K, pg. 38–40</a>		
205–2	Communication and training about anti-corruption policies and procedures	<a href="#">Voya Financial Anti-Corruption and Anti-Bribery Policy</a>		
205–3	Confirmed incidents of corruption and actions taken	<a href="#">Voya Financial Anti-Corruption and Anti-Bribery Policy</a>		
Anti-competitive behaviour				
3–3	Management of material topics	<a href="#">Voya Financial Anti-Corruption and Anti-Bribery Policy</a>		
206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">10-K, pg. 200–201</a>		

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



Disclosure Number	Disclosure Category	Location	Reason for omission	Omission explanation
Energy				
3-3	Management of material topics	<a href="#">Materiality</a>		
302-1	Energy consumption within the organization	<a href="#">Operational Efficiency pg. 18</a>		
302-2	Energy consumption outside of the organization	<a href="#">Operational Efficiency pg. 18</a>		
302-3	Energy intensity	<a href="#">Operational Efficiency pg. 18</a>		
302-4	Reduction of energy consumption	<a href="#">Operational efficiency, Report 49—50</a>		
302-5	Reduction in energy requirements of products and services	<a href="#">Operational efficiency</a>		
Emissions				
3-3	Management of material topics	<a href="#">Voya Environmental Commitment</a>		
305-1	Direct (Scope 1) GHG emissions	<a href="#">Operational Efficiency pg. 17</a>		
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Operational Efficiency pg. 17</a>		
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Operational Efficiency pg. 17</a>		
305-4	GHG emissions intensity	<a href="#">Operational Efficiency pg. 17</a>		
305-5	Reduction of GHG emissions	<a href="#">Operational Efficiency pg. 17</a>		
305-6	Emissions of ozone-depleting substances (ODS)		Not applicable	Ozone depleting substances are not emitted during business operations.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not applicable	Nitrogen oxides, sulfur oxides and other significant air emissions are not emitted during business operations.
Waste				
3-3	Management of material topics	<a href="#">Operational Efficiency pg. 17</a>		
306-1	Waste generation and significant waste-related impacts	<a href="#">Operational Efficiency pg. 17</a>		
306-2	Management of significant waste-related impacts	<a href="#">Operational Efficiency pg. 17</a>		
306-3	Waste generated	<a href="#">Operational Efficiency pg. 17</a>		
306-4	Waste diverted from disposal	<a href="#">Operational Efficiency pg. 17</a>		
306-5	Waste directed to disposal	<a href="#">Operational Efficiency pg. 17</a>		

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



Supplier social assessment				
3-3	Management of material topics	<a href="#">Environmental Procurement Policy</a>		
308-1	New suppliers that were screened using environmental criteria		Information unavailable/incomplete	The Supplier Code of Conduct sets forth Voya's standards and expectations with respect to key areas of corporate responsibility. Our goal is to work with suppliers to ensure alignment with our corporate values, operate ethically and responsibly, and comply with applicable laws, regulations and corporate policies.
308-2	Negative environmental impacts in the supply chain and actions taken		Information unavailable/incomplete	The Supplier Code of Conduct sets forth Voya's standards and expectations with respect to key areas of corporate responsibility. Our goal is to work with suppliers to ensure alignment with our corporate values, operate ethically and responsibly, and comply with applicable laws, regulations and corporate policies.
Employment				
3-3	Management of material topics	<a href="#">Human Capital pg. 9</a>		
401-1	New employee hires and employee turnover	<a href="#">Human Capital pg. 9</a>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Benefits, Report 14</a>		
402-3	Parental leave	<a href="#">Human Capital pg. 12</a>		
Training and education				
3-3	Management of material topics	<a href="#">Training and Development, Report 13</a>		
404-1	Average hours of training per year per employee	<a href="#">Training pg. 13</a>		
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Training and Development</a>		
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Training pg. 13</a>		
Diversity and equal opportunity				
3-3	Management of material topics	<a href="#">Inclusion</a>		
405-1	Diversity of governance bodies and employees	<a href="#">Inclusion</a>		
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Report 15</a>	Confidentiality constraints	
Non-discrimination				
3-3	Management of material topics	<a href="#">Code of Business Conduct and Ethics, pg. 12</a>		
406-1	Incidents of discrimination and corrective actions taken		Confidentiality constraints	Any violations of the business code of conduct may subject employees to disciplinary action, up to and including termination. We do not publicly disclose any incidents of discrimination.

