


**BGIC****বাংলাদেশ জেনারেল ইনসিওরেন্স কোং লিঃ**
Bangladesh General Insurance Company Ltd.**Unaudited Financial Position (Balance Sheet)**
as at September 30, 2022


ITEM	Note	30th Sep, 2022	31st Dec, 2021
A. FIXED ASSETS:			
Land		26,486,609.00	26,486,609.00
Tangible Fixed Assets(Less Depreciation)		118,549,813.00	143,700,146.00
Long Term Investment	3	37,000,000.00	37,000,000.00
Total Fixed Assets		182,036,422.00	207,186,755.00
B. CURRENT ASSETS:			
Stock of Stationery & Stamp	4	4,434,978.00	4,207,111.00
Sundry Debtors	5	375,646,839.00	315,508,707.00
Shares	6	217,024,041.00	269,118,810.00
Defrred Tax Asset	20	1,702,782.00	1,090,064.00
Cash & Bank Balance Including FDR	9	980,755,791.00	909,115,625.00
Total Current Assets		1,579,564,431.00	1,499,040,317.00
C. CURRENT LIABILITIES:			
Creditors & Accruals	11	401,108,245.00	344,305,769.00
Un claimed Dividend	11.01	18,126,357.00	24,644,476.00
Outstanding Claims		99,075,453.00	109,211,865.00
Total Current Liabilities		518,310,055.00	478,162,110.00
D. NET WORKING CAPITAL (B-C)			
Net Assets (A+D)		1,061,254,376.00	1,020,878,207.00
FINANCED BY:			
Shareholders Equity:			
Share Capital	8	540,272,550.00	540,272,550.00
Share premium		244,825,200.00	244,825,200.00
Reserve & Contingency Account	12	211,176,717.00	207,212,436.00
Retained Earnings		75,143,608.00	68,220,232.00
Total Share Holders Equity	17	1,071,418,075.00	1,060,530,418.00
BALANCE OF FUND & ACCOUNT:			
Reserve for Unexpired Risk		153,657,485.00	159,871,880.00
Deposit Premium		16,715,238.00	6,162,664.00
Provision for Employees G F & C S R Fund		1,500,000.00	1,500,000.00
Total Taka.		1,243,290,798.00	1,228,064,962.00
Net Asset Value		1,071,418,075.00	1,060,530,418.00
Net Assets Value Per Share		19.83	19.63

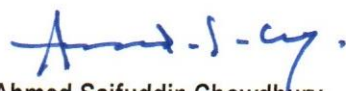
Chowdhury Md. Abu Sayead
Chief Financial Officer**Saifuddin Ahmed**
Company Secretary**Ahmed Saifuddin Chowdhury**
Chief Executive Officer**Pima Imam**
Director**Towhid Samad**
Chairman

**BGIC****বাংলাদেশ জেনারেল ইনসিওরেন্স কোং লিঃ**
Bangladesh General Insurance Company Ltd.**Unaudited Income Statement**
For the Period ended September 30, 2022

ITEM	Note	1st Jan-22 to 30th Sep-22	1st Jan-21 to 30th Sep-21	1st July-22 to 30th Sep-22	1st July-21 to 30th Sep-21
Gross Premium		640,170,733.00	629,391,502.00	192,431,347.00	200,184,442.00
R/I Premium		(261,320,114.00)	(254,011,090.00)	(65,097,420.00)	(81,928,214.00)
Net Premium		378,850,619.00	375,380,412.00	127,333,927.00	118,256,228.00
R/I Commission Earned		61,813,558.00	56,470,222.00	15,459,811.00	26,359,873.00
Management Expenses		(218,602,517.00)	(203,801,519.00)	(78,382,742.00)	(67,662,546.00)
Unexpired Risk Reserve		(33,753,575.00)	(41,461,377.00)	(11,931,833.00)	(10,325,309.00)
Agency commission		(84,973,045.00)	(19,488,878.00)	(26,032,250.00)	-
Net Claim		(40,100,346.00)	(108,340,283.00)	(6,238,481.00)	(49,189,363.00)
Underwriting Result		63,234,694.00	58,758,577.00	20,208,432.00	17,438,883.00
Investment Income		90,844,308.00	102,425,869.00	19,332,337.00	11,149,990.00
Management Expenses (Not applicable to any particular fund of account)		(32,129,468.00)	(25,135,957.00)	(14,787,032.00)	(5,680,298.00)
Net Profit before Tax		121,949,534.00	136,048,489.00	24,753,737.00	22,908,575.00
Exceptional Loss Reserve		(2,500,000.00)	(3,500,000.00)	(1,000,000.00)	(1,000,000.00)
Provision for Income Tax	14	(38,104,808.00)	(34,400,000.00)	(7,921,289.01)	(6,400,000.00)
Share Value Fluction Reserve		(5,000,000.00)	(2,500,000.00)	(5,000,000.00)	-
Dividend Eqliazation Reserve		(2,500,000.00)	(2,500,000.00)	(2,500,000.00)	-
General Reserve		-	(1,000,000.00)	-	-
Gratuity Provision		-	(5,000,000.00)	-	-
Deferred Tax Income	20	612,718.00	(48,364.00)	192,228.00	(4,171.00)
Profit from previous year		686,164.00	182,081.00	686,164.00	182,081.00
Retained Earnings		75,143,608.00	87,282,206.00	9,210,840.00	15,686,485.00
Earning per share (EPS)	13	1.56	1.88	0.31	0.30


