

25th
Anniversary

ANNUAL REPORT

2024



Crystal Insurance PLC

ক্রিস্টাল ইন্স্যুরেন্স পিএলসি



Annual Report 2024

“ We have got you covered ”

In a world shaped by constant change and unforeseen challenges, our non-life insurance company stands as a resilient fortress, ready to shield individuals and businesses from life's unpredictable twists. At the heart of our mission lies a simple yet profound commitment, encapsulated in our slogan: *"We've got you covered."* These words resonate far beyond mere marketing—they embody the very essence of our purpose: to provide unwavering protection and peace of mind in the face of uncertainty.

Imagine a tapestry of protection woven with threads tailored not only for individuals but also for the diverse needs of businesses. Our coverage extends beyond homes and personal possessions; it encompasses the intricate workings of companies, recognizing the unique risks they face. From safeguarding commercial properties against unexpected disasters to providing liability protection for businesses navigating a dynamic marketplace, our insurance solutions are designed to fortify the resilience of enterprises.

For businesses relying on a fleet of vehicles, our commitment to coverage means more than just insuring against accidents. It involves anticipating the intricacies of a mobile workforce and offering solutions that go beyond vehicular mishaps to ensure seamless operations. We understand that a company's success is often intertwined with the reliability of its transportation, and our insurance plans are crafted to keep businesses moving forward with confidence.

The safeguarding of valuable assets extends to the realm of businesses as well. From high-tech equipment to crucial inventory, our insurance solutions create a safety net, protecting against theft, damage, or loss. We recognize the integral role these assets play in the operational continuity of businesses, and our commitment is to provide tailored coverage that secures not just possessions but the very foundation of enterprises.

Our company operates with a profound sense of responsibility in navigating the complexities of business risk management. We go beyond merely mitigating potential losses; we strive to empower businesses with knowledge. Through transparent communication, risk assessments, and educational resources, we aim to demystify the intricacies of insurance, enabling companies to make informed decisions that align with their unique challenges and aspirations.

In essence, our slogan, *"We've got you covered,"* transcends individual concerns to envelop the diverse needs of businesses. As you navigate the dynamic landscape of uncertainties, our dedicated team is here to provide not just insurance but a partnership that fortifies enterprises against the unexpected. Rest assured, with us as your trusted ally, both individuals and businesses are not just covered—they are empowered to face the uncertainties of tomorrow with confidence.



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INTRODUCTION

Letter of Transmittal

To
Esteemed Members;
The Bangladesh Securities and Exchanges Commission;
The Registrar of Joint Stock Companies & Firms;
The Dhaka Stock Exchange Limited;
The Chittagong Stock Exchange Limited;
Insurance Development and Regulatory Authority (IDRA);

Subject: Annual Report for the year ended 31st December 2024 of Crystal Insurance PLC.

Dear Sir/Madam (s),

We are very pleased to enclose herewith a copy of the Annual Report containing Director's Report, Auditors' Report along with Audited Financial Statements for the year ended 31st December, 2024 with notes for your kind record.

Thank you

Faithfully yours,
On behalf of Crystal Insurance PLC



M Mahfuzur Rahman FCA
Company secretary

Date: February 24, 2025



Crystal Insurance PLC
ক্রিস্টাল ইন্স্যুরেন্স পিএলসি

Notice of the 25th Annual General Meeting.

Notice is hereby given that the **25th Annual General Meeting (AGM)** of the Shareholders of Crystal Insurance PLC will be held on Sunday, March 23, 2025 at 11:30 a.m. by using hybrid system: i.e. combination of physical presence at Holiday Inn Dhaka City Center, 23, Shahid Tajuddin Ahmed Sharani, Tejgaon, Dhaka and using Digital Platform link <http://crystalinsurance.bdvirtualagm.com> to transact the following businesses:

AGENDA

1. To receive, consider and adopt the audited Financial Statements of the Company for the year ended 31st December 2024 and the Directors Report and the Auditors report thereon.
2. To approve Dividend for the year ended 31st December 2024.
3. To elect Directors in terms of the relevant provision of Articles of Association.
4. To appoint the Statutory Auditors for the year 2025 and to fix their remuneration.
5. To appoint Compliance Auditors for the year 2025 in order to issue the Certificate on Compliance of Corporate governance.

By order of the Board of Directors

(M Mahfuzur Rahman FCA)
Company Secretary

Notes:-

- 2nd March, 2025 shall be considered as the 'Record Date' for entitlement of cash dividend.
- Pursuant to the Bangladesh Securities and Exchange Commission's (BSEC) Letter No. BSEC/ICAD/SRIC/2024/318/09 dated January 16, 2024; the AGM will be held Hybrid System.
- Valued shareholders are requested to update their E-mails, addresses and the bank account information (if required) in their respective BO/Folio accounts before 2nd March, 2025.
- Shareholders bearing BO numbers are advised to update their BO Account information by inserting 12 digit e-TIN number through Depository Participants (DP) and Shareholders bearing Folio numbers are requested to submit their 12 digits e-Tin to the Share Department of the Company by 2nd March, 2025
- As per Bangladesh Securities and Exchange Commission Notification no. SEC/CMRRCD/2006-158/208/Admin/81 dated 20th June 2018 the Soft Copy of the Annual Report 2024 will be sent to the email addresses of the Members available in their BO Accounts maintained with the Depository and will also be available in the company website at www.ciplcbd.com
- A Member entitled to attend and vote at the AGM may appoint a Proxy to attend and vote instead, duly filled signed and stamped Proxy Form must be sent through email to the Share Dept. at least 72 hours before commencement of the AGM at sharedept@ciplcbd.com.
- Shareholders are requested to check and update their BOID's Bank A/c details along with Routing Number to get Dividend online through BEFTN System.
- Depository Participants (DP)/Stock Brokers are requested to send the list of Margin Account Holders based on Record Date, if any, within 19th March, 2025 to the Company's Registered Office and Email- sharedept@ciplcbd.com.

Responsibility Statement of our Integrated Reporting

This integrated report is our concise message about how the strategy, governance, performance and prospects of Crystal Insurance PLC lead to the value creation process over the short, medium and long term from the perspective of its external environment.

Acknowledgement of Our Responsibility for Integrated Report- 2024

- i) We acknowledge our responsibility to ensure the integrity of the Integrated Report 2024;
- ii) We acknowledge that we have applied our collective mind in the preparation and presentation of this integrated report;
- iii) This integrated report is presented in accordance with the International Framework;
- iv) Our management and those charged with governance were directly involved in the process of preparation and presentation of this integrated report; and
- v) We are constantly on the lookout for further development of our integrated report in future.

Matters under Consideration

Considering the limited uptake of the Integrated Reporting Framework, the following factors have been superseded (as and where applicable) in this integrated report:

- Conflict with local rules & regulations (e.g. Securities Laws, Companies Act, Tax & VAT rules etc.);
- Directors' liability concerns;
- Inconsistency with the prevailing reporting approaches;
- Sign-off fatigue and additional reporting burden;
- Skepticism about the benefits provided by the statement;
- Contradiction with a principles-based approach; and
- PLC understanding of the term 'collective mind'.

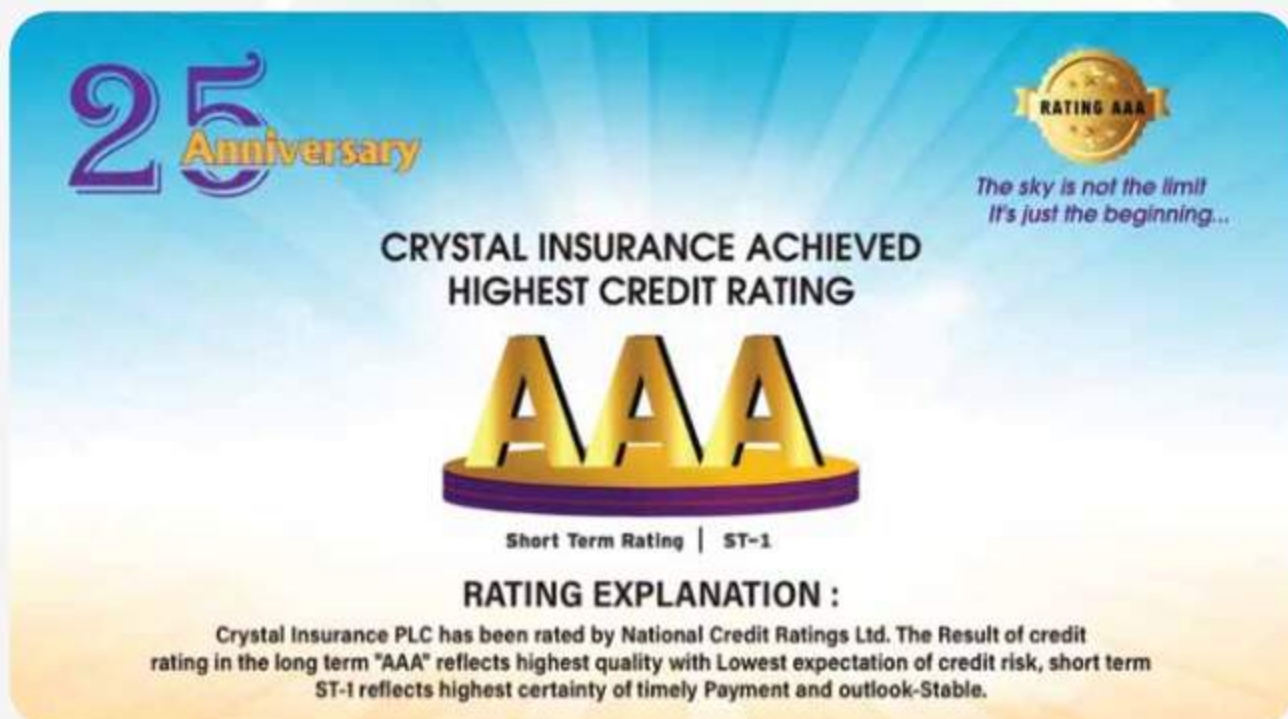
We are very pleased to publish the Integrated Report 2024 for a better understanding of our business and to provide improved information to the users of this report. We also believe that our integrated reporting enhances the way we think, plan and report.

Sincerely yours



(S M Shahidullah)
Chief Executive Officer

Credit Rating Status



The infographic features a blue sky background with white clouds. In the top left corner, it says "25th Anniversary" in a stylized font. In the top right corner, there is a gold circular seal with "RATING AAA" inside. Below the seal, the text "The sky is not the limit It's just the beginning..." is written in a cursive font. In the center, the text "CRYSTAL INSURANCE ACHIEVED HIGHEST CREDIT RATING" is displayed above large, 3D gold letters "AAA" which are sitting on a purple base. Below the "AAA" letters, it says "Short Term Rating | ST-1". At the bottom, under the heading "RATING EXPLANATION :", there is a paragraph explaining the ratings.

25th Anniversary

RATING AAA

*The sky is not the limit
It's just the beginning...*

**CRYSTAL INSURANCE ACHIEVED
HIGHEST CREDIT RATING**

AAA

Short Term Rating | ST-1

RATING EXPLANATION :

Crystal Insurance PLC has been rated by National Credit Ratings Ltd. The Result of credit rating in the long term "AAA" reflects highest quality with Lowest expectation of credit risk, short term ST-1 reflects highest certainty of timely Payment and outlook-Stable.

Company Insights

Chapter-01



VISION

Vision

Our Vision is to reach at zenith point of providing the most economic and competitive services and hence achieving highest corporate goal and Customer Satisfaction.

Mission

Our Mission is to provide prompt, efficient and personalized services for maximum risk coverage of the insured, to provide insurance coverage at the most competitive premium rates ensuring maximum security, to promote Human Resource development and professionalism in insurance business, to settle insurance claims promptly. Crystal Insurance PLC. believes in the quality of the deals struck rather than the quantity of it. With our knowledge and expertise it is our commitment to the insuring community to deliver them the highest standard of security and professionalism.



MISSION

Our Goal

Our goal is to be the top insurer in the Non-life insurance sector of the Country.

To achieve the goal we aim at:

- Maximizing Insurance Coverage at a Minimum Cost.
- Assessing and managing our business risk carefully.
- Establishing a long term relationship with our clients and business partners built on our personalized service, professional and trust.
- Maintaining strong relationship with a wide variety of partners, like re-insurers, insurance brokers and so on.
- Responding quickly to new opportunities.



Our Motto



“Economic Development through Risk Minimization and Efficient Client Service”

Core Values



Our Strategic Objectives



Code of Conduct

Prudent Conduct and Behavior

Employees need to behave sensibly at workplace not only to gain appreciation and respect from others but also to maintain a healthy work culture with prudent conduct applied by CIPLC. One needs to adhere to the rules and regulations of workplace.

Compliance with Laws, Rules and Regulations

Employees of Crystal Insurance PLC are expected to comply with the laws, rules and regulations governing the Organization's business vis-à-vis regulatory bodies. No individual is expected to know the details of all applicable laws, rules and regulations, but individuals shall be knowledgeable about specific laws, rules and regulations that apply to their areas of duties and responsibility.

Conflicts of Interest

The conflict of interest is often a very strong hurdle on the way of implementation of national integrity strategy. When an employee thinks of his/her personal interest from his/her official position, a question of conflict of interest arises. The statute allows him/her to serve his/her own gain, or interest at the cost of employing institution or the state.

Cultural and ethnic diversity of its workforce. It shall believe that creating a work environment that enables to attract, retain and fully engage diverse talents, leads to enhanced innovation and creativity in the services of the organization.

Anti-Money Laundering

Crystal Insurance PLC shall not do business with drug traffickers, money launderers and other criminals. It shall formulate Anti Money Laundering Policy following regulatory body's (BFIU) guidelines to enable all employees to follow the policy meticulously. Employees shall exercise requisite diligence in selecting those with customers/counter parties while conducting business.

Workplace Environment

Energizing the workplace is one of the key factors of any organization. All employees of the organization are responsible to keep the workplace friendly, congenial, transparent free from harassment & corruption etc, and ensure the cohesiveness among the colleagues.

Responsibility

Crystal Insurance PLC should preserve the lawful benefits and interests of their shareholders; understand and honor the customer needs, as well as serve them indifferently, promptly and honestly comply with the recognized /established legal regulatory, as well as social/community norms, customs and values.

Confidentiality

An employee shall not disclose official information unless authorized by competent authority. He/she shall protect the confidentiality and security of customer information. Any information of govt. agencies shall not be disclosed without prior approval of competent authority. An employee shall keep information about the purchase of goods or services confidential. Price quoted, methods, business policy etc. of the vendors should not be disclosed.

Independency

At a workplace, expressing independence often recognize to the freedom to make decisions, having the autonomy to set some of work parameters, being responsible for services and getting to use creativity in how to do the job perform and CIPLC make sure it.

Diversity

CIPLC shall respect all employees as unique individuals with fundamental human rights and supports the

Fraud, Theft or Illegal Activities

Employees shall be vigilant about the frauds, theft or illegal activities and shall not engage in such activities at any cost. If any such activity comes into any employee's notice, he/she shall immediately report the same to his/her immediate superior/s or management to protect the interest of the organization. He/she shall act as a whistle blower thereby.

Prohibition of Personal Investments and Insider Trading.

Employees and other representatives of Crystal Insurance PLC are prohibited from partaking in trading of publicly traded securities (including the securities of their place of employment) for personal gain (or for the gain of the members of their household) if they possess material non-public information about the security or the issuer.

Disciplinary Procedures and Actions.

Crystal Insurance PLC shall have a laid down disciplinary procedure which is in compliance with local laws and ensures fair treatment to employees. They should ensure that the employees disciplinary matters are judged fairly, transparently, consistently and proportionately, using appropriate processes and achieving fair outcomes.

Code of Conduct of CIPLC published in the Annual Report in brief. If details please visit our website www.ciplcbd.com



Company Briefing

Crystal Insurance PLC (CIPLC) is a third generation private sector non-life insurance Company which has established itself as one of the leading non-life insurance companies in Bangladesh with its dynamic leadership in Management with specialized and significant expertise in serving unparallel insurance services for traditional and non-traditional risk underwriting. With a portfolio of broad range of products, Crystal Insurance always works hard for the clients to deliver innovative products and services while maintaining a commitment to safety, security and sustainability.

Crystal Insurance PLC (CIPLC) was incorporated in Bangladesh as a Public Limited Company on 11 November 1999 under the Companies Act, 1994 and licensed under the Insurance Act, 1938 in order to run all types of general insurance business other than life insurance business. CIPLC obtained certificate of commencement of business on 11 November 1999. CIPLC got registration from Controller of Insurance on 12th June 2000. The name of the company has been changed from Crystal Insurance Company Limited to Crystal Insurance PLC on 28th August, 2024. Presently the Company has been operating the business through 42 branches. The branches are located in different strategically important areas of the Country.

Crystal Insurance PLC is a fastest growing general Insurance in the private Insurance sector of Bangladesh. The Company started its business operation in June, 2000. The authorized capital of the Company is tk. 1,000,000,000 and Paid-up Capital is tk. 440,000,000.