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



Local communities				
3–3	Management of material topics	Report 28–35		
413–1	Operations with local community engagement, impact assessments, and development programs	Report 28–35		
413–2	Operations with significant actual and potential negative impacts on local communities	Report 28–35		
Supplier social assessment				
3–3	Management of material topics	<a href="#">Voya Financial Supplier Code of Conduct</a>		
414–1	New suppliers that were screened using social criteria	Information unavailable/incomplete	The Supplier Code of Conduct sets forth Voya’s standards and expectations with respect to key areas of corporate responsibility. Our goal is to work with suppliers to ensure alignment with our corporate values, operate ethically and responsibly, and comply with applicable laws, regulations and corporate policies.	
414–2	Negative social impacts in the supply chain and actions taken	Information unavailable/incomplete	The Supplier Code of Conduct sets forth Voya’s standards and expectations with respect to key areas of corporate responsibility. Our goal is to work with suppliers to ensure alignment with our corporate values, operate ethically and responsibly, and comply with applicable laws, regulations and corporate policies.	
Public policy				
3–3	Management of material topics	<a href="#">Voya Financial Political Activities and Contributions 2024 Annual Report</a>		
415–1	Political contributions	<a href="#">Voya Financial Political Activities and Contributions 2024 Annual Report</a>		
Customer privacy				
3–3	Management of material topics	<a href="#">Ethical Practices</a> , Report 38		
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no current substantiated complaints concerning breaches of customer privacy and losses of customer data.		

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements





# Human Capital

Employees by category and type

	2021	2022	2023	2024		2021	2022	2023	2024
Regular					Temporary				
Total	5,725	6,100	6,111	7,122	Total	21	20	20	14
Female	2,983	3,196	3,184	3,766	Female	9	11	11	6
Male	2,729	2,900	2,922	3,350	Male	11	9	9	8
Other	13	4	5	6	Other	1	0	0	0
International local hire					Acquisition lite				
Total	22	21	20	18	Total	0	0	1,038	0
Female	6	5	5	4	Female	0	0	582	0
Male	10	10	9	8	Male	0	0	454	0
Other	6	6	6	6	Other	0	0	2	0

**Regular Employees:** all full time and part time employees, excludes Interns/Temporary and International Local Hire.  
**International Local Hire:** all full time and part time employees outside of the US, excludes Voya India, Interns/Temporary and Regular.  
**Temporary:** all full time and part time workers including interns, excludes Regular and International Local Hire.  
**Acquisition Lite:** All employees part of the acquisition of BenefitFocus who were in transition of becoming employees.

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas  
Assurance Statements



Employees by type<sup>1</sup>

	2021	2022	2023	2024
Full-time				
Total	5,712	6,064	7,096	7,077
Female	2,950	3,159	3,721	3,724
Male	2,743	2,901	3,368	3,347
Other	19	4	7	6
Part-time				
Total	56	56	73	59
Female	48	48	56	48
Male	7	8	17	11
Other	1	0	0	0

Full-time: All Regular and Temporary Employees working 40 hours, excludes International Local Hires.  
Part-time: All Regular and Temporary Employees working less than 40 hours, excludes International Local Hires.  
1. Data does not include international employees.

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas  
Assurance Statements



Employee new hires & turnover

2021

Age	<29	30-49	50+
New hires	349	540	202
Terminations	334	661	439
Termination rate	15%		

2023

Age	<29	30-49	50+
New hires	262	305	110
Terminations	205	259	239
Termination rate	11.5%		

2022

Age	<29	30-49	50+
New Hires	225	561	213
Terminations	139	363	235
Termination Rate	13%		

2024

Age	<29	30-49	50+
New Hires	164	419	169
Terminations	72	401	347
Termination Rate	12%		

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas  
Assurance Statements



Parental leave

	2021	2022	2023	2024
Eligible employees	4,832	5,003	5,511	6,354
Employees who took leave	120	131	159	218
Employees returning from leave	120	131	159	218
Retention for at least one year after leave	100	115	137	n/a

Employees returning from leave assumes that a failure to return from leave occurred if an employee terminated within 14 days of returning to work.  
Retention for at least one year after leave assumes that the employee was retained for at least 365 days after returning to work.  
Eligible employees includes Full Time, Regular Employees, with a length of service of 12 months or greater as of the last day of the previous year.

