

# HEALTH, SAFETY AND WELFARE OF EMPLOYEES

## Group Resilience Policy<sup>1</sup>

### 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 U.K. ACTIVITIES FOR EMPLOYEE HEALTH, SAFETY AND WELFARE

In 2024, the employees of Pru Life UK took part in various Company sponsored activities and were provided with comprehensive Company sponsored benefits.

### 1. Health Care Benefit

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 physical exam
- dental benefit

The PLUK medical benefit plan covers consultations with psychiatrists for employees and their dependents. This also includes access to an Employee Assistance Program (EAP) to provide professional counseling services for various mental health concerns. Dependent coverage eligibility also includes domestic partners (i.e. common law, same-sex partners). On top of the HMO plan, employees are also covered with a Critical Illness insurance benefit.

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<sup>1</sup> [group-resilience-policy.pdf \(prudentialplc.com\)](#)

In 2024, the healthcare benefit utilization was as follows:

Health Maintenance Organization ("HMO") Plan	
Number of Employees as of 31 December 2024	837
Number of Employees Qualified and Given HMO Plans	837

Percentage of Employees under HMO Plans	100%
Number of Dependents under HMO Plans	1031

Employees and their qualified dependents were also given the option to select an accredited clinic closest to either their residence or place work to avail their annual physical exam (APE). This arrangement was drawn up with safety of the employee and their dependents as the primary consideration.

## 2. Health and Wellness 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:

2024 PRU+YOU Elevate Your Wellbeing Campaign
<p>PLUK wellness initiatives are designed to support a balanced and healthy lifestyle of employees. Featured programs include:</p> <ul style="list-style-type: none"> <li>• Health webinars</li> <li>• Lifestyle &amp; Nutrition</li> <li>• Fitness Classes</li> <li>• Mental health and Work-Life blend,</li> <li>• And Pop-up Wellness exhibit.</li> </ul>
<p><b>Wellness Talks</b></p> <p><i>Health and Wellness</i></p> <ul style="list-style-type: none"> <li>• Importance of Annual Physical Exam (APE)</li> <li>• Nutrition 101, Healthy Eating Made Simple</li> <li>• 5 Sessions on Benefits Orientation</li> <li>• Healthy Food Options</li> <li>• Fact or Fiction: Debunking Diet Myths</li> <li>• Summer Health and Safety</li> </ul> <p><i>Financial Health</i></p> <ul style="list-style-type: none"> <li>• Holiday Spending Tips and Fundamental Emergency Fund</li> </ul>

<p><i>Work-Life Blend</i></p> <ul style="list-style-type: none"> <li>• Recharge Your Life: Defeat Burnout and Rediscover Joy</li> <li>• The Power of Growth Mindset</li> <li>• Doing What Matters in Times of Stress</li> <li>• Mastering the Art of Motivation</li> <li>• Level Up, Manage Up</li> </ul> <p><i>Mental Health</i></p> <ul style="list-style-type: none"> <li>• Compsych EAP Orientation</li> <li>• How to Support Your Mental Health as a Parent</li> <li>• Words that Work</li> <li>• Through the Looking Glass</li> <li>• Looking Back, Moving Forward</li> <li>• Mental Health Awareness for Leaders by ComPsych</li> <li>• Mastering Sleep and Stress for Success</li> <li>• Achieving Work-Life Blend</li> </ul>
<p><b>Fitness Classes</b></p> <ul style="list-style-type: none"> <li>• Transform Your Body, Transform Your Mind with Pilates!</li> <li>• Chair Yoga Stretch &amp; Spinal Health</li> </ul>
<p><b>Onsite exhibit and online engagements</b></p> <ul style="list-style-type: none"> <li>• Pop-up Health and Wellness Fair</li> <li>• Online Wellness Quiz Games</li> </ul>

The annual sport fest also provided an opportunity for employees to take part in various sports competitions, promoting health and wellness, and fostered camaraderie among participants across the organization.

Employees are provided with a digital coaching tool that allows easy access to wellness assessments, learning modules, and professional coaches.

All employees celebrated the **Group Recharge Day** on September 20, 2024, and enjoyed a paid day off to focus on their health and wellbeing.

### 3. Employee Engagement Initiatives

Other people and culture initiatives that encourage employee engagement and promote the company purpose and values include the following:

- Anchored our performance management, recruitment, learning curriculum and employee recognition programs on our values.
- Promoted collaboration among employees by organizing PruCommunities or employee groups with common interests and advocacies.
- Promoted work & life blend through hybrid work arrangement, and early finish days.