

Quarterly Plan Review

As of March 31, 2024



DELAWARE RETIREMENT SAVINGS PLAN
DEFER
For a brighter tomorrow™

Agenda

- Summary of Plan Activity
- Communications Update
- Voya Education Services
- Voya Updates

Summary of Plan Activity

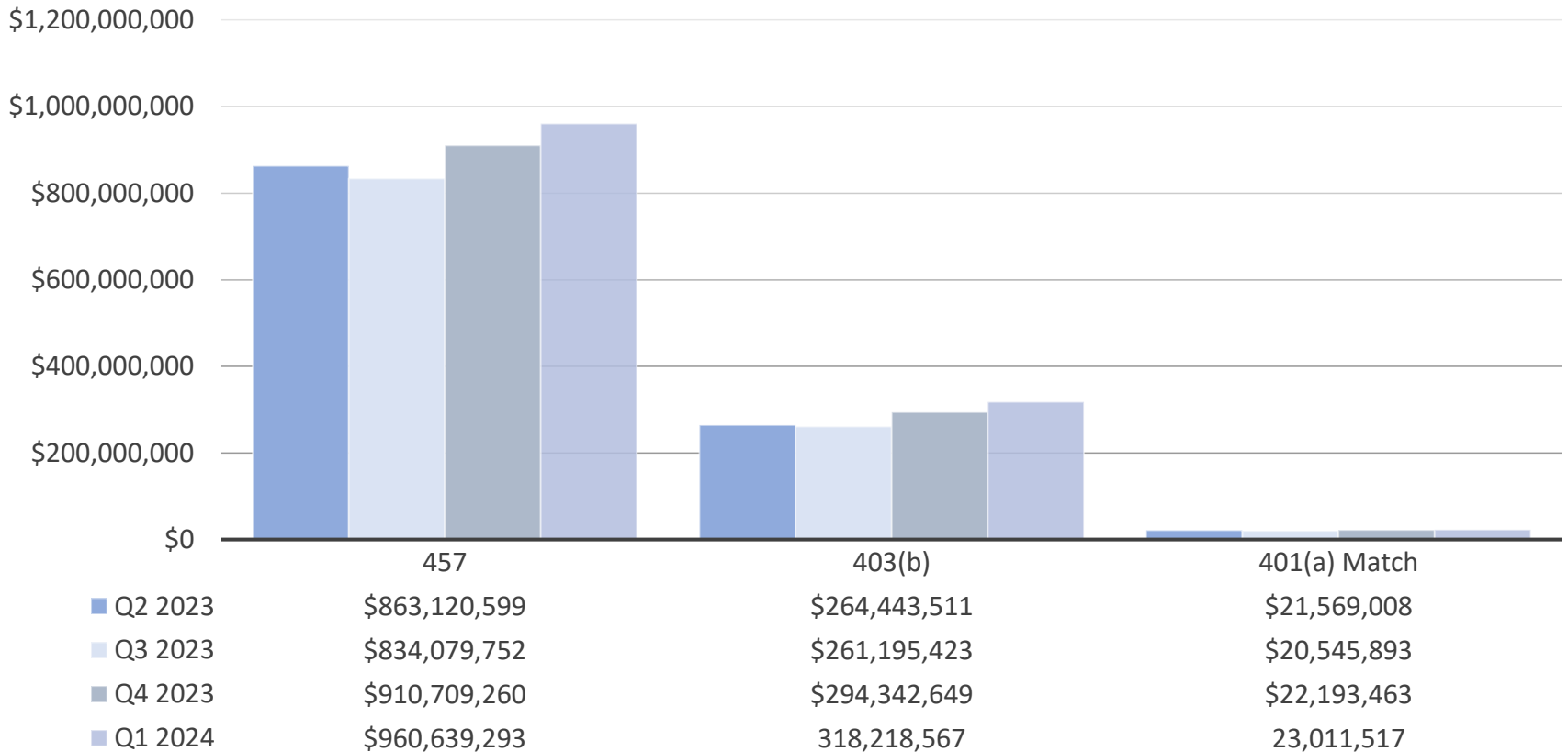
Cash Flow Summary

January 1, 2024 to March 31, 2024

	457	403(b)	401(a) Match	Total
Beginning Period Plan Assets	\$910,709,259.62	\$294,342,648.69	\$22,193,463.21	\$1,227,245,371.52
Contributions	\$11,107,484.80	\$7,010,662.87	\$0	\$18,118,147.67
Distributions	-\$17,354,457.12	-\$4,346,633.94	-\$373,571.64	-\$22,074,662.70
Other Activity	\$181,240.64	\$1,452,300.05	-\$6,059.75	\$1,627,480.94
Dividends	\$1,387,713.57	\$372,910.22	\$20,128.22	\$1,780,752.01
Appreciate/Depreciation	\$54,608,051.57	\$19,386,678.94	\$1,177,557.29	\$75,172,287,.80
Ending Period Plan Assets	\$960,639,293.08	\$318,218,566.83	\$23,011,517.33	\$1,301,869,377.24

Asset Growth

As of March 31, 2024



Distributions

2024

Type & Participants	2 nd Quarter 2023	3 rd Quarter 2023	4 th Quarter 2023	1 st Quarter 2024	Total
Death Claims	-\$235,417.53 (10)	-\$673,579.70 (14)	-\$813,136.47 (25)	-\$1,070,595.11 (22)	-\$2,792,728.81 (71)
Excess Contributions	-\$0 (0)	-\$0 (0)	-\$0 (0)	-\$8,398.60 (15)	-\$8,398.60 (15)
Forfeitures	-\$0 (0)	-\$0 (0)	-\$256.02 (1)	-\$562.04 (2)	-\$818.06 (3)
