



28 April 2022

ZUU Digital Financial Services Limited
23/F Lee Garden Five
18 Hysan Avenue
Causeway Bay
Hong Kong
Wong Man Wai Nick (RO)

Dear Nick,

Thank you for your continued support to Sun Life Hong Kong.

Your contribution to our business is valued and we are working our best to ensure we support your business through various mediums. One of these is in the remuneration we pay you for the business you bring to us.

To show our appreciation for your support, in addition to the existing 60% Extra Commission on paid first year basic commission, I am pleased to offer you with an additional Special Monthly Production Allowance on paid first year commission and override commission for SunArchitect referring to the attached "Supplement to Compensation Schedule on Individual Business".

Should you have any questions regarding the above mentioned enhancements, please feel free to contact your Business Development Manager.

Thank you again for your support and we look forward to working closely with you in future.

Yours sincerely

Partnership Distribution
Sun Life Hong Kong Limited

Supplement to Compensation Schedule on Individual Business (Financial Intermediaries Channel)

Sun Life Hong Kong Limited
(Incorporated in Bermuda with limited liability)
A member of the Sun Life Financial group of company

Company Name	ZUU Digital Financial Services Limited
Address	23/F Lee Garden Five 18 Hysan Avenue Causeway Bay Hong Kong

SUPPLEMENT - Special Payments for all plans except regular premium investment-linked policies for ZUU Digital Financial Services Limited

For the purposes of this section, earned First Year Commission (Earned FYC) include Basic Commission pursuant to Schedule of Commissions of the Compensation Schedule on Individual Business (Financial Intermediaries Channel); and does not include any commissions, allowances or bonuses (if applicable) payable in relation to regular premium investment-linked policies.

For the purposes of this section, “19-Month LIMRA Type Persistency” is a measure of policy persistency based on the 19 policy months’ experience. The Company may in its sole discretion change the definition of 19-Month LIMRA Type Persistency from time to time.

a) Special Monthly Production Allowance

1. The Company will pay you a special monthly production allowance in the following manners (“Special Monthly Production Allowance”):

- 1.1) With respect to the designated product(s) specified under this clause a1.1, if you achieve a 19-Month LIMRA Type Persistency of at least 80% as at the last date of any given month, the Company will pay you a Special Monthly Production Allowance at the corresponding percentage of earned FYC on regular premium produced in the relevant month set forth below:

<u>Product</u>	<u>Percentage</u>
Foresight Deferred Annuity Plan	140%
FlexiRetire Annuity Plan	140%
Victory	140%
Vision	140%
Stellar	165%
Generations II (Regular Premium)	80%

or

- 1.2) With respect to the designated product(s) specified under this clause a1.2, the Company will pay you a Special Monthly Production Allowance at the corresponding percentage of earned FYC on single premium produced in the relevant month set forth below:

<u>Product</u>	<u>Percentage</u>
Venus II	140%
Generations II (Single Premium)	80%

or

- 1.3) If you achieve a 19-Month LIMRA Type Persistency of at least 80% as at the last date of any given month, the Company will pay you a Special Monthly Production Allowance of 140% of earned FYC on regular premium produced in the relevant month of the products other than the product(s) listed in clause a1.1 and a1.2 above; or

- 1.4) The Company will pay you a Special Monthly Production Allowance of 140% of earned FYC on single premium produced in the relevant month of the products other than single premium investment-linked products and the product(s) listed in clause a1.1 and a1.2 above; or

- 1.5) The Company will pay you a Special Monthly Production Allowance of 65% of earned FYC on single premium produced in the relevant month of single premium investment-linked products other than the product(s) listed in clause a1.1 and a1.2 above.

2. Subject to Clause (a)(1) above, the Special Monthly Production Allowance will be payable on premiums and fees (if applicable) paid in full and actually received by the Company on policies effected through your company while the Agreement is in force.

c) Adjustment to Bright Universal Life (RMB) plans

In case of any single withdrawal or accumulated partial withdrawals within the first 12 months after policy issuance by the policyholder from any Bright Universal Life (RMB) plan where (i) such withdrawal(s) is (are) equal to or greater than 50% of the total contribution amount paid within the first 12 months after policy issuance and (ii) the total contribution amount paid within the first 12 months after policy issuance is greater than HK\$300,000, the total amount of the Special Monthly Production Allowance paid or payable in relation to such policy will be clawed back as and when the relevant withdrawal(s) fulfilled the aforesaid conditions.

d) Further Adjustments

Where the sum of (i) all commissions of First-Year Premium pursuant to Schedule of Commissions of the Compensation Schedule on Individual Business (Financial Intermediaries Channel) and (ii) the Special Monthly Production Allowance as set out in this Supplement in respect of a policy exceeds 100% of the total First-Year Premium received by the Company in respect of such policy, any excess over such 100% of the total First-Year Premium shall be withheld by the Company and will be released only after the premium for the first 24 months of the policy has been received by the Company.

In consideration of the Special Payments as set out in this Supplement made available by the Company from time to time, the Company has the right to change the rate of the Special Monthly Production Allowance, or discontinue your entitlement to any Special Monthly Production Allowance, at any time. The Company reserves the right to clawback any paid commissions and/or Special Payments in relation to any policies written by you whenever there is any premium refunded or in fact not received by the Company.

Any clawback may be exercised by way of a formal demand for payment issued to you by the Company or by way of set-off against any commission or any other payments owing to you by the Company.

e) Effective Date

This Supplement will take effect from 01 April 2022 and shall supersede all previously effective supplement(s).

By signing and returning the following confirmation with company chop, ZUU Digital Financial Services Limited acknowledges receipt and agreement to the terms set out in this Supplement.

ACKNOWLEDGED and AGREED:
For and on behalf
ZUU Digital Financial Services Limited

Name:

Title:

Date: