

**Magma HDI General Insurance
Company Limited**

This document intends to formulate, formalize and establish Remuneration Policy for the Company for Directors, key managerial personnel and other employees of the Company

Remuneration Policy

Effective Date: 01.04.2023

Approval Date: 01.11.2023

Version No.: 3.0

Approved By: Board of Directors

Policy Owner : Human Resource Department
through Nomination and Remuneration
Committee

This document is confidential in nature and supersedes any Policy on Remuneration existing in the Company, and should be read in conjunction with the most recent policies and procedures documented.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Base Document	:	Companies Act, 2013, IRDAI CG Guidelines and Guidelines issued by IRDAI bearing Ref. No. IRDAI/F&A/GDL/MISC/141/6/2023 dated 30 June 2023
Initial Document Prepared by	:	Ms. Ankita U Sethi
Functional aspects checked by	:	Ms. Sweta Bharucha
Governing Guideline/ Policy	:	Companies Act, 2013, IRDAI CG Guidelines and Guidelines issued by IRDAI bearing Ref No. IRDAI/F&A/GDL/MISC/141/6/2023 dated 30 June 2023
Legal aspects checked by	:	Mr. L Chakradhar Rao

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Contents

1. Context/ Legal Genesis:	3
2. Role of Committee:	3
3. Definitions.....	4
4. Objectives and Purpose of the Policy	5
5. Selection and Performance Evaluation criteria for Directors, and KMPs of the Company –	5
Selection Criteria:.....	5
Evaluation Process:	6
Performance Evaluation of the Board of Directors:	6
Performance Evaluation of KMPs (Including MD & CEO and ED):.....	7
6. Determination of qualification, positive attributes and the independence of the Independent Directors to be appointed.....	8
7. Remuneration of the Directors (including Independent Directors), key managerial personnel, risk and control function staff, and other employees:	9
Remuneration to Non - Executive Directors and Independent Directors.....	9
Remuneration to CEO/ MD&CEO/ WTDs/KMPs	10
Remuneration to other employees.....	14
8. Disclosure requirements:.....	15
9. Review Frequency:.....	15
10. Change Control Record	15
Annexure - 1 - Performance Evaluation Parameters for the Board.....	15
Annexure – 1.1.....	16
Annexure – 1.2.....	18
Annexure – 1.3.....	19
ANNEXURE- 1.4	20
Annexure – 2 - Criteria for independence for Independent Directors:	21
Annexure – 3 - Appointment Letter for Independent Directors:.....	23

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

REMUNERATION POLICY

1. Context/ Legal Genesis:

In terms of Section 178 of the Companies Act, 2013 read along with ‘Guidelines for Corporate Governance for insurers in India’ dated May 18, 2016 and the ‘Guidelines on Remuneration of Directors and Key Managerial Persons of Insurers’ dated June 30, 2023 issued by IRDAI (“hereinafter referred to as Guidelines”), this remuneration policy is formulated by the Nomination and Remuneration Committee (“Committee”) and approved by the Board of Directors of Magma HDI General Insurance Company Limited (“the Company”) on [●].

The Board of Directors of the Company has constituted the Committee pursuant to the provisions of The Companies Act, 2013 (“hereinafter referred to as the Act”), ‘Guidelines for Corporate Governance for insurers in India’ dated May 18, 2016 and the Guidelines.

2. Role of Committee:

- The role of the Committee shall be to ensure compliance with the relevant provisions of the Act and various other obligations as mentioned in the Terms of Reference of the Committee as approved by the Board of Directors from time to time
- Committee shall oversee and govern the compensation practices of the Company. Committee in consultation with Risk Management Committee shall make a coordinated effort to have an integrated approach to the formulation of remuneration policy. It shall ensure that :
 - Remuneration is adjusted for all types of risk
 - Remuneration outcomes are symmetric with risk outcomes
 - Remuneration payouts are sensitive to the time horizon of the risk, and
 - The mix of cash, equity and other forms of remuneration are consistent with risk alignment
- Committee shall identify the list of KMPs as per the requirement of Guideline. It shall review this list at regular intervals, as required.
- Committee shall evaluate and recommend the form and amount of remuneration to the directors / KMPs make recommendations to the Board.
- It shall be ensured that remuneration decisions on structuring, implementing & reviewing are made in an independent, informed, and timely manner at appropriate levels.
- Members of the Board/Committee are not placed in a position of actual & perceived conflict of interests with respect to remuneration decisions. In case of any remuneration discussion/decision of directors and/or KMP, it shall be ensured that the concerned director and/or KMP shall not participate in the discussion/voting of the resolution. Committee may constitute processes and checks to identify and eliminate any potential conflict of interest from time to time.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

- The criteria and policy on remuneration are subject to review by the Committee & the Board of Directors of the Company annually