Chowdhury Md. Abu Sayead
Chief Financial Officer


Saifuddin Ahmed
Company Secretary


Ahmed Saifuddin Chowdhury
Chief Executive Officer


Pima Imam
Director


Towhid Samad
Chairman

Head Office :
42, Dilkusha C/A, Dhaka-1000
Bangladesh

Phone : 02223380379
PABX : 02223383056-58
Fax : 02223384212

Email : bgicinsurance@yahoo.com
bgicinsurance@gmail.com
info@bgicinsure.com

Web: www.bgicinsure.com

**BGIC**

বাংলাদেশ জেনারেল ইনসিওরেন্স কোং লিঃ
Bangladesh General Insurance Company Ltd.

**Statement of Change in Equity (Unaudited)
as at September 30, 2022**

ITEM	Share Capital	Share Premium	Reserve & Contingency	Retained Earning P & L A/C	Total
Opening Balance 1st Jan. at 2022	540,272,550	244,825,200	207,212,436	68,220,232	1,060,530,418
Cash Dividend Distributed	-	-	-	(67,534,068)	(67,534,068)
Net Profit After Tax	-	-	-	83,844,726	83,844,726
Profit & Loss Appr A/C	-	-	-	-	-
Appropriation Made During the Period	-	-	2,500,000	(2,500,000)	-
Share Value Fluction Reserve	-	-	5,000,000	(5,000,000)	-
Dividend Eqilition Reserve	-	-	2,500,000	(2,500,000)	-
General Reserve	-	-	-	-	-
Provision for Employees Gratuity Fund	-	-	-	-	-
Defered Tax Income	-	-	-	612,718	-
Fair Value Reserve	-	-	(62,191,984)	-	(62,191,984)
Fair Value Reserve Realised Previous Year	-	-	56,156,265	-	56,156,265
Closing Balance at 30th Sep. 2022	540,272,550	244,825,200	211,176,717	75,143,608	1,071,418,075
Closing Balance at 30th Sep. 2021	540,272,550	244,825,200	214,473,466	87,282,206	1,086,853,422

Chowdhury Md. Abu Sayead
Chief Financial Officer

Saifuddin Ahmed
Company Secretary

Ahmed Saifuddin Chowdhury
Chief Executive Officer

Pima Imam
Director

Towhid Samad
Chairman

Head Office :
42, Dilkusha C/A, Dhaka-1000
Bangladesh

Phone : 02223380379
PABX : 02223383056-58
Fax : 02223384212


Email : bgicinsurance@yahoo.com
bgicinsurance@gmail.com
info@bgicinsure.com


Web: www.bgicinsure.com


**BGIC****বাংলাদেশ জেনারেল ইনসিওরেন্স কোং লিঃ**
Bangladesh General Insurance Company Ltd.**Unaudited Cash Flow Statement**
For the Period Ended September 30,2022

