

VOYA FINANCIAL, INC.

EXECUTIVE COMMITTEE CHARTER

Committee Membership:

The Executive Committee (the “Committee”) of the Board of Directors (the “Board”) of Voya Financial, Inc. (the “Company”) shall consist of three members of the Board, including the Chief Executive Officer of the Company and at least one member who the Board has determined has no material relationship with the Company and is otherwise “independent” under the rules of the New York Stock Exchange, Inc.

The members of the Committee shall be appointed by the Board. Members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

Committee Purpose and Responsibilities:

The Committee shall have the purpose and responsibilities to (i) exercise all of the powers and authority of the Board when, as determined by the Committee or its chairperson, exigent circumstances require such exercise but also make it impracticable to convene, or obtain the unanimous written consent of, the full Board and (ii) take such other actions and do such other things as may be specifically referred to it from time to time by the Board. The Committee’s powers and authority shall be subject to such limitations as the Company’s certificate of incorporation or by-laws, the Board or applicable law may from time to time impose.

Committee Structure and Operations:

The Board shall designate one member of the Committee as its chairperson. The Committee shall only act (i) on the affirmative vote of a majority of the members of the Committee participating in any meeting or (ii) by unanimous written consent of all Committee members. The Committee shall meet at a time and place determined by the Committee chairperson. Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other.

Committee Reports:

The Committee shall report promptly to the Board, and in any event no later than the next regularly scheduled Board meeting, its activities, findings, recommendations and any actions or decisions it has taken in reliance on its delegated authority in the period since that covered by its last such report to the Board.