Hardship Withdrawals	-\$175,619.46 (49)	-\$191,470.20 (54)	-\$389,266.11 (61)	-\$227,676.00 (59)	-\$984,031.77 (223)
Minimum Distributions	-\$179,107.86 (66)	-\$162,980.14 (49)	-\$1,447,808.98 (780)	-\$298,485.24 (84)	-\$2,088,382.22 (979)
Periodic Payments	-\$267,480.64 (105)	-\$266,902.23 (109)	-\$271,318.98 (116)	-\$254,698.21 (122)	-\$1,060,400.06 (452)
Withdrawals	-\$13,746,888.02 (483)	-\$16,613,433.95 (563)	-\$17,486,003.91 (495)	-\$20,214,247.50 (661)	-\$68,060,573.38 (2,202)
Totals	-\$14,604,513.51 (713)	-\$17,908,366.22 (789)	-\$20,407,790.47 (1,478)	-\$22,074,662.70 (965)	-\$74,995,332.90 (3,945)

Rollovers Out – Top Institutions

Q1 2024

Rollover Institution	457 Plan	403(b) Plan	Match Plan
Ameriprise	\$ 1,355,269.77 (4)	\$ 72,010.53 (1)	\$ 9,028.03 (2)
Charles Schwab	\$ 1,948,199.62 (18)	\$ 618,525.19 (12)	\$ 51,873.01 (11)
Fidelity	\$ 1,510,555.31 (8)	\$ 59,717.55 (2)	\$ 12,795.98 (3)
Fiduciary Trust	\$ 502,216.38 (1)	\$ 0.00 (0)	\$ 4,736.99 (1)
Janney Trust	\$ 529,686.12 (5)	\$ 0.00 (0)	\$ 18,023.48 (4)
Merrill Lynch	\$ 654,968.18 (3)	\$ 100,715.14 (2)	\$ 2,244.56 (1)
NFS	\$ 593,621.79 (8)	\$ 215,361.74 (3)	\$ 11,067.62 (5)
State of Delaware	\$ 236,821.00 (10)	\$ 2,764.88 (1)	\$ 3,841.12 (2)
Voya	\$ 502,461.86 (3)	\$ 0.00 (0)	\$ 7,316.66 (2)
Vanguard	\$ 422,925.13 (5)	\$ 1,067,274.02 (1)	\$ 2,121.43 (1)
All Others	\$ 3,626,961.22 (22)	\$ 1,330,517.77 (29)	\$ 88,523.23 (15)

