

## Commission Schedule A

### Basic and Overriding Commissions

#### **I. BASIC COMMISSION**

Basic commission shall only be paid when the proposal referred by the Broker has been accepted by the Company and the relevant policy document has been issued. Basic commission is expressed in the table below as a percentage of the relevant premiums received by the Company. Notwithstanding the above, no basic commission shall be payable in respect of any temporary extra premium of sub-standard policy.

#### **(a) Whole Life**

##### **i) Whole Life Cash Dividend (Wealth Builder)**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 10 Years                   | 35%                        | 5%                         | 2.5%   |
| 11 Years                   | 36%                        | 6%                         | 2.5%   |
| 12 Years                   | 37%                        | 7%                         | 3.0%   |
| 13 Years                   | 38%                        | 8%                         | 3.0%   |
| 14 Years                   | 39%                        | 9%                         | 3.0%   |
| 15 Years                   | 40%                        | 10%                        | 3.0%   |
| 16 Years                   | 41%                        | 10%                        | 3.0%   |
| 17 Years                   | 42%                        | 11%                        | 3.0%   |
| 18 Years                   | 43%                        | 12%                        | 3.0%   |
| 19 Years                   | 44%                        | 13%                        | 4.0%   |
| 20 Years                   | 45%                        | 15%                        | 4.0%   |
| 21 Years                   | 46%                        | 15%                        | 4.0%   |
| 22 Years                   | 48%                        | 15%                        | 4.0%   |
| 23 Years                   | 50%                        | 15%                        | 4.0%   |
| 24 Years                   | 52%                        | 15%                        | 4.0%   |
| 25 Years or above          | 54%                        | 15%                        | 4.0%   |

##### **ii) Prestige Whole Life (Preeminence)**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> Year</u> | <u>4<sup>th</sup> Year</u> | <u>5<sup>th</sup> Year</u> | <u>6<sup>th</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|--|
| 20 Years                   | 50.0%                      | 30.0%                      | 2.0%                       | 2.0%                       | 1.0%                       | 1.0%   |
| 10 Years                   | 35.0%                      | 20.0%                      | 2.0%                       | 2.0%                       | 1.0%                       | 1.0%   |
| 5 Years                    | 27.5%                      | 3.0%                       | 2.0%                       | 1.0%                       | 1.0%                       | N/A  |
| Single Premium             | 5.0%                       | N/A                        | N/A                        | N/A                        | N/A                        | N/A  |

#### **(b) Universal Life**

|                | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------|----------------------------|----------------------------|--|
| Target Premium | 54%                        | 18%                        | 4%   |
| Excess Premium | 4%                         | 4%                         | 4%   |

##### Producer Lifetime Bonus

A Producer Lifetime Bonus will be payable from the policy's eighth anniversary date and each anniversary date thereafter provided the following conditions are met:

- The policy is in force on the anniversary date when the bonus is calculated; and
- The policy has been effective for at least 12 months with the Company.

The Producer Lifetime Bonus is calculated as follows:

$$\text{Bonus} = \frac{2\%}{\text{Policy Duration}} \times \text{Average Policy Value for the last 12 months within the policy year the Bonus is calculated.}$$

**(c) Refundable Plan**

i) Money-Back Disability Income Protector

| <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|--|
| 54%                        | 18%                        | 4%   |

ii) Critical Illness Supreme 100+

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 20 Years                   | 50.0%                      | 18.0%                      | 3.0%   |
| 15 Years                   | 38.0%                      | 13.5%                      | 3.0%   |
| 10 Years                   | 27.5%                      | 10.0%                      | 1.65%  |

iii) Refundable Hospital Cash Plan

| <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|--|
| 50%                        | 18%                        | 3%   |

iv) Refundable Accident Protector

| <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|--|
| 50%                        | 18%                        | 3%   |

v) PrimeHealth Saver 100+

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 20 Years                   | 50.0%                      | 18.0%                      | 3.0%   |
| 15 Years                   | 38.0%                      | 13.5%                      | 3.0%   |
| 10 Years                   | 27.5%                      | 10.0%                      | 1.65%  |

vi) Refundable Surgical Protector

| <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|--|
| 50%                        | 18%                        | 3%   |

vii) PrimeHealth Extra Saver

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 20 Years                   | 50.0%                      | 18.0%                      | 3.0%   |
| 15 Years                   | 38.0%                      | 13.5%                      | 3.0%   |
| 10 Years                   | 27.5%                      | 10.0%                      | 1.65%  |