3. Definitions

- i. **“Insurance Act”** means the Insurance Act, 1938 (4 of 1938) as amended from time to time including the amendment done in March 2015
- ii. **“Authority”** wherever appears in this policy shall mean Insurance Regulatory and Development Authority of India (IRDAI).
- iii. **“Board”** means Board of Directors of the Company.
- iv. **“The Company”** means “Magma HDI General Insurance Company Limited”
- v. **“Director”** means a director appointed to the Board of the Company.
- vi. **“Independent Director (ID)”** means a director referred to in Section 149 (6) of the Companies Act, 2013.
- vii. **“Key Managerial Personnel”/ “Key Management Person” (KMP)** for the purpose this policy shall means
 - i. Chief Executive Officer or the Managing Director / Whole-time Director
 - ii. Deputy Chief Executive Officer
 - iii. Chief Technical Officer
 - iv. Company Secretary,
 - v. Chief Financial Officer
 - vi. Appointed Actuary
 - vii. Chief Investment Officer
 - viii. Chief Risk Officer
 - ix. Chief Legal & Compliance Officer
 - x. Chief Internal Auditor
 - xi. Chief Technology Officer
 - xii. Chief Human Resource Officer and
 - xiii. Any other member of core management team or functional head one level below MD & CEO which the Committee may identify as KMP
- viii. **“Nomination and Remuneration Committee”** shall mean a Committee of Board of Directors of the Company, constituted in accordance with the provisions of Section 178 of the Companies Act, 2013.
- ix. **“Guidelines”** means the Guideline on Remuneration of Directors and Key Managerial Persons of Insurers notified by IRDAI on June 30, 2023
- x. **“Policy or This Policy”** means, “Remuneration Policy.”
- xi. **“Remuneration”** means any money or its equivalent given or passed to any person for services rendered by him / her and includes perquisites as defined under the Income-tax Act, 1961.
- xii. **Clawback** means a contractual agreement between the employee and the Company in which the employee agrees to return previously paid or vested remuneration to the Company under certain circumstances
- xiii. **Employees’ Stock Option (ESOP)** means the option given to the Directors, Officers or Employees of a company, if any, which gives such Directors, Officers or Employees, the

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

benefit or right to purchase, or to subscribe for, the shares of the Company at a future date at a pre-determined price.

xiv. **Malus** means an arrangement that permits the Company to prevent vesting of all or part of the amount of a deferred remuneration. Malus arrangement does not reverse vesting after it has already occurred.

xv. **Share Linked Instruments** in relation to remuneration of KMP shall mean (i) employee stock option schemes; ii) employee stock purchase schemes; and (iii) stock appreciation rights schemes.

It is clarified that all share linked benefits where the ultimate payout is in cash, such as Cash Linked Stock Appreciation Rights (CSARs), Phantom Stocks, etc. shall be treated as cash benefit.

4. Objectives and Purpose of the Policy

The objectives and purpose of the policy are:

1. To ensure the selection and performance evaluation criteria for directors, KMP of the Company;
2. To determine qualification, positive attributes and independence test for the Independent directors to be appointed;
3. To define framework for payment of remuneration of Directors (Executive and Non-Executive), KMPs and other employees;

5. Selection and Performance Evaluation criteria for Directors, and KMPs of the Company –

The term “Director” would include all Nominee/Non-Independent Directors, Independent Directors and any Non-Executive/Executive Directors at the Company.

Selection Criteria:

- 5.1 The Company currently has one Executive Director. Selection of Executive Director/s shall be on the line of selection criteria laid down for independent directors, insofar as those criteria are not inconsistent with the nature of appointment; Nomination and Remuneration Committee is responsible for identification, shortlisting and recommendation of the candidature of person for the position of Managing Director to the Board of Directors of the Company;
- 5.2 While appointing/re-appointing MD/CEO/WTD, the company will ensure that the upper age limit of 70 years is not exceeded
- 5.3 Tenure of MD/CEO/WTD shall not exceed continuous period of 12 years if appointed by major shareholders/promoters. The Company will seek approval from the Authority to extend the tenure till 15 years, whenever required. If MD/CEO/WTD is not appointed by major shareholders/promoters, then the tenure limit shall be continuous for a period of 15 years.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

- 5.4 Nominee Directors shall be taken on board, as and when nominated by the investor/s to protect such investor/s interests and such appointments shall usually be governed by the investment/ subscription agreement/s the Company has/will have with such investor/s;
- 5.5 Independent Directors will be selected on the basis of identification of industry/ subject leaders with strong experience. The advisory area and therefore the role, may be defined for each independent director;
- 5.6 The maximum age limit of Non-Executive Directors, including chairperson of the board, shall be 75 years and shall not continue on the Board after attaining 75 years of age
- 5.7 An Independent Director(ID) may be appointed for a term of upto 5 consecutive years and shall be eligible for re-appointment for second term on passing special resolution. No ID shall hold office for more than 10 years. After completion of 10 years reappointment can be done only after cooling off period of at least 3 years
- 5.8 Prior approval of the Authority shall be taken for appointment, reappointment of the MD&CEO, Whole Time Director by whatever name called.
- 5.9 For any other KMP recruitment, it is critical to identify the necessity for that role in the context of the Company. In order to validate the requirement –
- 5.9.1 Job Description (JD) along with profile fitment characteristics from a personality, experience and qualification point of view shall be created;
- 5.9.2 The recruitment process may involve meetings with Human Resources, MD&CEO and/or identified members of the Committee and Board, on the basis of which the candidature will be finalised.
- 5.9.3 The remuneration package shall be aligned appropriately with the Remuneration Policy of the Company, as amended from time to time.