Regular performance reviews

	2021	2022	2023	2024
Non-personnel management roles	100%	100%	100%	100%
Personnel management roles	100%	100%	100%	100%

Federal regulations require Voya to collect and report certain demographic information about Voya’s employee population, and in connection with Voya’s compliance with these rules, Voya allows employees to voluntarily self-identify their racial, ethnic, and other characteristics. Voya does not maintain numerical or representation targets or goals based on demographics.

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



# Training

Training types for 2024

Category	Percent
Completed Allyship Training	99%
Completed Anti-Harrassment Training	99%
Completed Cybersecurity training	100%
Completed Code of Conduct Training	100%

Hours of training for 2024

Category	Hours
Average hours training per FTE	11

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



# Volunteerism

## Employee volunteer program results

2021			2022		
	Volunteer hours	Participation rate		Volunteer hours	Participation rate
National Days of Service	9,904	56%	National Days of Service	10,139	53%
Year-round volunteerism	22,041	59%	Year-round volunteerism	29,325	53%
Total	31,945	N/A	Total	39,463	N/A
2023			2024		
	Volunteer hours	Participation rate		Volunteer hours	Participation rate
National Days of Service	13,096	60%	National Days of Service	18,289	70%
Year-round volunteerism	22,647	65%	Year-round volunteerism	26,088	73%
Total	35,744	N/A	Total	44,377	N/A

Total headcount does not include employees on leave as of report date and terminated employees.

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



Employee engagement target and results

	2021	2022	2023	2024
National Days of Service				
Leadership participation rate target	100%	100%	100%	100%
Leadership participation rate result	74%	69%	80%	100%
Employee participation rate target	70%	70%	70%	70%
Employee participation rate result	56%	53%	60%	70%
Employee Giving Campaign				
Participation rate target	70%	70%	70%	70%
Participation rate result	55%	65%	75%	53%
Dollars raised by employees	\$2.6M	\$2.9M	\$2.7M	\$2.6M
Dollars raised by foundation match	\$2.5M	\$2.6M	\$2.5M	\$2.4M
Total rasied	\$5.1M	\$5.5M	\$5.2M	\$5.0M

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas  
Assurance Statements



# Operational Efficiency

	2007	2020	2021	2022	2023	2024
Paper used (tons)	558	45	14	21	23	24
Paper used (sheets in millions)	111.5	9	2.8	4.1	4.5	4.9
Paper reduction (%)	N/A	92	97	96	95	93

Percentages reflect reduction from 2007 baseline

	2007	2020	2021	2022	2023	2024
Waste to Landfill (tons)	1080	99	62	85	57	47
Waste to landfill (percent reduction <sup>3</sup> )	N/A	91%	94%	92%	94%	91%
Waste diverted (tons)	748	277	433	293	134	147
Electronic waste diverted	119	0	8	11	11	0
Total waste (tons)	1,828	376	495	378	191	194
Percent reduction <sup>2,3,7</sup>	N/A	84%	62%	71%	85%	85%
Percent to landfill	59%	26%	13%	23%	30%	24%
Percent diverted	41%	74%	87%	77%	70%	76%

