

VIRGINIA BANKERS ASSOCIATION

April 14, 2026

For plan sponsor use only. Not for use with participants.

CN4534294_0527

VOYA
FINANCIAL

For discussion

- Plan Overview and Engagement
- Participant Solutions
 - Retirement Income Tool
 - In-Plan Roth Conversions
- Communications

Plan Overview and Engagement

For plan sponsor use only. Not for use with participants.

PLAN | INVEST | PROTECT



Combined SBA 401(k) Plans



Plan overview

	Plan data	Benchmark
Total plan participants	5,219	
Total plan assets	\$521,908,352	
Average balance	\$100,002	\$66,603
Participants in managed accounts	3%	2%
Percent employees with loans	10%	4%
Average outstanding loan	\$9,993	\$3,791

652 - \$4,911M - General Purpose Loans
25 - \$379k - Residential Loans



Plan health snapshot

	Plan data	Benchmark
Participation rate	85%	51%
Income replacement	80%	64%
Employees on track to save 70%	53%	32%
Average savings rate	7%	9%
Average Funds per Participant	2.7	2

4,171 Active Participants
1,048 Terms with a balance
156 Terms with under \$7k



Employee engagement

	Plan data	Benchmark
Overall engagement	66%	40%
Web engagement	60%	35%
Mobile app engagement	21%	9%
Authenticated call engagement	12%	10%
eDelivery	76%	47%
Web registration	76%	51%

Note: Total plan assets includes all participant assets in the plan, less any outstanding loans according to Metrics That Matter.

Data as of 12/31/2025

Benchmark: Largecorp

145 - \$8.4M - 1.60% of plan total plan assets



Plan Health 2020 - 2025

	2020	2021	2022	2023	2024	2025
# of Participant Accounts	3,599	4,362	4,811	5,616	5,317	5,219
Average Income Replacement	65%	68%	68%	72%	77%	80%
Income Replacement 70% or Higher	35%	38%	39%	39%	53%	53%
Average Balance	\$69,545	\$75,402	\$59,237	\$66,028	\$86,083	\$100,002
E-Delivery	24%	47%	67%	67%	67%	76%
Web Registration	40%	65%	68%	68%	73%	76%

Digital Engagement Summary

4,506 participants logged in to the website

5,219 Participants = 86%

myOrangeMoney

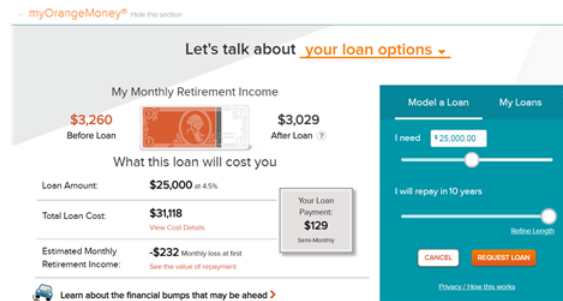


26% engaged

18% took action

1.7% deferral increase: from 6.5% to 8.2%

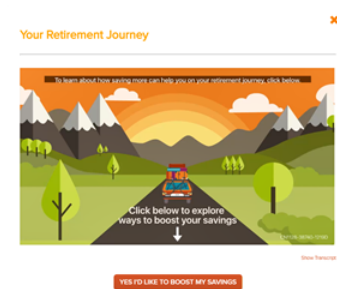
Loan Calculator



199 used loan guidance

38% did not take a loan

Personalized Video



No Engagement

Data from 1/1/2025 to 12/31/2025

For plan sponsor use only. Data above is based on participant activity for the time period specified in above title. Products and services offered through the Voya(R) family of companies. CN2176774_0524

Financial Wellness

12/31/2025



How do your employees feel about their current financial situation?

