



TRACEY GRAHAM
**CHAIRMAN OF THE REMUNERATION
COMMITTEE**

KEY PRINCIPLES OF OUR REMUNERATION POLICY

Align executives' interests with those of our members and customers

Support the delivery of the Group strategy, whilst ensuring adherence to the Group's risk appetite

Remuneration is competitive for our markets to help the Group attract and retain talent

ELEMENTS OF REMUNERATION AT ROYAL LONDON

**Base
Salary**

Benefits

Pension

**Short-term
Incentive
Plan**

**Long-term
Incentive
Plan**

Deferral

LINKING STRATEGY AND MANAGEMENT INCENTIVES





LOOKING AHEAD

We will continue to work to ensure compliance with best practice remuneration guidance

Committee will continue to monitor significant mandatory pay and reward regulations

In conjunction with our advisors, we will be reviewing Executive Remuneration and will be seeking approval as scheduled in 2017