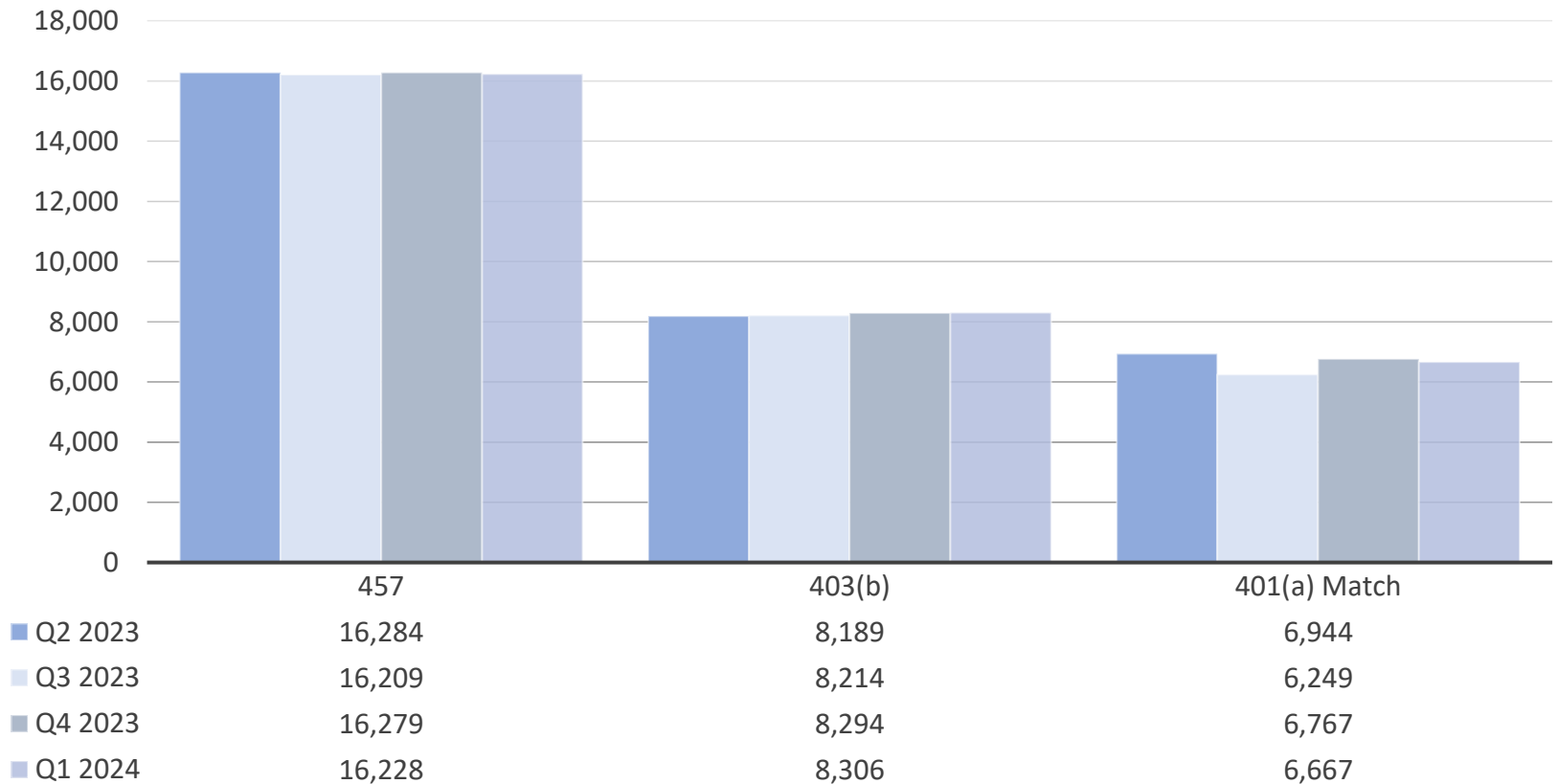
Participant Account Activity

January 1, 2024 to March 31, 2024

	457	403(b)	401(a) Match	Total
Beginning of Period	16,279	8,294	6,767	31,340
New Accounts	203	99	0	302
Closed Accounts	-254	-87	-100	-441
End of Period	16,228	8,306	6,667	31,201
Terminated Employees with a Balance	4,787	1,190	2,291	8,268
Terminated Employees with a Balance < \$5,000	839	305	1,533	2,677