Your employees



Voya book of business



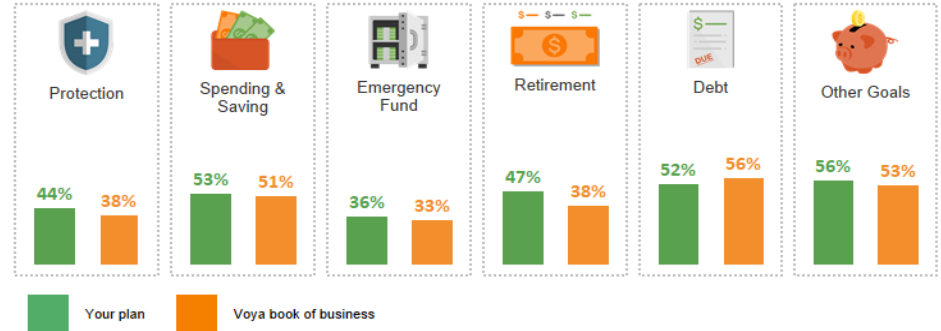
1 not confident | 10 very confident

57% have a financial confidence of 7 or more
(Voya book of business: 51%)



Percent of employees on track by pillar

48% of your employees' pillar scores are green
(Voya book of business: 45%)

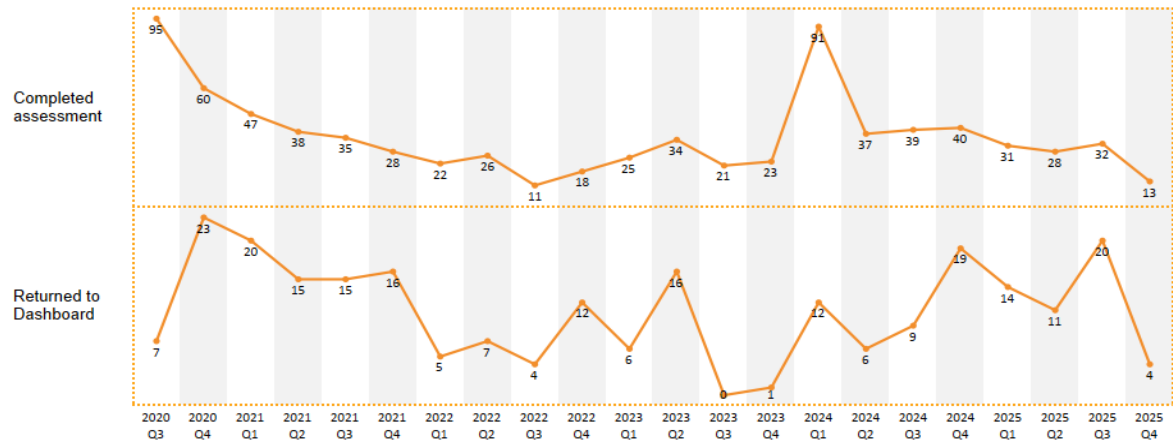


Engagement

	# of participants	% of participants	Voya Book of Business
Started Financial Wellness assessment	521	--	--
Completed assessment and viewed results	492	94%	89%
Viewed dashboard after completing assessment	337	68%	71%



