

Living today, planning for tomorrow

Health Savings Accounts from Voya Financial®

VOYA® Plan. Invest. Protect.

Save

Benefit from *four* tax advantages as you save for healthcare expenses.[1]

Grow

The potential to build your balance year after year; it's yours to use, save or invest (investing is typically available once you reach a designated threshold).[2]

Spend

Spend on eligible medical expenses today, plus medical and non-medical expenses after age 65.[3]

Couples enrolled in a Medigap plan with average premiums will need **$366,000** to have a 90% chance of meeting health spending needs in retirement.[4] Be ready for today—and tomorrow—with a Health Savings Account from Voya Financial.

[1] The amount you save in taxes will vary depending on the amount you set aside in the account, your annual earnings, whether or not you pay Social Security taxes, the number of exemptions and deductions you claim on your tax return, your tax bracket and your state and local tax regulations. Check with your tax advisor for information on whether your participation will affect your tax savings.

[2] Investments are not FDIC Insured, are not guaranteed by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC), and may lose value. All investing involves risks of fluctuating prices and the uncertainties of return and yield inherent in investing. All security transactions involve substantial risk of loss.

[3] The list of eligible expenses are set by federal regulations and are subject to change. Contact your Plan Administrator for more information or visit www.irs.gov for details. If HSA funds are used for something other than qualified medical expenses, the expenditures are subject to applicable income tax and, for individuals who are not disabled or over the age of 65, subject to an additional 20% tax penalty. While funds are available for use, you can no longer contribute to your HSA once you're enrolled in Medicare but the 20% tax penalty is no longer applied when using funds towards non-eligible expenses.

[4] Source: Employee Benefit Research Institute, Issue Brief, No, 625, March 6, 2025

Handle healthcare costs with confidence

Medical expenses can be hard to predict. That's why it pays to plan ahead. The good news is, if you have a high deductible health plan, you're eligible for a savings tool that includes significant tax advantages: *A health savings account.*

A health savings account (HSA) can be used to pay qualified medical expenses today, tomorrow and throughout your retirement years. Like a Flexible Spending Account (FSA), it's funded with pre-tax dollars—but it's not a "use-it-or-lose-it" account. Your balance carries over each year, and can be invested once it reaches a certain threshold.



Save with unique tax benefits

HSAs offer tax advantages that you can't get anywhere else. Pre-tax money goes in and tax-free money comes out (when it's being used for qualified expenses). You'll benefit in these four ways:

1. No federal (or state, in most cases) taxes when contributing via payroll deduction
2. No FICA (social security and Medicare) taxes when contributing via payroll deduction
3. Tax-free investing within your account once you reach the plan-designated threshold
4. Tax-free withdrawals for qualified medical expenses

Contribute pre-tax dollars up to an annual maximum.

You can contribute to your HSA up to the annual per-person or family limit set by the IRS. You'll be able to take tax-free withdrawals for qualified medical expenses whenever you need them, and the account stays with you—even if you change employers.

2027 Annual Maximums
Both you and your employer may contribute to your account; the annual maximum applies to your combined contributions.

Self-only Coverage:	$4,500
Family Coverage:	$9,000
Catch-Up Contribution: (allowed for those age 55 and over)	$1,000





A potential for growth over time as you save or invest

Once a contribution is made, whether it's by you or your employer, it's yours to manage as you choose. Plus, you can invest a portion of your Voya HSA balance once it reaches a specific cash threshold. As with any investment, there are risks; make sure to fully explore those risks before choosing to invest your balance.

Invested vs. Saved

Here's how much of a difference it potentially could make if you invested an annual contribution of $4,400 vs. saving it over 30 years:

See how investing $4,400 annually could potentially grow compared to simply saving it.

* For illustrative purposes only. Assumptions: 30-year investment timeframe; annual contributions of $4,400; 6% annual return on investment; Interest compounded annually; 0% return on cash; no withdrawals. This hypothetical example does not represent the performance of any particular investment and is not a guarantee of future results. The illustration does not consider investment fees or expenses that would lower performance. Actual rates of return will fluctuate. All investing involves risks of fluctuating prices and the uncertainties of return and yield inherent in investing. All security transactions involve substantial risk of loss. Based on the Voya Savings Calculator at www.voya.com/tool/403b-457b-401k-savings-calculator.

