

1 Introduction

The Prudential Group HR (Group HR) talent policy recognizes that the quality of our people across the Group is fundamental to the future growth and success of the business. Attracting and selecting the best people into roles will ensure high performance in the short term and improve the longer-term succession and talent pipeline to be sure that there is the right number of people, in the right place and at the right time with the right skills and experience to ensure Prudential can deliver its business strategy.

2 Policy Objectives

PRU LIFE UK (PLUK) aligns its approach with the Prudential Group HR (Group HR) and will have a documented process in place to identify successors of the in-scope roles and enable appointing the best qualified candidates to roles based on skills, capabilities, knowledge, and experience, considering both current role requirements and future business needs.

The key tenets in achieve these objectives are to ensure:

- internal appointments consider diversity and equality of opportunity for all.
- future sustainability and performance of the organization, by securing a workforce that is agile and can adapt to changing business, economic and technological environments.

3 Scope of Application

This Policy is part of the PLUK HR Policies and Procedures Manual and applies to all employees.

4 Policy Ownership and Review Information

This Policy is owned by the Chief Human Resources Officer.

HR Team Leads maintains the Policy on behalf of the Chief Human Resources Officer, taking advice from relevant Business Unit functions.

Human Resources (HR) Division is required to review the scope and content of the Policy at least annually to ensure it remains fit for purpose, taking into consideration both internal and external factors.

5 Principles

PLUK embodies the following principles in succession management:

- We shall employ an effective approach in identifying future succession to in-scope roles for leadership pipeline and business continuity.
- We shall provide framework, toolkits and guidelines for talent reviews process to guide and ensure smooth implementation of leaders and people managers in identifying candidates for future leadership roles.

- We shall identify best qualified candidates to roles based on skills, capabilities, knowledge, and experience, considering both current role requirements and future business needs.
- We shall identify necessary developmental solutions and appropriate behavioral interventions.
- We shall focus and prioritize investment in developing talent for the future success of the organization.

6 Succession Framework

Building the next generation of leaders is a key component of the PLUK People agenda of the. As such, the PLUK succession management policy has the following components:

6.1 Talent Identification & Nomination

- 6.1.1 Pru Life UK classifies talents, including potential successors for CEO, senior management, and other key managerial roles into various talent segments.
- 6.1.2 Line managers identify and nominate talents in their respective teams based on performance and potential criteria for each talent segment by highlighting critical incidents and other information relating to the nominated talent vis-à-vis the talent nomination criteria.

6.2 Talent Assessment & Validation

- 6.2.1 Talent nominations for the CEO are reviewed at the Group level. Talent nominations for senior management roles are reviewed at both the country and Group level. Talent nominations for other key management roles are reviewed at the country level.
- 6.2.2 At the country level, in depth talent review discussions with line managers are conducted semi-annually. At the Group level, a quarterly people review is conducted and this covers talent nominations, assessments, development actions & succession plans.

6.3 Talent Development

- 6.3.1 Talent assessments, including psychometrics, are conducted to determine development needs and used as reference for development plans for all talents.
- 6.3.2 Talents may be sent to both country and Group training and development programs to further hone and develop their capabilities.
- 6.3.3 Development programs may vary from assessment centers, classroom training, cross-functional or cross-geographic work assignments, project team assignments, gigs, to mentoring and coaching programs.

-
- 6.3.4 Appointment to CEO and senior management roles, either from internal successors or via external hires, shall be subject to confirmation by the Board of Directors.
 - 6.3.5 Availability & readiness of successors to senior management roles are monitored and reviewed periodically.
 - 6.3.6 To ensure a seamless implementation of the succession management policy, toolkits and templates are provided to all line managers as guide and reference.