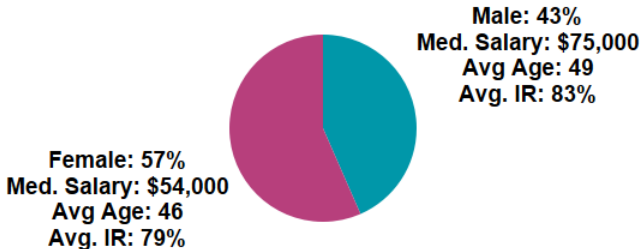
Trending



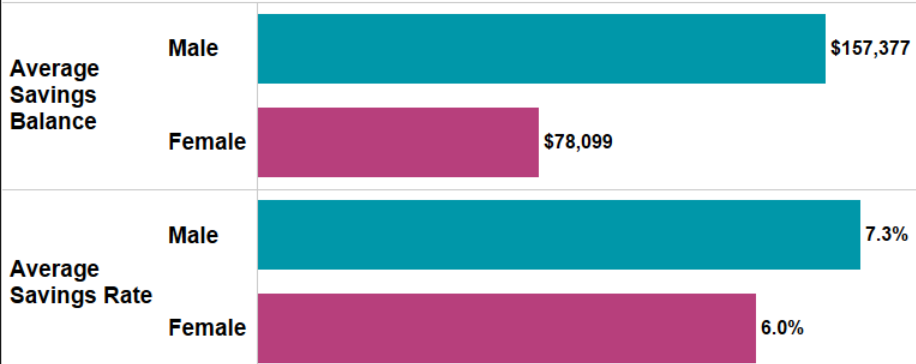
Active Participants Only

Savings

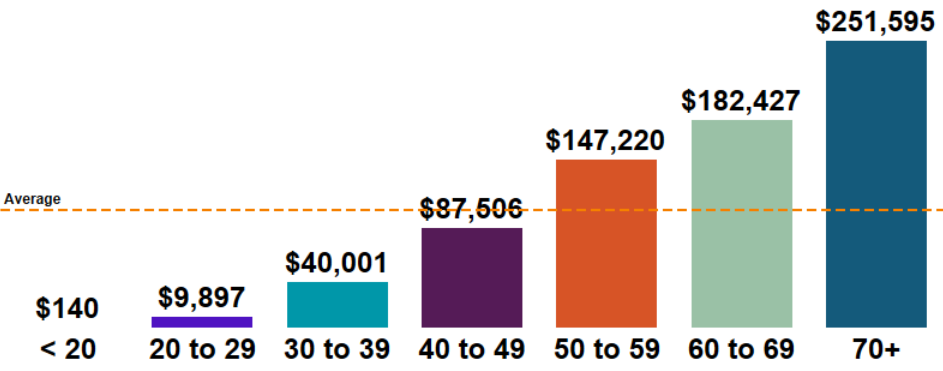
Gender View for Plan



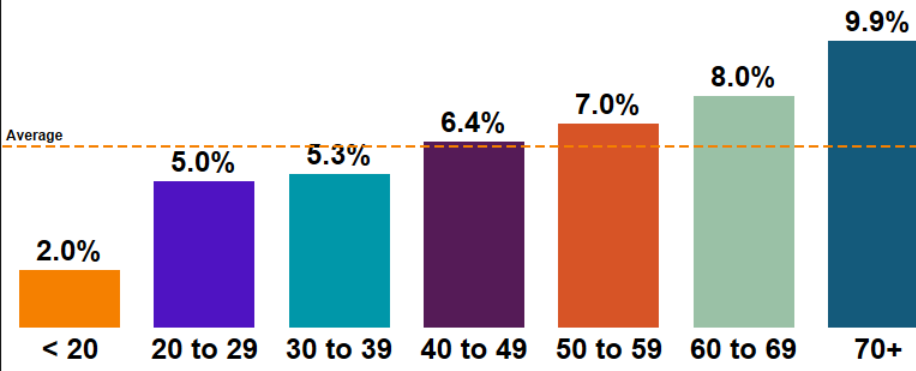
Plan Average Savings by Gender



Average Savings Balance by Age Group



Average Savings Rate by Age Group



Data as of 12/31/2025

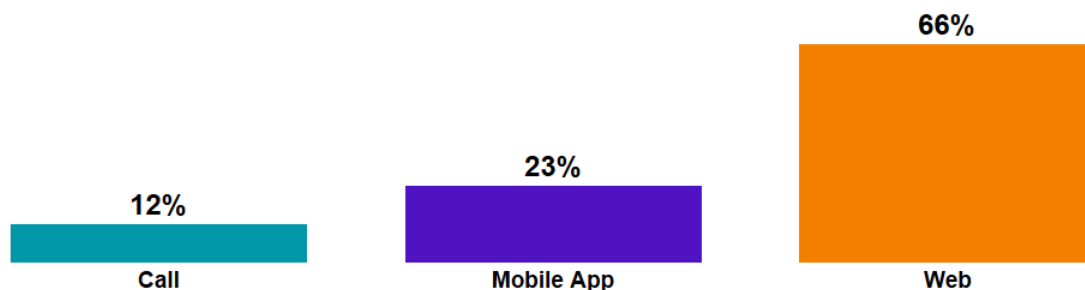
Data includes retirement plan sponsored business. RPS, IRA, HRA, NQ in Pen-Cal, and ReliaStarSEP/IRA policies are not included.

