

HEALTH, SAFETY AND WELFARE OF EMPLOYEES

*Group Resilience Policy*¹

Objective

The purpose of the Group Resilience Policy is to set the framework by which Prudential plc can ensure a level of security and resilience commensurate with its regulatory and legal obligations, while meeting the demands of a competitive commercial organization.

Principles

Each Business Unit (BU) and Local Business Unit (LBU) is required to:

- Fully comply with all relevant local regulatory and statutory requirements.
- Fully comply with the requirements of the policy and accompanying standards relating to Physical and Travel Security, Health and Safety and Business Continuity.

PRU LIFE UK ACTIVITIES FOR EMPLOYEE HEALTH, SAFETY AND WELFARE

In 2022, the employees of Pru Life UK took part in the following Company sponsored activities and/or availed of the following Company sponsored benefits:

1. Health Care Benefit Package

Pru Life UK provides a healthcare benefit package for employees and their qualified dependents consisting of the following components:

- comprehensive inpatient and outpatient services and emergency care benefits
- annual check-up / annual physical exam
- dental benefit

Given the pandemic situation, PLUK also covered the following expenses of employees:

- RT PCR/Antigen testing for employees who were exposed to confirmed COVID-19 cases.
- COVID-19 hospitalization expenses of employees for any amount not covered by the company's HMO benefit.
- transportation and meal expenses for employees required to work onsite in areas under ECQ and MECQ.
- Employee Assistance Program (EAP) to provide professional counseling services for various mental health concerns.

PLUK also upgraded the medical insurance benefit to cover consultations with psychiatrists and psychologists for employees and their dependents.

In 2022, the healthcare benefit utilization was as follows:

Health Maintenance Organization ("HMO") Plan	
Number of Employees as of 31 December 2022	886
Number of Employees Qualified and Given HMO Plans	886

¹ [group-resilience-policy-mar2022.pdf \(prudentialplc.com\)](#)

Percentage of Employees under HMO Plans	100%
Number of Dependents under HMO Plans	994

Given the pandemic situation, the annual physical exam (APE) was made optional and employees were also given the option to select an accredited clinic closest to either their residence or place work. This arrangement was drawn up with safety of the employee and their dependents as the primary consideration. Collation of APE data is still ongoing.

Annual Physical Exam ("APE")	
Number of Employees as of 31 December 2022	
Number of Employees Who Availed of the APE	
Percentage of Employees Who Availed of the APE	

2. Health Activities

In addition to the healthcare benefit, Pru Life UK also has a company-wide program with the objective of making well-being resources, activities and information available and accessible for all employees. Some of the activities sponsored under this program are as follows:

Covid-19 Vaccination Drive January to July 2022	
Number of Employees as of 31 December 2022	886
Number of Employees who availed the vaccine	707
Number of Dependents who availed the vaccine	893

Investment Outlook 2022 in Partnership January 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	112

Power Up Your Financial Goals in Partnership March 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	117
Number of Sessions	3

Setting Health Goals March 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	47

We are What We Eat April 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	33

Handling Anxiety, Stress and Burn Out April 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	72

Yoga Sessions June and October	
Number of Employees as of 31 December 2022	886
Number of Participants	32
Number of Sessions	3

Zumba Aug 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	13

Group Wellness Day August 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	886

Painting Sessions (Sip and Gogh) August and September 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	77
Number of Sessions	2

Build Personal Resilience to Thrive in the Hybrid Workplace September 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	106

Understanding the Mental Health Act October 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	24

Emotional Strength October 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	27

Mind and Mindfulness to Concentrate October 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	27

Focus and Pay Attention October 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	21

The Art of Taking a Walk October 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	21

Mindfulness and Building Resilience Talk November 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	21

Mindfulness and Building Resilience Talk November 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	32

Get valuable insights and tips on creating your financial vision board for 2023 November 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	47

Talk on Building Positive Relationship at Work Mindful Ways to De-Stress this Holiday Season December 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	28

Healthy Tips for the Holidays December 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	19

Diversity and Inclusion Brown Bag Sessions August, September, and October 2022	
Number of Employees as of 31 December 2022	886
Number of Participants	180
Number of Sessions	3

3. Employee engagement initiatives that encourage employee participation in the realization of Pru Life UK's goals

- Organized a cross functional PruCulture Team to design and conduct workshops, communication campaigns and events to raise awareness and enhance understanding of our purpose & values.

- Anchored our performance management, feedback/TellMe, recruitment, learning curriculum and Sparks & PruExcellence employee recognition programs on our values.
- Enhanced our benefits by increasing our core group life insurance and ADD coverage from 24x to 36x MBS and included psychological and psychiatric treatment in our HMO.
- Introduced work & life blend guidelines on overtime, meal breaks, meeting & training schedules, focus/no meeting Wednesdays, and early finish days.

Stand Up Program

To support and comply with the Department of Labor and Employment (DOLE) Department Order No. 184-201717 entitled "Safety and Health Measures for Workers who, by the Nature of their Work, Have to Spend Long Hours Sitting", Pru Life UK Human Resources Management ("PLUK HRM") initially sent out to all employees a memorandum for awareness and to establish baseline department order information. PLUK HRM thereafter created the Stand-Up Program together with the Marketing and Information Technology Divisions to help address the risks of prolonged sitting. For Pru Life UK employees assigned to work with/through computers, an arrangement was made for a "pop-up" message, visible to the employee/individual users only, to appear in their computers reminding them to "Stand up". The pop-up reminder was complimented with infographics on the ill effects of prolonged sitting.