Particulars	NOTE	30th Sep-2022	30thSep-2021
A. CASH FLOW FROM OPERATING ACTIVITIES:			
Collection from Premium & Other Income	13	747,856,619.00	777,813,266.00
Payment for Management Expense,Re-insurance & Claims	14	(627,339,436.00)	(565,916,451.00)
Income Tax Paid	15	(6,976,946.00)	(11,098,197.00)
Net Cash flow from Operating Activities		113,540,237.00	200,798,618.00
B. CASH FLOW FROM INVESTING ACTIVITIES :			
Acquisition of Fixed Assets		-	-
Disposal of Fixed Assets		-	5,416,584.00
Disposal/(Acquisition) of Investment		354,268,758.00	472,471,649.00
Investment Made		(340,257,887.00)	(606,730,646.00)
Net cash flow from Investing Activities		14,010,871.00	(128,842,413.00)
C. CASH FLOW FROM FINANCING ACTIVITIES:			
Dividend Paid		(67,534,068.00)	(64,832,706.00)
Increase/(Decrease) in loan from Banks (Secured)		11,623,126.00	66,845,579.00
Net cash flow from Financing Activities		(55,910,942.00)	2,012,873.00
Increase/(Decrease) in Cash and Bank Balances (A+B+C)		71,640,166.00	73,969,078.00
Cash and Bank Balances at 1 January, 2022		909,115,625.00	827,207,314.00
Cash and Bank Balances at 30th Sep, 2022		980,755,791.00	901,176,392.00
Net Operating Cash Flow Per Share (NOCFPS)	16.00	2.10	3.72
Number of sahare used to compute NOCFPS		54,027,255	54,027,255


Chowdhury Md. Abu Sayead
Chief Financial Officer


Saifuddin Ahmed
Company Secretary


Ahmed Saifuddin Chowdhury
Chief Executive Officer


Pima Imam
Director


Towhid Samad
Chairman

NOTES TO THE ACCOUNTS
FOR THE PERIOD OF ENDED 30TH SEPTEMBER- 2022

1.00 INTRODUCTION:

"Bangladesh General Insurance Company Limited was incorporated as a public limited company in Bangladesh on November 01, 1984 under the Companies Act, 1913 and commenced its operation on July 29, 1985."

The Company is listed in both Dhaka and Chittagong Stock Exchange as a Publicly Traded Company.

2.00 NATURE OF BUSINESS:

The main objectives of the company are to carry on all kinds of insurance, guarantee and indemnity business other than life insurance business.

3.00 LONG TERM INVESTMENTS AT COST :

Bangladesh Govt. Treasury Bond (BGTB)

Tk. 37,000,000

4.00 STOCK OF STATIONERY & STAMP:

Stationery in hand as at 30/09/2022

30th Sept 2022

30th Sept 2021

Tk. 4,434,978

Stamp in Hand as at 30/09/2022

1,418,923

1,031,353

3,016,055

2,900,591

Total Tk.

4,434,978

3,931,944

5.00 SUNDRY DEBTORS & OTHERS COMPANIES:

a) Interest, Rent outstanding

30th Sept 2022

30th Sept 2021

Tk. 377,349,621

b) Amount due from others persons or bodies carrying on

96,421,867

84,832,139

c) Sundry Debtors (Including Advances Deposits & Payments)

258,167,624

291,739,614

d) Deferred Tax Assets

21,057,348

21,834,382

1,702,782

1,090,064

Total Tk.

377,349,621

399,496,199

6.00 Investment of Share :

a) Investment in Various Listed Companies Shares

30th Sept 2022

30th Sept 2021

Tk. 217,024,041

b) Fair Value Changes Amount

279,216,025

311,742,162

Share Value Market Price as on

(62,191,984)

(22,795,235)

Total Tk.

217,024,041

288,946,927

Investment in Shares means Purchase of Shares of Quoted/ Listed Companies in DSE and CSE through Stock Dealer account. Investment in Shares are Categorized as held for Trading as per IAS - 39 and valued at market value on the last date of reporting period.

7.00 Provision for Unexpired Risks:

Before arriving at the surplus of each class of business necessary provision for un-expired risk have been created at the rate of 40% on all business except on Marine Hull business for which the provision was made @ 100% of the total for the 30th September 2022.

8.00 ISSUED, SUBSCRIBED AND PAID UP CAPITAL :

This is made up as follows :

Tk. 540,272,550
30th Sept-2022

600,000 Ordinary shares of Tk. 100/- each called and paid up in full.

60,000,000

120,000 Ordinary shares of Tk. 100/- each fully paid up as bonus shares issued during the year 1997.

12,000,000

144,000 Ordinary shares of Tk. 100/- each fully paid up as bonus shares issued during the year 2005.

