



Diversity and Inclusion Statement

At Prudential, our goal is to empower our people and deepen belonging to One Prudential by respecting and appreciating differences. Aligning with our ESG statement and strategy: 'creating a better future, together with you' and our 175-year anniversary #CelebratingLife campaign.

A more diverse Prudential, which more closely reflects our markets, will be in a better position to serve our customers and shareholders. A truly inclusive Prudential, where all our employees feel they belong, provides a working environment that prioritises the wellbeing of our people and will further improve our performance.

We are committed to making a real difference over time. We have a broad, business-focused diversity and inclusion (D&I) agenda and support all our people and PRUCommunities to deliver our purpose to help people get the most out of life, creating a culture centered on deepening belonging, in which diversity is celebrated and inclusion assured, for our people, customers, and partners.

We aspire to appropriately mirror the citizens of our markets by having a workforce that fully understands and empathises with the diverse range of customers we serve. Our Group Diversity & Inclusion Policy reflects our aspiration, and it aims to promote employee diversity and provide equal opportunities to all who apply for and those who perform work at every level of our organisation. The policy promotes diversity irrespective of sex, race, age, ethnic origin, social and cultural background, marital or civil partnership status, pregnancy, maternity and paternity, any gender re-assignment, religion or belief, sexual orientation, disability, or part-time/fixed-term working arrangements, and ensures appropriate diversity of thinking, experience, skillsets and professional backgrounds.

As part of our commitment to diversity, we have signed the HM Treasury Women in Finance Charter, which aims to increase the number of women working in senior management in financial services companies. We set a gender diversity target of 30 per cent females in senior management by the end of 2021 and we exceeded that target, having 33 per cent females on our senior management team by this date. We have a new target for achieving 35 per cent females in senior management by the end of 2023. Progress towards this target is published annually through the Prudential plc Annual Report and the Environmental, Social and Governance (ESG) Report.

To further increase overall diversity and inclusion at Prudential, we have agreed on the strategic direction and plan across the organisation:

- > We will continue to ensure diversity among senior management teams through recruitment, succession planning practices, nomination processes, and the development of diverse talent pipelines. We aim to further increase the positive impact of diversity on our commercial success and our ability to compete successfully in a dynamic business environment. In line with our long-term strategic approach to D&I, we continue to further implement our action plans across all our business and functional areas and monitor our progress regularly.
- > We monitor inclusion in our organisation and the impact of our initiatives through our employee engagement exercises.
- > We will continue to demonstrate our commitment to Diversity & Inclusion through our actions internally and externally:
 - We see our values as part of everyday discussion at Prudential which reinforce the Inclusive Leadership mindsets and behaviours applicable to all employees. We have conducted Global Inclusion Training Group-wide in 2022.
 - We are seeing tangible results from our Sponsorship Programme: a visible commitment to accelerate career growth and promote diversity in leadership. We have also democratised mentoring through launching the myMentor platform.
 - We have clearly communicated the way we work at Prudential. With hybrid working, we aim to balance the needs of our customers, business, and our people. We will help our people get the most out of life by giving them the autonomy to choose their location of work – in the office and remotely from an agreed location. In doing so, we aim to support our people in their wellbeing while enabling sustainable performance.
- We hosted a series of global events through the year to support our employees in achieving mental wellness. We also give our employees globally an additional day of wellbeing leave on a single day each year. We also trained Mental Health First Aiders across our Group to provide immediate support to our colleagues in need of mental health guidance and support.
- Our PRUCommunities are employee-led and owned social platforms where everyone in the organisation can connect with one another to share ideas and views on their topics of interest. With PRUCommunities, we create an inclusive and safe environment for our employees locally, regionally and globally to connect, grow and succeed.
- We celebrate International Women’s Day and Pink Day (Pride) through a series of awareness events. In 2022 we recognised the International Day of Persons with Disabilities, launching an intranet resource page and the ability for employees to request accommodations to better support their performance and adapt the workplace to their needs.
- Our Group Chief Executive has signed a support statement for the United Nations Women’s Empowerment Principles Group-wide in 2022.
- We actively support NGOs and organisations including The Conference Board, Community Business, Stonewall, Women in Finance Asia, and The Women Foundation.
- We participate in the Bloomberg GEI Index, in which we have been included since 2021, and the Workforce Disclosure Initiative, as well as in several UK-government sponsored initiatives, such as the FTSE Women Leaders Review (formerly the Hampton-Alexander Review) and Parker Review, and actively encourage employee participation in other appropriate events.



In support of

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EMPOWERMENT
PRINCIPLES**

Established by UN Women and the UN Global Compact Office