Date of Incorporation  11th November, 1999	Authorized Capital  100 (One Hundred) Crore	Statutory Auditor  Mahfel Huq & Co. Chartered Accountants BGIC Tower 34, Topkhana Road, Dhaka-1000	Compliance professional  Jobair Satter & Co. Chartered Accountants Rupsha Tower (6 th floor), Flat 6A, Road 17, Banani C/A, Dhaka-1212
Paid-up Capital  44(Forty Four) Crore	Type of Organization  Non Life Insurance Company	Provident Fund Auditor  Mahfel Huq & Co. Chartered Accountants 	Legal Advisors  Seik Golam Maksud Maksud & Associates Tropicana Tower 45, Topkhana Road Dhaka-100
Nature of Business  Fire, Marine, Motor, Miscellaneous etc.	Number of Directors  11 Directors		
Number of Shareholder  1992 as per CDBL	Number of Branches  42 Branches		
Number of employees  310 (as on 31st December, 2024)	Business Motto  Economic development through risk minimization and efficient client service.	Independent Scrutinizer  ESS & Partners Private Limited Rupsha Tower (6 th floor), Flat 6A, Road 17, Banani C/A, Dhaka-1212	Credit Rating Agency  National Credit Ratings Limited Pritom Zaman Amit Tower, Level 8 37/2 Purana Paltan, (Box Culvert Road) Dhaka-1000



Our Products And Services

Fire Insurance

- Standard Fire Insurance Policy
- Fire and allied perils Insurance Policy
- House hold policy
- Industrial All Risk Policy
- Property All Risk Policy
- Power Plant Operational Package Insurance

Marine Insurance

- Marine Cargo Insurance Import/Export Policy
- Marine Hull Insurance Comprehensive/TLO Policy

Motor Insurance

- Motor Insurance Policy

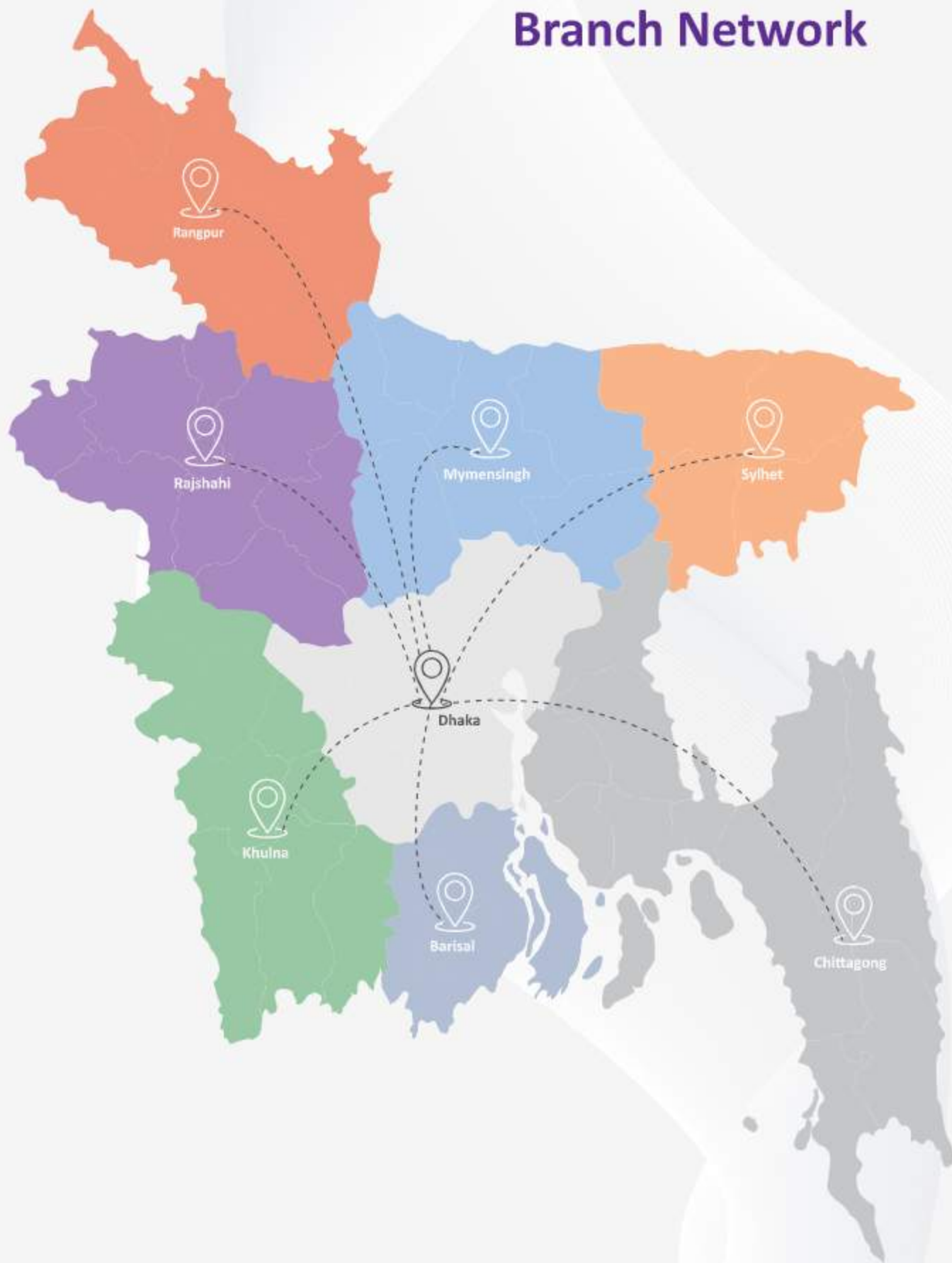
Engineering Insurance

- Machinery Breakdown Insurance (MBD)
- Contractors All Risks Insurance (CAR)
- Erection All Risks Insurance (EAR)
- Contractors Plant & Machinery Insurance (CPM)
- Deterioration of Stock Insurance (DOS)
- Electronic Equipment Insurance (EEI)
- Boiler and Pressure Vessels Insurance (BPV)
- Aviation Engineering Insurance

Miscellaneous Insurance

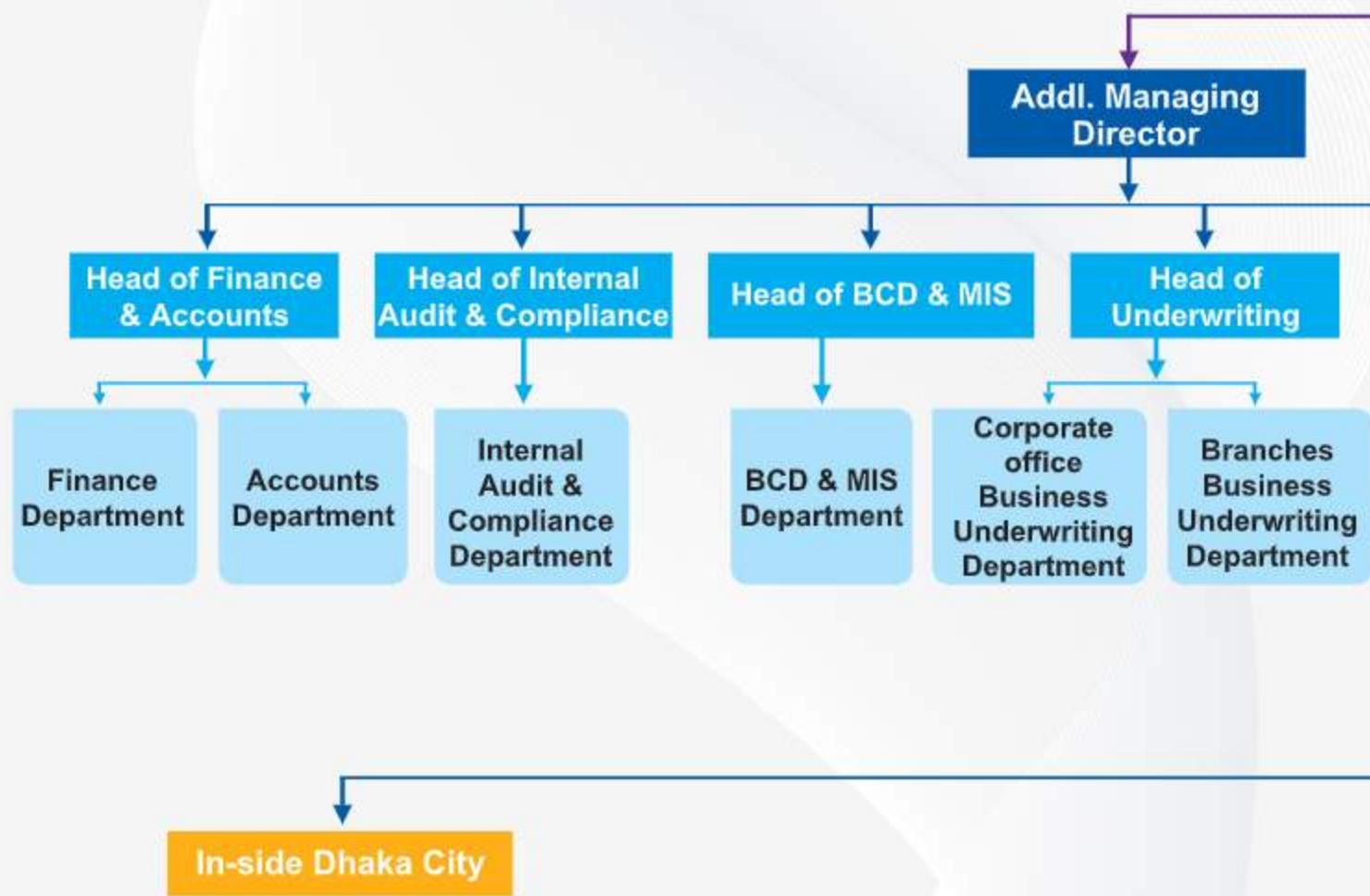
- Cash in Transit Insurance
- Cash in Counter/Cash in Safe Insurance
- Money Insurance
- Personal Accident Insurance
- Peoples Personal Accident Insurance
- All Risks Insurance
- Public Liability Insurance
- Burglary Insurance policy
- Comprehensive General Liability Insurance
- Fidelity Guarantee Insurance
- Safe Deposit Box (Bank Lockers)
- Hotel Owners All Risks Insurance
- Professional Indemnity Insurance
- Product Liability Insurance
- OMP Insurance

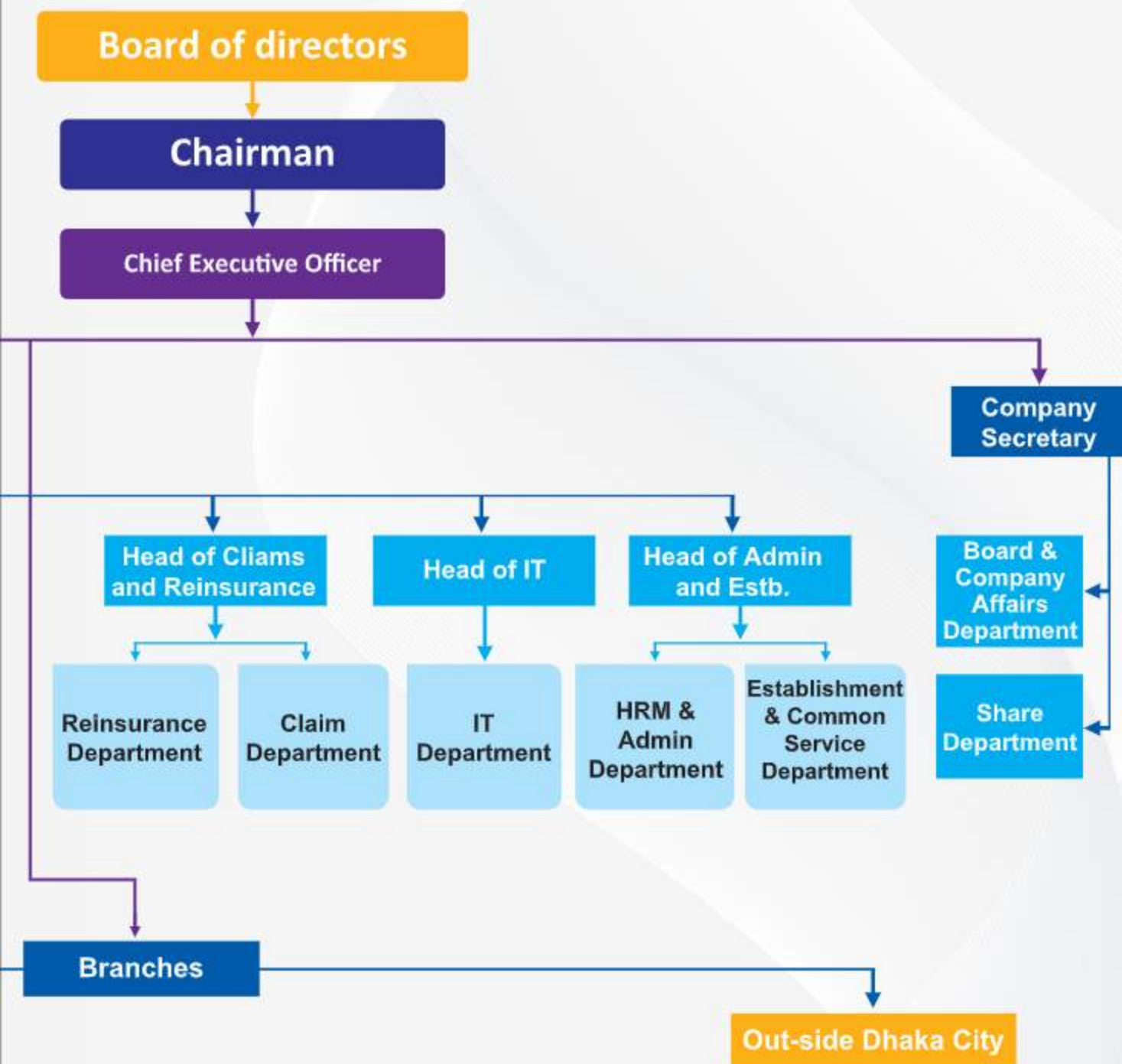
Branch Network





Organogram of Crystal Insurance PLC





Sponsons' Name and their Shareholding Position

Name	No. of shares	Percentage
Abdullah Al-Mahmud	4,400,000	10.00%
Abdullah Hasan	4,400,000	10.00%
A.H.M. Mozammel Hoque	880,000	2.00%
Md. Tajul Islam	990,000	2.25%
Farhana Danesh	1,050,500	2.39%
Nabila Mahmud	2,200,000	5.00%
Soera Zahir	2,200,000	5.00%
Nusrat Mahmud	4,400,000	10.00%
Arafat Rashid	880,000	2.00%
Asoke Ranjan Kapuria	1,320,000	3.00%
Iqbal Hasan Mahmood	412,500	0.94%
Sarah Hasein Mahmood	330,000	0.75%
Rubyat Tanveer Huda	297,000	0.68%
Syed Salman Habib	586,666	1.33%
Sayed Samina Mirza	293,334	0.67%
Suraya Akter Tondra	440,000	1.00%
Khalid Al Mamun	220,000	0.50%
Zarif Al Mamun	220,000	0.50%
Total	25,520,000	58.00%

Board of Directors' and Its composition

Chairman

Mr. Abdullah Al-Mahmud

Directors

Mr. Abdullah Hasan

Mr. A.H.M Mozammel Hoque

Mr. Md. Tajul Islam

Ms. Farhana Danesh

Ms. Soera Zahir

Ms. Nusrat Mahmud

Ms. Nabila Mahmud

Mr. Arafat Rashid

Independent Directors

Mr. M.A. Latif Miah

Mr. Md. Rashedur Rahman



Directors' Shareholdings in other companies

Sl. No.	Name of the Directors	Companies Name
1	Mr. Abdullah Al-Mahmud	Mahin Apparels Limited Hamid Fabrics Limited Hamid Weaving Mills Limited Tazrian Weaving Mills Limited
2	Mr. Abdullah Hasan	Hamid Fabrics Limited Hamid Weaving Mills Limited
3	Mr. A.H.M Mozammel Hoque	Hamid Fabrics Limited Hamid Weaving Mills Limited
4	Mr. Md. Tajul Islam	N/A
5	Ms. Farhana Danesh	Hamid Fabrics Limited
6	Ms. Soera Zahir	N/A
7	Ms. Nusrat Mahmud	Hamid Fabrics Limited Hamid Weaving Mills Limited
8	Ms. Nabila Mahmud	Hamid Fabrics Limited
9	Mr. Arafat Rashid	Home Textiles Limited Apex IT Solution Limited Apex Foods Limited Apex Accessories Limited Apex Trade and Commerce Limited

Chairman's Profile



Mr. Abdullah Al-Mahmud
Chairman

Abdullah Al Mahmud is a prominent business figure in Bangladesh, renowned for his remarkable accomplishments and leadership in the RMG (Ready-Made Garments) and Textile industry. With over 30 years of experience, he has played a pivotal role in the growth and success of various companies under the Mahin Group. He stands out as one of the pioneers and iconic figures for his visionary and revolutionary ideas to challenge the textile industry in Bangladesh.

Mr. Mahmud's entrepreneurial journey began in 1992, following his graduation from the USA. Upon returning to Bangladesh, he embarked on establishing his own business empire. In 1993, he founded Mahin Apparels Limited, a specialized RMG unit focused on manufacturing bottom wears. Recognizing the importance of backward linkage in the industry, he established Hamid Fabrics Limited in 1996, with its Weaving Unit located in Shilmandi, Narsingdi.

In 2003, he further extended the operation by adding the most advanced Dyeing and Finishing machinery from Germany to Hamid Fabrics Limited. Over the years, he continued to strengthen his position in the sector by incorporating Hamid Weaving Mills Limited in 2007, Tazrian Weaving Mills Limited in 2013 and Hamid Yarn Dyeing Mills Limited in 2016.

At present, Abdullah Al Mahmud is currently working on a state-of-the-art Spinning Mill (Hamid Spinning Mills Ltd) that benefits from collaborative efforts between Germany and Japan. The mill is currently in the process of being installed, and production is scheduled to commence by the beginning of 2024.

In addition to his role at Hamid Fabrics Limited, Mr. Mahmud holds several prominent positions in the business community. He is the founding Chairman of Crystal Insurance PLC established in 2000. At present he is also a valued member of the Executive Committee (EC) of Bangladesh Insurance Association (BIA) and Executive Committee (EC) member of the Bangladesh Association of Publicly Listed Companies (BAPLC). Previously, he served several times as a Director of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and also former Vice President of the Bangladesh Textile Mills Association (BTMA).

Throughout his career, Mr. Mahmud has received several accolades and recognitions for his outstanding contributions to the country's economy. He held the prestigious CIP (Commercially Important Person) status awarded by the Government of Bangladesh in several times. He also received several Awards from Bangladesh Garment Manufacturers and Exporters Association (BGMEA) & Bangladesh Textile Mills Association (BTMA). Furthermore, he was honored with the KOR BAHADUR award by the National Board of Revenue, highlighting his exemplary achievements in business.

He is an avid supporter of business forums and engages in social causes, reflecting his commitment to the betterment of society. As a visionary entrepreneur, he continues to shape the industry's landscape while actively participating in social initiatives that uplift the society at large. Mr. Mahmud is on the board of directors of Jaflong Valley Boarding School in Sylhet, Bangladesh. His philanthropic efforts extend beyond that. An avid supporter of the arts, he promotes local emerging artists through different programs both inside and outside educational institutions.

He is also a member of the prestigious Gulshan Club, Uttara Club, Army Golf Club, Gulshan Youth Club and Gulshan Society.