Active Participants Only

Engagement

72% of plan participants have engaged (used web, mobile, or called) over the past 12 months
66% of plan participants have digitally engaged over the past 12 months

Unique Participant Engagement by Channel



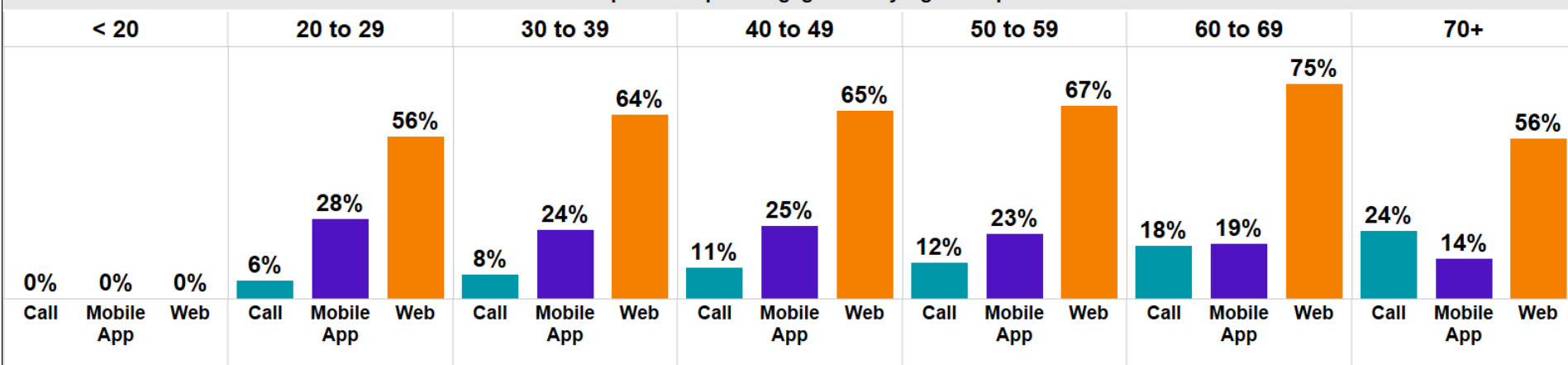
E-Delivery

82%
3,300

Web Registration

80%
3,205

Unique Participant Engagement by Age Group

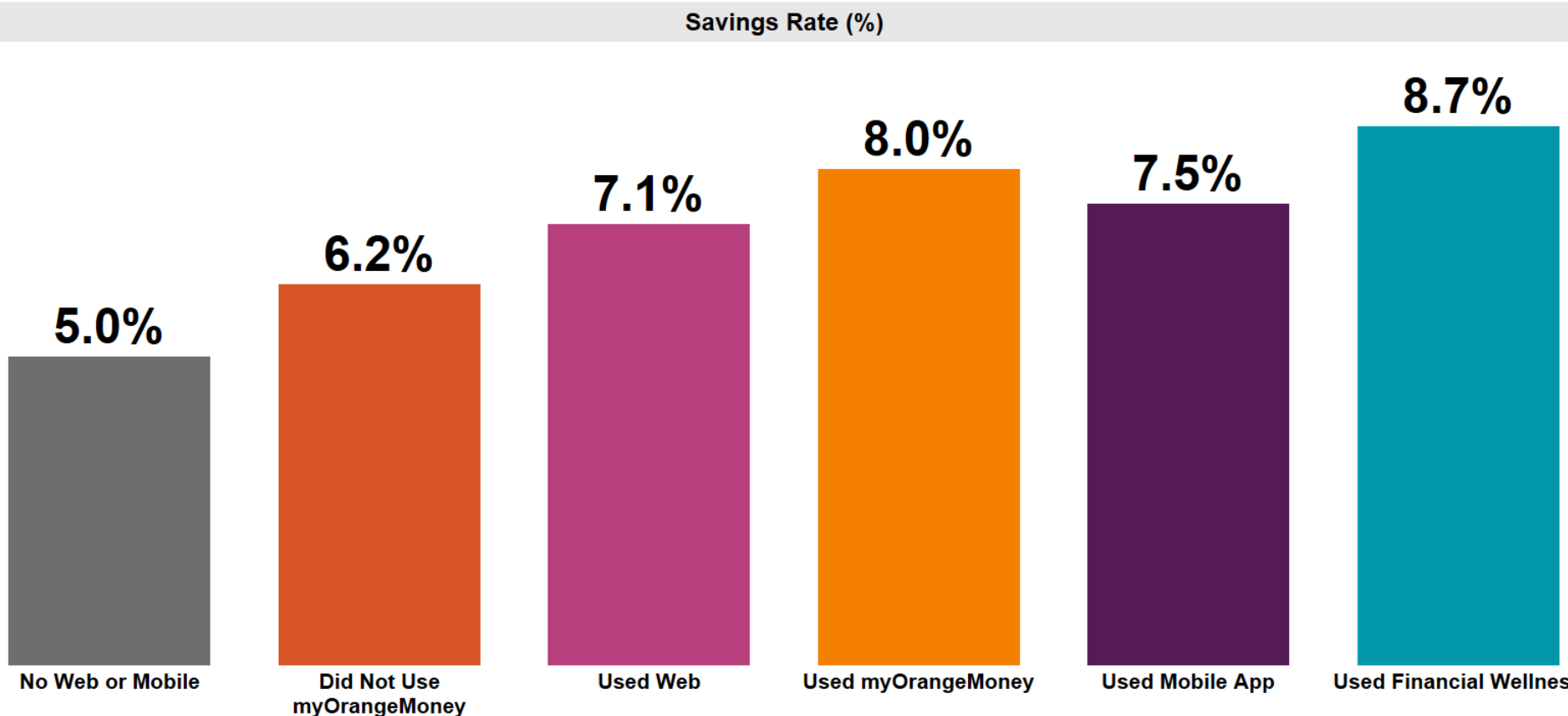


Data as of 12/31/2025

Data includes retirement plan sponsored business. RPS, IRA, HRA, NQ in Pen-Cal, and ReliaStar SEP/IRA policies are not included. Call data includes CSA and VRU calls. Call data is reflective of those participants who enter their SSN into phone system to authenticate. Callers who did not enter their SSN or whom no longer have a balance as of report refresh are not included in the 12-month look back analysis. eDelivery defined as accounts who voluntarily opted-in to eDelivery, or plans that defaulted accounts into eDelivery and participant did not voluntarily opt-out.

Active Participants Only

Engagement Outcomes - Savings Rate



Data as of 12/31/2025

