



## Diversity and inclusion Statement

At Prudential, we want to ensure that all our employees are treated fairly and feel valued. We believe that the diversity of our people and the inclusivity of our working environment enrich the organisation.

A more diverse Prudential will be in a better position to serve our customers and shareholders. A truly inclusive Prudential, where all our employees can be themselves, will lead to a better working environment and will further improve the performance of our people while prioritizing their health and well-being: physical, financial, social, and mental.

We have a broad, business-focused diversity and inclusion (D&I) agenda. We support all employees and communities. We aim to create a fair and inclusive working environment for all our employees, where individuals are empowered, differences celebrated, and unique contributions recognised.

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 to ensure 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 currently exceeded that target having over 33 per cent females on our senior management team. 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 behaviours applicable to all employees.
  - We are seeing tangible results from our Sponsorship Programme: a visible commitment to accelerate career growth and promote diversity in leadership. We have also democratized mentoring through launching the myMentor platform.
  - We have clearly communicated the future of 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 well-being while enabling sustainable performance.
  - We hosted a series of global events during "Gratitude Week" to support our employees in achieving mental wellness. We also gave our employees globally a day of wellbeing leave on 2 July 2020.
  - We launched PruCommunities - employee-led and owned social platforms where everyone in the organization can connect with one another to share ideas and views on their topics of interest. With PruCommunities, we aim to create an inclusive and safe environment for our employees locally, regionally and globally to interact
  - We celebrate International Women's Day and Pink Day (Pride) through a series of awareness events.
  - Our CEOs have signed or are in the process of signing support statement for the United Nations Women's Employment Principles.
  - 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, which we were included on for the first time in 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.