Plan Participants

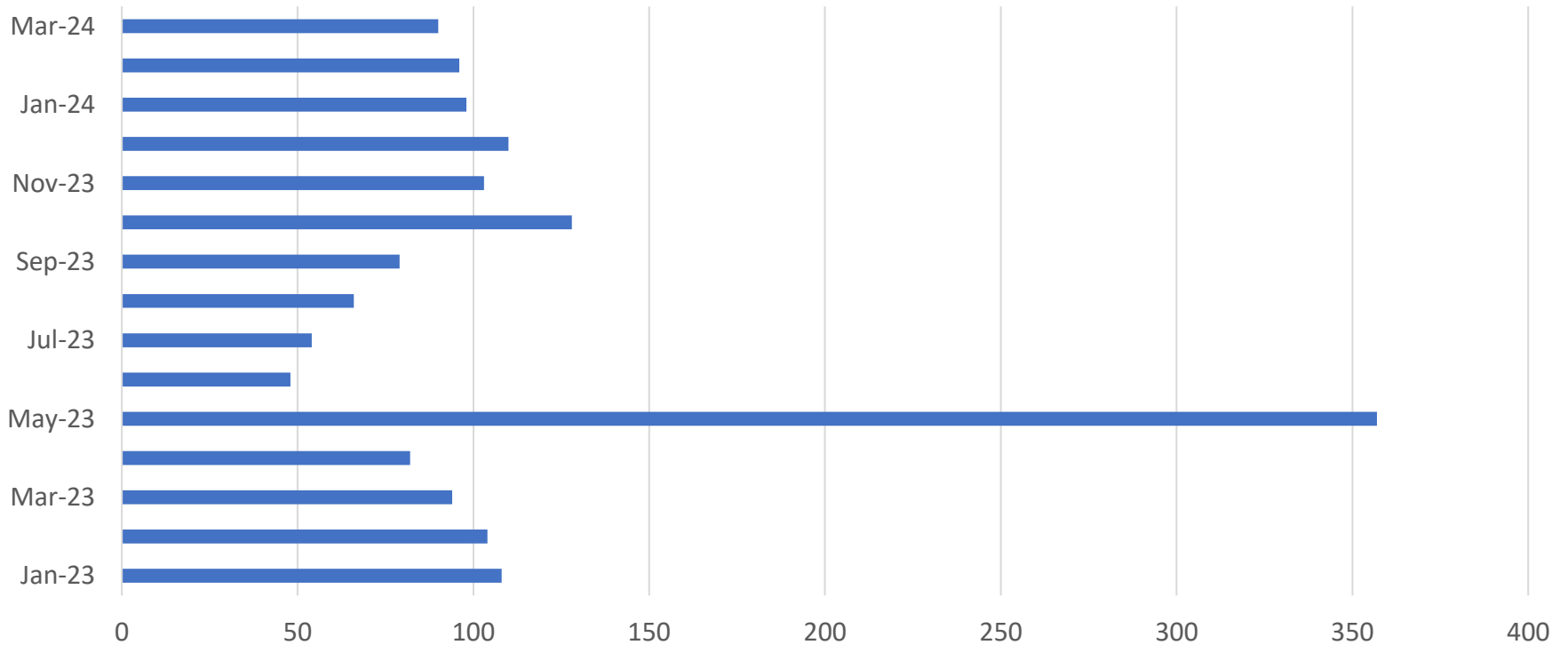
As of March 31, 2024



Enrollments

As of March 31, 2024

New Enrollments



Communications Update

Personalized Financial Wellness Messaging

Q1 2024 Results

Personalized Financial Wellness Messaging has reached out to **14,816** participants

Of those, **85%** engaged with personalized financial wellness emails.

