

Legal & General Group plc
Section 430(2B) Companies Act 2006 Statement – Jeff Davies

As previously announced, Jeff Davies has resigned from his role as Chief Financial Officer effective 1 December 2025 and has stepped down from the Board effective 10 December 2025. Jeff will continue working until 31 December 2025 in order to ensure a smooth transition. Jeff will spend the period of time from 1 January 2026 to 28th February 2026 on garden leave and will then be released from the balance of his 12 month notice period.

The following remuneration arrangements have been agreed for Jeff:

Salary and benefits

Jeff will continue to receive his normal remuneration in terms of salary and contractual benefits, up to and including 28th February 2026. There will be no payment due for the remainder of his 12 month notice period.

2025 Annual Variable Pay

Jeff is not eligible to receive any Annual Variable Pay award in relation to 2025.

Share incentives

As a result of his resignation, Jeff's unvested awards under the Legal & General Performance Share Plan (the "**PSP**"), and the Legal & General Share Bonus Plan (the "**SBP**") will lapse.

Jeff will be required to comply with the Company's in-employment and post-employment shareholding requirements, including post-vesting and post-cessation holding periods, on the terms set out in any applicable policy and the rules of the relevant share incentive schemes adopted by the Company in each case as amended from time to time.

The current requirement is for executive directors to retain any after-tax vested shares until their shareholding requirements are met and maintain that shareholding requirement (or actual shareholding if lower) for at least two years after leaving employment. The shareholding requirement is 325% of base pay for all executive directors.

Further information

Other than the amounts disclosed above, Jeff will not be eligible for any remuneration payments or payments for loss of office.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on Legal & General's website until its next Directors' Remuneration Report is made available.