

**Legal & General Group plc**  
**Section 430(2B) Companies Act 2006 Statement – Sir Nigel Wilson**

As previously announced, Sir Nigel Wilson retired from his role as Chief Executive of the Company, with effect from the end of the year. Sir Nigel's retirement was confirmed by the Company once regulatory approval for Antonio Simoes' appointment had been received in October 2023. From 1 January 2024 until 31 October 2024, Sir Nigel will be on garden leave, remaining available to provide the Company with support and assistance as required.

The following remuneration arrangements have been agreed for Sir Nigel:

**Salary and benefits**

Sir Nigel will continue to receive his normal remuneration in terms of salary and contractual benefits, in accordance with his service agreement, up to and including 31 October 2024.

**Variable remuneration for 2023 performance year**

Sir Nigel will remain eligible to be considered for an Annual Variable Pay award in respect of the 2023 performance year. Any award would be made at the usual time and in line with the Company's usual process and requirements.

Sir Nigel is not eligible for any further awards under the Legal & General Group plc Performance Share Plan 2014 (the "**PSP Plan**").

**Share incentives**

As a result of his retirement, Sir Nigel will be treated as a "good leaver", under the terms of the Legal & General Performance Share Plan (the "**PSP**"), and the Legal & General Share Bonus Plan (the "**SBP**").

In accordance with the rules of the PSP unvested awards under the PSP will be eligible to vest subject to the outcome of the performance conditions subject to time pro-rating.

The maximum number of award eligible to vest, subject to the assessment and degree of satisfaction of the applicable performance targets determined by the Remuneration Committee at the normal vesting date, is as follows. Any awards that vest will remain subject to any applicable post-vesting holding periods in the usual way:

Performance period		Date exercisable	No. of shares granted	Pro-rated <sup>(1)</sup>	Maximum no. of shares vesting
Start date	End date				
01/01/2021	31/12/2023	13/04/2026	832,341	100%	832,341
01/01/2022	31/12/2024	19/04/2027	948,380	94%	895,692
01/01/2023	31/12/2025	06/04/2028	1,128,422	61%	689,591

<sup>(1)</sup> Pro-rating estimated based on termination date of 31 October 2024 and maximum performance

Unvested awards under the SBP Plan, including any award granted in respect of the 2023 annual pay review, will be eligible to vest in full in accordance with the rules of the SBP:

Grant date	Vesting Date	No. of shares granted
13/04/2021	13/04/2024	58,520
19/04/2022	19/04/2025	255,220
06/04/2023	06/04/2026	297,929

Sir Nigel will be required to comply with the Company's in-employment and post-employment shareholding requirements, including post-vesting and post-cessation holding periods.

#### **Other payments**

Sir Nigel will be reimbursed for the reasonable costs of legal and tax advice taken by him in connection with his departure.

#### **Further information**

Other than the amounts disclosed above, Sir Nigel 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.