



**PRIVATE & CONFIDENTIAL**

21 March 2016  
Mr. Garnett KT Chan  
Division: Marketing  
Department: Marketing  
Section: Customer Strategy  
myHR ID: 304238

Dear Mr. Garnett KT Chan

**Total Compensation Review For The Year of 2015/2016**

Thank you for your contribution and commitment in the past year. As always, we aim to retain the highest caliber employees and incentivize them by rewarding performance that leads to success for Prudential.

I am delighted to inform you that effective 1 April 2016, the following new terms and condition of your employment will apply.

Your 2015 Performance Rating: **Effective**

2016 Total Cash (Effective 1 April 2016)			
Adjustment Type	Merit		
Position Title	Senior Officer, Customer Strategy		
Job Grade	SO		
Monthly Base Salary	HKD 27,933.23	% Increase	5.5%
Monthly Cash Allowance	N/A		
2016 Target AIB	7% of Annual Base Salary		
2015 Incentive Award			
2015 Annual Incentive Bonus (AIB)	Individual Multiplier	105%	
	Business Achievement	202%	
	AIB Payout	HKD 47,172.48	

*Remarks: Annual Incentive Bonus is pro-rated in accordance with the length of service in the respective Business Units / Job Grades, if necessary. Unpaid leave for any of time is excluded for purposes of calculating AIB payout. Eligibility for the Cash Allowance will cease on the date of notification of the termination. All compensation will be subject to statutory and/or hypothetical tax deduction as appropriate.*

Thank you again for all your hard work and dedication. I look forward to your continued support to Prudential in the challenging yet rewarding years ahead.

Yours sincerely,  
Anthony Shaw  
Chief Officer, Marketing And Customer Service