Evaluation Process:

Performance Evaluation of the Board of Directors:

- 5.10 The appraisal of the Board (excluding MD & CEO and Executive Director), as a collective body and the Directors, individually, shall be based on pre-identified and agreed parameters.
- 5.11 Such performance evaluation shall be undertaken at a reasonably regular interval – usually once in every financial year using questionnaire. The questionnaire will usually be circulated to the members of the Board of the Company in the first quarter of every calendar year (corresponding to the last quarter of every financial year) and the Directors are encouraged to submit their comments within a month of receiving the questionnaire.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

5.11.1 Performance parameters for the Board may consist of parameters for evaluation of Board as a collective body, evaluation of committees of Board, evaluation of the Chairman and individual Director survey form as contained in **Annexure – 1**

5.12 Independent Directors shall hold at least one meeting every financial year without the participation of other Non-Independent Directors and/or members of management, to undertake the following agenda at the minimum:

5.12.1 Review of performance of non-Independent Directors and the Board as a whole;

5.12.2 Review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors;

5.12.3 Review the performance of the Board Committee

5.12.4 Assess the quality, quantity and timeliness of flow of information between the company management and the Board, that is necessary for the Board to effectively and reasonably perform their duties;

5.13 Evaluation of performance of Board, as a collective body, shall be done by the Independent Directors at an exclusive meeting of Independent Directors (as stated hereinbefore), apart from evaluation of performance of individual director. The Board in turn shall appraise each individual Independent Director on the basis of pre-defined evaluation parameters.

5.14 At an appropriate interval, at the sole and exclusive discretion of the Board, the Board may seek intervention of an external expert/ facilitator in the process of performance evaluation of the Board.

5.15 Due to reasons for any disqualification mentioned in the Companies Act, 2013, rules made there under or under any other applicable Act, rules and regulations, Committee shall recommend, to the Board with reasons recorded in writing, removal of a Director subject to the provisions and compliance of the said Act, rules and regulations. Termination of appointment of the CEO, MD&CEO, Whole Time Director by whatever name called, shall be done with prior approval of the Authority

Performance Evaluation of KMPs (Including MD & CEO and ED):

5.16 To evaluate the performance of the KMPs, Company shall follow a detailed process of Performance Evaluation:

5.16.1 Key Results Areas (KRAs) shall be established for each member that will be derived from the Guidelines and overall strategy of the organization and shall incorporate policy directives provided by the Board.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

5.16.2 The performance against these KRAs shall be reviewed by NRC for MD & CEO and ED and by the MD&CEO for other KMPs

5.16.3 Final rating shall be provided along with fixed pay revision and variable pay as applicable.

5.17 Removal of any member of the Key Managerial Personnel shall be subject to the performance and behaviour of the individual and the decision for the removal of such personnel shall be taken by the Committee basis recommendation from the MD & CEO.

6. Determination of qualification, positive attributes and the independence of the Independent Directors to be appointed.

6.1. For each Independent Director, the appointment shall be based on the need identified by the Board;

6.2. The role and duties of the Independent Director shall be clearly specified by highlighting the Committees they are expected to serve on, as well as the expectations of the Board from them;

6.3. At the time of selection, Board shall review the candidature on skill, experience and knowledge to ensure an overall balance in the Board so as to enable the Board to discharge its functions and duties effectively;

6.4. Any appointment of the Independent Director shall be approved at the meeting of the shareholders, in accordance with extant laws;

6.5. The Independence of each Independent Director shall be as per the conditions specified in the Companies' Act and the rules thereunder. The criteria of the Independence are mentioned in **Annexure 2**.

6.6. Board's expectation from each Independent Director shall be clearly mentioned in the appointment letter. The appointment letter to be issued to Independent Director shall be in the format enclosed as **Annexure 3**.

6.7. The Independent Director shall confirm having read and complied with the Company's Code of Conduct and Code for Independent Director. They shall also need to provide the confirmation on meeting the criteria of Independence.

6.8. The remuneration of the Directors shall be established on the reasonability and sufficiency of level in order to attract, retain and motivate the Directors;

6.9. MD&CEO along with Company Secretary shall be involved in the familiarisation/ induction process for the independent director/s and other KMPs;

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

6.10. During the familiarization process, MD&CEO and Company Secretary may share the organization details, values, culture, vision and strategy for the organization as well as his expectations from the KMP; any inputs made by Independent Directors shall be considered appropriately;

6.11. In case, any input from any other Board member is required on the familiarisation, a detailed interaction will be planned and conducted with them as well.

7. Remuneration of the Directors (including Independent Directors), key managerial personnel, risk and control function staff, and other employees:

Remuneration to Non - Executive Directors and Independent Directors

7.1 The remuneration of Directors shall be established on the reasonability and sufficiency of level in order to attract, retain and motivate the Directors:

7.1.1 The Independent and Non-Executive Directors would be paid sitting fees subject to the limits prescribed under the Companies Act, 2013, and Guidelines, or any amendments thereto, as may be determined by Committee from time to time, for attending each meeting(s) of the Board and Committees thereof.

7.1.2 Directors shall be reimbursed any travel or other expenses, incurred by them, for attending the Board and Committee meetings.