Other Directors' Profile



Mr. Md. Tajul Islam, Director

Mr. Md. Tajul Islam, Director of Crystal Insurance PLC comes of a respectable Muslim family of Chandpur. He is an MBA from Karachi University (1968). He is also an associate of the Institute of Chartered Secretaries and Managers of Bangladesh. He has in his credit more than 46 years of experience in different sectors of business.



Mr. A.H.M. Mozammel Hoque, Director

Mr. A.H.M. Mozammel Hoque, is one of the Directors of Crystal Insurance PLC. He completed his Bachelor of Commerce degree from Jagannath College in 1960. He has been actively involved in the textile sector for more than 17 years. He was the Deputy Chief Accountant in Bangladesh Jute Mills Corporation (BJMC) for 22 years after which he entered the RMG business in 1993. Apart from being a founder director of CIPLC, Mr. Hoque is also a founder Director of Hamid Weaving Mills Ltd. and Hamid Fabrics Limited.

Mr. Mozammel also has got in his credit more than 46 years' experience in different business areas. Since his involvement in business, he dedicated himself towards control and maintenance of accounts and finance. He oversees total management operations for all companies he is involved with. His guidance and supervision is one of the main reasons behind Mahin Group's success.



Mr. Abdullah Hassan, Director

Mr. Abdullah Hassan, is a founder Director of Crystal Insurance PLC has been working in the RMG and Textile sector for more than 33 years. Prior to CICL, he was the Head of operations in Atlantic Garments in 1985, and eventually Mahin Apparels in 1993. He is a vibrant entrepreneur. His expertise and experience have been vital for the enhancement and eventual growth of the textile and garment division of Mahin Group. Mr. Hassan is also a founder Director of Hamid Weaving Mills Ltd. and Hamid Fabrics Ltd.



Mrs. Farhana Danesh, Director

Mrs. Farhana Danesh is a founder Director of Crystal Insurance PLC comes of a respectable Muslim family of Cumilla. She is an energetic and established business woman. She is one of the Directors of Hamid Fabrics Ltd and Proprietor of Crystal Packaging.



Mrs. Nusrat Mahmud, Director

Mrs. Nusrat Mahmud is the Director of Crystal Insurance PLC. She obtained Post Graduate from City University, London and Graduation from Bentley College and has significant contributions towards establishment and development of Crystal Insurance PLC. Apart from being a director of Crystal Insurance PLC she is also the Director of Hamid Fabrics Limited and Hamid Weaving Mills Limited.



Mrs. Soera Zahir, Director

Mrs. Soera Zahir is one of the Director of Crystal Insurance PLC. She played a pivotal role in the Company. She is associated with various social, cultural & religious organizations. She has the strong ethics having moral values.



Ms. Nabila Mahmud, Director

Nabila Mahmud holds Masters of Science degree from Northeastern University College of Professional Studies, Boston, Massachusetts, USA. She has specialization in Corporate & Organizational Communications with concentration in Human Resources Management. Before that she gathered knowledge in Human Resources, Organization behavior, Human Rights, Small Business Management from Regent Business School in UK. And she attended Suffolk University Sawyer Business School, Boston, Massachusetts, USA to do her Bachelors of Science and studied global business and management.

Before going abroad for academic purpose, Ms. Nabila gathered experience through jobs with International School, Dhaka and Jago Foundation (an NGO). She served in the accounts department of Hamid Fabrics Ltd (HFL) and practically contributed in reducing labour costs of the HFL through developing smooth expense tracking system. She is also the Director of Hamid Fabrics Limited.



Mr. Arafat Rashid, Director

Mr. Arafat Rashid Undergraduate from Brunel University, Uxbridge, London is the Director of Crystal Insurance PLC. He is Managing Director of Home Textiles Limited and Apex IT Solution Limited. He is also Director of Apex Green Foods Agro-based Limited. Besides, he is Shareholder of Apex Accessories Limited and Apex Trade & Commerce Limited.



Mr. Abdul Latif Miah
Independent Director

Mr. Abdul Latif Miah obtained Bachelor of Arts (BA) from university of Dhaka and LLB from Central Law College, Dhaka is an Independent Director of Crystal Insurance PLC. He was engaged Sadharan Bima Coporation in various position and designation for thirty two years. He was chief Executive officer of Crystal Insurance PLC. He is a Bir-Muktijoddha and associated with various social, cultural & religious organizations.



Mr. Md. Rashedur Rahman
Independent Director

Md. Rashedur Rahman obtained Masters of Business Administration (MBA) from USA and University of Dhaka. He completed Entrepreneurship Development Program (EDP) from Massachusetts Institute of Technology (MIT), USA. He was a consultant for the International Finance Corporation (IFC) of the World Bank Group (WBG) for the period October 2013 to June 2019. He received significant number of awards for his excellent performance. He took the challenge of engaging in cross functional assignment, which refined his expertise in various areas.

Board Committees

Sl	Name of The Committee	Members of the Committee	Designation
1	Executive Committee	Mr. Md. Tajul Islam, Director	Chairman
		Mr. A.H.M.Mozammel Hoque, Director	Member
		Ms. Farhana Danesh, Director	Member
		Ms. Soera Zahir, Director	Member
		Mr. Arafat Rashid, Director	Member
		Ms. Nabila Mahmud, Director	Member
		S M Shahidullah, CEO	Member
		Mr. M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary
2	Audit Committee	Mr. Md. Rashedur Rahman, Independent Director	Chairman
		Mr. Md. Tajul Islam, Director	Member
		Mr. A.H.M.Mozammel Hoque, Director	Member
		Ms. Farhana Danesh, Director	Member
		Ms. Soera Zahir, Director	Member
		Ms. Nabila Mahmud, Director	Member
		Mr. M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary
3	Claims Committee	Mr. Md. Tajul Islam, Director	Chairman
		Mr. A.H.M.Mozammel Hoque, Director	Member
		Ms. Farhana Danesh, Director	Member
		Ms. Soera Zahir, Director	Member
		Ms. Nabila Mahmud, Director	Member
		S M Shahidullah, CEO	Member
		M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary
4	Nomination & Remuneration Committee	Mr. Md. Rashedur Rahman, Independent Director	Chairman
		Mr. A.H.M.Mozammel Hoque, Director	Member
		Mr. Md. Tajul Islam, Director	Member
		Ms. Farhana Danesh, Director	Member
		Ms. Soera Zahir, Director	Member
		M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary
5	Employee's Contributory Provident Fund Committee	Mr. Arafat Rashid, Director	Chairman
		Mr. S M Shahidullah, CEO	Vice Chairman
		Mr. Tajul Islam, Director	Member

		Mrs. Soera Zahir, Director	Member
		Mr. Md. Saydul Islam, DMD and CFO	Member Secretary
		Mr. M. Mahfuzur Rahman FCA, Addl. MD & Company Secretary	Member of Representative of Officer
		Mr. Md. Abul Fazol, Asst. MD (Claims & RI)	Member of Representative of Office Staff
6	Gratuity Committee	Mr. Tajul Islam, Director	Chairman
		Mr. S M Shahidullah, CEO	Vice Chairman
		Mr. Arafat Rashid, Director	Member
		Mrs. Soera Zahir, Director	Member
		Mr. Md. Saydul Islam, DMD & CFO	Member Secretary
		Mr. M. Mahfuzur Rahman FCA , Addl. MD & Company Secretary	Member of Representative of Officer
		Mr. Md. Abul Fazol, Asst. MD (Claims & RI)	Member of Representative of Office Staff
7	Investment Committee	Mr. A.H.M.Mozammel Hoque, Director	Chairman
		Mr. Md. Tajul Islam, Director	Member
		Ms. Farhana Danesh, Director	Member
		Ms. Nusrat Mahmud, Director	Member
		Ms. Soera Zahir, Director	Member
		Ms. Nabila Mahmud, Director	Member
		Mr. S M Shahidullah, CEO	Member
		Mr. M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary
8	Risk Management Committee	Mr. A.H.M.Mozammel Hoque, Director	Chairman
		Mr. Md. Tajul Islam, Director	Member
		Ms. Farhana Danesh, Director	Member
		Ms. Soera Zahir, Director	Member
		Ms. Nabila Mahmud, Director	Member
		Mr. Md. Rashedur Rahman, Independent Director	Member
		Mr. M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary
9	Policyholder protection & Compliance Committee	Mr. A.H.M.Mozammel Hoque, Director	Chairman
		Ms. Farhana Danesh, Director	Member
		Ms. Soera Zahir, Director	Member
		Ms. Nabila Mahmud, Director	Member
		Mr. Md. Rashedur Rahman, Independent Director	Member
		Mr. M. Mahfuzur Rahman FCA, Company Secretary	Member Secretary

Our Mangement Team

Chief Executive Officer



Mr. S M Shahidullah

Chief Executive Officer

Mr. S M Shahidullah is the Chief Executive Officer of Crystal Insurance PLC. He has an impressive career spanning over 35 years in the Bangladeshi insurance industry. His journey began on July 1st, 1989 at Eastland Insurance Company Limited, where he rose through the ranks to become Assistant Manager and Head of the Claims Department.

In December 1996, Shahidullah moved to Northern General Insurance Company Limited, joining as Senior Manager and Head of Claims and Re-Insurance. Over the next six years, he climbed the ladder to Senior Vice President.

Seeking new challenges, Mr. Shahidullah joined Sonar Bangla Insurance Limited in July 2003 as Deputy General Manager and Head of Claims, Re-Insurance and Branch Control Department. His tenure there lasted until March 2005. Crystal Insurance PLC then welcomed Mr. Shahidullah as Senior Vice President, again heading the Claims, Re-Insurance and Branch Control departments. Demonstrating his leadership skills, he earned a promotion to Executive Vice President in July 2008, taking on the additional responsibility of Company Secretary and leading the Administration and Establishment department. His dedication and expertise were further recognized in 2012 with his promotion to

Deputy Managing Director. Mr. Shahidullah's rise continued in 2018 when he became Additional Managing Director, effectively acting as the company's second-in-command. After that, On August 17, 2023, Mr. Shahidullah began serving as Acting CEO. Subsequently, the Board of Directors officially appointed him as the CEO which has approved by the Insurance Development and Regulatory Authority.

Beyond his professional experience, Mr. Shahidullah holds a Bachelor of Science with Honors in Geography (1986) and a Master of Science in Geography (1987) from Jagannath University College under the University of Dhaka. He went on to achieve the Associate of Bangladesh Insurance Academy (ABIA) designation in 1994.

Mr. Shahidullah demonstrates a continuous pursuit of knowledge. He is currently enrolled with the Chartered Insurance Institute, UK, and has obtained the CERT CII (UK) qualification. He actively contributes to the insurance industry by serving as a part-time lecturer at the Bangladesh Insurance Academy and the Bangladesh Insurance Association. Additionally, he holds the positions of Treasurer for both the Association of Insurance Executives (AIE) and the Bangladesh Insurance Diploma Association (BIDA). His commitment extends to participating in various insurance seminars and workshops.

Mr. Shahidullah is involved in various social activities. He is the Founding President of the Bagdi High School Old Students' Welfare Fund, President of the Grand Christy Welfare Association and General Secretary of the Somaj Kallyan Songstha. He is also a member of governing bodies and committees including the Bagdi High School Governing Body, the Khilkheta Jame Mosque Governing Body, the Kurmitola High School Eidgah Ground Management Committee and a life member of the Center for Geographers and Uttara Sector 14 Welfare Society. He is the Executive Member of Baitul Aman Jame Mosque, Uttara Dhaka. He is also a member of the Rotary Club of Uttara.

In essence, Mr. S M Shahidullah's career trajectory embodies a remarkable ascent through the ranks of the Bangladeshi insurance industry, marked by a dedication to both professional excellence and the advancement of the field.

Company Secretary



M. Mahfuzur Rahman FCA, Cert CII (UK)
Additional Managing Director &
Company Secretary

Mr. M. Mahfuzur Rahman FCA has been an integral part of Crystal Insurance PLC since September 2007. Before joining the company, he served as Manager of Finance & Accounts at Naziat Sweaters and T.S.R. Fashion & Design Limited.

Mr. Mahfuz is a distinguished academic achiever, earning a Master's degree with First Class honors and securing 7th place in order of merit during his B.Com studies at Dhaka City College. Professionally, he is a **Fellow Member** of The Institute of Chartered Accountants of Bangladesh (ICAB) and Associate Member of the Bangladesh Insurance Academy (BIA). Additionally, he is a Member of the Chartered Insurance Institute in the United Kingdom.

Throughout his career, Mr. Mahfuz has enhanced his expertise through various trainings on financial management, financial reporting, corporate governance, secretarial practices and tax & VAT regulations. Currently, he serves as the Additional Managing Director and Company Secretary; Head of HR, Administration & Establishment of Crystal Insurance PLC, where he continues to make significant contributions to the company's growth and success.

Chief Financial Officer



Mr. Md. Saydul Islam
Deputy Managing Director &
Chief Financial Officer

Mr. Md. Saydul Islam, M.Com. (Management), serves as the Chief Financial Officer and Deputy Managing Director (F&A) at Crystal Insurance PLC, where he also head of the BCD & MIS Department. He joined the company in November 2007, bringing with him a wealth of experience and expertise in the insurance sector.

Before his tenure at Crystal Insurance, Mr. Islam held the position of Deputy Manager (F&A) at Desh General Insurance Co. Ltd. from August 15, 2004, to November 28, 2007. Prior to that, he served as Senior Executive Officer (F&A) at Republic Insurance Company Ltd. from July 1, 2000, to August 14, 2004, and began his career as an Officer (F&A) at Eastern Insurance Co. Ltd., where he worked from March 15, 1995, to June 30, 2000.

In addition to his professional achievements, Mr. Islam is actively involved in various socio-cultural organizations and activities, reflecting his deep commitment to community engagement. With decades of experience in the insurance industry, he has become a prominent figure, inspiring others with his dedication and success.



Mr. Md. Mahbub Hasan
Assistant Managing Director &
Head of Underwriting Department

Mr. Md. Mahbub Hasan, Assistant Managing Director and Head of Underwriting, has been serving the company since December 30, 2021. Before joining this Company, he built a distinguished career across several leading insurance companies, including Federal Insurance Company Limited, Agrani Insurance Company Limited, Rupali Insurance Company Limited, Pioneer Insurance Company Limited, City Insurance Company Limited, and Purabi General Insurance Company Limited.

He holds a postgraduate degree in Management from the University of Dhaka and earned a professional certification, the Diploma in General Insurance (ABIA), from the Bangladesh Insurance Academy in 1997.

With 31 years of extensive experience in underwriting, reinsurance, claims management, and all aspects of risk investigation, assessment, and acceptance, Mr. Hasan is a seasoned professional dedicated to driving excellence in the insurance sector.



Mr. Md. Abul Fazol
Assistant Managing Director &
Head of Claims & Reinsurance

Mr. Md. Abul Fazol, M. Com (Accounting) is Asst. MD & Head of Claims & Reinsurance Department has been serving this Company since 31st December 2015. Prior to joining this Company he worked in Provati insurance Company Limited as Assistant General Manager; Claims & Reinsurance Department from January 2013 to 30th December, 2015, Sonar Bangla insurance Company Limited as Manager in Claims & Reinsurance Department from January, 2010 to December 2012 and Dhaka insurance Limited in the Claims & Reinsurance Department from 16.01.2004 to December, 2009.



Shourav Chandra Bhadra
AVP & In-Charge
Audit & Compliance Department

Shourav Chandra Bhadra is a highly accomplished professional with a stellar academic background and extensive experience in the field of audit and accounting. He has consistently excelled academically, garnering several awards and accolades throughout his educational journey. Shourav's academic achievements include obtaining 1200 marks out of 1700 in the ICAB's exams. Furthermore, he earned an MBA and BBA in Accounting with a commendable CGPA. In addition to his academic achievements, Shourav has actively pursued professional development opportunities, completing the Chartered Accountant Course from Mahfel Huq & Co., Chartered Accountants a network firm of agn international. He has also participated in various training programs and workshops, including workshops on ERP software and different training and workshops held by the Institute of Chartered Accountants of Bangladesh. With 8 years of experience, including 3 years of articleship, Shourav has held significant roles in reputable organizations. Currently holds the position of Assistant Vice President and In-charge of the Internal Audit and Compliance Department at Crystal Insurance PLC.

Branch In-Charges and Senior Development Personnel.



MR. S.A.M. SHAFIQUUL HASAN
Sr. Additional Managing Director and
In-Charge of Corporate Branch



MS. MINU RAHMAN
Sr. Additional Managing Director and
In-Charge of Dilkusha Branch



MRS. FERDAUS ARA CHOWDHURY (NIMMI)
Sr. Additional Managing Director
Corporate Office



MR. MOHAMMED MOHASIN SIDDIQUEE
Sr. Addl. Managing Director and
In-Charge of Agrabad Corporate Branch



MR. HAMIDUR RAHMAN HAIDER
Sr. Additional Managing Director,
Corporate Office



MR. MD. MAHMUD HASAN
Addl. Managing Director
Corporate Office



MR. MD. ASHRAFUL ALAM CHOWDHURY
Addl. Managing Director
Nayabazar Branch



MR. DEWAN MOSTAFIZUR RAHMAN
Additional Managing Director and
In-Charge of Local Office



MRS. JESMIN AKTER
Additional Managing Director
Uttara Branch



MR. MD. ZIAUR RAHMAN (MIRON)
Addl. MD & In-Charge
Principal Branch



MR. GOUR HARI SAHA
Additional Managing Director
Corporate Office



MRS. NAZMA AKHTER
Additional Managing Director and
In-Charge of Malibagh Branch



MR. ZOAHERUL ISLAM TALUKDAR
Additional Managing Director and
In-Charge of Paltan Branch



MR. MD. MIZANUR RAHMAN
Additional Managing Director and
In-Charge of Imamganj Branch



MR. MD. SHAHADAT HOSSAIN
Additional Managing Director and
In-Charge of VIP Road Branch



MR. MD. SHAHIDUL ALAM
Addl. Managing Director and
In-Charge of Bogura Branch



MR. MD. JULFIKAR ALI
Additional Managing Director
Corporate Office



MR. MIZANUR RAHMAN
Additional Managing Director
Principal Branch



MR. MD. SHOWKAT ALI
Deputy Managing Director and
In-Charge of Babu Bazar Branch



MR. ABDUL MALEK BEGH
Deputy Managing Director and
In-Charge of Lal Dighi Branch



MR. MD. SAIFUL ISLAM CHOWDHURY
Deputy Managing Director
and In-Charge of Kishoreganj Branch



MR. MD. RUSTOM ALI RIPON
Deputy Managing Director
and In-Charge of Jamalpur Branch



MR. SYED NURUL BASHAR
Deputy Managing Director and
In-Charge of Khatungonj Branch.