14,400,000

183,600 Ordinary shares of Tk. 100/- each fully paid up as bonus shares issued during the year 2006.

18,360,000

98,532 Ordinary shares of Tk. 100/- each fully paid up as bonus shares issued for the year 2007.

9,853,200

263,573 Ordinary shares of Tk. 100/- each fully paid up as bonus shares issued for the year 2008.

26,357,300

318,547 Ordinary shares of Tk. 100/- each fully paid up as bonus shares issued for the year 2009.

31,854,700

41,76,504 Ordinary shares of Tk. 10/- each fully paid up as bonus shares issued for the year 2010.

41,765,040

55,12,985 Ordinary shares of Tk. 10/- each fully paid up as bonus shares issued for the year 2011.

55,129,850

25,72,726 Ordinary shares of Tk. 10/- each fully paid up as bonus shares issued for the year 2012.

25,727,260

RIGHT SHARES :

360,000 Ordinary Shares of Tk. 100/- each as Right Shares issued during the year 2005.

36,000,000

2,088,252 Ordinary Shares of Tk. 100/- each as Right Shares issued during the year 2009.

208,825,200

Total

540,272,550



9.00 CASH AND BANK BALANCES INCLUSINGS FDR :

Tk. 980,755,791

This is made up as follows:

	30th Sept 2022	30th Sept 2021
a) FDR Amount	911,856,376	763,532,756
b) STD & Current Accounts	43,468,157	30,114,204
c) Cash & Cheques in hand	25,431,258	107,529,432
Total	980,755,791	901,176,392

10.00 Depreciation:

Depreciation on Trangible Fixed Assets is charged on Diminishing balance method depending on the estimated Useful life of the Assets. No Depreciation has been Charged on Land. Depreciation on additions to Fixed Assets is charged from the date of acquisition of Particular Assets and upto the date of Disposal of Assets.

11.00 CREDITORS & ACCRUALS:

Tk. 401,108,245

This is made up as follows

	30th sept 2022	30th sept 2021
a) Amount due to other persons or bodies carrying on insurance bu	15,612,568	10,345,007
b) Sundry creditors	57,962,341	26,712,622
c) Bank Loan (Secured)	153,704,869	143,649,884
d) Provision for Taxation	140,731,158	134,274,862
e) Lease Obligation	33,097,309	31,604,980
Total	401,108,245	346,587,355

11.01 Un Claimed Dividend

30th sept 2022	30th sept 2021
18,126,357	24,913,562

Tk. 18,126,357

Un Claimed Dividend

12.00 RESERVE & CONTIGENCE ACCOUNT:

Tk. 211,176,717

The break up of the above amount is as under.

	30 th Sept 2022	30 th Sept 2021
a) Reserve for exceptional losses	218,568,701	213,568,701
b) General reserve	6,500,000	6,000,000
c) Share value fluction reserve	40,800,000	13,500,000
d)Fair Value Changes Amount	(62,191,984)	(22,795,235)
e) Dividend equalisation reserve	7,500,000	4,200,000
Total	211,176,717	214,473,466

13.00 EARNING PER SHARE (EPS) :

Tk. 1.56

This is made up as follows:

Net Profit Before Tax as on 30/09/2022
 Less: Tax Provision 30/09/2022
 Less: Deferred Tax 30/09/2022

Number of Shares

Earning Per Share

Amount in Taka		
	1st Jan to Sep.-22	1st Jan to Sep.-21
	121,949,534	136,048,489
	(38,104,808)	(34,400,000)
	612,718	(48,364)
	84,457,444	101,600,125
	54,027,255	54,027,255
	1.56	1.88

Earning Per Share (EPS) for the Period ended on 30th September 2022 has been Decreased due to Increase of Management Expenses, Commission , Re-insurance Cedded etc & decrease of Capital Gain on Listed Co.s shares compared with Corresponding period of previous year. As a Result these have made an effect on the Earning Per Share (EPS).