7.1.3 The Board may, at its discretion, provide for, payment of remuneration in the form of profit related commission to the non-executive directors, subject to the company making profits. Such remuneration shall not exceed Rs. Twenty Lakh per annum for each such Director excluding the Chairman. For Chairman of the Board, the remuneration shall be decided by the Board of Directors

- Total commission pay out to all independent directors in aggregate shall be restricted to a limit of 1% of net profits of the Company as determined in accordance with Section 198 of the Companies Act, 2013, further subject to recommendation by the Committee and determination by the Board, as further subject to approval by the shareholders of the Company at the Annual General Meeting.
- Committee shall recommend quantum of commission which, in its best judgement and opinion is commensurate to the level of engagement each Independent Director would have with the members of KMPs and/or other Board members, towards providing inputs, insights and guidance on various matters of importance from time to time.
- Non- Executive Directors shall not be eligible for any Equity Linked Instruments

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Remuneration to CEO/ MD&CEO/ WTDs/KMPs

- 7.2 The remuneration paid to MD&CEO and other KMPs inclusive of fixed pay, perquisites, allowances, bonus, Stock Option plan, gratuity, short term/long-term incentives, retirals, and other components, shall be considered by the Committee taking into account various parameters included in this policy document. Remuneration and modification of remuneration, if any, of MD & CEO shall also be subject to the approval of the Board and Authority.
- 7.3 The remuneration and commission to be paid to Whole Time Director, Managing Director & CEO shall be as per the applicable statutory provisions of the Companies Act, 2013 read with the Guidelines and the Insurance Act, 1938 and amendments and rules made there-under for the time being in force
- 7.4 While deciding the remuneration of MD&CEO/WTDs/KMPs, the company shall also take into consideration the following factors:
- Remuneration shall be adjusted for all types of risk. While adjusting the risks, variety of measures of credit, market and liquidity risks may be considered. The risk adjusted methods shall have both quantitative and judgemental elements. The parameters so considered shall be in line with the Business Plan of the company.
 - The level and composition of remuneration is market competitive, reasonable and sufficient to attract, retain and motivate directors and KMPs required to efficiently run the company successfully
 - Remuneration pay-outs are sensitive to the Time Horizon of the Risk. The mix of cash, equity and other forms of remuneration will be consistent with risk alignment such that Remuneration outcomes are symmetric with risk outcomes
- 7.5 **Fixed pay** of the remuneration shall be reasonable taking into all relevant factors and will consist of elements like Basic Salary, Allowances, Perquisites as defined under the Income-tax Act, 1961, contribution towards retirals and all other fixed items of compensation
- 7.6 **Variable pay**
- 7.6.1 **Composition of Variable Pay**
- Variable pay shall comprise of Share Linked Instruments and cash in the form of bonus or incentives and shall be paid out not more frequently than annually.
 - Share Linked Instruments can be in the form of Employee Stock Options or any other instrument where the settlement, on vesting/exercise, happens in the form of shares.
 - Company shall ensure that there is a proper balance between Fixed Pay and Variable Pay.
 - KMPs of the Company shall not be issued/granted any sweat equity shares.
- 7.6.2 **Limits on Variable Pay**

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

- At least 50% of fixed pay will be variable and paid based on individual, business-unit and Company performance. The total variable pay (including cash bonus and Share Linked Instrument) shall not exceed 300% of the fixed pay.
- In case the total variable pay is up to 200% of the fixed pay, a minimum of 50% of the total variable pay and in case the variable pay is above 200%, a minimum of 70% of the total variable pay shall be via Share Linked Instruments.
- In case of Share Linked Instruments, the total number of ESOPs granted in a year shall not exceed 1% of the paid-up capital of the Company.
- The total number of ESOPs issued, granted, vested or outstanding at any point of time shall not exceed 5% of the paid-up capital of the Company
- The value of the Share Linked Instrument, for the purpose of quantifying the variable pay, shall be determined basis fair value (calculated using Black-Scholes model or any other commonly used model) of the Options at the date of grant

7.6.3 **Key Performance Indicators for Variable Pay (KPIs)**

- Variable pay shall be in the form of “pay at risk”. Depending on performance and risk outcomes at individual, business units and company-wide level, the variable pay shall be truly variable and can even be reduced to zero
- The minimum parameters which shall be taken into account for performance assessment of all KMPs (including MD/CEO/ED) for payment of variable pay shall be:
 - Overall financial soundness such as Net Worth position, solvency, growth in AUM, Net Profit etc.
 - Compliance with Expenses of Management Regulations
 - Claim efficiency in terms of settlement and outstanding
 - Improvement in grievance redressal status/ position
 - Reduction in Unclaimed Amounts of policyholders
 - Renewal Rate
 - Overall Compliance status w.r.t. all applicable laws
- The KPIs mentioned above shall have at least 60% of total weightage in the performance assessment matrix of MD/CEO/WTDs and at least 30% of total weightage in the performance assessment matrix of other KMPs individually.
- Committee may configure weightage for each of the above parameters suitably depending on the respective roles.
- The above parameters shall also be used as an input for determining fixed pay increments as well
- The above performance parameters (including above mentioned) and their weightages will be defined by the Company separately at the beginning of the performance year. For MD & CEO , these parameters shall be further recommended by Committee and approved by Board.