Quarterly Education



212 completed a financial wellness assessment

Save More & Restart Savings



1,064 saved more or restarted their contributions

Beneficiary



967 named a beneficiary

Diversification



20 diversified their account

Birthday



252 participants logged into their account

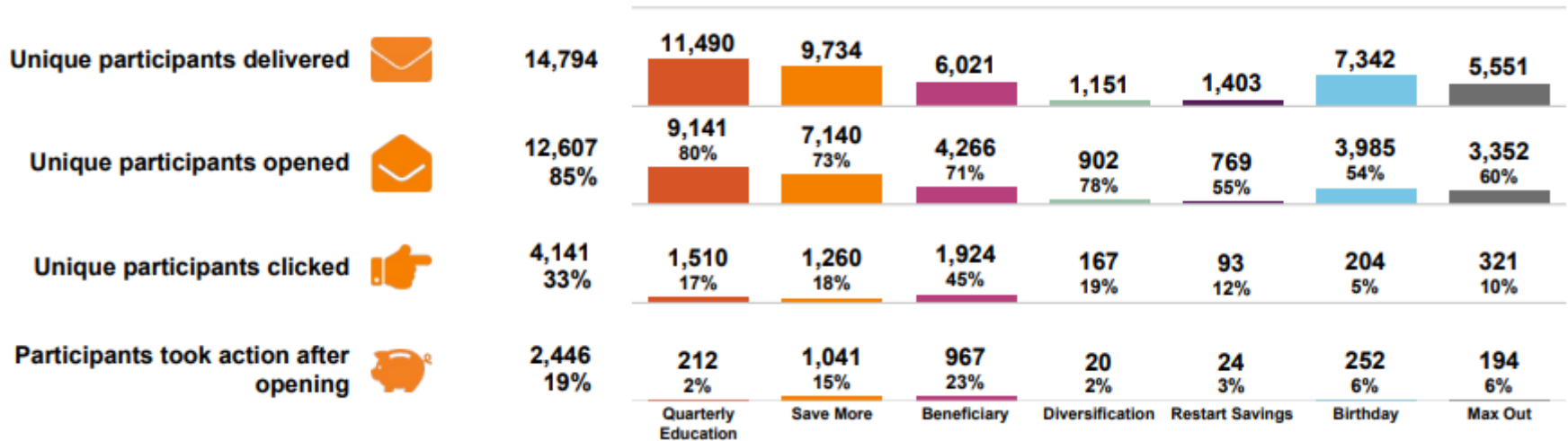
Max Out



194 participants maxed out their savings

Personalized Financial Wellness Messaging

Q1 2024 Results



Q1 2024 Content Hubs



Review financial wellness to help get organized and ready for the new year

- Financial wellness
- College savings
- Student loan debt
- Understanding taxes

Lifestage guidance:
Starting out

	Articles VoyaRetireBetter.com	Video VoyaLearnOnDemand.com	Learning pods Voya Learning Pods	Live sessions VoyaLearnLive.com
Jan	<ul style="list-style-type: none"> • Financial wellness • Beneficiaries • Student loan debt 	<ul style="list-style-type: none"> • Financial wellness • Organizing finances • Beneficiaries 	<ul style="list-style-type: none"> • Steps to set and achieve other goals 	<ul style="list-style-type: none"> • Financial Wellness • 5 things to do now • 5 things to do now (Span.)
Feb	<ul style="list-style-type: none"> • Saving for college • Taxes • Spending and saving 	<ul style="list-style-type: none"> • Saving for college • Spending and saving 	<ul style="list-style-type: none"> • Starting out • Steps to participate and save in your retirement plan 	<ul style="list-style-type: none"> • Savers tax credit • Spending and saving • Spending and saving (Span.)
Ma	<ul style="list-style-type: none"> • Buying a house • Having children • Retirement planning under 40 	<ul style="list-style-type: none"> • Starting out • Retirement planning under 40 	<ul style="list-style-type: none"> • Balancing 	<ul style="list-style-type: none"> • Retirement planning under 40 • Retirement planning under 40 (Span.) • Save for other financial goals

*Content is subject to change based on trending topics/needs.