viii) PrimeHealth Extra Care

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 20 Years                   | 50.0%                      | 18.0%                      | 3.0%   |
| 15 Years                   | 38.0%                      | 13.5%                      | 3.0%   |
| 10 Years                   | 27.5%                      | 10.0%                      | 1.65%  |

ix) PrimeHealth Saver 1000

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 20 Years                   | 50.0%                      | 18.0%                      | 3.0%   |
| 15 Years                   | 38.0%                      | 13.5%                      | 3.0%   |
| 10 Years                   | 27.5%                      | 10.0%                      | 1.65%  |

## x) PrimeHealth Saver 500+

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 25 Years                   | 50.0%                      | 52.0%                      | 1.65%  |
| 20 Years                   | 50.0%                      | 38.0%                      | 1.65%  |
| 15 Years                   | 48.5%                      | 15.0%                      | 1.65%  |
| 10 Years                   | 36.0%                      | 6.0%                       | 1.65%  |

## xi) PrimeHealth Cancer Saver

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 25 Years                   | 50.0%                      | 52.0%                      | 1.65%  |
| 20 Years                   | 50.0%                      | 38.0%                      | 1.65%  |
| 15 Years                   | 48.5%                      | 15.0%                      | 1.65%  |
| 10 Years                   | 36.0%                      | 6.0%                       | 1.65%  |

## (d) Variable Life

|                | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------|----------------------------|----------------------------|--|
| Target Premium | 50%                        | 18%                        | 3%   |
| Excess Premium | 3%                         | 3%                         | 3%   |

Producer Lifetime Bonus

A Producer Lifetime Bonus will be payable from the policy's eighth anniversary date and each anniversary date thereafter provided the following conditions are met:

- The policy is in force on the anniversary date when the bonus is calculated; and
- The policy has been effective for at least 12 months with the Company.

The Producer Lifetime Bonus is calculated as follows:

$$\text{Bonus} = \frac{2\%}{\text{Policy Duration}} \times \text{Average Policy Value for the last 12 months within the policy year the Bonus is calculated.}$$

## (e) Investment Plan

## i) Global InvestPlan

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|--|
| 30 Years                   | 30.0%                      | 15.0%  |
| 25 Years                   | 28.5%                      | 12.5%  |
| 20 Years                   | 27.0%                      | 9.5%   |
| 15 Years                   | 20.5%                      | 7.5%   |
| 10 Years                   | 14.0%                      | 5.0%   |
| 5 Years                    | 5.0%                       | 2.5%   |

For premium paying term less than 7 years, the basic commission will be payable before it reaches the end of premium paying term.

Producer Lifetime Bonus

A Producer Lifetime Bonus will be payable from the policy's eighth anniversary date and each anniversary date thereafter on or before the end of premium paying term of the policy provided the following conditions are met:

- The policy is in force on the anniversary date when the bonus is calculated; and
- The policy has been effective for at least 12 months with the Company.

The Producer Lifetime Bonus is calculated as follows:

$$\text{Bonus} = \frac{2\%}{\text{Policy Duration}} \times \text{Average Policy Value for the last 12 months within the policy year the Bonus is calculated.}$$

**ii) Global InvestPlus**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> to 5<sup>th</sup> Year</u> |
|----------------------------|----------------------------|--|
| Single Premium             | 3.6%                       | 0.01%  |

**(f) Annuity Plan****i) Variable Annuity Plan**

|                | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------|----------------------------|----------------------------|--|
| Target Premium | 50%                        | 18%                        | 3%   |
| Excess Premium | 3%                         | 3%                         | 3%   |

