

Pru Life UK Long-Term Rewards

Pru Life U.K employs remuneration systems which fairly and objectively reward employee performance against the achievement of business results, excellence in delivery, teamwork, and behaviors that reflect the values of the business.

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

Long-term Incentive Plan

The discretionary Long Term Incentive Plan (“**LTIP**”) provides alignment to Prudential Group’s long term value creation by providing share awards to key individuals on a selected basis.

LTIP awards are made at management discretion and are determined on a year by year basis. Financial performance over the prior year is used to determine a pool from which all LTIP awards are made.

Individual awards are determined based on an individual’s contribution to the performance of the business. Awards vest after three (3) years, unless otherwise stipulated.

Employees in one of the following categories may be considered for nomination:

- Senior management team successors;
- Top & emerging talents; or
- Key individuals with critical skills under special circumstances.

Nominations take into account:

- employee’s performance which consistently exceeds his/her role expectation and contribution to the company;
- employee’s potential; and/or
- employees with business critical skills which are in short supply.