7.6.4 **Deferral of Variable Pay**

- Of the total variable pay, at least 50% shall be deferred. The Deferred remuneration could be in the form of share linked instruments and/or cash bonus/incentive.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

- The deferral period would be minimum of three years. In case of Share Linked Instrument, the actual deferral period shall be governed by the relevant rules of Share Linked Plan which will be approved by the Board and Shareholders.
- For a particular year, where total variable pay is under INR 25 Lakhs, deferral arrangement may not be necessary.
- Committee may change the deferral quantum and period basis industry and regulatory context, company risk context and emerging best practices from time to time
- Upon resignation/retirement/death of the employee before the deferred bonus' pay dates, payout of deferred amounts will be as per employment contract and the Share Linked instrument plan rules. In case of re-appointment after retirement the deferred pay due at the time of retirement (i.e., prior to reappointment) shall be paid only for the respective years to which it is originally deferred
- In case of termination of employment on account of fraud/criminal offences, etc. or as per directives of court/tribunal/other competent authorities the deferred pay shall be forfeited

7.7 **Guaranteed bonus, Joining / Sign on Bonus and Severance Pay**

- Guaranteed bonuses are inconsistent with sound risk management or the pay-for performance principles and hence shall not be part of remuneration plan.
- Joining / sign on bonus shall only occur in the context of hiring new personnel and be limited to the first year of employment. Such bonus will neither be considered as a part of fixed pay nor as a part of variable pay.
- The Company shall not grant Severance Pay other than accrued benefits like gratuity pension, etc., to Key Managerial Persons except in cases where it is mandatory under any applicable provision of the statute. It is clarified that severance pay does not include notice period pay.

7.8 In case the annual remuneration of the MD / CEO / WTDs/KMPs exceeds Rs. 4 crore (including all perquisites plus bonuses etc.), such excess shall be borne by the Shareholders and debited to the Profit and Loss account

7.9 No revision in Remuneration of the MD&CEO shall be done till the expiry of one year from the date of earlier approval of the Authority

7.10 The cost of remuneration paid to MD/CEO/WTD/KMPs shall be borne by the respective insurer only.

7.11 **Malus / Clawback Arrangement:**

The deferred variable pay in a year shall be subject to:

- **Malus arrangement** wherein in case of subdued or negative financial performance arising not on account of gross negligence or misconduct of the KMPs, the Company may withhold cash bonus or vesting of Employee Stock Options and may lapse unvested Employee Stock Options in accordance with the ESOP Plan.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

- **Clawback arrangement** wherein in case of gross negligence or misconduct or cause as defined in the Company's code of conduct, the KMP shall be liable to return previously paid or vested variable pay.
- The norms of Malus and Claw back shall be decided by the Committee based on actual/realized performance of the year, legal enforceability, and verifiable measures of risk outcomes.
- Committee may invoke Malus and Clawback clause with respect to the KMPs in the following illustrative scenarios:

Malus -

- Negative trend in the defined minimum KPIs of the Guidelines
- Significant deterioration of financial health of the Company
- Any other situation where the Board and the Nomination & Remuneration Committee deems invoking Malus provision is necessary and justified.

Claw-back

- Gross negligence or integrity breach,
- Materially inaccurate financial statements due to the result of misconduct including fraud, poor compliance in respect of corporate governance and regulatory matters.

- While undertaking the review for the concerned person(s) for the application of the Malus or the Clawback arrangement based on any trigger events, when determining accountability of the concerned person or group of persons, the Committee shall be guided by the principles of proportionality, culpability or proximity or nexus to the event or misconduct. Bonafide error/s of judgment where there is no misconduct, wilful or intentional act/ omission or gross negligence or lack of integrity, may not be treated as trigger under this Policy.
- Prior to taking action the Management and the Committee shall ensure due regard to the Principles of Natural Justice.
- Unless otherwise specified, the time horizon for the applicability of malus/clawback clause shall be three years or the deferral period of the variable pay, whichever is higher, from the date of grant in case of share linked instrument and date of payment in case of cash bonus.
- On deciding to invoke Malus or Clawback, Committee will have power to take any of the following action basis the nature and severity of trigger

In case of Malus Clause:

- Cancel or postpone part or full vesting of the deferred cash or share linked component due for vesting in that particular year
- Cancel or postpone part or full vesting of entire unvested deferred cash or share linked component which are to be vested in future years

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

In case of Clawback Clause:

- Recovery of part or full cash component of deferred variable pay paid over the applicable period
- Recovery of part or full benefit (in form of shares or cash equivalent of shares) accrued to the employee on account of exercise of share linked instrument
- Forfeiture of part or full vested but unexercised share linked instrument vested during the applicable period

Remuneration to other employees

7.12 The remuneration policy and procedures will be supported by a clear, transparent, and fair performance management process

7.13 The Compensation structure shall broadly comprise of Fixed Pay and Variable pay.

7.14 The Fixed Pay should typically consist of elements like Basic Salary, Allowances, Perquisites as defined under the Income-tax Act, 1961, contribution towards retirals and all other fixed items of compensation

7.15 Variable Pay can be in the form of cash and/or long-term incentive plans. Long term incentive plans can be settled in either cash or shares of the company

7.16 Remuneration shall be based on the KRAs identified and the achievement thereof. The increments shall usually be linked to their performance as well performance of the company and appropriate market benchmarks.