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements





GHG Emissions (CO2e metric tonnes)<sup>4</sup>

	2007	2020	2021	2022	2023	2024
Scope 1 Fossil Fuel CO2e	1,568	424	295	294	317	316
Scope 1 Fleet Cars CO2e	N/A	349	571	601	615	294
Scope 1 NetJet	N/A	147	168	433	427	262
Subtotal Scope 1 (CO2e)	1,568	920	1,034	1,328	1,359	872
Scope 2 Electric Use Major Offices (Metered CO2e)	28,321	7,752	4,897	3,378	3,335	2,852
Scope 2 Electric Use Field Offices (Calculated/non-metered CO2e)	5,744	1,014	1,053	1,245	1,575	1,018
Scope 2 Steam (CO2e)	1,076	286	231	270	0	0
Total Scope 2 (CO2e)	35,141	9,052	6,181	4,893	4,909	3,870
Total Scope 1 & 2 (CO2e)	36,709	9,972	7,215	6,221	6,268	4,742
Scope 2 Electric Use Major Offices (Metered CO2e)	28,321	7,752	4,897	3,378	3,335	2,852
Scope 3 Business Travel	11,227	1,291	556	2,561	4,019	5,004
Scope 3 Waste	375	86	60	65	39	37
Total Scope 3 (CO2e)	11,602	1,376	616	2,626	4,058	5,041
Total Business Emissions (CO2e)	48,311	11,348	7,831	8,847	10,326	9,783
Scope 1 & 2 GHG Intensity by Revenue (CO2e per dollar)	3.4E-09	1.3E-09	1.7E-09	1E-09	9E-10	6E-10
Scope 1 & 2 GHG Intensity by Headcount (CO2e per person)	0.0035	0.0013	0.0009	0.0008	0.0008	0.0006

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas

Assurance Statements



Energy usage and Renewable Energy Certificates (RECs) (megawatts)

	2007	2020	2021	2022	2023	2024
Scope 2 Electric Use Major Offices (Metered MWh)	60,126	18,435	12,728	10,073	9,887	8,630
Scope 2 Electric Use Field Offices (Calculated/non-metered MWh)	8,195	2,572	3,276	3,571	4,146	2,724
Total Scope 2 Electricity Use (MWh)	68,321	21,006	16,004	13,644	14,003	11,354
Scope 2 Steam (MWh)	4,749	1,263	1,018	1,191	0	0
Scope 1 Energy from Natural Gas & Diesel Fuel (MWh)	8,653	2,281	1,629	1,641	1,172	1,743
Total Energy Use (MWh)	81,723	24,551	18,652	16,476	15,205	13,097
Total Energy Reductions	N/A	-70%	-77%	-80%	-81%	-84%
RECs Purchased	62,690	40,000	35,000	15,000	15,000	13,000
Percentage of Total Electric Emissions Offset	92%	190%	219%	110%	107%	114%
Energy Intensity by Revenue (MWh per dollar)	0.00000751	0.00000321	0.00000441	0.00000315	0.00000224	0.00000189
Energy Intensity by Headcount (MWh per person)	7.803	3.193	2.401	2.019	1.858	1.682

1. Actual data represents for major home offices of our real estate portfolio on average; no inclusion of estimated waste data.  
2. Reductions and increases reported against 2007 baseline year.  
3. Figures include electronic waste (tons) totals.  
4. Protocol used: U.S. Environmental Protection Agency Center for Corporate Climate Leadership Simplified GHG Emissions Calculator.  
5. NR means not reported.  
6. Utilizing the Commercial Buildings Energy Consumption Survey (CBECS) formula field office locations.  
7. Protocol used: U.S. Environmental Protection Agency Waste Reduction Model (WARM).

Table of contents

Global Reporting Initiative Index

Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas Assurance Statements



# Greenhouse Gas Assurance Statements

Table of contents

Global Reporting Initiative Index


Human Capital

Training

Volunteerism

Operational Efficiency

Greenhouse Gas Assurance Statements



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:** CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>

**GHG Emissions Statement:**

Electricity Consumption Megawatt Hours (MWH) for 2024	
Electricity Consumption MWH (Measured + Estimated)	11,354
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 2024	
Scope 1 Emissions Metric Tonnes (mt) of CO <sub>2</sub> equivalent (CO <sub>2</sub> e)	872
Scope 2 Emissions – Location Based mt CO <sub>2</sub> e	3,870
Scope 2 Emissions – Market Based mt CO <sub>2</sub> e	0
<b>Total Scope 1 + Scope 2 Market Based mt CO<sub>2</sub>e</b>	<b>872</b>
Voya Entity-Wide Scope 3 GHG Emissions for 2024	
Scope 3 Emissions – Category 5 Waste Generated in Operations (for Atlanta, Windsor, and Scottsdale sites only) mt CO <sub>2</sub> e	37
Scope 3 Emissions – Category 6 Business Travel mt CO <sub>2</sub> e (Air Travel, Rental Cars and Business Use of Personal Vehicles)	5,003
<b>Total Scope 3 Emissions mt CO<sub>2</sub>e</b>	<b>5,040</b>