14.00 Provision of Income tax :

	1st Jan to Sep.-22
Profit shown as per Before Tax P/L A/C	121,949,534
Less: reserve of exceptional losses	(2,500,000)
Less: Dividend Income for separate consideration	(7,429,814)
Less: Capital Gain on Sale of Fixed Assets for separate consideration	-
Less: Capital gain of sales of shares and others for separate consideration	(18,028,613)
Less: Rental Income for separate consideration	(4,610,598)
Add: Rental Income	3,227,419
Add: Disallowable Expenses of Excess Perquisit	234,700
Business Income after Capital gain and others	92,842,628
Tax on above Tk. 9,28,42,628.00 @37.50%	34,815,985
Tax on Dividend Tk. 74,29,814.00 @ 20%	1,485,962
Tax on Capital Gain on Tk. 1,80,28,613.00 sales of Listed Co.s Shares @ 10%	1,802,861
Tax on Capital Gain on sales of fixed Assets Tk. 00.00 @ 15%	-
Total Tax	38,104,808
Say provision made during the year	38,104,808

15.00 Cash Flow from Operating Activities :**Collections from Premium, other income and receipts**

Gross Premium (Combined Revenue Acs.)	640,170,733.00	629,391,502
Commission on R/I ceded (Combined Revenue Acs.)	61,813,558.00	56,470,222
Other Income (P/L Acs.) Less Share Capital Gain & TF	40,754,342.00	71,897,387
Interest & Dividend Income (P/L Acs.)	32,061,353.00	30,528,482
Accrued Interest (Balance Sheet)	(22,764,546.00)	8,438,740
Sundry Debtors (Balance Sheet)	777,034.00	3,247,695
Deposit Premium (Balance Sheet)	10,552,574.00	6,400,961
Co-insurance Receivable (Balance Sheet)	(38,150,620.00)	(10,586,311)
Co-insurance Payable (Balance Sheet)	7,115,897.00	(11,916,586)
Sundry Creditors (Balance Sheet)	15,526,294.00	(6,058,826)
	747,856,619	777,813,266

Management Expenses, Re-Insurance, Claims & Others

Mgt. Expenses of P/L Acs. (Less Depreciation -)	(11,979,135.00)	(12,410,330)
Mgt. Expenses of Revenue Accounts	(218,602,517.00)	(203,801,519)
Commission Paid	(84,973,045.00)	(19,488,878)
Re-insurance ceded	(261,320,114.00)	(254,011,090)
Claims Paid less Re-insurance	(50,236,758.00)	(76,274,891)
Stock of Stationary & Stamps (Opening-Closing)	(227,867.00)	70,257
	(627,339,436)	(565,916,451)

Income Tax paid

Opening Balance	110,216,014	110,973,059
Add : Provision for the year	37,492,090	34,400,000
Less: Closing Balance	(6,976,946)	(134,274,862)
	(140,731,158)	(11,098,197)

16.00 Calculation of Net operating Cash Flow per Share (NOCFPS):

Collections from Premium, other income and receipts	747,856,619	777,813,266
Management Expenses, Re-Insurance, Claims & Others	(627,339,436)	(565,916,451)
Income Tax paid	(6,976,946)	(11,098,197)
Net Cash Flow from Activities	113,540,237	200,798,618
Number of Shares Outstanding During the 30 th September 2021	54027255	54027255
Net operating Cash Flow per Share (NOCFPS)	2.10	3.72

Net Operating Cash Flows Per Share (NOCFPS) for the Period ended on 30th September 2022 has been Decreased due to Increase of Management Expenses, Commission, Re-insurance Ceded etc compared with Corresponding period of previous year. As a Result these have made an effect on the Net Operating Cash Flows Per Share (NOCFPS).



17.00 Net Asset Value:**A. Assets:**

Investments at Cost	316,216,025
Fair Value Changes Amount	(62,191,984)
Interest, Dividend & Rent Outstanding	96,421,867
Amount due from Other Persons or Bodies Carrying on Insurance Business	258,167,624
Deferred Tax Assets	1,702,782
Sundry Debtors	21,057,348
Cash and Bank Balance	980,755,791
Other Accounts	149,471,400
Total Assets :	1,761,600,853

B. Liabilities:

Balance of Funds & Accounts	153,657,485
Provision For Employees Gratuity Fund & C S R Fund	1,500,000
Premium Deposits	16,715,238
Estimated Liabilities in Respect of Outstanding Claims Whether Due or Intimated	99,075,453
Amount due to Other Persons or Bodies Carrying on Insurance Business	15,612,568
Loan from Banks (Secured)	153,704,869
Sundry Creditors	57,962,341
Unclaimed Dividend	18,126,357
Lease obligation	33,097,309
Provision for Taxation	140,731,158
Total Liabilities	690,182,778
Net Assets (A-B)	1,071,418,075
Number of Shares Outstanding During the 30 th September 2022	54,027,255
Net Asset Value Per Share	19.83

18.00 Related Party Disclosures

The company in normal course of business, carried out a number of transactions with other entities that fall within the definition of related party contained in International Accounting Standards 24: Related Party Disclosures.