Q2 2024 Content Hubs



Create and take steps on your action plan

- Debt management
- Emergency savings
- Retirement savings

Lifestage guidance:

Mid-career

America Saves Week

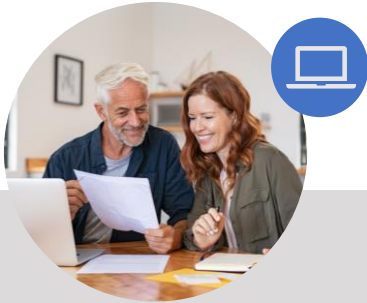
April 8–12

Articles	Video	Learning pods	Live sessions
VoyaRetireBetter.com	VoyaLearnOnDemand.com	Voya Learning Pods	VoyaLearnLive.com

<p>Apr</p> <ul style="list-style-type: none"> • Participant experience • America Saves Week • Financial literacy 	<ul style="list-style-type: none"> • Savings • Financial literacy • Online account experience 	<ul style="list-style-type: none"> • America Saves Week resource center 	<ul style="list-style-type: none"> • Spring cleaning for finances • Create an emergency fund • Create an emergency fund (Span.)
<p>May</p> <ul style="list-style-type: none"> • Emergency savings • Credit card debt • Retirement planning over 40 	<ul style="list-style-type: none"> • Build up an emergency savings • Retirement planning over 40 	<ul style="list-style-type: none"> • Establish an emergency fund • Gaining momentum 	<ul style="list-style-type: none"> • Prioritizing debt • Retirement planning over 40 • Retirement planning over 40 (Span.)
<p>June</p> <ul style="list-style-type: none"> • Saving for retirement • Maxing out retirement plan 	<ul style="list-style-type: none"> • Plan for your retirement 	<ul style="list-style-type: none"> • Steps to plan for retirement 	<ul style="list-style-type: none"> • Prepare for retirement • Mid-year check-in • Mid-year check-in (Span.)

*Content is subject to change based on trending topics/needs.

Q3 2024 Content Hubs



Evaluate protection needs

- Voluntary benefits
- Insurance
- Cybersecurity
- Estate planning
- Market volatility

Lifestage guidance:

Nearing retirement

Articles	Video	Learning pods	Live sessions
VoyaRetireBetter.com	VoyaLearnOnDemand.com	Voya Learning Pods	VoyaLearnLive.com

Jul

- | | | | |
|---|--|--|---|
| <ul style="list-style-type: none"> • Financial protection • Estate planning | <ul style="list-style-type: none"> • Open enrollment • Estate planning | <ul style="list-style-type: none"> • Steps to protect yourself today and tomorrow | <ul style="list-style-type: none"> • Estate planning • Financial wellness • Financial wellness (Span.) |
|---|--|--|---|

Aug

- | | | | |
|--|--|--|--|
| <ul style="list-style-type: none"> • Voluntary benefits • Supplemental insurance | <ul style="list-style-type: none"> • Health savings account • Flexible spending account • Disability income insurance | <ul style="list-style-type: none"> • Steps to protect yourself today and tomorrow | <ul style="list-style-type: none"> • Healthcare in retirement • Protection • Protection (Span.) |
|--|--|--|--|

Sept

- | | | | |
|--|--|--|--|
| <ul style="list-style-type: none"> • 401(k)/403(d) Day • Market volatility • Special needs planning • Nearing retirement | <ul style="list-style-type: none"> • Understanding market volatility • Special needs planning • Nearing retirement: Getting started | <ul style="list-style-type: none"> • Navigate market volatility • Special needs planning • Nearing retirement | <ul style="list-style-type: none"> • Stay the course • Stay the course (Span.) • Special needs planning |
|--|--|--|--|

*Content is subject to change based on trending topics/needs.

Voya Education Services

Voya Local Outreach Efforts

Activity	2023	Q1 2024
Enrollments	1,303	284
1:1 Appointments	1,497	374
Orientations/Benefit Fairs	15	0
Emails	2,576	500
Calls	4,142	917
Group Meetings	16	8