Data includes retirement plan sponsored business. RPS, IRA, HRA, NQ in Pen-Cal, and ReliaStarSEP/IRA policies are not included.



Participant Solutions

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How you can help employees to, and through, retirement



Provide access to guidance

Guidance on how much to take out, where to take it out from, and related guidance



Generate retirement income

Flexible withdrawal provisions:
Automated installments and partial withdrawals

Ability to roll money into the plan to consolidate assets even after termination



Retiree friendly investment solutions

Retiree Menu - allowing participants to select the right mix of guaranteed or non-guaranteed solutions designed to meet their own unique needs and risk tolerance



Holistic education and solutions

Provide ongoing service, education, and communication

Teach employees about their path to and through retirement

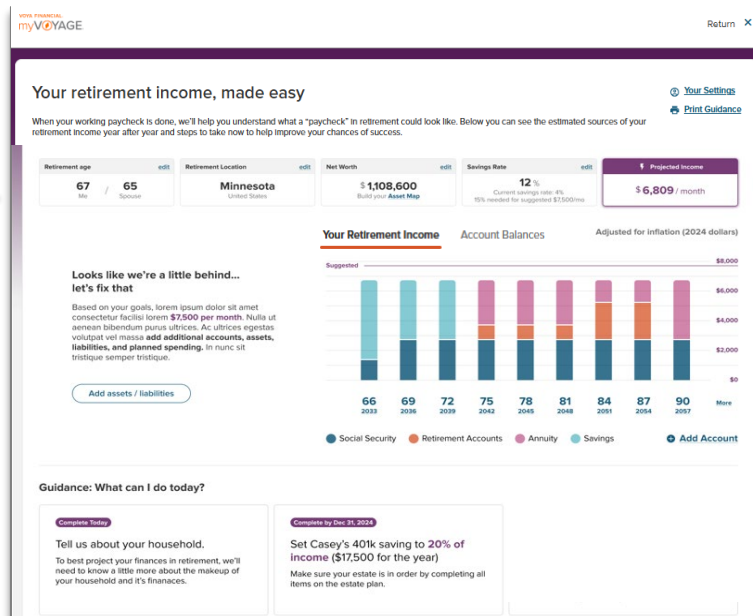
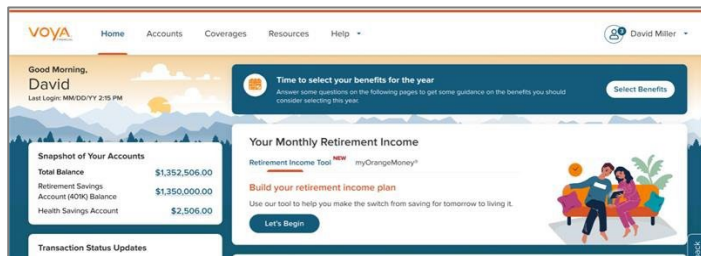
Support beyond retirement planning: personal finances, college planning, estate planning, IRAs, etc.