7.17 Other employees shall be paid remuneration as per the policy of the Company.

Risk and Control Function Staff

- Basis the constant effort of having a robust Risk Management and Control mechanism in place, the organization has separated the Risk and Control Functions from the Business functions.
- This primarily serves the following purpose:
 - It creates a strong culture of checks and balances ensuring prudent risk taking
 - It eliminates any possible conflict of interest between revenue generation, risk management and control
- It shall always be ensured that the overall Variable Pay as well as the annual salary increment of Risk and Control Function's staff would be based on the performance on functional objectives and goals and shall not be based on the performance of business units which are subject to their control and/or oversight.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

8. Disclosure requirements:

The company shall disclose the necessary requirements in the Annual Report and the Annual Financial Statements as mentioned in the Guidelines.

9. Review Frequency:

Unless otherwise required or if the situation so warrants, this document shall be reviewed annually.

10. Change Control Record

Version No.	Change Request by	Memorandum of Change	Approval date
3	HR Department	Attached as Change Sheet	01-Nov-2023

Annexure - 1 - Performance Evaluation Parameters for the Board

Performance Evaluation Parameters are contained in four sub-schedules:

Annexure – 1.1 – consisting of 1 questionnaire related to Board evaluation;

Annexure – 1.2 – consisting of 1 questionnaire for evaluation of Board Committees;

Annexure – 1.3 – consisting of 1 questionnaire as Director Survey Form;

Annexure –1.4- consisting of 1 questionnaire as Chairman’s evaluation by Board

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Annexure – 1.1

Name of Director:

Date:

Sr. No	Particulars	*Score (1-5)
A.	Composition and Quality:	
1	The Board is broad based	
2	Board members have the appropriate qualifications, skills, experience and knowledge	
3	The Independent Directors meet all applicable independence requirements	
4	The Board monitors compliance with corporate governance norms and other laws applicable to the Company	
B)	Understanding Business including Risks	
1	Directors have sufficient knowledge of the Company's businesses to enable them to fulfill their duties and obligations.	
2	The Company keeps the Directors sufficiently informed on developments that affect their responsibilities (e.g. changes in company law).	
3	The Company's management and internal control system is periodically reviewed for appropriateness and relevance.	
C)	Process and Procedure	
1	The structure and content of the Board meeting agendas are appropriate.	
2	Board documents and updates are received in a timely manner.	
3	Board meetings are conducted effectively, with sufficient time spent on significant or emerging points.	
4	The agenda and related information are circulated in advance of the meetings to allow Board members sufficient time to study and understand the information.	
5	The Board maintains adequate minutes of each meeting	
6	Board members come to meetings well prepared and the attendance at the meetings is satisfactory.	
D)	OVERSIGHT OF FINANCIAL REPORTING PROCESS INCLUDING INTERNAL CONTROLS AND AUDIT FUNCTIONS	
1	The Board considers the quality and appropriateness of financial accounting and reporting including transparency of disclosures.	
2	The Board reviews the Company's significant accounting policies.	
3	The Board understands the coordination of work between independent and internal auditors and clearly articulates its expectations of each.	
4	The Board appropriately considers the suggestions from the Audit Committee, internal audit reports, management's responses, risk framework and steps toward	
5	The Board reviews the audit fees paid to the independent auditors.	
6	The Board through Audit Committee reviews material related party transactions.	

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

E)	<u>ETHICS AND COMPLIANCE</u>	
1	The Board is fully aware of the Company's code of conduct and has a well-developed sense of ethics.	
2	Board members oversee the process and are notified of communications received from governmental and regulatory agencies related to alleged violations or areas of	
3	The Board is fully engaged in Corporate Governance and regularly monitors the Company's performance in these areas and compliance with the Company's code of	
F)	<u>MONITORING ACTIVITIES</u>	
1	An annual performance evaluation of the Board is conducted and any matters that require follow-up are resolved and presented to the Board.	
Comments:		

*1=Unsatisfactory, 2= Performance needs improvement, 3= Satisfactory, 4 = Good Performance, 5=Excellent

Signature:

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Annexure – 1.2

PERFORMANCE OF COMMITTEE

Name of the Director:

Date:

Sr. No	Particulars	*Score (1-5)
1	The Committee composition is appropriate	
2	The Committee has a defined agenda.	
3	Members of the Committee receive agenda in sufficient time which permits them to effectively consider issues to be dealt with.	
4	The mandate of the Board to the Committee of all matters are clear and adequate.	
5	The Committee allocates the right amount of time for its discussions.	
6	The Committee minutes are placed before the Board on a regular basis.	
7	Appropriate internal and external support or resources are available to the Committee.	
Comments:		

***1= Unsatisfactory, 2= Performance needs improvement , 3= Satisfactory , 4= Good Performance, 5=Excellent**

Signature:

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Annexure – 1.3

PERFORMANCE OF INDIVIDUAL DIRECTORS (Directors Survey Form)

Note: To be submitted to the Chairman

Name of the Director:

Date:

Sr. No	Particulars	Rank	Remarks, If any
1	I have full knowledge of Company strategy and objective and can monitor performance.		
2	I understand my role as Director, as distinct from management.		
3	In my view knowledge and experience of the Board have been adequately and productively used		
4	I have made efforts at professional development to enable better fulfillment of my responsibilities.		
5	I come fully prepared for Board / Committee meetings.		
6	I can question / critique proposals with confidence.		
7	I have participated effectively and openly in Board discussions.		
8	I keep stakeholder interest as my touchstone in endorsing decisions.		