SHAHAZADI HABEBA SULTANA
Deputy Managing Director and
In-Charge of Hatkhola Branch



MST. NARGIS PARVIN
Deputy Managing Director and
In-Charge of Elephant Road Branch



MRS. FARHANA RAHMAN
Deputy Managing Director and
In-Charge of Narsingdi Branch



MR. SYED MOSHFUQUR RAHMAN
Deputy Managing Director and
In-Charge of Rajuk Avenue Branch



MR. YAMEEN YOUSUF KHAN
Deputy Managing Director



MR. MD. ANWAR HOSSEN
Deputy Managing Director and
In-Charge of B.B. Avenue Branch



MR. MD. SAFIUDDIN AHMED
Asst. M.D and
In-Charge of Chandpur Branch



MR. SHAIFUL ISLAM
Asst. MD
Corporate Office



MR. MD. WAHEDUL ISLAM
Asst. MD and
In-Charge of Mirpur Branch



MR. MD. NAZMUL HOQUE CHOWDHURY
SEVP and In-Charge
of Devan Hat Branch



MR. MD. ABDUS SOBUR
Sr. Executive Vice President and
In-Charge of Rangpur Branch



MR. MD. SHAFIQUUL ISLAM
Sr. Executive Vice President and
In-Charge of Barishal Branch



MR. MD. SHAH ALAM SHEIKH
SEVP and
In-Charge of Bangshal Branch



MRS. SAILA AHMED SILPI
Executive Vice President and
In-Charge of Arambagh Branch



MR. MD. HAIDER ALI
Executive Vice President and
In-Charge of Khulna Branch



MR. PRANESH CHANDRA BARDAN
Executive Vice President and
In-Charge of Moulvi Bazar Branch



MR. SHARIF UDDIN
Executive Vice President and
In-Charge of Mymensingh Branch



MR. MD. NUR ISLAM
Executive Vice President and
In-Charge of Dinajpur Branch



MR. MOHAMMAD FAZLUR RAHMAN
EVP & In-Charge
Sylhet Branch



MR. BIPUL ANANDA HALDER
Senior Vice President and
In-Charge of Jashore Branch



MR. MD. JOAHER ALI
Senior Vice President and
In-Charge of Pragati Sarani Branch



MR. KHANDAKER SHAHEEN
Vice President and
In-Charge of Uttara Branch



MR. MD. ZAHID HOSSAIN KHAN
Vice President and
In-Charge of Sadarghat Branch



MR. MD. ZIAUL ISLAM
VP & In-Charge
Rajshahi Branch



MR. MD. OMAR FAROQ
Vice President and
In-Charge of Cumilla Branch



MR. MD. KAMRUL ALAM
Sr. Manager and In- Charge of
Jubilee Road Branch



MR. MD. FARUK HOSSAIN
Manager and
In-Charge of Kushtia Branch

Leadership Messages

Chapter-02



Chairman's Message

In the Name of Almighty Allah,

Dear Shareholders,

It is my immense pleasure and privilege to welcome you to the **25th Annual General Meeting** of Crystal Insurance PLC. On behalf of the Board of Directors, I am honored to present our Integrated Annual Report and the audited financial statements for the financial year ended 31st December 2024.

This meeting marks a significant milestone as we celebrate **25 years of excellence** in providing insurance services. Over the years, Crystal Insurance PLC has continued to grow and evolve, standing resilient in the face of challenges and committed to achieving sustainable growth.

In the year under review, we focused on accelerating revenue growth, enhancing operational efficiency, and prioritizing quality in every aspect of our business. Key achievements include:

- Sustained growth in gross premium income, driven by quality business and strategic partnerships.
- Improved operational efficiency through robust cost management and technology-driven solutions.

- Enhanced customer satisfaction with faster and more efficient claims processing.
- Strengthened our governance framework to ensure compliance with the regulations set by the Insurance Development and Regulatory Authority (IDRA) and other relevant authorities.

Crystal Insurance PLC's long-term strategy remains focused on sustainability, innovation and excellence. We are committed to:

1. Enhancing client-centric solutions to ensure insurance is viewed as a financial security tool, not a burden.
2. Investing in digital transformation to deliver seamless and efficient services.
3. Upholding ethical business practices by avoiding unhealthy competition and maintaining transparency in all operations.
4. Empowering our workforce to deliver value-driven results through continuous training and development.

We have also made significant progress in strengthening our risk management practices, aligning with international standards to safeguard the interests of our clients and shareholders.

I would like to thank all the regulatory authorities i.e. The Insurance Development Regulatory Authority (IDRA), The Bangladesh Securities and Exchange Commission (BSEC), Dhaka Stock Exchange (DSE), Chittagong Stock Exchange (CSE), Bangladesh Bank (BB), Schedule Bank, Our Valued Clients, Stockholders, Media and well-wisher for their continuous support.

Special thanks to our external auditors for their valuable insights and to the shareholders for their unwavering trust and confidence in our vision. Your support motivates us to strive for excellence and continuous improvement.

My sincere gratitude goes to my colleagues on the Board for their wisdom and counsel. I would like to thank our management team for their resilience and responsibilities in this difficult year. I look forward to seeing you all next year and wish you success in all your endeavors. I also put on record my thanks to the leadership's different initiatives adopted along with drive provided by the Chief Executive Officer under the difficult circumstances throughout the year.

I would like to express my sincere thanks to our employees for their untiring efforts, dedication to the company and devotion to their duty.

To all our stakeholders; thank you for your unwavering support.

As we embark on the next chapter, our ambition to become Bangladesh's leading insurance services provider. We are steadfast in our commitment to delivering value to all stakeholders, fostering innovation, and contributing to the nation's economic growth.

I look forward to seeing you all at our next Annual General Meeting and wish you continued success in all your endeavors. Together, let us propel Crystal Insurance PLC to even greater heights.

Thank you for your unwavering support.

Sincerely,



Abdullah Al Mahmud
Chairman



CEO's Statements

Bismillahir-Rahmanir Rahim

Assalamualaikum,

Dear Shareholders,

I begin with gratitude to the Almighty Allah for His blessings and the opportunity to present to you the **Annual Report 2024** and the **25th Annual General Meeting** of Crystal Insurance PLC. This year holds special significance as we celebrate our **Silver Jubilee**, marking 25 years of excellence performance in the insurance industry.

It is my immense pleasure to address you during this landmark year, as the leader of this esteemed organization. Our success is the result of collective efforts, teamwork and dedication from every member of the operational management team, employees and development staffs. We have made substantial strides in achieving our business goals for 2024 and we are committed to continuing this journey of success.

As we reflect on the past 25 years, we recognize the growth and progress we have made, which was built upon a foundation of strong teamwork and shared goals. We look forward to another 25 years of sustainable growth and leadership in the industry.

From the beginning of the year, we tied with our plans, to progress business growth economically and profitably by accomplishing responsible work socially and keeping lime environment by implementing our policies and technology in the interest of the company. Professionalism and quality service track indicates clients' confidence and market image of the company. We have 42 branches and those are able to underwrite the insurance policy from any districts because our technology permit us for this wider facility. By this time, the Company is able to create market image and goodwill in the industry.

The confidence level of our business partners and clients is very high on the Company's operations. Business growth of the Company is optimistic compared to previous years. All of you know how severe the competition is in a small market like ours. Due to our market research, effective business model, sincerity, hard work, transparency, corporate governance culture and accountability, we have been able to bring an outstanding brand image in the market.

Therefore, this year has been recognized as a great successful year of **Crystal Insurance PLC**. In this happy moment, I express my heartfelt thanks and gratitude to all our valued clients, business partners, all our regulatory bodies, honorable Members of the Board for giving me the opportunity to lead the operations of the company with their marvelous support.

Compliance with IDRA and other regulators

Compliance to regulations introduced by "Insurance Development and Regulatory Authority (IDRA)" is our top priority. It is our strength, which facilitates good corporate governance, and adequate service levels, bringing sustainability. We also abide the regulations made by Bangladesh Securities and Exchange Commission (BSEC), Dhaka Stock Exchange (DSE), Chittagong Stock Exchange (CSE) and Bangladesh Bank (BB).

Our Business Perspectives

As you know that the clients are the key factors for a business organization that's why I have utilized our existing skilled manpower, technology, products, facilities, equipment to deliver prompt and technically efficient services to the valued clients. As CEO of the company, I worked hard to improve our position, increase clients as well as to set a remarkable growth for the Company with an excellent improvement in its profit earning.

Company's Achievement

I take the opportunity to thank all the team members and members of the Board, especially the Chairman to encourage us for promote business, without which our Company could not be able to reach the bright position as noted below:

(Taka in million)

Particulars	2024	2023	Growth
Gross Premium	813.04	710.74	14.42%
Net Premium	561.79	476.36	17.92%
Interest Income	99.96	42.85	133.28%

Our Strategies

The above achievements depend on satisfying the clients and meeting market demands. A variety of diversified and unique products is superior in the market in terms of risk management mechanism. Our approach towards taking risk was calculative and we thought out of the basket. We continue to evaluate

market demands and approached towards inventing new and socially acceptable products. We research for improvement of existing products and try to get contemporary insurance solutions through our research team. It is obvious that there is no alternative to market survey and investigation into clients' demand. Our efficient Management Team meets frequently to identify problem and focus on using problem tools. Our dynamic Board guides us evaluating employees' efficiency and facilities continuous training to develop the professional and technical skills of the employees.

In untoward competition by the enormous procurers of various Insurance companies in the little insurance business market of Bangladesh. We have taken strategies to grow slowly and make profit with client satisfaction.

Our Strengths

Our main strength is our skilled and experienced human resources and qualified management team including dynamic members on the Board. Besides, we have supportive corporate ethics are based on good governance, statutory compliance and transparency.

Since commencement, the company has been trying to grow its capabilities by adopting dynamic mechanisms, technologies, new products, experienced sales teams, new sales channels, new policies, strategic planning and its implementation. All the success comes through our valued business clients to take utmost care for settlement of claims which bring us to improve our position in the market.

Our Products

The enriched and diversified product portfolio has made Crystal Insurance PLC as a distinctive company in comparison of other insurance companies in the industry. The Company already enhanced its regular products i.e. marine, fire, burglary, engineering and various types of miscellaneous accidental insurance.

It is my firm conviction that we have taken up the right strategy in delivering the products and services which are required by the clients and at the same time making the company profitable.

Contribution to the GDP growth through insurance business

The Insurance industry is contributing to the GDP growth by insurance businesses. The insurance industry of Bangladesh is lagging far behind in contributing to the GDP of Bangladesh. But there are ample opportunities to increase this contribution to bring it to a considerable percentage. The government may take few strong decisions for increasing the scope of insurance industry making mandatory of some insurance coverage, such as Health Insurance, Hajj and Umrah Insurance, Crop Insurance, etc. and making mandatory of taking policy from the local insurers regarding the capital machineries used in the projects under Public Private Partnership (PPP) and also obtaining Personal Accident policy for the workers working in these projects.

Commitment and deliveries towards clients through different approach:

We are contemplating to make the Company into an institution of excellence and prominence. As such, we are always moving forward with our commitment delivering diversified but exclusive products and faster services to our valued clients engaging different approaches keeping in mind that clients' happiness is our ultimate aspiration.

We are maintaining Company's focus on improving response time in customer services, the Company realized the necessity of using updated technology in every possible area of service and accordingly, developed information technology (IT) infrastructure, including efficient software solution based on entirely online system which are designed to offer excellent customer services as well as prompt settlement of claims.

In conclusion, it is my sincere belief that our nation and the global economy will stand at stable position. In the upcoming years, with the best wishes from all of you, and sincere efforts put in by our colleagues, we expect to do better than before.

I would like to express my sincere gratitude and appreciation to our respected business partner clients and the regulatory bodies.

I would also like to extend my warmest gratefulness to the management and employees for being the backbone of the company. It was their unrelenting commitment, dedication and diligence throughout the year that led the company to achieve solid all-round performance in 2024 that will always be remembered in times to come.

Crystal Insurance PLC will execute long-term strategy successfully and meet the goals with the continuous dedication and commitments for future affluence success.

Finally, I extend my sincere gratitude to the chairman of the Board of Directors of Crystal Insurance PLC for his constant support and guidance at all times. My whole-hearted appreciation goes to our Directors, shareholders, stakeholders, IDRA, SBC, BSEC, DSE, CSE, RJSC, BIA and valued clients for their continued support and for keep faith on us

We are proud of you all and look forward to your continued support as we stride ahead to take Crystal Insurance PLC forward as a leading non-life insurance Company in Bangladesh.

With warm regards,



S M Shahidullah
Chief Executive Officer

Future Prospect



A widening trust gap in an uncertain world



Rapidly evolving customer needs and preferences



An increasingly digital and AI-driven world



Climate risk and a focus on sustainability



Convergence, collaboration and competition

A widening trust gap in an uncertain world

In a world in which trust in businesses and governments is declining, trust in financial institutions is near an all-time low. This erosion of trust, combined with lack of access and poor financial education, has made customers less likely to buy insurance and has led to wider protection gaps and higher economic losses. Trust is fundamental for insurance, and insurers clearly have a much bigger role to play in our society and economy than just protecting risks. Insurers will need bold, purpose-driven leadership and a clear strategy for addressing the trust challenge.

To strengthen trust in insurance, we are focusing on alleviating social injustice by creating a more inclusive social and business environment. We are working to bridge access and coverage gaps by educating customers, creating affordable products, such as micro insurance, and more effectively distributing them to reach more customers.

Rapidly evolving customer needs and preferences

Customers today aren't simply looking for financial protection. They want personalised solutions presented in the context of their day-to-day lives, be it while buying a car, planning for retirement or starting a business. Customers expect insurers to go beyond their risk-transfer obligations and offer end-to-end solutions, covering risk prediction, prevention and intervention, and to underpin those services with powerful digital and data capabilities.

To remain competitive, we must reimaging how we serve customers, provide advice, and capitalise on new partnerships and innovative engagements in order to create sustainable business models that drive growth and enhance the customer experience.

An increasingly digital and AI-driven world

As digital innovation and adoption continue to fundamentally reshape the risk landscape, they also create new opportunities for those insurers that can innovate at pace.

Automation and AI are already changing the way insurers interact with consumers across the value chain—from product design to underwriting, pricing and claims. Recent advancements in the digitisation of client interactions have included the growing use of so-called bionic advisers that integrate human and digital client experiences. The digital world will reward those who can innovate and adapt quickly, and insurers need to be on the offense with the right strategy, capabilities and urgency needed to win.

We have to embrace the digital future by leveraging the power of digital technologies, data and responsible AI4 for product offerings, pricing and customer engagement.

Climate risk and a focus on sustainability

The growing threat of climate change poses systemic physical and transition risks, with direct implications for the insurance industry. To protect against and prevent these risks, insurers will need to develop a deeper understanding of them in their portfolios, rebuild their risk models and pricing assumptions, create new climate related products and services, and work with organizations to help them mitigate climate risks.

We can work with customers to better adapt to climate change by investing in more resilient infrastructure and supply chains and providing advice to help clients address the physical and transition risks. In addition to advancing environmental priorities at an operational level, we have a role to play as institutional investors. Even though we may not have direct control over decisions made by investment firms, we must find a way to get their voices heard on climate issues.

Convergence, collaboration and competition

A digital, data-rich economy is allowing organizations to share and collaborate within and across industry boundaries in new ways and create new value propositions for customers. Whether it's in mobility, financial wellness, health, or small and medium-sized enterprise business needs, much investment is converging around digital platforms such as ecosystems and marketplaces.

Information for Stakeholders'

Chapter-03

Key Financial Highlights

5 Years Key Financial Data at a Glance

BDT in Million

Particulars	2024	2023	2022	2021	2020
Gross Premium	813.04	710.74	684.85	617.44	598.42
Net Premium	561.79	476.36	479.19	390.50	388.11
Claim Paid	205.43	183.99	60.13	59.00	33.33
Underwriting Profit	154.21	142.16	137.44	118.07	144.00
Profit Before Tax	187.72	146.01	130.24	134.70	149.92
Profit After Tax and WPPF	137.64	121.87	108.96	113.17	115.47
Investment Income and Other Income	94.60	64.26	52.45	73.90	56.44
Cash Flows from Operating Activities	96.79	69.66	243.19	111.82	208.64
Total Asset	2,059.61	1,907.42	1,838.05	1,598.50	1,454.30
Reserve and Surplus	689.50	634.61	572.43	511.89	439.07
Balance of Funds and Accounts	227.36	192.50	192.87	158.54	156.67
Shareholders' Equity/ Net Assets	1,129.50	1,034.61	972.43	911.89	839.07
Total Liabilities	702.75	680.31	672.74	528.07	458.57
Outstanding Claims	131.98	119.81	152.34	7.56	33.82
Investment in Shares and Bonds	286.66	309.09	264.59	246.21	140.44
FDR with Bank and Financial Institutions	1,085.18	1,005.85	984.85	792.55	604.40
No. of shares	44.00	40.00	40.00	40.00	40.00
Face Value (in BDT)	10.00	10.00	10.00	10.00	10.00
NAV Per Share	25.67	25.87	24.31	22.80	20.98
Earnings Per Share	3.13	3.05	2.72	2.83	4.58
Dividend	12% Cash (Proposed)	10% Stock & 7% Cash	10% Cash	10% Cash	10% Cash

NAV Per Share and Earnings Per Share of the previous years have been presented as per the respective year's NAV Per Share and Earnings Per Share

Business Growth	2024	2023	2022	2021	2020
Gross Premium	14.39%	3.78%	10.92%	3.18%	13.48%
Underwriting Profit	8.47%	3.44%	16.40%	-18.01%	44.01%
Total Asset	7.98%	3.77%	14.99%	9.92%	37.73%