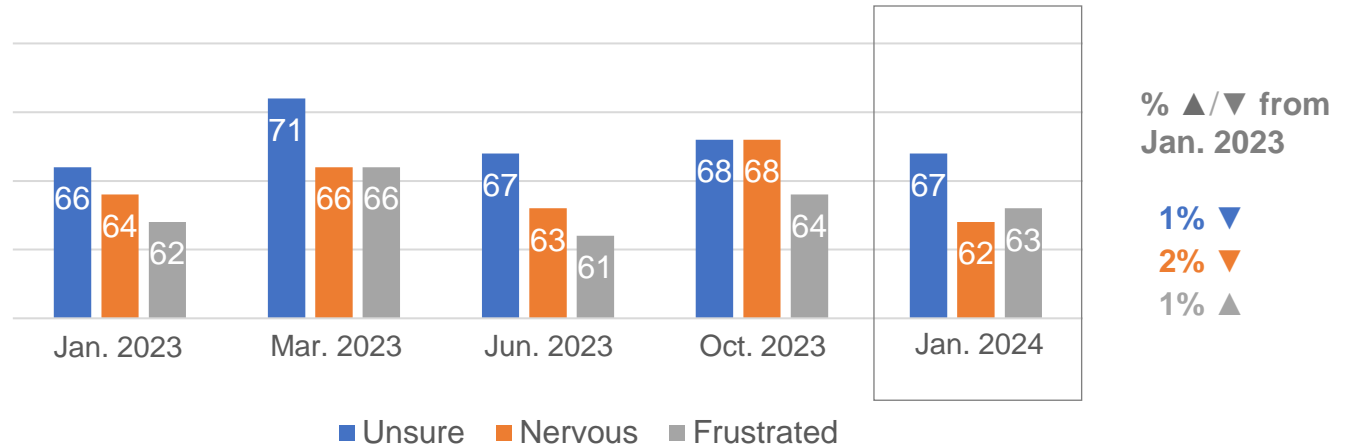
Appendix

Voya Updates

Workplace

Participant and consumer trends

Feelings of uncertainty and frustration remain steady while nervousness has decreased significantly over the past quarter



Voya participants positive sentiment trending up*

66% up 4%
from Q4 2023

57% ages 30-39,
up 6%
from Q4 2023

Interest remains high for plan participants when it comes to wanting help and guidance

92%

help understanding how to **generate income in retirement**, to maintain their current lifestyle

92%

an investment option to help provide income during retirement

91%

investment guidance for retirement plan

91%

retirement plan options that focus on providing a predictable, non-guaranteed **stream of income in retirement (including withdrawal strategies)**

*Voya internal data

Voya Financial Consumer Insights & Research survey conducted January 22-23, 2024, among 1,005 adults aged 18+ in the U.S.

Voya Financial Consumer Insights & Research survey conducted between April 1-2, 2024 among n=500 Americans age 18+ who are full-time employees and actively contributing to their employer-sponsored retirement plan balanced by age and gender to reflect the U.S. population.



DELAWARE RETIREMENT SAVINGS PLAN
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Innovation with a Purpose

Customer-centric solutions

The next evolution of age-based funds using personalized target dates



What it is

Personalized target date funds (TDF) dynamically allocates participant accounts to target date funds.



How it works

Personalized target date funds utilize multiple participant data points to further personalize the experience.

Traditional TDF

Age



Personalized TDF

Age
Plan balance
Employee contribution
Employer contribution
Salary



The service can be offered as part of a plan's **Qualified Default Investment Alternative (QDIA) option**, or sponsors can make it available for participants to voluntarily opt-in.

Innovation with a Purpose

Retirement income strategy

Retirement income planning includes education, tools and product solutions



Voya offers a full suite of retirement income solutions designed to help turn savings into sustainable income – with more on the way

Flexible income

System capabilities	Retirement Income tools & calculators	Managed accounts with income focus	Managed payout funds
Systematic withdrawal options	myOrangeMoney	Income beyond retirement	Voya Global Diversified Payment Fund
	My retirement Overview	Income secure	

Guaranteed income

Guaranteed income options (<i>In Plan</i>)	Guaranteed income options (<i>Out of Plan</i>)
<ul style="list-style-type: none"> ✓ Contract annuitization options 	<ul style="list-style-type: none"> ✓ Rollover solution/Retail options through Voya Investor Channel
<ul style="list-style-type: none"> ✓ Lifetime Income Strategy (LIS) 	
<ul style="list-style-type: none"> ✓ Voya Lifetime Income Protection (VLIP)¹ 	

¹ All guarantees under a Contract are subject to certain conditions and limitations and to the claims paying ability of the issuing insurer.

Disclosures

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Disclosures

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Although the target date portfolios are managed for investors on a projected retirement date time frame, the allocation strategy does not guarantee that investors' retirement goals will be met. Investment professionals manage the portfolio, moving it from a more growth-oriented strategy to a more income-oriented focus as the target date gets closer. The target date is the year that corresponds roughly to the year in which an investor is assumed to retire and begin taking withdrawals. Investment professionals continue to manage each portfolio for approximately 30 years after it reaches its target date.