Rank on a scale of 1 (very poor) to 5 (Excellent) and / or provide remark.

Signature:

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

ANNEXURE- 1.4

EVALUATION OF CHAIRMAN

(To be submitted by each Director to Chairman of Committee)

Name of the Director:

Date:

Sr. No	Particulars	*Score (1-5)
1	Chairman demonstrates effective leadership qualities and skills	
2	Implementation of observations/ recommendations of Board Members	
3	Effective and timely resolution of grievances of Board Members	
4	Ability to bring convergence in case of divergent views and conflict of interest situation tabled at Board meetings	
Comments		

***1= Unsatisfactory, 2= Performance needs improvement , 3= Satisfactory , 4= Good Performance, 5=Excellent**

Signature:

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Annexure – 2 - Criteria for independence for Independent Directors:

1. The person should not be promoter of Magma HDI General Insurance Company Limited (hereinafter “the Company”) or its holding entity, subsidiary, or associate company;
2. The person should not be related to the promoters or directors or Key Managerial Personnel in the Company, its holding entity, subsidiary, or associate company;
3. Apart from receiving director’s remuneration, the person should not have or had any pecuniary relationship with the Company, or its holding entity, subsidiary or associate company, or their promoters/ directors/ KMP during the two immediately preceding financial years or during the current financial year;
4. None of the relatives of the person has or had pecuniary relationship or transaction with the Company, its holding entity, subsidiary or associate company, or their promoters, or directors, amounting to 2% or more of its gross turnover or total income or Rs. 50 lakh, during the two immediately preceding financial years or during the current financial year;
5. None of the relatives of the person is indebted to the company, its holding, subsidiary or associate company or their promoters, or Directors, in excess of such amount as may be prescribed during the two immediately preceding financial years or during the current financial year;
6. None of the relatives of the person has given a guarantee or provided any security in connection with the indebtedness of any third person to the company, its holding, subsidiary or associate company or their promoters, or Directors of such holding company, for such amount as may be prescribed during the two immediately preceding financial years or during the current financial year;
7. None of the relatives of the person has any other pecuniary transaction or relationship with the company, or its subsidiary, or its holding or associate company amounting to two per cent. or more of its gross turnover or total income singly or in combination with the transactions referred to in clause (4), (5) or (6) above;]
8. Neither the person nor any of his relatives holds or has held the position of a key managerial personnel or is or has been employee of the Company or its Holding entity, its subsidiary or associate company in any of the three financial years immediately preceding the financial year in which he is proposed to be appointed;
9. Neither the person nor any of his relatives is or has been an employee or proprietor or a partner, in any of the three financial years immediately preceding the financial year of a firm of auditors or company secretaries in practice of the Company or its Holding entity, subsidiary or associate Company;
10. Neither the person nor any of his relatives is or has been an employee or proprietor or a partner, in any of the any legal or a consulting firm that has or had any transaction with the Company, its Holding entity, subsidiary or associate company amounting to 10% or more of the gross turnover of such firm;
11. Neither the person nor any of his relatives hold together 2% or more of the total voting power of the Company;
12. Neither the person nor any of his relatives is a Chief Executive or director, by whatever name called, of any non-profit organization that receives 25% or more of its receipts from the Company, any of its promoters, directors or its subsidiary or associate company or that holds 2% or more of the total voting power of the Company;

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

13. The person should possess appropriate skills, experience and knowledge in one or more fields of finance, law, management, sales, marketing, administration, research, corporate governance, technical operations or other disciplines related to the Company's business.

For the purpose of above criteria :

- a. "**Associate**" shall mean a company which is an "associate" as defined in Accounting Standard (AS) 23, "Accounting for Investments in Associates in Consolidated Financial Statements", issued by the Institute of Chartered Accountants of India and
- b. as per section 2 (6) of the Companies Act ,2013 "associate company", in relation to another company, means a company in which that other company has a significant influence, but which is not a subsidiary company of the company having such influence and includes a joint venture company.

Explanation—For the purposes of this clause —

(a) the expression "significant influence" means control of at least twenty per cent. of total voting power, or control of or participation in business decisions under an agreement;

(b) the expression "joint venture" means a joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the arrangement;

(c) "Relative" shall mean "relative" as defined in section 2(77) of the Companies Act, 2013 and rules prescribed there under.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

Annexure – 3 - Appointment Letter for Independent Directors:

Date:

To,
Mr./ Mrs./ Ms.
.....
.....

