

## SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

### AVIVA PLC

Aviva plc (the “**Company**”) announced earlier today that Andy Briggs and the Board have decided that Andy will step down as CEO UK Insurance and director of the Company as of 24 April 2019. As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made to or to be made to Andy Briggs are set out below.

#### **Salary and benefits**

Andy Briggs will serve six months notice with effect from 24 April 2019 and will be placed on garden leave from 30 April 2019. During this period, he will continue to receive his salary, and contractual benefits. Andy Briggs’ employment will therefore terminate on 23 October 2019 (the “Termination Date”).

Other terms agreed with Andy Briggs, which were the subject of careful consideration by the Remuneration Committee and are in line with the Company’s Remuneration Policy which was approved by shareholders at the 2018 AGM, are as follows:

#### **Bonus**

Andy Briggs will be eligible for a pro-rated bonus in respect of the 2019 financial year to reflect the portion of the year prior to the commencement of garden leave. The bonus will be determined on the normal timetable.

#### **Share awards**

Andy Briggs will be treated as a good leaver under the Aviva plc Annual Bonus Plan (“ABP”) and Long-Term Incentive Plan (“LTIP”) in accordance with plan rules. The details of the treatment agreed is set out in the below table and all outstanding awards will remain subject to malus and clawback provisions for five years from the date of grant.

Andy Briggs’ outstanding options under Aviva’s Save-As-You-Earn and Matching Share Plans will be treated in accordance with Plan rules in line with all other employees, which follow legislation and HMRC guidance for tax advantaged plans in the UK.

<b>Type of Award</b>	<b>Outstanding Awards</b>	<b>Treatment</b>
2017 ABP (relating to the 2016 financial year)	116,530	Due to vest in March 2020
2018 ABP (relating to the 2017 financial year)	135,185	Due to vest in March 2021

2019 ABP (relating to the 2018 financial year)	100,015	Due to vest in three annual equal tranches on 27 March 2020, 26 March 2021 and 25 March 2022 in accordance with the Remuneration Policy approved in May 2018
2017 LTIP (in respect of performance period 2017-2019)	Pro rated position: 259,747	Due to vest in March 2020 (subject to performance testing)
2018 LTIP (in respect of performance period 2018-2020)	Pro rated position: 164,808	Due to vest in March 2021 (subject to performance testing)
2019 LTIP (in respect of performance period 2019-2021)	Pro rated position: 78,096	All outstanding awards lapse

Note: LTIP awards will remain subject to performance and will be further reduced if group performance targets are not achieved.

### **Further information**

The relevant remuneration details relating to Andy Briggs, including information on the vesting of any outstanding awards detailed above and the dividend equivalents payable on them, will be included in the Directors' Remuneration Report in the Annual Report and Accounts.

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

24 April 2019