Vertical and Horizontal Analysis

Vertical Analysis of Financial Position

Particulars	Amount in taka				
	2024	2023	2022	2021	2020
Shareholders' equity and liabilities					
Shareholders' equity					
Issued, subscribed and paid up capital	21.36%	20.97%	21.76%	25.02%	27.50%
Reserve and surplus	33.48%	33.27%	31.14%	32.02%	30.19%
Reserve for exceptional losses	32.64%	30.98%	28.28%	28.24%	26.79%
Profit and loss appropriation account	2.29%	3.14%	2.73%	3.17%	2.76%
Investment fluctuation fund	-1.99%	-1.38%	-0.36%	0.12%	0.15%
General reserve	0.53%	0.52%	0.49%	0.50%	0.48%
Total shareholders equity	54.84%	54.24%	52.91%	57.05%	57.70%
Liabilities and provisions					
Balance of funds and accounts (A)	11.04%	10.09%	10.49%	9.92%	10.77%
Fire insurance revenue account	5.18%	4.45%	4.52%	3.65%	3.70%
Marine cargo insurance revenue account	4.46%	4.09%	4.81%	4.61%	5.01%
Marine hull insurance revenue account	0.21%	0.17%	0.11%	0.24%	0.16%
Motor insurance revenue account	0.64%	0.56%	0.66%	1.08%	1.45%
Miscellaneous insurance revenue account	0.54%	0.82%	0.39%	0.33%	0.45%
Liabilities (B)	34.12%	35.67%	36.60%	33.04%	31.53%
Lease liability	1.00%	0.98%	0.64%	0.58%	0.56%
Deposit premium	4.68%	6.18%	8.50%	8.94%	11.11%
Deferred tax liability	0.02%	0.09%	0.25%	0.33%	0.42%
Estimated liability in respect of Outstanding claims whether due or intimated	6.41%	6.28%	8.29%	4.23%	2.33%
Amounts due to other persons or bodies carrying on insurance business	13.09%	14.45%	11.64%	12.17%	9.96%
Sundry creditors	8.46%	7.17%	6.80%	6.21%	6.57%
Unpaid/Unclaimed dividend	0.02%	0.15%	0.14%	0.18%	0.08%
Provision for workers profit participation fund (WPPF)	0.43%	0.36%	0.34%	0.40%	0.49%
Total liabilities and provisions (A+B)	45.16%	45.76%	47.09%	42.95%	42.30%
Total Shareholders' equity and liabilities	100.00%	100.00%	100.00%	100.00%	100.00%

Particulars	Amount in taka				
	2024	2023	2022	2021	2020
Properties and assets	47.31%	45.63%	44.13%	48.88%	45.41%
Property, plant and equipments	12.20%	13.50%	15.58%	18.49%	21.18%
Advance against land and office Space	3.65%	1.23%	0.65%	0.75%	0.83%
Investments	13.92%	16.20%	14.40%	15.40%	9.66%
Investment property	1.29%	1.51%	1.68%	2.07%	2.42%
Right of use (ROU) assets	1.11%	1.08%	0.66%	0.93%	1.08%
Insurance stamps	0.05%	0.08%	0.11%	0.08%	0.10%
Amount due from other persons or bodies carrying on insurance business	7.36%	7.25%	6.88%	7.11%	7.01%
Accrued interest	2.73%	0.77%	0.72%	1.02%	1.09%
Sundry debtors (including advances, deposits, and prepayments)	5.02%	4.00%	3.46%	3.03%	2.04%
Cash and cash equivalents	52.69%	54.37%	55.87%	51.12%	54.59%
Cash in hand	0.00%	0.01%	0.01%	0.01%	0.01%
BO account balance	0.01%	0.01%	0.01%	0.02%	0.15%
Cash at banks on STD accounts	1.36%	1.47%	1.17%	1.41%	12.68%
Cash at banks on CD accounts	0.52%	0.15%	1.10%	0.10%	0.20%
Fixed deposit receipt (FDR) with banks and financial institutes	50.80%	52.73%	53.58%	49.58%	41.56%
Total assets	100.00%	100.00%	100.00%	100.00%	100.00%

Vertical Analysis of Financial Performance

Particulars	Amount in taka				
	2024	2023	2022	2021	2020
Gross premium	100.00%	100.00%	100.00%	100.00%	100.00%
Reinsurance premium ceded	-30.90%	-32.98%	-30.03%	-36.76%	-35.14%
Net premium	69.10%	67.02%	69.97%	63.24%	64.86%
Net re-insurance commission earned	7.05%	6.77%	6.05%	10.33%	7.44%
Net premium reserve retained	-4.29%	0.05%	-5.01%	-0.30%	0.21%
Commission paid	-9.20%	-8.79%	-8.68%	-4.46%	-15.12%
Management expenses (revenue A/C)	-25.36%	-27.86%	-29.69%	-35.76%	-34.62%
Net claims incurred	-18.33%	-17.20%	-12.57%	-13.94%	1.30%
Underwriting/gross profit	18.97%	20.00%	20.07%	19.12%	24.06%
Investment income and other income	11.64%	9.04%	7.66%	11.97%	9.43%
Management expenses (P & L A/C)	-7.51%	-8.50%	-8.71%	-9.28%	-8.44%
Workers' profit participation fund	-1.10%	-0.98%	-0.91%	-1.04%	-1.19%
Profit before tax	21.99%	19.57%	18.11%	20.78%	23.86%
Income tax expense	-5.06%	-2.42%	-2.20%	-2.45%	-4.57%
Profit after tax	16.93%	17.15%	15.91%	18.33%	19.29%

Horizontal Analysis of Financial Position

Particulars	Amount in taka				
	2024	2023	2022	2021	2020
Shareholders' equity and liabilities					
Shareholders' equity					
Issued, subscribed and paid up capital	10.00%	0.00%	0.00%	0.00%	66.67%
Reserve and surplus	8.65%	10.86%	11.83%	16.59%	26.83%
Reserve for exceptional losses	13.76%	13.67%	15.17%	15.85%	18.14%
Profit and loss appropriation account	-21.14%	19.57%	-1.05%	25.95%	63.29%
Investment fluctuation fund	56.23%	300.93%	-449.63%	-15.59%	-115.03%
General reserve	10.00%	11.11%	12.50%	14.29%	7.69%
Total shareholders equity	9.17%	6.39%	6.64%	8.68%	43.14%
Liabilities and provisions					
Balance of funds and accounts (A)	18.11%	-0.19%	21.66%	1.19%	-0.79%
Fire insurance revenue account	25.70%	2.19%	42.44%	8.52%	-15.09%
Marine cargo insurance revenue account	17.73%	-11.78%	19.92%	1.15%	-0.65%
Marine hull insurance revenue account	35.24%	63.38%	-48.79%	64.06%	-8.21%
Motor insurance revenue account	23.08%	-11.95%	-29.26%	-17.98%	39.46%
Miscellaneous insurance revenue account	-28.49%	118.27%	34.84%	-19.59%	86.33%
Liabilities (B)	3.30%	1.12%	27.40%	15.16%	47.07%
Lease liability	11.01%	59.35%	25.80%	13.82%	100.00%
Deposit premium	-18.15%	-24.57%	9.36%	-11.58%	132.14%
Deferred tax liability	-80.34%	-61.49%	-11.68%	-14.20%	2.22%
Estimated liability in respect of Outstanding claims whether due or intimated	10.15%	-21.35%	125.49%	99.79%	5.28%
Amounts due to other persons or bodies carrying on insurance business	-2.20%	28.79%	10.01%	34.28%	9.09%
Sundry creditors	27.52%	9.38%	25.89%	3.82%	46.51%
Unpaid/Unclaimed dividend	-84.13%	12.80%	-7.63%	131.77%	31.30%
Provision for workers profit participation fund (WPPF)	28.56%	12.11%	-3.31%	-10.15%	41.73%
Total liabilities and provisions (A+B)	6.56%	0.83%	26.07%	11.60%	30.98%
Total Shareholders' equity and liabilities	7.98%	3.77%	14.99%	9.92%	37.73%

Particulars	Amount in taka				
	2024	2023	2022	2021	2020
Properties and assets	11.96%	7.30%	3.82%	18.33%	19.24%
Property, plant, and equipments	-2.46%	-10.05%	-3.11%	-4.05%	3.11%
Advance against land and office space	220.41%	95.42%	0.00%	0.00%	0.00%
Investments	-7.26%	16.82%	7.47%	75.30%	100.38%
Investment property	-7.48%	-6.96%	-6.51%	-6.11%	-5.76%
Right of use (ROU) assets	10.31%	70.18%	-18.13%	-6.05%	100.00%
Insurance stamps	-41.47%	-19.46%	49.25%	-10.10%	16.40%
Amount due from other persons or bodies carrying on insurance business	9.64%	9.25%	11.36%	11.49%	17.28%
Accrued interest	280.12%	12.34%	-19.68%	3.34%	-8.80%
Sundry debtors (including advances, deposits, and prepayments)	35.60%	19.99%	31.31%	63.34%	-1.29%
Cash and cash equivalents	4.64%	0.99%	25.66%	2.92%	58.12%
Cash in hand	-48.47%	-36.64%	9.52%	21.60%	-23.99%
BO account balance	50.07%	-53.81%	-9.42%	-88.90%	383.15%
Cash at banks on STD accounts	-0.30%	30.96%	-5.29%	-87.73%	522.56%
Cash at banks on CD accounts	265.62%	-85.56%	1223.75%	-46.46%	124.22%
Fixed deposit receipt (FDR) with banks and financial institutes	4.03%	2.13%	24.26%	31.13%	28.44%
Total assets	7.98%	3.77%	14.99%	9.92%	37.73%

Horizontal Analysis of Financial Performance

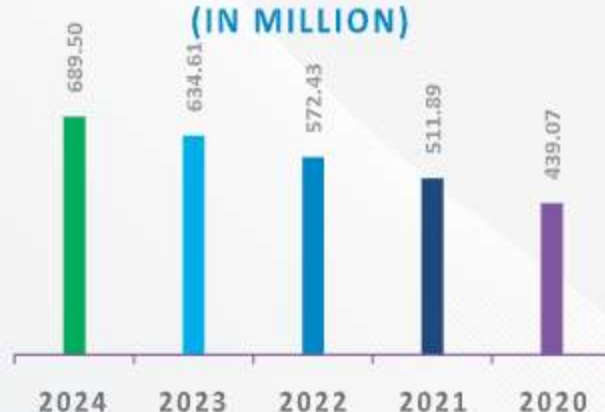
Particulars	Amount in taka				
	2024	2023	2022	2021	2020
Gross premium	14.39%	3.78%	10.92%	3.18%	13.48%
Reinsurance premium ceded	7.20%	13.96%	-9.37%	7.91%	54.15%
Net premium	17.93%	-0.59%	22.71%	0.61%	-0.71%
Net re-insurance commission earned	19.10%	16.24%	-35.07%	43.21%	18.17%
Net premium reserve retained	-9503.51%	-101.08%	1738.88%	-250.58%	-103.48%
Commission paid	19.76%	5.06%	115.97%	-69.57%	15.25%
Management expenses (revenue A/C)	4.12%	-2.60%	-7.90%	6.56%	52.28%
Net claims incurred	21.96%	42.01%	0.00%	-1209.85%	-109.90%
Underwriting/gross profit	8.47%	3.44%	16.40%	-18.01%	44.01%
Investment income and other income	47.21%	22.52%	-29.02%	30.94%	33.41%
Management expenses (P & L A/C)	1.12%	1.27%	4.16%	13.36%	38.35%
Workers' profit participation fund	28.56%	12.11%	-3.31%	-10.15%	41.73%
Profit before tax	28.56%	12.11%	-3.31%	-10.15%	41.73%
Income tax expense	139.36%	13.95%	-0.20%	-44.70%	-10.62%
Profit after tax	12.94%	11.86%	-3.73%	-1.97%	64.54%

Graphical and Pictorial Presentation of Financial Data

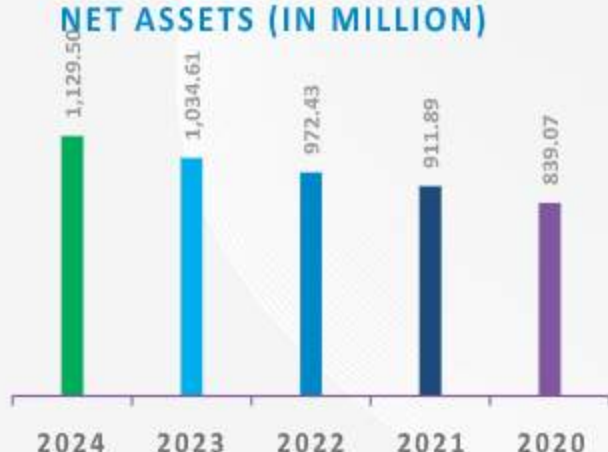
BALANCE OF FUNDS AND ACCOUNTS (IN MILLION)



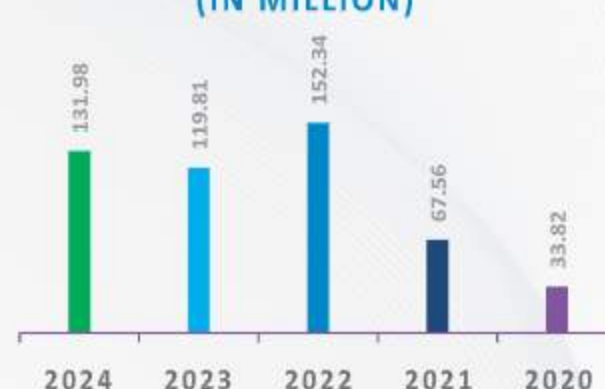
RESERVE AND SURPLUS (IN MILLION)



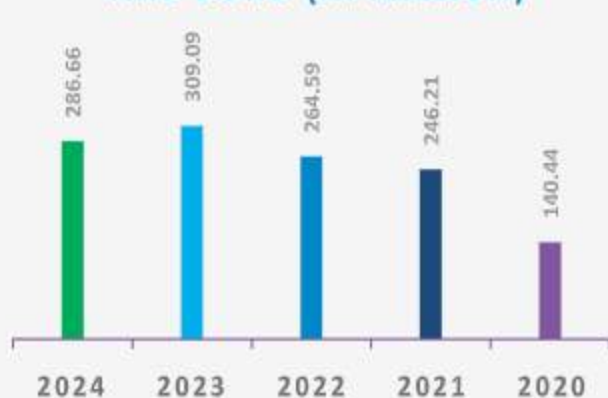
NET ASSETS (IN MILLION)



OUTSTANDING CLAIMS (IN MILLION)



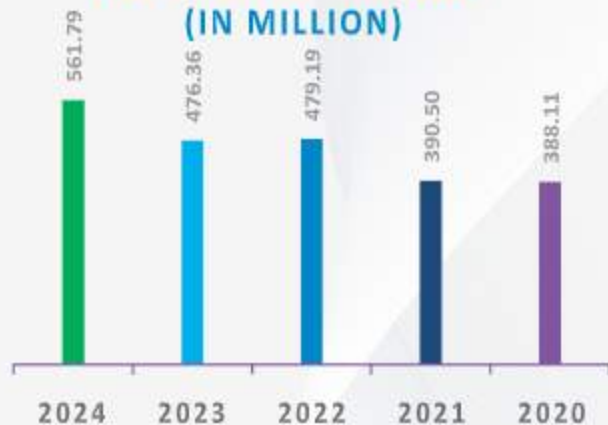
INVESTMENT IN SHARES AND BOND (IN MILLION)



FDR WITH BANK AND FINANCIAL INSTITUTES (IN MILLION)



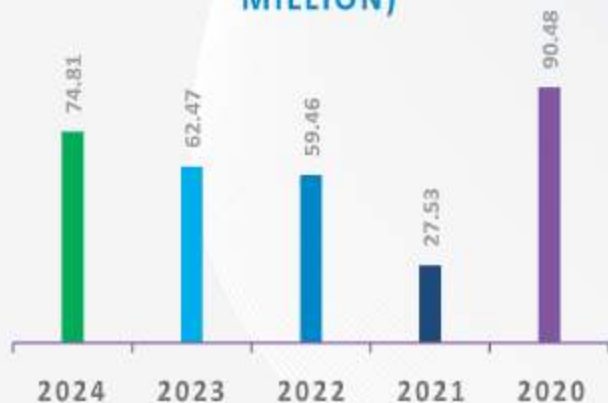
NET PREMIUM INCOME (IN MILLION)



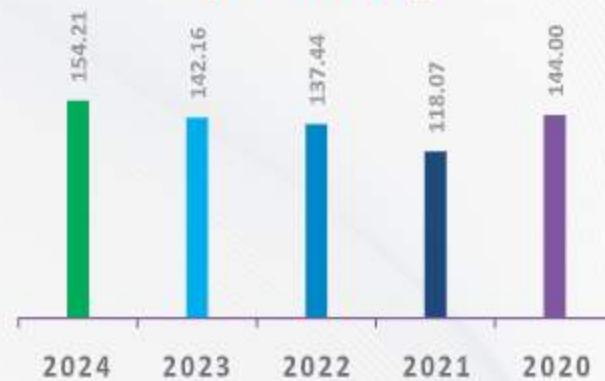
CLAIMS PAID (IN MILLION)



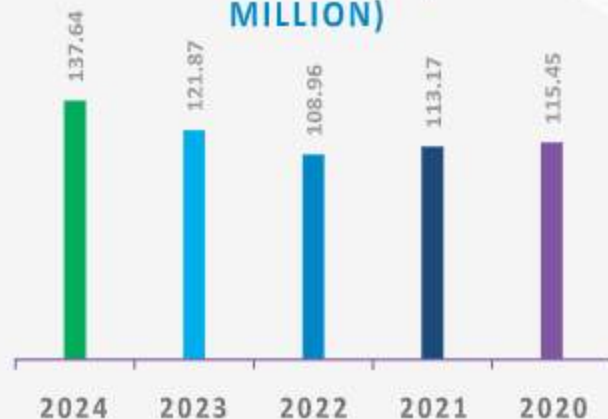
AGENT COMMISSION (IN MILLION)



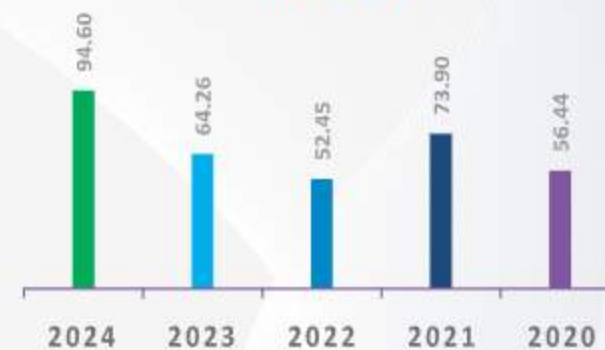
UNDERWRITING PROFIT (IN MILLION)