Subject- Appointment Letter

Dear Sir/ Madam,

We are pleased to inform you that the shareholders of the Company vide resolution passed through Postal Ballot, result of which was declared onhave approved your appointment as an Independent Director of the Company. The terms of the appointment are set out below. It may please be noted that this is not a contract of employment.

1. TERMS OF APPOINTMENT:

- 1.1 As per the provisions of sub-section (10) of Section 149 of the Companies Act, 2013 (the Act) and in accordance with the resolution passed by the shareholders at the _____ general meeting held on _____, result of which was declared on _____, your appointment as Independent Director of the Company commences from _____ and will continue until the Annual General Meeting of the Company to be held for the Financial Year _____(hereinafter “Term”).
- 1.2 Your appointment shall not be subject to rotation as per the provisions of sub-section (6) of Section 152 of the Act.
- 1.3 Your appointment as an Independent Director of the Company is based, inter alia, on declaration by you that you comply with the conditions of independence as listed in Section 149(6) of the Act, read with relevant rules. If there is any change in circumstances affecting your independence, you are requested to immediately let the Board of Directors know of the same, in terms of Section 149 (7) of the Act.
- 1.4 Your appointment shall terminate automatically upon expiry of the Term, or if you vacate your office in terms of Section 167 of the Act before expiry of the Term. You are requested to please note that the Act does not permit any compensation for termination of office under any circumstance.

2. DUTIES

- 2.1 Code of Independent Directors of the Company (prepared in accordance with Schedule IV of the Act), states broadly the functions and duties expected to be discharged during your association with the Company as an independent director. Functions and duties listed out in

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

the said code are inclusive and not exhaustive in nature and therefore should be allowed widest meaning and purport under the circumstances covered thereunder.

2.2 Committees to be served- You currently serve as a member of the _____ Committees. The Board may, after following due procedure, request you to serve on such committee(s)/ sub-committee(s) as the Board may deem fit, considering best corporate governance practices, your experience, exposure and insight. The Board may, while recommending your name on any committee(s)/ sub-committee(s) forward you broad terms of reference of the said committee(s)/ sub-committee(s), which shall form the mandate statement for that committee(s)/ sub-committee(s).

3. REMUNERATION

3.1 You will be entitled to such sitting fees for attending the Board or any Committee thereof as may be approved by the Board from time to time. Expenses incurred by you for the purpose of attending any meeting of the Board, or for participating through video conferencing, in accordance with norms set by the Board from time to time, will be reimbursed separately.

3.2 In addition to the sitting fees mentioned above, you are also entitled to commission subject to recommendation by the Board of Directors and approval thereof by the shareholders of the Company. For the Term of this appointment, the sitting fee and commission, if any, payable to you, will be reviewed annually by the Board.

3.3 During the Term, you are entitled, without prior notification to the Company, to seek appropriate independent legal advice in relation to Company matters at the expense of the Company as may be decided by the Board from time to time (including applicable taxes).

4. GENERAL

4.1 Fiduciary duties and accompanying liabilities – The Company expects that you will perform your general fiduciary duties and exercise such skill and care as is expected of every Director. We would like to mention that, without express authorization of the Board, you shall not commit the Company in any manner, including by way of making any statements on the Company's behalf or concerning the Company to the media, financial institutions or anyone associated with the stock market or investor community. Any views expressed by you without such express authorization by the Board shall be your personal views and the Company shall be entitled to issue a clarification to that effect, and take other protective measures as the situation would warrant.

You will be held liable, only in respect of such acts of omission or commission by a company which have occurred with your knowledge, attributable through Board processes, and with your consent (express or tacit) or where you have not acted diligently.

4.2 Directors and Officers (D and O) Insurance - You are entitled to the D & O Insurance cover as per the Company's Directors' and Officers' liability insurance.

Subject: Remuneration Policy	Original Issue Date: 31.03.2015	Effective Date: 01.04.2023
	Revision Dates: 04.05.2017, 01.11.2023	Version No: 3.0

4.3 **The Code of Business Ethics that the Company** encourages its directors and employees needs to be adhered to.

4.4 **The Company expects that as a Director** you shall not undertake such acts or deeds which would amount to breach of your duties towards the Company, including but not limited to the following:

- 4.4.1 Any action that involves any violation of applicable law;
- 4.4.2 Any action that involves any breach, in letter and spirit, of the Company's Code of Business Ethics;
- 4.4.3 Any action that either involves the directors' personal interest except as disclosed as per applicable law, or unduly compromises or conflicts with the interest of the company.

4.5 We confirm that:-

- (a) you will be allowed full access to all information in or about the Company and its affairs which is available to the executive directors;
- (b) the KMPs and the Board of Directors shall facilitate you to perform your role effectively as a Board member and also as a member of the committee(s) where you are member; and
- (c) agenda for Board meetings and all relevant papers which require study before Board meetings will be provided to you in good time (save in exceptional circumstances) to allow you to consider them in advance of meetings (and likewise for the proceedings of committees).

Yours sincerely,

For and on behalf of Magma HDI General Insurance Company Limited

Managing Director and Chief Executive Officer

I agree to the terms and conditions set out above regarding my appointment as Independent Director of Magma HDI General Insurance Company Limited.

Mr./ Mrs./ Ms.
Independent Director
(DIN:)