Guarantees are based on the claims-paying ability of the insuring company. Supporting references for this content include The Social Security Administration, Annual Statistical Supplement to the Social Security Bulletin, Table 6.A4 – “Number of persons reaching age 62, 65, and 67, by year, 2024 and Voya Financial internal data, as presented in BeFi Plan Optimization – Participant Behaviors and Sentiment (Oct 2025). For plan sponsor/financial professional use only. Not for public distribution. Products and services offered through the Voya® family of companies. CN5078565_1226

Retirement Income Tool



New Retirement Income Experience



Participants age 50+ will be able to...

- Access experience from Dashboard
- Organize retirement budget and view all income sources in one place
 - Voya balance and contribution information automatically included
 - Can add other sources of income and retirement expense estimates
- Build a tax-optimized, year-over-year retirement income strategy (how much, from which income sources)
- Receive next best action guidance
- Download report with retirement income strategy

For illustration use only.

Retirement Income Tool – early results from pilot



Early Results from pilot clients:

74% The tool was easy to understand

70% I would use the tool again to plan for my financial future

51% Plan to make adjustments after using the tool

★★★★☆ Overall satisfaction



CUSTOMER QUOTES

Great tool and easy to use

I'm happy with the plan

I had an overall good experience using this tool

The tool is good. I just have to think about what I want to do before making changes.

I like the tool and it's very easy to use.


Its very comprehensive

Interactive Tools to Inspire


Enrollment Experience

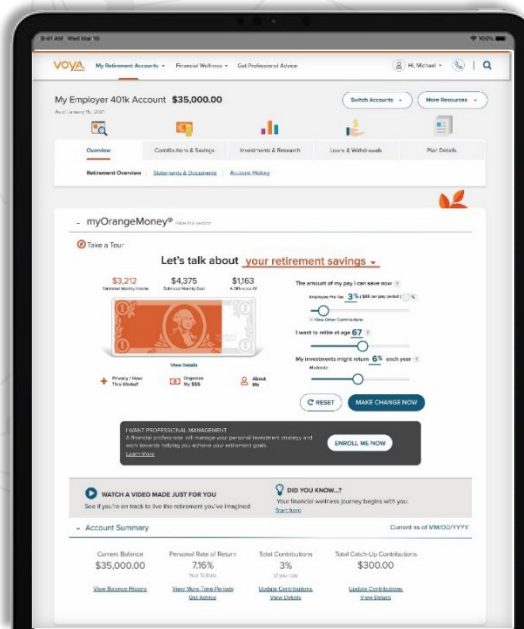
 **43%** increase
In savings rates with the enhanced experience¹

myOrangeMoney®

 More than **1/3**
of myOrangeMoney users modeled changes that could impact future retirement income¹

Loan Guidance

 Nearly **30%**
who used Loan Guidance didn't take a loan¹



Financial Wellness Experience

After engaging, **94%**
of users have taken action or plan to take action to improve their financial situation¹