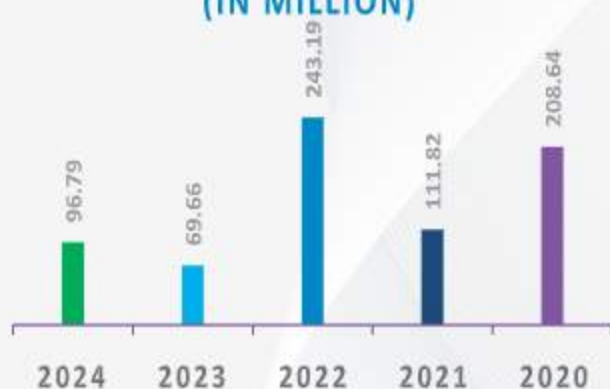
PROFIT AFTER TAX (IN MILLION)



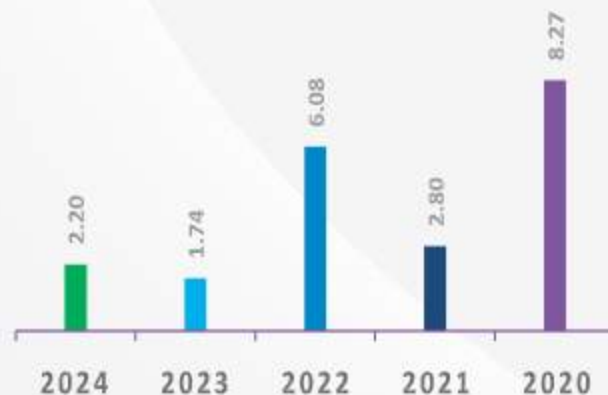
INVESTMENT INCOME AND OTHER INCOME (IN MILLION)



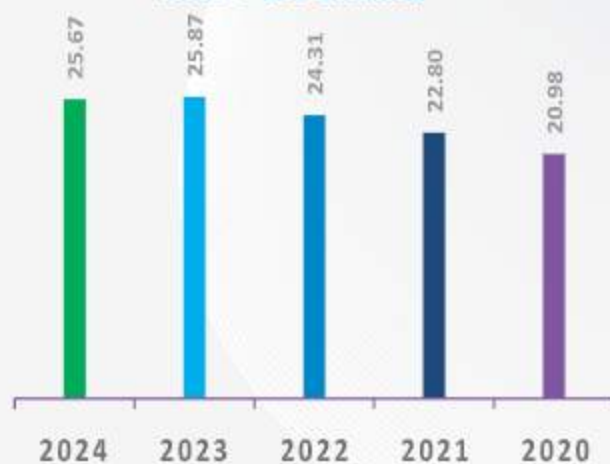
CASH FLOWS FROM OPERATING ACTIVITIES (IN MILLION)



NET OPERATING CASH FLOW PER SHARE



NAV PER SHARE



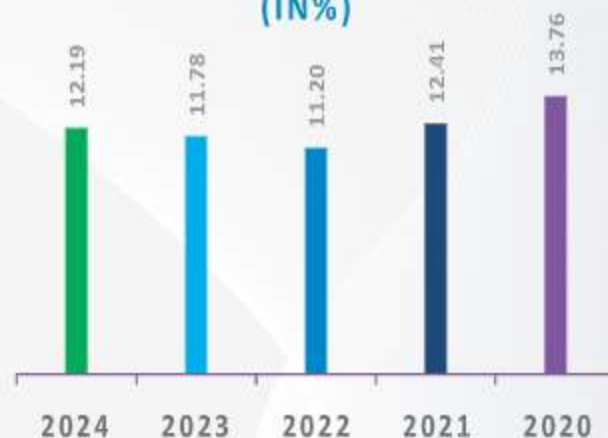
EARNINGS PER SHARE



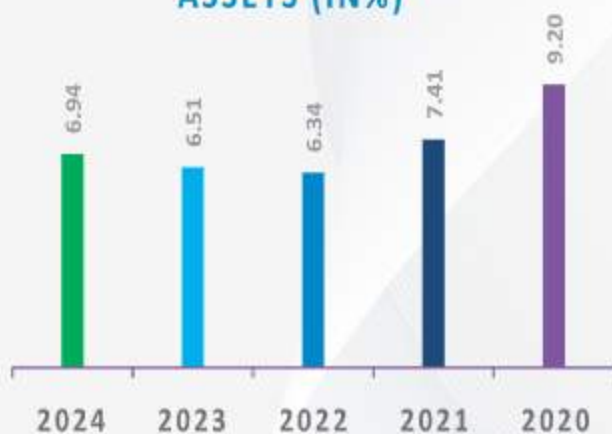
DIVIDEND PER SHARE



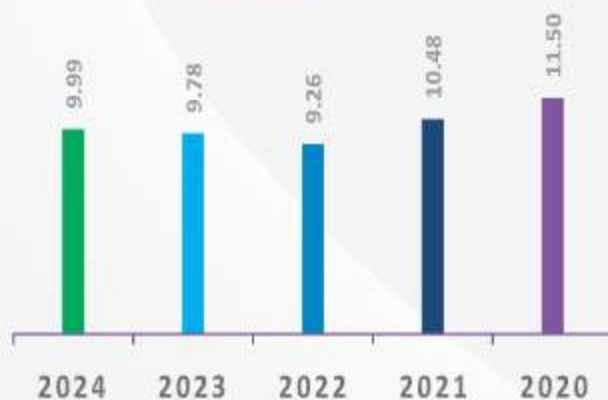
RETURN ON EQUITY (IN%)



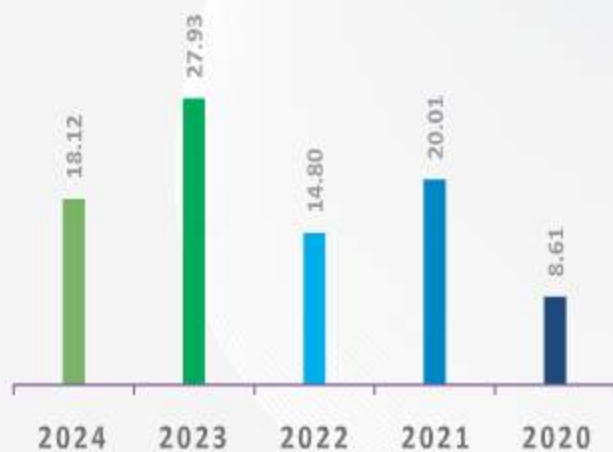
RETURN ON AVERAGE ASSETS (IN%)



RETURN ON CAPITAL EMPLOYED (IN%)



PRICE EARNING RATIO



DIVIDEND YIELD (IN %)



STOCK PERFORMANCE IN DSE

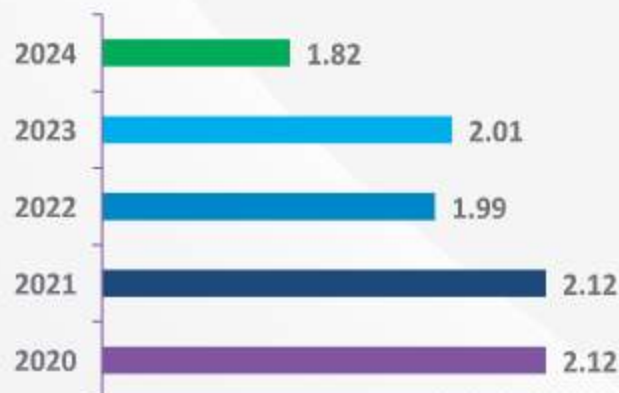


Ratio analysis

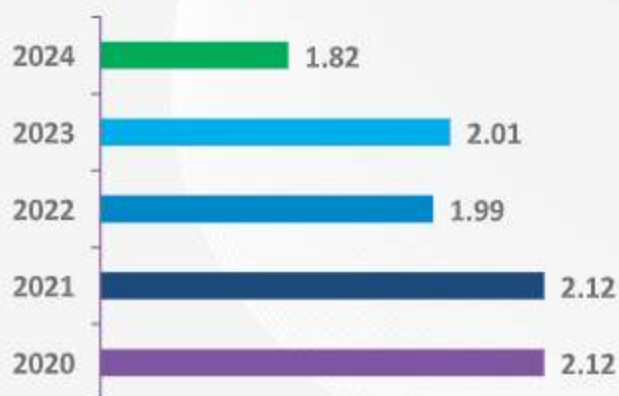
Current Ratio



Quick Ratio



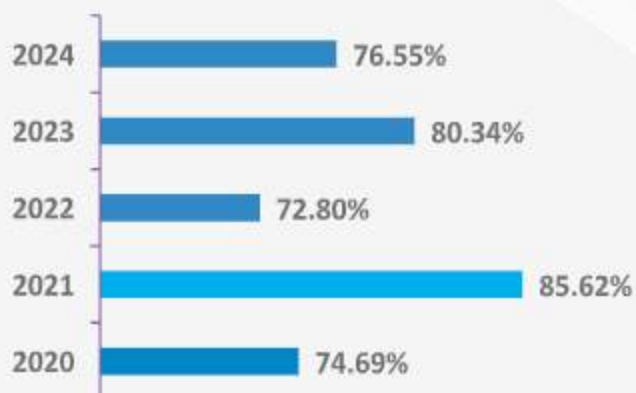
Quick Ratio



Debt to total Assets Ratio



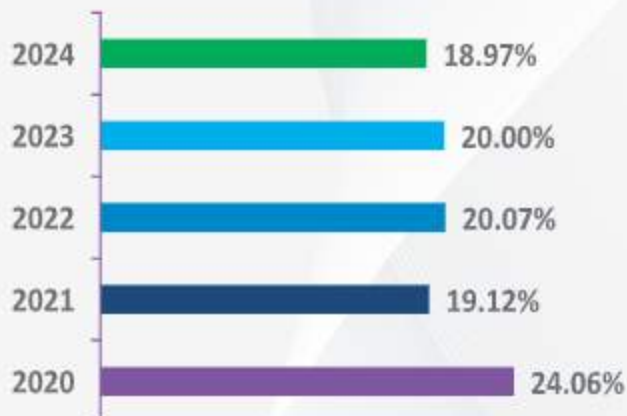
Combined Ratio



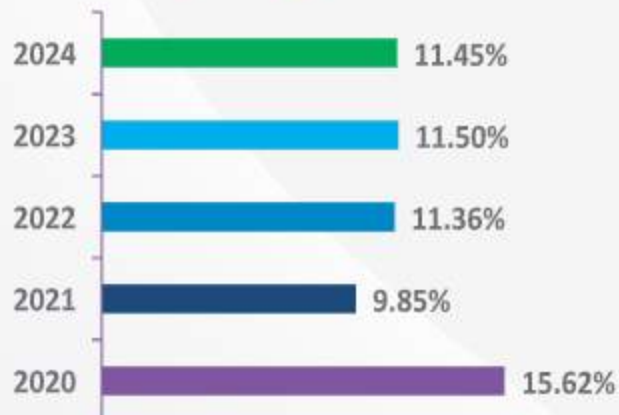
Assets Turnover



Gross Margin (%)



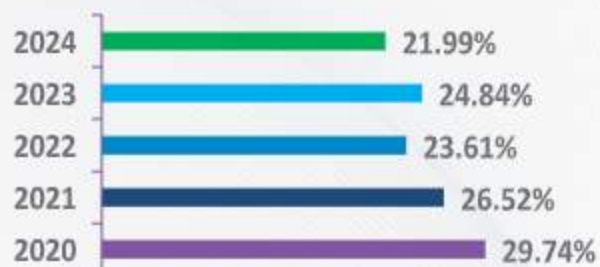
Operating Profit (%)



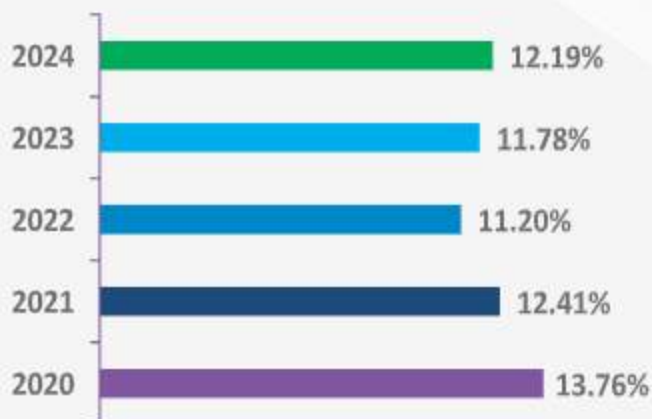
Net Profit (%)



EBITDA Margin (Earnings before interest, tax, depreciation & amortisation)



Return on Equity

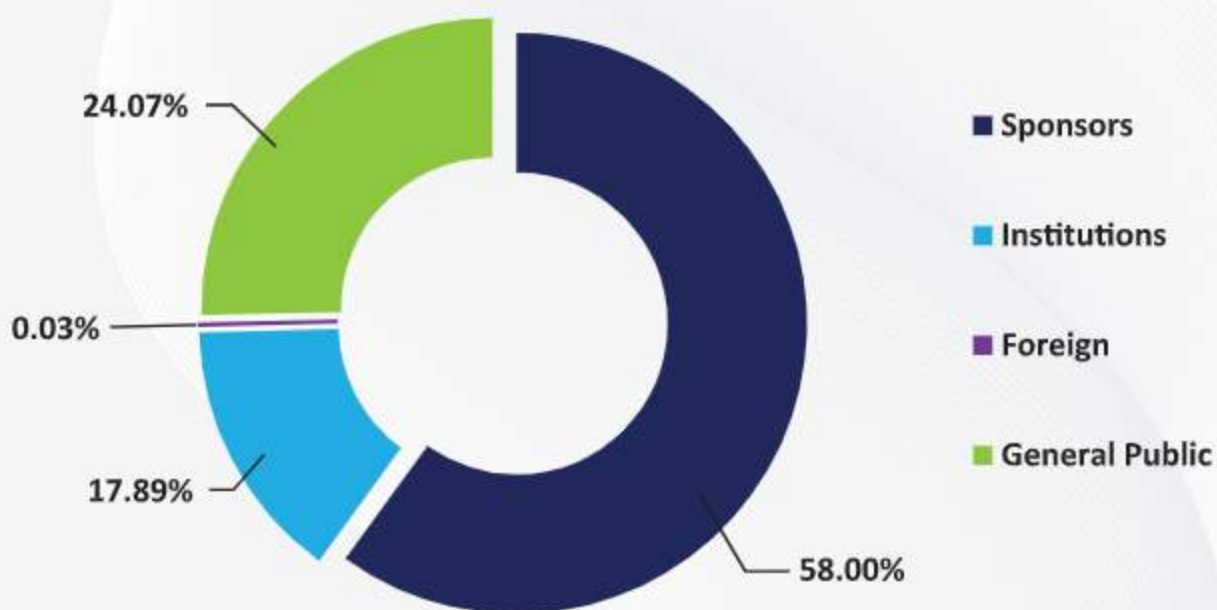


Return on Assets



Composition of Shareholding

Category of Shareholders	No. of Shares	
	2024	2023
Director and sponsor shareholders (3.01)	25,520,000	24,000,000
Institute	7,873,029	5,853,743
Foreign	14,444	10,000
General public	10,592,527	10,136,257
Grand Total	44,000,000	40,000,000



Composition of Shareholding

Dividend Distribution Policy

Introduction

This Dividend Distribution Policy of Crystal Insurance PLC is framed by the compliance of Bangladesh Securities and Exchange Commission's Directive No. BSEC/CMRRCD/2021-386/3- dated, 14 January 2021. The Policy is aimed to set out the criteria and parameters, which are the Board of Directors of the Company, shall take into consideration at the time of recommendation for dividend.

Factors to be considered before declaration of Dividend

The Board of Directors of the Company will consider the following internal or external parameters while recommending dividend:



Declaration/recommendation of Dividend

1. Interim Dividend

The Company shall notify the Exchange and the Commission in advance the date and time of its board of directors' meeting specially called for consideration/adoption of its quarterly financial statements and for declaration of any entitlement (interim dividend) for the shareholders.

2. Annual Dividend

The Company shall notify the Exchange and the Commission in advance the date and time of its Board of Directors' meeting specially called for consideration/adoption of its annual audited financial statements and for declaration of any entitlement for the shareholders before 7 (seven) days of holding such meeting.

Entitlement of Dividend:

Shareholders whose names shall appear in the Members Register of the Company or in the Depository Register of CDBL on the 'Record Date' of the respective year's AGM will receive the entitled dividend.

Process of Distribution of Cash Dividend:

The cash dividend shall be paid directly to the bank account within 15 days and not more than 30 (thirty) days of the date of approval by the shareholders in the AGM and the date of Board approval in the case of an interim dividend, subject to compliance with BSEC or Bangladesh Bank or other regulatory authority circulars/directives from time to time.

Procedure of stock dividend distribution:

The stock dividend will be credited within 30 (thirty) days of approval, subject to regulatory clearance.

Process for settling unpaid dividends:

Unpaid or unclaimed cash dividends for less than three years from the declaration date shall be paid to shareholders upon application and disbursed within the time period specified. In case of the cash and stock dividend for more than three years of the declaration date shall be settled as per the instructions of the BSEC or other regulatory authority from time to time.



Tax matters:

Tax will be deducted at source as per applicable tax laws.

Summary Of Unpaid And Unclaimed Dividends

Continued Dividend Unclaimed dividends are kept in a separate bank account and paid to the shareholder after a successful claim. In accordance with the Bangladesh Securities and Exchange Commission's directive on "Dividend Distribution and management of Unpaid and Unclaimed Dividend", notification no. BSEC/CMMRRCD/2021-386/03, dated January 14, 2021, the CIPLC continuing to maintain a Separate Bank Account to hold an unclaimed Dividend for a period of 3 (three) years from the date of approval in AGM. After the aforementioned time period has passed, any dividend that has not been claimed will be transferred to the Capital Market Stabilization Fund (CMSF) established by the Bangladesh Securities Exchange Commission. If a claim is made in the future, GDIC will look into it and arrange to collect any unpaid dividends and distribute them to the appropriate shareholders.

