

Reward/Compensation Beyond Short-Term Financial Measures

Pru Life UK has specific compensation programs that are designed to reward past, present, and anticipated business performance and to appropriately recognize an individual's contributions to the business and to the long term value of the Prudential Group.

One such program was launched in the year 2014. Under the said program, Prudential plc set financial objectives for the Prudential Corporation Asia ("**PCA**") to achieve by the end of 2017. If the said objectives are achieved, all eligible employees of PCA and its local business units shall receive a monetary award ("**Award**").

Since Pru Life UK is a local business unit of PCA, the employees of Pru Life UK shall be entitled to receive the Award. Employees who joined prior to 1 January 2014 shall be eligible for the full Award. Employees who joined or will join between 1 January 2014 and 31 December 2016 will have their Award pro-rated on a daily basis over the period from 1 January 2014 to 31 December 2017.