**ii) Universal Annuity Plan**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 20 Years or above          | 50.0%                      | 18.0%                      | 3.0%   |
| 19 Years                   | 47.6%                      | 17.1%                      | 3.0%   |
| 18 Years                   | 45.2%                      | 16.2%                      | 3.0%   |
| 17 Years                   | 42.8%                      | 15.3%                      | 3.0%   |
| 16 Years                   | 40.4%                      | 14.4%                      | 3.0%   |
| 15 Years                   | 38.0%                      | 13.5%                      | 3.0%   |
| 14 Years                   | 35.9%                      | 12.8%                      | 1.65%  |
| 13 Years                   | 33.8%                      | 12.1%                      | 1.65%  |
| 12 Years                   | 31.7%                      | 11.4%                      | 1.65%  |
| 11 Years                   | 29.6%                      | 10.7%                      | 1.65%  |
| 10 Years                   | 27.5%                      | 10.0%                      | 1.65%  |
| 9 Years                    | 25.0%                      | 9.1%                       | 1.5%   |
| 8 Years                    | 22.5%                      | 8.2%                       | 1.5%   |
| 7 Years                    | 20.0%                      | 7.3%                       | 1.5%   |
| 6 Years                    | 17.5%                      | 6.4%                       | 1.5%   |
| 5 Years                    | 15.0%                      | 5.5%                       | 1.5%   |
| Single Premium             | 3.0%                       | N/A                        | N/A  |

For premium paying term less than 7 years, the basic commission will be payable before it reaches the end of premium paying term.

Commission rate for increased target premium layer will be based on the remaining premium paying term rounding down to complete year.

**Producer Lifetime Bonus**

A Producer Lifetime Bonus will be payable from the policy's eighth anniversary date and each anniversary date thereafter on or before the end of (i) the Accumulation Period or (ii) the premium paying term of the policy provided the following conditions are met:

- The policy is in force on the anniversary date when the bonus is calculated; and
- The policy has been effective for at least 12 months with the Company.

The Producer Lifetime Bonus is calculated as follows:

$$\text{Bonus} = \frac{2\%}{\text{Policy Duration}} \times \text{Average Policy Value for the last 12 months within the policy year the Bonus is calculated.}$$

**iii) Infinity Saver 2**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 10 Years                   | 42%                        | 10%                        | 3%   |
| 5 Years                    | 35%                        | 5%                         | 1%   |

For premium paying term less than 7 years, the basic commission will be payable before it reaches the end of premium paying term.

**iv) Infinity Saver 3**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 10 Years                   | 42%                        | 10%                        | 3%   |
| 5 Years                    | 35%                        | 5%                         | 1%   |

For premium paying term less than 7 years, the basic commission will be payable before it reaches the end of premium paying term.

**v) MY Lifetime Immediate Annuity**

2% on premium for first year.

**vi) MY Deferred Annuity**

| <u>Premium Paying Term</u> | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|----------------------------|----------------------------|----------------------------|--|
| 10 Years                   | 27.5%                      | 1.5%                       | 1.5%   |
| 5 Years                    | 15.0%                      | 1.0%                       | 1.0%   |

For premium paying term less than 7 years, the basic commission will be payable before it reaches the end of premium paying term.

**(g) Hospital Benefits Plan and Dental Care****i) All Hospital Benefits Plan and Dental Care except TaxVantage Medical Plan**

20% on premium for all years.

**ii) TaxVantage Medical Plan**

5% on premium for all years.

**(h) Term Assurance**

|  | <u>1<sup>st</sup> Year</u>                               | <u>2<sup>nd</sup> Year</u>                 | <u>Renewal Years*</u> |
|--|--|--|-----------------------|
| i) Yearly Renewable,<br>5 Yearly Renewable & Convertible<br>Term | 25%  | 5%   | 3%                    |
| ii) Other Convertible Term                                       | 2% x Term<br>(Subject to<br>minimum 25%,<br>maximum 50%) | 0.5% x Term<br>(Subject to<br>maximum 10%) | 3%                    |

Commission for Term riders attaching to all basic plans will follow the basic plan commission rate.

\* Renewal commission ceases at the end of the seventh policy year on all policies with a premium paying term greater than seven years.

**(i) Capital InvestPlan**

1% on premium for first year.

**(j) Other Riders: PrimeHealth Benefit, Comprehensive Accidental Benefit, Integrated Accidental Benefit, Comprehensive Accident Benefit Plus, Accidental Death Benefit, Accidental Death & Disablement, Smart Kids, Total & Permanent Disability, Critical Illness Supreme, LADY Health Benefit, Update Jr. Health Benefit, Waiver of Premium and Payor Benefit.**

The commission scales of benefits which act as riders, will follow those of the basic plan.