Personalized Video

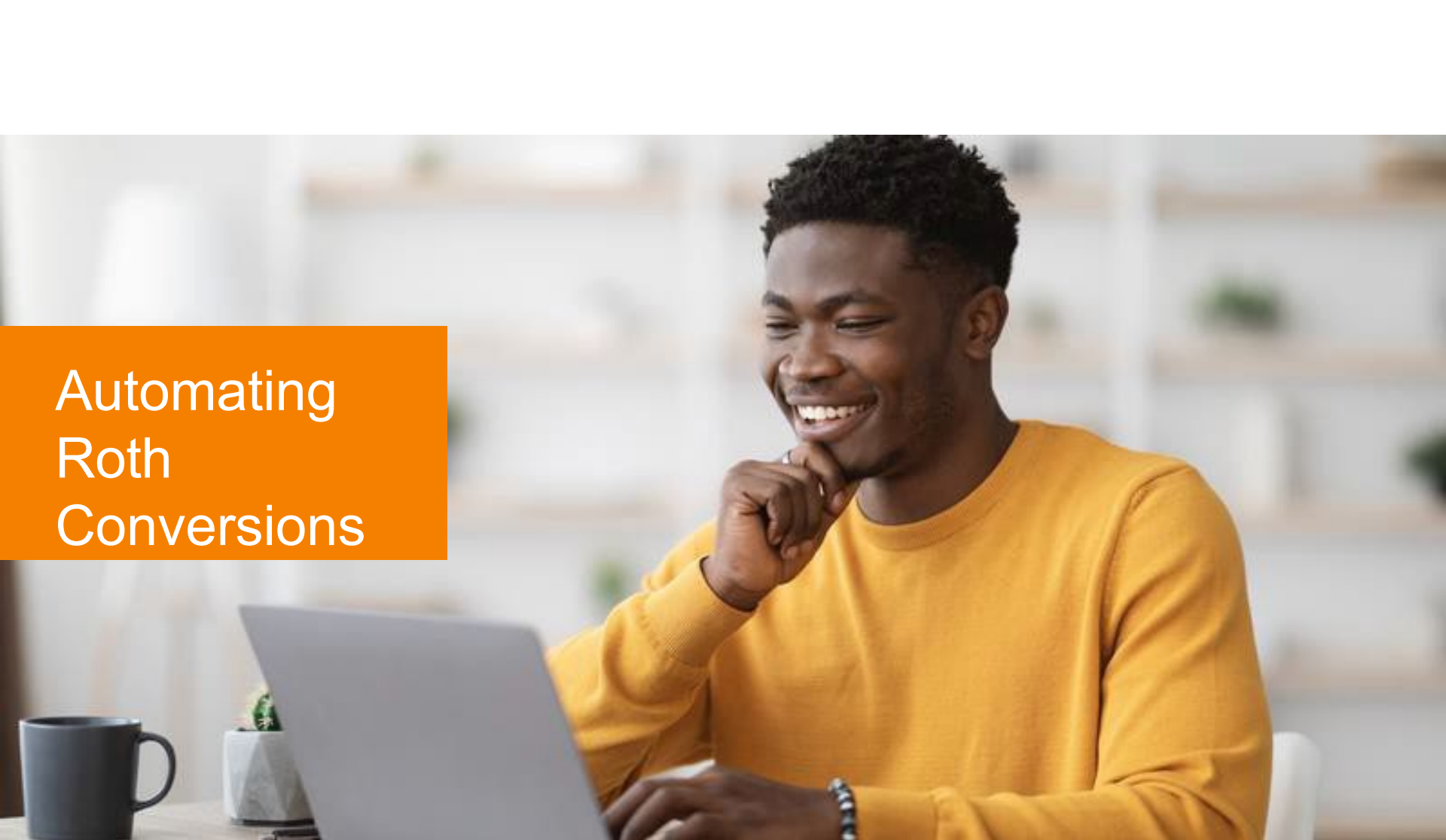
25% lift in savings rates among participants¹

Voya mobile app¹

“Best app in the retirement plan industry.”

4.7


¹ Please view full disclosures at the end of the presentation

A young Black man with short, curly hair is sitting at a desk, smiling broadly while looking at a laptop. He is wearing a bright yellow sweater and has his hand resting on his chin. The background is a bright, modern office or home workspace with shelves and plants.

Automating Roth Conversions

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VOYA.