19.00 Key Management Personnel Compensation:

The Compensation of Key management personnel of Bangladesh General Insurance Co.Ltd. are as follows:

Sl No.	Name of employee	Short employee benefits	Post employment benefits	Other long term benefits	Termination benefits
1	Mr. Ahmed Saifuddin Chowdhury Managing Director & CEO	Salary Tk. 65,00,000/- Bonus Tk. 10,50,000/-	NO	NO	-
2	Mr. Md. Imran Rouf AMD (operation)	Salary Tk. 22,60,975/- Bonus Tk. 5,14,500/-	NO	NO	-
3	Mr. Chowdhury MD Abu Sayead AMD & CFO	Salary Tk. 22,38,975/- Bonus Tk. 4,52,000/-	P.F @ 10% of Basic	NO	P.F, Gratuity & Group insurance
4	Mr. MD Manik Miah DMD	Salary Tk. 21,20,480/- Bonus Tk. 2,84,000/-	P.F @ 10% of Basic	NO	P.F, Gratuity & Group insurance
5	Mr. Adnan Alam DMD	Salary Tk. 19,27,575/- Bonus Tk. 3,08,000/-	P.F @ 10% of Basic	NO	P.F, Gratuity & Group insurance
6	Mr. Saifuddin Ahmed Asstt. M. D & Company Secretary	Salary Tk. 16,22,088/- Bonus Tk. 1,51,200/-	P.F @ 10% of Basic	NO	P.F, Gratuity & Group insurance
7	Mr. K M Masum AMD	Salary Tk. 54,51,975/- Bonus Tk.10,80,000/-	P.F @ 10% of Basic	NO	P.F, Gratuity & Group insurance

Key Management Personnel Compensation included in management expenses and no other remuneration or special payment except as mentioned above was made to the key Management Personnel during the 30th September 2022



20.00 Deferred Tax (IAS-12):

Company recognizes deferred tax as per IAS-12. Temporary differences arise in respect of depreciatipn. Company has not previously calculated deferred tax. So therefore deferred tax has been included. Deferred tax has also been included in current quarterly accounts.

Deferred Tax Assets

Opening Balance 01.01.2022

Add: Defferred Tax Income

Colosing Balance

1,090,064
612,718
1,702,782

21.00 Employess Benefit (IAS-19) :

(a) Defined Contribution Plan

The company has a contributory provident fund for its regular employees. The fund is approved by the National Board of Revenue (NBR), administered separately by a Board of Trustees and is contributed equally by the company and the employees.

(b) Gratuity :

The Company operates a gratuity scheme under which a regular confirmed employee is entitled to benefit at a graduated scale based on the length of service. The Length of service for the purpose of gratuity shall be reckoned from the date of joining in the regular service of the Company. Calculation of gratuity is made on the basis of last drawn basic salary.

(c) Other benefits :

In addition to the above, Bangladesh General Insurance Company Limited is providing other benefits to its employees like Performance Linked Variable Bonus (PLV), Group Life Scheme (GLS),

Group Medical Benefits plan, House Building Loan Scheme and Car/Motor Cycle Loan Scheme subject to fulfillment of certain terms and conditions.

(d) Workers Profit Participation Fund (WPPF) :

The company refers the matter of provision for Worker Profit Participation Fund (WPPF) and like to clarify that as per provision of para (A to G) of section 233 Bangladesh Labour Amendments Act 2013, functions of Non life Insurance Companies are not similar to the functions of Industrial Relating Works as mentioned in the aforesaid section.

Therefore, provision for Workers Profit Participation and Welfare Fund (WPPF) is not applicable for the Company. It may be mentioned here that Bangladesh General Insurance Company Ltd. Has been maintaining a Recognized Employees Provident Fund, Gratuity Scheme, Group Life Scheme (GLS), Group Medical Benefits plan, House Building Loan Scheme and Car/Motor Cycle Loan Scheme subject to fulfillment of certain terms and conditions.