|  | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>Renewal Years*</u> |
|--|----------------------------|----------------------------|-----------------------|
| <b>(k) Respected Choice</b>                | 45%                        | 10%                        | 3%                    |
| <b>(l) Critical Illness Double Benefit</b> | 45%                        | 10%                        | 3%                    |
| <b>(m) Personal Accident</b>               |                            |                            |                       |
| i) Accidental Death & Disablement          |                            |                            |                       |
| ii) Comprehensive Accidental Benefit       |                            |                            |                       |
| iii) Smart Kids                            |                            |                            |                       |
| iv) Integrated Accidental Benefit          |                            |                            |                       |
| v) Comprehensive Accident Benefit Plus     |                            |                            |                       |

30% on premium for all years

|                                | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>Renewal Years*</u> |
|--------------------------------|----------------------------|----------------------------|-----------------------|
| (n) <b>LADY Health Benefit</b> | 25%                        | 5%                         | 3%                    |
| (o) <b>Whole Life MediCare</b> | 54%                        | 18%                        | 4%                    |

\* Renewal commission ceases at the end of the seventh policy year on all policies with a premium paying term greater than seven years.

|                                      | <u>1<sup>st</sup> Year</u> | <u>2<sup>nd</sup> Year</u> | <u>3<sup>rd</sup> to 7<sup>th</sup> Year</u> |
|--------------------------------------|----------------------------|----------------------------|--|
| (p) <b>Extra Cancer Care</b>         | 45%                        | 14%                        | 4%   |
| (q) <b>PrimeHealth Diabetes Care</b> | 45%                        | 14%                        | 4%   |

|   | <u>1<sup>st</sup> to 5<sup>th</sup> Year</u> | <u>6<sup>th</sup> to 10<sup>th</sup> Year</u> | <u>11<sup>th</sup> Year and after</u> |
|---|--|---|---------------------------------------|
| (r) <b>The Guaranteed Acceptance Policy</b> | 20%  | 10%   | 5%                                    |

|                                    | <u>1<sup>st</sup> Year</u> |
|------------------------------------|----------------------------|
| (s) <b>Guaranteed Return Saver</b> | 2.20%                      |

## II. **OVERRIDING COMMISSION**

Overriding commission shall be payable as a percentage of first year earned basic commission and shall be payable in addition to the basic commission.

| Plan   | Overriding Commission |
|--|-----------------------|
| (a) to (d), (e)(ii), (f), (i), (k), (l), (n), (o), (p) and (q) | 55%                   |
| (e)(i) and (s)   | 100%                  |
| (g) and (r)  | 20%                   |
| (h)  | 16.5%                 |
| (m)  | 10%                   |

Overriding commission on Other Riders (j) shall be the same as the basic plan to which it attach.

## III. **CLAW BACK OF BASIC AND OVERRIDING COMMISSION**

- (1) In the event of the non-accidental death of an Insured person (except for those who complete a medical examination as required by the Company) giving rise to a claim under any Investment Plan / Annuity Plan policy within one year from the effective date of policy / increased target premium layer, any basic commission and overriding commission received in respect of the policy(ies) shall be repaid immediately to the Company if the corresponding total annual target premium exceeds HK\$700,000 / US\$87,500, the claw back of basic commission and overriding commission will only apply to the total annual target premium in excess of HK\$700,000 / US\$87,500 on a last-in-first-out and per life per plan type basis.
- (2) In the event of the non-accidental death of an Insured person (except for those who complete a medical examination as required by the Company) giving rise to a claim under any single payment Investment Plan / Annuity Plan policy (except Guaranteed-Lifetime Immediate Annuity Policy and MY Lifetime Immediate Annuity Policy) within one year from the effective date of policy / increased premium layer, any basic commission and overriding commission received in respect of the policy(ies) shall be repaid immediately to the Company if the corresponding total target premium exceeds HK\$7,000,000 / US\$875,000, the claw back of basic commission and overriding commission will only apply to the total target premium in excess of HK\$7,000,000 / US\$875,000 on a last-in-first-out and per life per plan type basis.
- (3) Subject to (1) and (2) above, in the event of the non-accidental death of an Insured person – overseas residents including PRC residents with an age below 18 years old (except for those who complete an identity verification as required by the Company) giving rise to a claim under any Investment Plan / Annuity Plan policy within one year from the effective date of policy / increased target premium layer, any basic commission and overriding commission received in respect of the policy(ies) shall be repaid immediately to the Company.

The obligations as mentioned in above shall continue irrespective of whether the Contract between the Company and the Broker has been terminated for whatsoever reasons.

Note: "Term" in this Schedule shall mean the term of the policy.