Unpaid and Unclaimed Dividend:

Dividend Year	Declaration	Unpaid Stock Dividend	Unpaid Cash Dividend	Number of Shareholders
2021	10% Cash	-	272,150.85	795
2022	10% Cash	-	159,594.10	433
2023	10% Stock & 7% Cash	-	34,517.68	75

***Our official website www.ciplcbd.com, has information on eligible shareholders for detail unpaid/undistributed dividends.*

Going Concern Disclosure

Financial Statements are normally prepared on the assumption that an enterprise is a going concern and will continue in operation for the foreseeable future. Hence, it is assumed that the enterprise has neither the intention nor the need to liquidate or curtail materially the scale of its operations; if such an intention or need exists, the financial statement may have to be prepared on a different basis and, if so, the basis used is disclosed. On the other hand Listed Companies are required by BSEC to report on its ability to continue as going concern. The Board of Directors of Crystal Insurance PLC has made annual assessment about whether there exist material uncertainties which may cast significant doubt upon the Company's ability to continue as going concern. The director's assessment of whether the company is a going concern involves making appropriate inquiries including review of budget, forecast, assumptions and future outcome of inherent uncertainties in existence. The Directors are convinced from the following indications, which give reasonable assurance as to company's ability to continue as a going concern for the foreseeable future.

Financial Indications

- Positive net current assets
- Fixed term debt with realistic renewal or repayment
- Less reliance on short term borrowing
- Continuous financial support by lenders
- Positive operating cash flows
- Positive key financial ratios
- Consistent payment of dividends
- Credibility in payment of obligations
- Performance growth
- Positive underwriting results and trends

Operating Indications

- No key management turnover
- Good business expansion
- Spread of business across diverse clientele
- Good market reputation and clients satisfaction
- Good Corporate environment and employee satisfaction

Other Indications

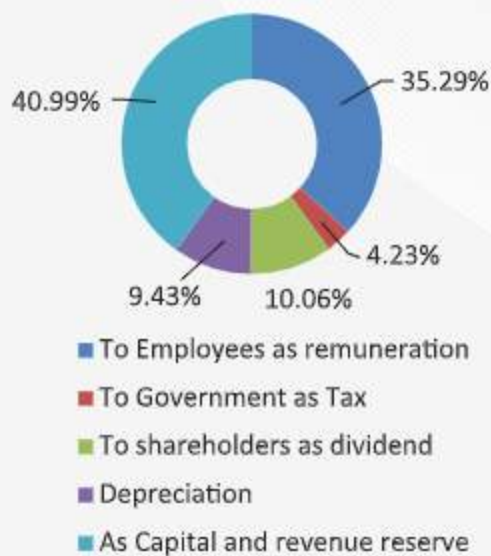
- Maintenance of sufficient capital base as required by law
- Strong equity base
- Strong claim Paying Ability (CPA)
- Anticipates no significant change in legislation or government policy

Value Added Statement

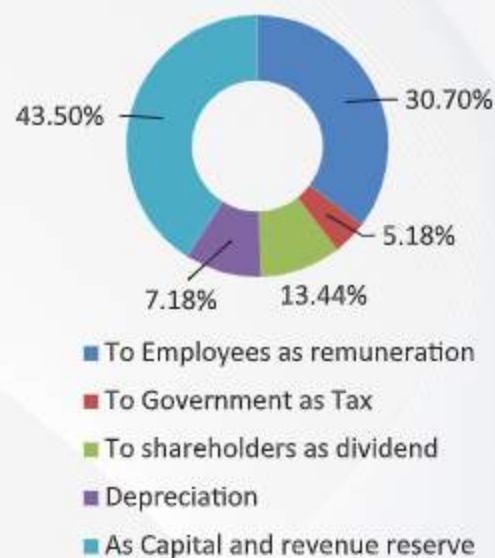
A Value Added Statement is a financial statement that depicts wealth created by an organization and how that wealth is distributed among various stakeholders. Value added to the company stood at BDT 505.96 million as on December 31, 2024 as against BDT 397.46 million in December 31, 2023.

Particulars	2023	%	2024	%
Gross Premium	710.74		813.04	
Less: Re-Insurance Premium	(234.37)		(251.26)	
Net Premium	476.36		561.79	
Other Income	64.26		94.60	
Total Income	540.63		656.39	
Less: Operating expenses excluding staff costs and depreciation	143.16		150.42	
Value Added	397.46		505.96	
Distribution of Value Addition				
To Employees as remuneration	140.26	35.29%	155.35	30.70%
To Government as Tax	16.80	4.23%	26.18	5.18%
To shareholders as dividend	40.00	10.06%	68.00	13.44%
Depreciation	37.49	9.43%	36.31	7.18%
As Capital and revenue reserve	162.91	40.99%	220.11	43.50%
	397.46	100.00%	505.96	100.00%

2023



2024



Market Value Added Statement

A company's MVA is an indication of its capacity to increase shareholder value over time. A high MVA is evidence of effective management and strong operational capabilities. A low MVA can mean the value of management's actions and investments is less than the value of the capital contributed by shareholders. A negative MVA means the management's actions and investments have diminished and reversed the value of capital contributed by shareholders.

Particulars	Number of Share (in Million)	Value Per Share(Taka)	Total Value (Taka in Million)
Market Value	44	56.70	2,495
Book Value	44	10.00	440

Market Value Added Statement



Economic Value-Added Statement

In the context of Crystal Insurance PLC, the Economic Value Added (EVA) statement plays a crucial role in evaluating the company's financial health and efficiency. To begin, the calculation involves determining the Net Profit After Taxes (NPAT), providing a clear picture of the profitability derived from core operations after adjusting for taxes. This step is vital in understanding the operational success of Crystal Insurance PLC.

The next key aspect is the consideration of the Cost of Capital, a comprehensive measure that includes both debt and equity components. The cost of debt encompasses the interest paid on borrowings, currently, the company has no interest expenses, on the other hand, the cost of equity represents the expected return demanded by shareholders. By incorporating these elements, the EVA formula ($EVA = NPAT - (Capital * Cost\ of\ Capital)$) assesses the economic value generated by the company about the capital invested.

Interpreting the EVA for Crystal Insurance is significant for stakeholders. A positive EVA indicates that the company is not only profitable but is also creating economic value that surpasses the cost of its capital. This reflects efficient resource utilization and strategic operations, showcasing financial strength. On the contrary, a negative EVA raises concerns as it suggests the company may not be covering its cost of capital, necessitating a closer examination of its financial strategies and operational efficiency.

In summary, for Crystal Insurance PLC, the EVA statement provides a detailed and comprehensive analysis of financial performance. A positive EVA signifies operational success and value creation, while a negative EVA prompts a reevaluation of financial strategies. Stakeholders can leverage this metric to assess the company's ability to maximize shareholder wealth through effective operations and prudent financial management.

BDT in Million			
Sl. No.	Particulars	2024	2023
A	Shareholders' equity at the yearend	1,129,497,628	1,034,611,106
B	Cost of equity (%)	3.90%	3.87%
C	Net Profit After Taxes	137,642,942	121,874,371
D	Capital Charge or Cost of Equity (A×B)	44,000,000	40,000,000
E	Economic Value Added (C -D)	93,642,942	81,874,371

Economic Value -Added by CI PLC

Readdressal of Investors' Complaints

Crystal Insurance PLC is committed to maintaining highest standard of conduct and professional behavior in dealing with its shareholders.

Secretariat Department officials are always ready to help shareholders whenever in need of share related services like share transfer, transmission, dividend warrant issue, dividend warrant re-validation etc. Shareholders of the company are also free to raise their claim, if any, throughout the year. Shareholders get opportunity to speak on various issues relating to the operation of the Company at the Annual General Meeting which is held once a year, in which the Chairman/Chief Executive Officer of the Company with the help of CFO and Company Secretary respond to all queries raised by the shareholders instantaneously.

Generally, shareholders raise issues relating to utilization of Company's resources, yearly and quarterly accounts, business turnover and profitability, declaration of entitlements, issuance of share certificates, share transfer and transmission, changes of shareholders address, non-receipt of Annual Report, date and time of AGM, minutes of meetings of all AGM/EGM, implementation of decision of the AGM & EGM and so on. It is the responsibility of the Company Secretary to oversee that necessary actions are taken expeditiously so that these issues are resolved to the satisfaction of shareholders. And to do these Crystal Insurance PLC follows the below principles:

- Complaints raised by investors are dealt with courtesy and on time.
- Investors are treated fairly at all times.
- Complete transparency is maintained with the complainants.
- Complaints are treated efficiently and fairly;
- To ensure all complaints are logged in defined manner and system.

SHARE DEPARTMENT

Crystal Insurance PLC
DR Tower (14th Floor), 65/2/2,
Purana Paltan, Box Culvert Road, Dhaka-1000.
Cell No. 01329-757951
Email: shareddept@ciplcbd.com
www.ciplcbd.com

Redressal Of Clients' Complaints

Insurance being a service industry, clients' satisfaction is of paramount importance in maintaining existing clientele base and tapping new business, thereby to achieve satisfactory business growth in the long run. Being fully aware of this, Crystal always attends to its clients complaints – whether related to its services or claim settlement. Crystal encourages its clients to come forward with any complaint they may have and the top management is completely accessible to all of them. Complaints can be lodged with the management in writing, over telephone, by e-mail or through the web site. During regular meetings with its clients of various types, the management actively solicits the clients' views on the Company's services, shortcomings, if any, and their suggestions. Clients views and complaints are discussed at the management committee meeting held at Corporate Office and also during meetings with Branch Managers. This aspect also features prominently at the Annual Conference of the Company. The following departments are dedicated exclusively to carry out and monitoring the investors complaints.

CLIENT SERVICE

Crystal Insurance PLC.
DR Tower (14th Floor), 65/2/2,
Purana Paltan, Box Culvert Road, Dhaka-1000.
Cell No. 01329-757951
Email: info@cipicbd.com
www.cipicbd.com
Hotline/Call Centre: +8802-55112733-38

Corporate Governance

Chapter-04

Directors' Report to the shareholders

Bismillahir Rahmanir Rahim

Dear Shareholders,

Assalamu Alaikum,

On behalf of the Board of Directors of **Crystal Insurance PLC**, it is with great pleasure that we welcome you to the **25th Annual General Meeting (AGM)**. We would like to extend our heartfelt thanks for your continued support since the company's inception in 1999. This milestone marks 25 years of unwavering commitment and fostering trust with our valued stakeholders. Together, we have built a legacy of resilience, innovation and excellence that will guide us into the future.

We are very pleased to present before you the annual report along with the audited financial statements for the year ended December 31, 2024. The report includes relevant disclosures and explanations pertaining to the issues to ensure compliance, transparency and good corporate governance practices along with the details of the business performance, operations and achievements of the Company.

Industry Outlook and Possible Future Development

The insurance sector in Bangladesh is highly competitive, with several key factors influencing its performance during the review period. These include unhealthy competition within the non-life segment, the growing market share of private insurance companies, and an increasing level of risk retained by insurers. Despite these challenges, Bangladesh has the potential to develop a reliable and balanced insurance market. In particular, reforms in insurance regulations, as introduced by the Insurance Development and Regulatory Authority (IDRA) could yield significant positive outcomes for the country's economy.

Over the past decade, the industry has seen rapid growth. In 2024, the general insurance sector in Bangladesh experienced a notable growth rate, and this upward trend is expected to continue over the next five years. This growth is driven by favorable regulatory changes designed to improve market practices, build customer confidence, and increase insurance penetration.

Segment/Product Wise Performance

During the year, 2024 Crystal Insurance PLC earned total Direct Premium of Tk.680.53 million in the different segments. Segment wise total performance reports are shown at Page No-166-167 of Annual Report 2024.

Risk and Concern

Both life and non-life Insurance Business involves assumption of risk many types-Physical as well as moral. Physical risks are identified as those caused by natural disaster, accidental losses and man-made disasters. The key to proper management of insurance business risks is to make sure proper selection of the client through a inspection process known as underwriting. Non-life insurance business also closely follows the country's economic development and any slowdown in the economic activities also has adverse impact on the insurance industry's growth. Crystal, being aware of these business risks practices the following to protect its interests; (a) selection of risks which have the potential of making underwriting profit. (b) Diversification into many segments of business-product wise, as well as client wise so that the company is not over reliant on any particular segment (c) the company arranges adequate reinsurance back up of risks assumed by it with good quality securities. (d) The company maintains a conservative reserving policy and its various technical reserves have been created to adequately cater to unforeseen developments in the future.

Cost of Goods Sold, Gross Profit Margin & Net Profit Margin

Crystal Insurance PLC is not a manufacturing company. It is a Non-Banking Financial Institutions dealing with non-life insurance in Bangladesh. Cost of Goods Sold, Gross Profit Margin & Net Profit Margin is not considering preparing Financial Statement.

Extra Ordinary Activities & their Implications

The activities of Crystal Insurance PLC has a steadily growth from the beginning. No extra ordinary activities occurred during the year and have no implications in the financial statements.

Disclosure Related party transactions

The company routinely conducts transactions with entities classified as related parties under IFRS "Related Party Disclosures." Details of these transactions are provided in item No. 40 of the notes to the Financial Statements. The Audit Committee regularly reviews and analyzes these transactions in detail.

Utilization of Proceeds Raised through Public Issues

The Company's IPO was made in 2020. No further raised through public issues, right issues and or any other instruments were proceeds during the year.

Deterioration of financial results after IPO and Rights issues

There is no financial results deteriorate after the company goes for initial public offering (IPO), Repeat public Offering (RPO), Rights offer etc.

Variance between Quarterly and Annual Financial Statements

Crystal Insurance PLC has released its financial statements for the first, second, and third quarters of 2024. The results for these quarters show no significant variations when compared to the year-end operational performance.

Directors Remuneration

Directors are not eligible for any remuneration other than attendance fee for the Board Meeting. As per IDRA Reference letter No. 53.03.0000.009.18.014.18.123 dated 31st May 2018 directors are eligible for remuneration of BDT 8,000 for attending each meeting. Details of Directors Remuneration are provided in Page No. 207 & Note No 40.03 of notes to the financial Statements.

Financial Statements

The financial statements prepared by the management of the company present fairly its state of affairs, the result of its operations, cash flows and changes in equity. Audited Financial Statements are shown at page no-175 to 211 of Annual Report 2024.

Maintaining Proper Books of Accounts

The Director's responsibilities also include overseeing whether adequate accounting records are being maintained with vouchers relevant to any entry in good order. The books of accounts kept at the registered office of the Crystal Insurance PLC.

Appropriate Accounting Policy

The Financial Statements are free from material misstatement, whether due to fraud and error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Followed IAS and IFRS

International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in Bangladesh, have been followed in preparation of the financial statements and any departure there from has been adequately disclosed.

Effective Internal Control System

An effective internal control system also requires that an appropriate control structure is set up with control activities defined at every business level. Board of directors has the responsibility for approving the review of overall business strategies and significant policies of the internal control system.

Redressal of Minority Shareholders Effective

No situation arisen with minority shareholders who protected from abusive actions by, or in the interest of, controlling shareholders acting either directly or indirectly and no effective means of redress.

Going Concern

Financial statements are generally prepared under the assumption that the business will remain a “going concern.” It is the responsibility of the management of a Company to determine whether the going concern assumption is appropriate in the preparation of financial statements. The report on going concern is disclosed in the Page No. 187 of Annual Report 2024.

Deviations from the Last Year Operating Results

Previous Year's EPS, NAV and NOCFPS has been restated during the year due to issuance of Bonus Shares. NOCFPS increased by 26.42% from the previous year due to increase of premium income during the year.

Five Years Operating and Financial Data

The Key operating and financial data for the last five years have been shown at below:

BDT in Million

Particulars	2024	2023	2022	2021	2020
Gross Premium	813.04	710.74	684.85	617.44	598.42
Net Premium	561.79	476.36	479.19	390.50	388.11
Gross Claim	236.92	214.04	62.03	61.10	59.64
Underwriting Profit	154.21	142.16	137.44	118.07	144.00
Net Profit Before Tax	187.72	146.01	130.24	134.70	149.92
Net Profit After Tax	146.58	128.83	115.16	119.59	122.59
Total Asset	2,059.61	1,907.42	1,838.05	1,598.50	1,454.30
Total Liability	702.75	680.31	672.74	528.07	458.57
Balance of Fund	227.36	192.50	192.87	158.54	156.67
Shareholders' Equity	1,129.50	1,034.61	972.43	911.89	839.07
No. of shares	44.00	40.00	40.00	40.00	40.00
Face Value	10.00	10.00	10.00	10.00	10.00
NAV per share	25.67	25.87	24.31	22.8	20.98
Earnings per share	3.13	3.05	2.72	2.83	4.58
Dividend	12% Cash (Proposed)	10% Stock & 7% Cash	10% Cash	10% Cash	10% Cash

* Net Asset Value (NAV) and Earning Per Share (EPS) has been presented on the above table as per the previous years' actual NAV and EPS.

Dividend Declaration Policy

In the year under review as per the instruction of the Board of Directors of the Company, the management is following a policy regarding dividends to be paid to the shareholders in a manner that shall be in the line with and in consistent to the actual income as well as the practices of the insurance industry. The Board of Directors Meeting held on 9th February 2025 has recommended a Cash dividend at 12% for the year 2024.

Disclosure on Dividend Distribution

Crystal Insurance PLC plan to pay the dividend to the securities holder within 30(thirty) days of declaration or approval and submit a compliance report to the Exchange and to the Commission in respect of dividend payment within 7 (seven) working days.

Interim Dividend

No bonus share or stock dividend has been declared by the Board as interim dividend and there was no effect of the company's financial position.

Board Meetings and Attendance

During the year, the Board of Directors Meeting and their attendance records are shown at below: The Board of Directors' meetings held regularly and with due manner. A total of six (06) Board of Directors' meeting was held during the year 2024.

S.L	Name of Directors	Position	Attendance
01	Mr. Abdullah Al-Mahmud	Chairman	6
02	Mr. Abdullah Hasan	Director	5
03	Mr.A.H.M. Mozammel Hoque	Director	6
04	Mr. Md. Tajul Islam	Director	6
05	Mrs. Farhana Danesh	Director	5
06	Ms. Soera Zahir	Director	5
07	Mr. Arafat Rashid	Director	5
08	Mrs. Nusrat Mahmud	Director	5
09	Ms. Nabila Mahmud	Director	6
10	Mr. Md. Abdul Latif Mia	Independent Director	2
11	Mr. Md. Rashedur Rahman	Independent Director	5
12	Dr. M. Waliuzzaman	Independent Director (Retired)	2
13	Mr. Kazi Nasim Uddin	Independent Director (Retired)	2

N.B: CEO (Chief Executive Officer); CS (Company Secretary), CFO (Chief Financial Officer) and Head of Internal Audit & Compliance (HIAC) were also present in all Board of Directors meeting during the year 2024.

Pattern of Shareholding

A report on the pattern of shareholding disclosing the aggregate number of shares along with name-wise details as on 31st December 2024 are stated at below:

Shareholding pattern of the Company as on 31st December 2024.