Making it easy for participants to convert eligible balances to a Roth designated account

Reasons to be excited

1

Participants will be able to complete Roth conversions online and automatically

2

Online requests will be available for:

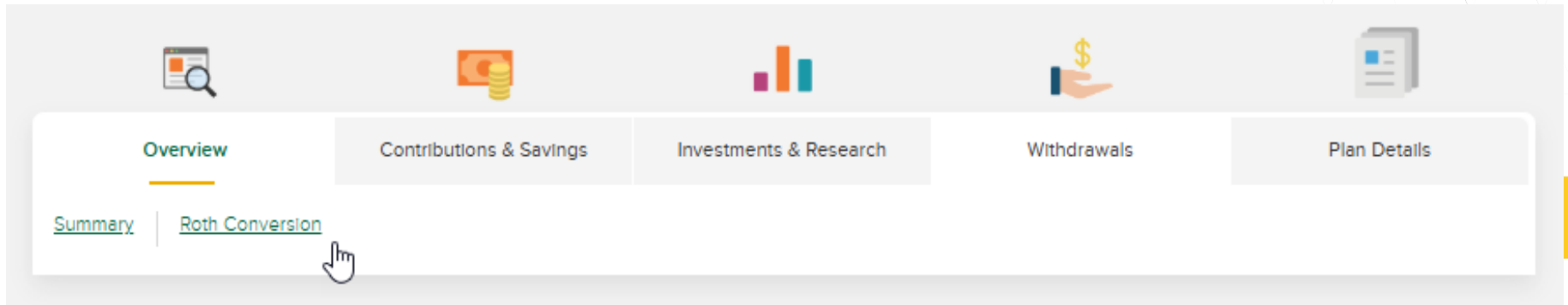
- In-plan Roth conversions
- In-plan per pay period employer contribution to Roth conversions (SECURE 2.0 Act Section 604)

3

Standing election option enables automatic conversion of future contributions



In-Plan Roth Conversions: Access, Landing



- When enabled, a new link titled “**Roth Conversion**” will display under the “**Withdrawals**” section
- Depending on plan rules, In Plan Roth Conversions may include:
 - **In-plan Roth rollovers** (amounts currently available for distribution to the participant, aka “distributable”)
 - **In-plan Roth transfers** (amounts eligible for conversion but not otherwise available for distribution to the participant, aka “non-distributable”)

Automatic Conversion of Per Pay Period Employer Contributions - Access

- Plan must permit IPRC of Existing Balances and/or ER contributions as applicable, and permit conversion of those sources.
- When enabled, a new option called “**Roth Conversion Election**” will display under the “**Manage Contributions**” option in the “**Other Contribution Options**” section.
- A plan can have this enabled for:
 - Automatic Conversion of per pay period Employer Contributions
 - For conversion of employer contributions, the participant must be 100% vested in an identified employer source eligible for conversion.

The screenshot shows the VOYA participant portal interface. At the top, there is a navigation bar with the VOYA logo and links for Home, Accounts, Life Events, and FAQs. A user profile dropdown shows 'PARTICIPANT'. Below the navigation bar, there are several icons representing different account features. The main content area is divided into tabs: Overview, Contributions & Savings (selected), Investments & Research, Loans & Withdrawals, and Plan Details. Under the 'Contributions & Savings' tab, there are links for Balances, Personal Rate of Return, Manage Contributions (selected), and Contribution History. The 'Manage My Contributions' section is the primary focus, containing three main cards: 1. 'Change Contributions' showing '0% Total Contributions Of Your Pay' with an 'Update My Contributions' button. 2. 'Don't Leave Money Behind!' showing 'your employer matches up to 1.5%' with a 'learn more' link. 3. 'Catch Up Today' showing '\$0 Total Catch-Up Contributions Of Your Pay' with an 'Update Catch-Up Contributions' button. Below these cards is a 'Pick Up The Pace and Save More' section with a 'Set Up Now' button. At the bottom, the 'Other Contribution Options' section includes a 'Roth Conversion Election' toggle with an 'Update' button.

Communications

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Welcome to the SBA 401(k) Plan Participant Site

VOYA **Manage Your Account Online**
Make a difference in your future, view or manage your account online now




Learn more about budgeting

Register for Feeling Secure About Your Finances Webinar- 04/08/26
Topics: Budget smarter, build stronger savings habits, and better understand Social Security and Medicare.



Register for SBA 401(k) Education Webinars

SAGE VIEW **Get Answers to your Retirement Investment Questions**



Account Access Flyer - How to enroll into the retirement plan

<https://flow.page/statebankers>