In March 2024, Voya Financial was one of 136 companies recognized by Ethisphere® as one of the 2024 World's Most Ethical Companies® based on performance in 2023. The World's Most Ethical Companies assessment is based upon Ethisphere's Ethics Quotient® framework, which offers a quantitative way to assess a company's performance in an objective, consistent and standardized way. The information collected provides a comprehensive sampling of definitive criteria of core competencies, rather than all aspects of corporate governance, risk, sustainability, compliance and ethics. Scores are generated in five key categories and provided to all companies that participate in the process: ethics and compliance program (35%), culture of ethics (20%), environmental and societal impact (20%), governance (20%), and third-party management (5%). While Voya's Senior Vice President of Corporate and Organizational Development sits on Ethisphere's Equity and Social Justice Initiative Advisory Council, he plays no role in the selection process for the World's Most Ethical Companies award, but this fact has been disclosed to the extent it may be perceived as a possible conflict of interest. There is a processing fee of \$3,500 USD to participate. Voya also pays \$19,500 USD a year to participate in Ethisphere's Business Ethics Leadership Alliance (“BELA”), which provides additional resources and services to members, including benchmarking data and related Ethisphere insights and guidance. There is also a \$35,000 USD licensing fee for use of the logo. “World's Most Ethical Companies” and “Ethisphere” names and marks are registered trademarks of Ethisphere LLC.

The Voya Lifetime Income Protection Program “portfolios” are target date asset allocation models through which amounts are invested in target date collective trust funds (the “Funds”) and multiple variable annuity contracts (the “Contracts”), each issued by a different insurer. A portfolio's allocation between the Funds and the Contracts is based on the portfolio's glide path, which increases the allocation to the Contracts as the portfolio approaches its target date. The Contracts provide a Minimum Guaranteed Withdrawal Benefit, which provides for guaranteed lifetime income in retirement¹. **A portfolio is not an investment separate from its allocation between the Funds and Contracts, is not an investment company and has not been registered with the Securities and Exchange Commission under the Investment Company Act of 1940 or the Securities Act of 1933. This is not a complete description of the Program. Please see the Voya Lifetime Income Protection Program, Program Guide for more detailed information about the Program, its Glide Path and the MGWB provided through the Contracts.**

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In 2024, Voya Financial was recognized as a 2023 PLANSPONSOR DC Survey “Best In Class” award winner by PLANSPONSOR. Winners are selected annually, and no fee is paid for consideration. PLANSPONSOR conducted a survey with 2,100 plan sponsors from August through November 2023. Each sponsor rated their provider in four areas of service: recordkeeping platform; participant services; plan sponsor services and support; and investments and fees. Overall satisfaction ratings within each service area were then segmented into six plan asset size categories (Under \$5MM, \$5MM-\$25MM, \$25MM-\$50MM, \$50MM-\$200MM, \$200MM-\$1B, Over \$1B). “Best in Class” awards were given in each service area—to the three highest-scoring providers with plan assets of less than \$200 million and the two highest-scoring providers where assets were more than \$200 million. For more information about the award, visit https://www.plansponsordigital.com/plansponsor/march_april_2024/index.php#/p/26

Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion: The Corporate Equality Index (CEI), administered by the Human Rights Campaign Foundation, evaluates LGBTQ-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBTQ community. All private sector (non-government) and for-profit employers with 500 or more full-time U.S. employees are eligible to participate. In December 2023, Voya Financial's efforts in satisfying all of CEI's criteria earned a score of 100 and the designation as recipient of the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion. The CEI rating is based on 2023 activity and no fee was paid for consideration. From 2002-2022, this designation was known as “Best Place to Work for LGBTQ Equality”

Health Savings Accounts offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). Custodial services provided by Voya Institutional Trust Company.

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This highlights some of the benefits of a Health Savings Account. If there is a discrepancy between this material and the plan documents, the plan documents will govern. Subject to any applicable agreements, Voya and WEX Health, Inc. reserve the right to amend or modify the services at any time.