WATER • ENVIRONMENTAL • HEALTH & SAFETY • COMPLIANCE & ASSURANCE • INFRASTRUCTURE

Apex Companies, LLC • (800) 733-2739 • [www.apexcos.com](http://www.apexcos.com)



INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of Voya Financial

Apex Companies, LLC (Apex) was engaged to provide Limited External Assurance of Environmental Performance Data (electricity consumption, waste metrics, and paper consumption) and greenhouse gas (GHG) emissions reported by Voya Financial (Voya) for the calendar year 2024. This assurance statement applies to the related information included within the scope of work described below.

The determination of the Environmental Performance Data and GHG emissions was the sole responsibility of Voya. Apex was not involved in drafting Voya's public sustainability report, determining the reported environmental performance data or GHG emissions statement. Our sole responsibility was to provide independent assurance on the accuracy of the data and GHG emissions reported, and on the underlying systems and processes used to collect, analyze, and review the information.

**Scope of Assurance and Reported Data Subject to Assurance:**

- Electricity Consumption (measured):** 8.63 Gigawatt hours
- Electricity Consumption (estimated):** 2.72 Gigawatt hours
- Scope 1 GHG Emissions:** 872 metric tons (MT) of CO<sub>2</sub>e
- Scope 2 GHG Emissions (Location-based):** 3,870 MT of CO<sub>2</sub>e
- Scope 2 GHG Emissions (Market-based):** 0 MT of CO<sub>2</sub>e
- Scope 1 and Scope 2 Market-based Emissions:** 872 MT of CO<sub>2</sub>e
- Scope 3 GHG Emissions:** Total 5,040 MT of CO<sub>2</sub>e (Business Travel, 5,003 MT of CO<sub>2</sub>e; Waste Generated in Operations, 37 MT of CO<sub>2</sub>e)
- Purchased GHG Emissions Offsets:** 5,950 of CO<sub>2</sub>e
- Net Scope 1, 2 and 3 GHG Emissions (Scope 1 + Scope 2 Market-based + Scope 3, minus purchased GHG Emissions Offsets):** 0 MT of CO<sub>2</sub>e
- Total Waste:** 194 US tons
- Waste Diverted from Landfill:** 147 US tons
- Landfilled Waste:** 47 US tons
- Paper Consumption (Office Paper):** 24 US tons

**Boundaries of the reporting company Environmental Performance Data and GHG emissions covered by the assurance:**

- Operational Control
- United States Operations
- Exclusions: GHG emissions from fugitive refrigerants

**Period covered by the assurance:**

- January 1, 2024 to December 31, 2024

**Criteria against which assurance of Environmental Performance Data and GHG emissions 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)
- Internal Company Protocol for waste and paper

**Assurance Standards:**

- We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.

**Level of Assurance:**

- Limited
- This assurance used a materiality threshold of 5% for aggregate errors in sampled data for each of the above data subject to assurance.

VOYA FINANCIAL - A PEAK PERFORMANCE COMPANY

Apex Companies, LLC • (800) 733-2739 • [www.apexcos.com](http://www.apexcos.com)



Certain information may be received from sources Voya Financial considers reliable; Voya Financial does not represent that such information is accurate or complete. Certain statements contained herein are statements of future expectations and other forward-looking statements that are based on management’s current views and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements. Actual results, performance or events may differ materially from those in such statements due to, without limitation, (1) general economic conditions; (2) performance of financial markets; (3) interest rate levels; and (4) increasing levels of loan defaults.

Products and services offered through the Voya family of companies. © 2025 Voya Services Company. All rights reserved.

CN4727687\_0727

