



Remuneration Policy Summary

HNB Life PLC

Remuneration Policy for Non-Executive Directors of HNB Life PLC and HNB General Insurance Limited - Summary

The Company is dedicated to adhering to the best corporate governance practices to achieve its business strategy and long-term benefits for its shareholders and all other stakeholders. The Director's remuneration policy of the HNB Life's Group sets out the framework in which the remuneration of the Directors is provided by the company in order to increase corporate transparency.

The policy is prepared in accordance with the law, the company's articles of association, and the company's corporate governance practices.

All fees and benefits are subject to applicable taxes and will be disclosed in the annual report, and Board remuneration will be reviewed as necessary based on market conditions.