This information is provided by Voya for your education only. Neither Voya nor its representatives offer tax or legal advice. Please consult your tax or legal advisor before making a tax-related investment/insurance decision.



Maximize your HSA

Medical expenses continue to be a leading cause of hardship withdrawals from retirement accounts. A recent study found that nearly one in five people tapped into their retirement savings to cover medical costs.[5] Help avoid hassles, headaches and potential penalties by choosing to maximize what you save in your HSA.

As you work toward retirement, you'll be able to use your HSA as needed to help pay for qualified out-of-pocket medical expenses. The IRS sets an annual maximum contribution limit and starting at age 55, you can contribute an additional $1,000 "catch up" amount each year.

After age 65, you'll no longer be able to contribute to an HSA, but you'll be able to continue to use the funds in your HSA for eligible expenses. After age 65 you can also use your HSA funds for non-eligible expenses; the only difference is they'll be taxed as ordinary income, just like withdrawals from a 401(k) or Individual Retirement Account (IRA).

Unlike a 401(k) or IRA, your HSA contributions aren't subject to FICA taxes and you aren't required to take minimum distributions at any age.

[5] Transamerica Center for Retirement Studies®, An Uncertain Future: Retirement Prospects of 4 Generations - 25th Annual Transamerica Retirement Survey of Workers, transamericainstitute.org, June 2025.

When you reach age 65 and elect Medicare coverage, you are no longer eligible to contribute to your HSA. However, the account's balance can still be invested and/or used for medical and non-medical expenses.

Spend easily, anytime you need it

When you choose an HSA from Voya Financial, you'll get a debit card that makes paying for healthcare expenses quick and easy. You'll also get access to a secure website where you can view account activity, plus a mobile app that makes it easy to capture receipts and reimburse yourself on the go.

Ready to get started? Make sure you're eligible.

To be eligible for an HSA, you must have an eligible high deductible health plan. As you explore your health plan options, you'll want to balance your decision making between:

HSA-eligible	Not HSA-eligible
• Most "consumer directed" plans.	• Most "traditional" plans (PPOs, HMOs, etc.)
• May have lower premiums.	• May have higher premiums.
• Typically have higher out-pocket-costs.	• Typically have lower out-of-pocket costs.
• In 2027, a high-deductible health plan is defined as one with an annual deductible of at least $1,750/individual or $3,500/family.	• In 2027, the deductible is less than $1,750/individual or $3,500/family.



Should you add a Limited Purpose FSA?

When you open an HSA, you may also have the option to add a limited-purpose Flexible Spending Account (FSA). This can be helpful if you know you'll have vision or dental expenses like glasses, contact lenses, orthodontia care or other qualified expenses in the coming year, but still want to maximize what you can put into your HSA.

A limited-purpose FSA can only be used for certain eligible vision and dental expenses until your medical plan's deductible is met. One important note: It's a "use-it-or-lose-it" account that won't roll over at the end of the year.

Be prepared—today and tomorrow—with a Health Savings Account from Voya Financial. It offers the potential to save, grow, and spend your healthcare dollars while helping you stay ready for whatever your road to retirement may bring.

Use your HSA for expenses* like:

- Office visits, X-rays, lab work
- Hospital expenses
- Prescription drugs
- Dental cleanings, fillings and crowns
- Co-pays and co-insurance
- Eye exams, glasses and contacts
- Over-the-counter healthcare items such as bandages, contact lens solution, thermometers and more

** For a complete list of qualified expenses, contact your Plan Administrator or visit irs.gov and search for Publication 502: Medical and Dental Expenses.*



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.

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 its subcontractors reserve the right to amend or modify the services at any time.

The amount saved in taxes will vary depending on the amount set aside in the account, annual earnings, whether or not Social Security taxes are paid, the number of exemptions and deductions claimed, tax bracket and state and local tax regulations. Check with a tax advisor for information on whether your participation will affect tax savings. None of the information provided should be considered tax or legal advice.

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