

## 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 UK ACTIVITIES FOR EMPLOYEE HEALTH, SAFETY AND WELFARE**

In 2023, 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 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 physical exam
- dental benefit

PLUK also upgraded the medical benefit plan to cover 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 has also been expanded to include 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.

In 2023, the healthcare benefit utilization was as follows:

<b>Health Maintenance Organization ("HMO") Plan</b>	
Number of Employees as of 31 December 2023	898
Number of Employees Qualified and Given HMO Plans	898
Percentage of Employees under HMO Plans	100%
Number of Dependents under HMO Plans	1,391

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

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:

<b>2023 PRU+YOU Elevate Your Wellbeing Campaign</b>
<ul style="list-style-type: none"> <li>• 53% of employee population participated in at least 1 event during from January-December 2023 (469 employees).</li> <li>• Featured programs include activities like webinars on mental Health, financial well-being, work life blend, lifestyle &amp; nutrition, fitness classes and pop-up wellness exhibit.</li> </ul>
<p>Wellness Talks</p> <ul style="list-style-type: none"> <li>• Energy Management</li> <li>• The Role of Managers in Employee Wellbeing</li> <li>• Diet and Nutrition</li> <li>• Healthy Food Options</li> <li>• PRU &amp; You: Know the Perfect PLUK Product for You</li> <li>• Naluri Coaching App Orientation</li> <li>• Compsych EAP Orientation</li> </ul>
<p>Fitness Classes</p> <ul style="list-style-type: none"> <li>• Pilates for Beginners</li> <li>• Jump Rope</li> <li>• Cross Fit</li> <li>• Dance Class</li> </ul>
<p>Onsite exhibit and online engagements</p> <ul style="list-style-type: none"> <li>• 2-day Pop-up wellness hub</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.

In 2023, employees were also 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 15, 2023, 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 guidelines on overtime, meal breaks, meeting & training schedules, focus/no meeting and early finish days.

*31 December 2023*