



BOARD REMUNERATION POLICY

1. Objective

The objective of this policy is to put in place an allowance and remuneration package for the members of the Board of Directors of Jubilee Life Insurance Company Limited (the Company) to attract, retain and motivate them.

2. Criteria & Eligibility

2.1) Based on their attendance of the Board Meeting, Board Committee Meeting or participation in a Seminar/Conference/Workshop, all Non-Executive Board members shall be eligible for the following:

- a. Meeting Attendance Allowance (the Allowance)
- b. Traveling Expenses
- c. Hotel Accommodation

3. Meeting Attendance Allowance

Meeting Attendance Allowance will be payable as under:

Type of Meeting	Meeting Attendance Allowance
Board Meeting	Rs. 150,000
Board Committee Meeting	Rs. 150,000
Seminar / Conference / Workshop	Rs. 150,000

4. Traveling Expenses

Board members and, where applicable, shall be entitled to travel in Business or equivalent class in an airline of their choice.

In addition, arrangement/reimbursement for suitable ground transportation will be made as may be required.

5. Hotel Accommodation

Board members will be entitled to stay in 5 Star or equivalent hotel.

6. Exception to the Policy

Any exception to this policy would require the approval of the Board of Directors of the Company.

7. Review of the Policy

Board Human Resources, Ethics & Nomination Committee would review the Policy at least once in 3 years and submit any recommended amendments to the Board of Directors for final approval.