Directors and Sponsors	Position	Shareholding Status	% of Shareholdings
Mr. Abdullah Al-Mahmud	Chairman	44,00,000	10.00%
Mr. Abdullah Hasan	Director	44,00,000	10.00%
Mr. A.H.M. Mozammel Hoque	Director	8,80,000	2.00%
Mr. Md. Tajul Islam	Director	9,90,000	2.25%
Mrs. Farhana Danesh	Director	10,50,500	2.39%
Mrs. Soera Zahir	Director	22,00,000	5.00%
Mr. Arafat Rashid	Director	8,80,000	2.00%
Mrs. Nusrat Mahmud	Director	44,00,000	10.00%
Mrs. Nabila Mahmud	Director	22,00,000	5.00%
Mr. Ashoke Ranjan Kapuria	Sponsor Shareholder	13,20,000	3.00%
Mr. Iqbal Hasan Mahmood	Sponsor Shareholder	4,12,500	0.94%
Mrs. Sarah Hasein Mahmood	Sponsor Shareholder	3,30,000	0.75%
Mr. Rubayat Tanveer Huda	Sponsor Shareholder	2,97,000	0.68%
Mrs. Suraya Akter Tondra	Sponsor Shareholder	4,40,000	1.00%
Mr. Khalid Al Mamun	Sponsor Shareholder	2,20,000	0.50%
Mr. Zarif Al Mamun	Sponsor Shareholder	2,20,000	0.50%
Mr. Syed Salman Habib	Sponsor Shareholder	5,86,666	1.33%
Mrs. Syeda Samina Mirza	Sponsor Shareholder	2,93,334	0.67%
Public & Others		18,480,000	42.00%
Total		44,000,000	100.00%

Increases Paid-Up Capital

Crystal Insurance PLC was issued 10% bonus share in 2024 on the performance of the fiscal year 2023, effectively increasing its share capital by distributing additional shares to existing shareholders. Now the paid up capital of the Company is Tk.440 million.

Retirement and Re-election of Directors

As per Companies Act, 1994, each year one-third of the Directors (except Independent Director) retire from office at the Annual General Meeting (AGM) and if eligible, may offer themselves for re-election by share-holders at the Annual General Meeting. In line with the requirement of Company Act, 1994, the following Directors will retire at the 25thAGM with seniority basis:

1. Mr. A.H.M. Mozammel Hoque
2. Ms. Soera Zahir
3. Ms. Nabila Mahmud

The above directors are eligible for re-election for their next term.

Management's Discussion and Analysis of the Company's Position

Management's Discussion and Analysis signed by CEO presenting detailed analysis of the company's position and operations along with a brief discussion of changes in the financial statements are stated at page no(00-000) in this Annual Report.

Bangladesh Economy

According to the provisional estimates of Bangladesh Bureau of Statistics (BBS), GDP growth rate for FY 2023-24 stood at 5.82 percent as against 5.78 percent in the final estimates for FY 2022-23. As per the provisional estimate for FY 2023-24, the size of GDP in current market prices is Tk.50,48,027 crore or USD 459 billion, which was Tk.44,90,842 crore or USD 452 billion in the previous fiscal year.

Bangladesh Economy Review 2024

Global Economy:

In the World Economic Outlook Update, July 2024, International Monetary Fund (IMF), growth is expected to remain stable at 3.2 percent in 2024 and 3.3 percent in 2025. The forecast for global economic growth is broadly unchanged from that in the April 2024 Outlook. Growth in advanced economies is expected to remain stable at 1.7 percent in 2024 and 1.8 percent in 2025. Growth of the United States is projected to rise at 2.6 percent in 2024 but slow down to 1.9 percent in 2025, partly due to moderate consumption. In emerging market and developing economies, however, growth is expected to remain stable at 4.3 percent during 2024 and 2025.

Bangladesh Economy Review 2024

Corporate Social Responsibility (CSR) Policy

Annual CSR programs in terms of board approved CSR policies of Crystal Insurance PLC will be drawn up and implemented by the dedicated CSR unit. Report on CSR shown at page no. 156 & 157 of Annual Report.

Earnings per Share (EPS)

Net profit before tax of the Company stands at Tk. 187.72. million during the year 2024, Earning per share after tax of Tk. 3.13 compared to Tk. 2.77 (previous year EPS 3.05 has been restated during the year due to issuance of bonus share) per share in the previous year. The calculation of EPS are Shown at Note No. 34.00 of Financial Statement in the Annual Report.

Claims and Client Service

The gross claim for the year 2024 was for Tk.236.92 million as against Tk.214.04 million in 2023. This has been increased by Tk.22.88 million over the previous year. The company received on (Re-insurance ceded) total for the year 2024 was Tk.100.02 million whereas the amount was Tk.59.29 million in the previous year which is Tk.40.73 million less than that of the previous year. However, we always keep ourselves ready to meet our valued client's satisfaction.

Solvency Analysis and Credit Rating

Both short term and long term solvency of the company has reached to such a level that is needed for meeting the requirement of new Insurance Act-2010 as well as for getting satisfaction of the financial analysts and the rating agencies. The equity base of the company paid up capital Tk. 440 million. Crystal Insurance PLC has been earn a Credit Rating of AAA (Triple A) based on 2024 financial strength and performance by National Credit Ratings Limited (NCR) on 24th February, 2025 which defines strongest credit quality. The above short term entity rating defines strongest ability to meet short term financial commitments.

Loans or Advances to Directors

In the year 2024, CIPLC has not allowed any loans or advances or any debit balances (including guarantee or security in connection with a loan) to any Director of the company with refer to the Commissions Notification no. SEC/CMMRR/CD/2006-159/Admin/02-10 dated 10 September 2006.

Shareholders' Value

Crystal Insurance PLC remains fully committed to delivery of higher standard of shareholders' value. The higher profitability underpins the value of the shareholders derived from investing in the shares of Crystal Insurance PLC.

Annual General Meeting

25th Annual General Meeting (AGM) of the company will be held on 23rd March at 11.30 a.m. in the Holiday Inn Dhaka City Center, 23, Shahid Tajuddin Ahmed Sharani, Tejgaon, Dhaka and through Digital Platform. In this connection, financial statements were adopted in the 110th Board Meeting held on 9th February, 2025 and the financial statements will be approved in the 25th AGM.

Corporate Governance

Good Corporate Governance is the system through which the company is directed, guided and controlled by the Board, keeping in view its accountability to the Shareholders. The Board has complied with the requirements set out by BSEC.

Appointment of Auditors and fixation of their Remuneration

Statutory Auditors:

M/S. Mahfel Huq & Co, Chartered Accountants was appointed as the Statutory Auditor of the Company at the 24th AGM held on March 31, 2024. Which will expire in the 25th AGM and they are eligible for re-appointment for the year 2025.

In this connection, **M/S. Mahfel Huq & Co**, Chartered Accountants are interested to conduct the audit for 2025. They are eligible for appointment as Statutory Auditors for the year 2025.

Compliance Auditors:

Appointment of auditors/practicing professional for issuing certificate on compliance of conditions of corporate governance code and fixation of their remuneration.

M/S. Jobair Satter & Co, Chartered Accountants was appointed as the Compliance Auditor of the Company at the 24th AGM held on March 31, 2024. They are eligible for re-appointment for the year 2025. In this connection, **M/S. Jobair Satter & Co**, Chartered Accountants are interested to conduct the Compliance audit for 2025.

Transparency and Accountability

Crystal Insurance PLC always maintains transparency and accountability at all levels in doing business. To provide sustainable profitability, minimizing risks and establishing good governance in all spheres of Company's operation, the Company ensures the segregation of duties and responsibilities between the Board & Management.

Acknowledgement

The members of the Board of Director of Crystal Insurance PLC like to express gratitude to all honorable shareholders, valued clients for their patronage and support. The Directors also express their thanks and profound appreciation for the immense support and co-operation received from office of the Chairman, Insurance Development & Regulatory Authority (IDRA), all concerned Government Offices including Ministry of Finance, Ministry of Commerce, Sadharan Bima Corporation, Bangladesh Bank, all Nationalized Bank, Commercial Bank and Financial Institution, Registrar of Joint Stock Companies & Firms (RJSC), Bangladesh Securities and Exchange Commission (BSEC), Dhaka Stock Exchange Ltd. (DSE), Chittagong Stock Exchange Ltd. (CSE), Central Depository Bangladesh Limited (CDBL), National Board of Revenue (NBR), Bangladesh Insurance Association, and Bangladesh Association of Publicly listed companies (BAPLC). The Board Members also pleased to put on record their appreciation for the commitment and dedication extended by the management of the Company.

On behalf of the Board of Directors



Abdullah Al Mahmud
Chairman

Report of the Audit Committee

Audit Committee Report

For the year 2024

In accordance with the best practices of corporate governance issued by Bangladesh Securities and Exchange Commission and Insurance Development and Regulatory Authority, Crystal Insurance PLC established an Audit Committee to perform in coherence and consistency and ensures compliance.

Audit committee is the sub-committee of the Board. The Committee assists the Board of Directors in ensuring that the financial statements reflect true and fair view of the state of affairs of the Company and in ensuring a good monitoring system within the business.

Composition of Audit Committee

Name of the Members	Position in Board	Position in the Audit Committee
Mr. Md. Rashedur Rahman	Independent Director	Chairman
Mr. A. H. M. Mozammel Hoque	Director	Member
Mr. Md. Tajul Islam	Director	Member
Ms. Farhana Danesh	Director	Member
Ms. Soera Zahir	Director	Member
Ms. Nabila Mahmud	Director	Member
Mr. M. Mahfuzur Rahman FCA	Company Secretary	Secretary

Role of Audit Committee:

The Audit Committee has been playing an essential role in ensuring that the Crystal Insurance PLC. is following laws and regulations from all authorities. The Committee takes quite a few measures for compliance which are as follows:

- Review the findings of any auditor observations, and any examinations by regulatory authorities.
- Review the effectiveness of the control system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of non-compliance.
- Launch measures for:
 1. The receipt, retention and treatment of complaints received by the organization regarding accounting, internal controls, or auditing matters; and
- Review the process for communicating the code of conduct to the employees and monitoring compliance therewith.
- Obtain regular updates from management and legal advice regarding Company's compliance matters.

The Audit Committee administers and assures the Board that the company adheres to all the applicable laws, rules and regulations of various regulatory authorities.

The Scope of Audit Committee was defined as under

- i. Oversee the financial reporting process;
- ii. Monitor choice of accounting policies and principles;
- iii. Oversee hiring and performance of external auditors;
- iv. Hold meeting with the external or statutory auditors for review of the annual financial statements before submission to the Board for approval or adoption;
- v. Review along with the management, the annual financial statements before submission to the Board for approval;
- vi. Review along with the management, the quarterly and half yearly financial statements before submission to the Board for approval;
- vii. Review the adequacy of internal audit function;
- viii. Review statement of all related party transactions submitted by the management;
- ix. Review Management Letters or Letter of Internal Control weakness issued by statutory auditors;
- x. Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors; and

Meetings & Attendance Status

The Committee held four (4) meetings during the year 2024. The proceedings of the Audit Committee meetings are regularly reported to the Board of Directors. The Board Audit Committee members' attendance for the Year 2024 is as follows:

Name of the Members	Status	Total Meeting Held during their Period	Number of Meetings Attend
Mr. Md. Rashedur Rahman	Chairmen	4	3
Dr. M. Waliuzzaman	Chairman (Retired)	4	1
Mr. Kazi Nasim Uddin	Member(Retired)	4	1
Mr. A. H. M. Mozammel Hoque	Member	4	4
Mr. Md. Tajul Islam	Member	4	4
Ms. Farhana Danesh	Member	4	3
Ms. Soera Zahir	Member	4	3
Ms. Nabila Mahmud	Member	4	2
Mr. M. Mahfuzur Rahman FCA	Secretary	4	4

Review of external Audit Function.

The Committee also focuses on the financial management and reporting of the company. The Committee provides a high level of specific expertise in this important area of Crystal Insurance PLC. Financial management and reporting determine the credit worthiness to outsiders and growth targets and successes to insiders. They are the key determinants in establishing the market value of Crystal Insurance PLC.

The Committee has taken up the following responsibilities regarding the evaluation of external audit function.

- a) Evaluate the external auditor's proposed audit scope and approach, including coordination of audit effort with internal auditing.
- b) Evaluate the performance of the external auditors, and exercise final approval on the appointment or discharge of the auditors. In performing this evaluation, the committee will:
 - I. At least annually, obtain and review a report by the independent auditor describing the firm's internal quality-control procedures; any material issues raised by the most recent internal quality-control review.
 - II. Consider the opinions of management and internal audit.
 - III. Review and evaluate the findings and recommendations of the independent auditor.
 - IV. Present its conclusions with respect to the external auditor to the Board.
- c) Present its conclusions with respect to the independent auditor to the Board.
- d) Meet separately, on a regular basis, with the external auditors to discuss any matters that the committee or auditors believe should be discussed privately.

Throughout the year, the Audit Committee has competently fulfilled its roles towards the Crystal Insurance PLC. The Committee has been extensively involved in the evaluation of the external audit function, and carried out its role competently.

Review of the Annual and Interim Financial reports

The annual and interim financial release of the Company contains sensitive financial information, which needs to be addressed cautiously. The Audit Committee always is actively involved in reviewing these releases and always has recommendations to management on ways to improve these financials. The Committee reviews and discusses with management all significant correcting adjustments (whether or not made) to ensure that all material adjustments are properly reflected in the financial reports.

The Audit Committee assumes the following responsibilities with regards to annual and interim financial statements:

- ♦ Understand management's responsibilities and representations with regards to annual and interim financial statements.
- ♦ Understand and assess the appropriateness of management's selection of accounting principles and the most critical accounting policies.
- ♦ Understand the management's judgments and accounting estimates applied in financial reporting.
- ♦ Confer with both management and the external auditors about the financial statements.
- ♦ Assess whether financial statement are complete and fairly presented, in all material aspect, the financial position of the company and that disclosures are clear and transparent.
- ♦ Review earnings releases, financial statements and other information presented within the financial statements prior to release.

The Audit Committee assures itself that the external auditors are satisfied that the accounting estimates and judgments made by management, and that management's selection of accounting principles reflect an appropriate application of IAS and IFRS.

The Audit Committee of Crystal Insurance PLC has always been substantially involved in the review of the financial statements and has provided recommendations whenever needed. The committee has duly carried out its responsibilities throughout the year 2024.

Reporting to the Board of Directors

- A. No conflict of interest arisen during the year;
- B. No suspected or presumed fraud or irregularity or material defect identified in the internal audit and compliance process or in the financial statements;
- C. No suspected infringement of laws, regulatory compliances including securities related laws, rules and regulations; and
- D. Not any other matter which the Audit Committee deems necessary shall be disclosed to the Board immediately.

On behalf of the Audit Committee



Mr. Md. Rashedur Rahman
Chairman of the Audit Committee

Report of the NRC Committee

The Board of Directors of Crystal Insurance PLC. has duly constituted a nomination and Remuneration Committee (NRC), as per the requirements of the Corporate Governance Code of Bangladesh Securities and Exchange Commission (BSEC)

The NRC assists the Board in formulating the nomination criteria or policy for determining qualifications, positive attributes, experience and independence of Directors and other top-level executives. The NRC also assists the Board to formulate policy for formal and continued process of considering remuneration/honorarium of Directors and top-level executives.

Nomination and Remuneration policies/Criteria

The nomination and remuneration policies and the benchmark of which pursuing the business code of conduct and standards perceptible in the market context and appropriate to meet the present and future needs of the Company, is followed by the Company. The broad criteria in this respect for the Directors and Top-Level Executives of the Company are as follows:

a) The Nomination Criteria

- i. The Company policies as well as guidelines and applicable laws/regulations for the Company;
- ii. A prescribed selection process that is transparent in all respect;
- iii. Following a process which is compatible to the recognized standards and the best practices.
- iv. Distinguishing the core competencies of the respective personnel for the different level of management and employees of the Company.
- v. Follow diversity in age, maturity, gender, experience, qualification, educational background, expertise, ethnicity and nationality

b) Recruitment and Selection Standards

The Recruitment and selection of Directors and Top-Level Executives of the Company are made according to the following core guiding principles;

Directors and Top-Level Executives

- i. At first, identifying the company's needs for directors and top level executives at different levels and determine their selection, transfer or replacement and promotion criteria.
- ii. Then, identifying persons who are qualified to become directors and who may be appointed in top level executive position in accordance with the criteria laid down, and recommend their appointment and removal to the Board as well;
- iii. The Board of Directors appoints Directors and Top Level Executive, upon nomination and recommendation of the NRC.

Independent Director

- i. The Independent Director shall be a knowledgeable individual with integrity who is able to ensure compliance with financial laws, regulatory requirements and corporate laws that can make meaningful contribution to the businesses.

- ii. The Independent Director should have competence of the relevant sector in which Company operates and necessarily should have the qualifications as required by the Code of BSEC.
- iii. The Board of Directors appoints Independent Directors upon nomination and recommendation of the NRC, which is then approved by shareholders at the Annual General Meeting of the Company.

c) Remuneration Criteria

The key features of the Remuneration Criteria recommended by the NRC are as follows:

- a) The structure, scale and composition of remuneration/honorarium are reasonably considered based on the Company's policies and Guidelines set by the Board of Directors to attract, retain and motivate the top level executives to run the Company efficiently and successfully.
- b) The context of packages, including remuneration /benefits is categorically laid down which meets the appropriate performance benchmarks as per the Company Policies and Guidelines ratified by the Board as and when required;
- c) The remuneration to directors, top level executive involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.
- d) The NRC will recommend the Board meeting attendance fees, honorarium including incidental expenses. if any; and
- e) No member of the NRC will be allowed to receive, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than Board meeting and Board's sub-committee meetings attendance fees from the Company.

d) Evaluation Criteria

Board of Directors/Top level Executives

The respective line authority of the Directors and Top-level Executives sets the performance measurement criteria based on the respective role profile and responsibilities through the Company's annual appraisal policy/process at a certain time of each calendar year.

Independent Director

The evaluation of performance of the Independent Directors (IDs) is to be carried out according to the criteria of attendance and participation at the Board meetings and committee meetings; participation in the Board meetings and committee meetings and contribution to the improvement of the corporate governance practices of the Company.

e) Activity of Nomination and Remuneration Committee during the year.

Mr. M. Mahfuzur Rahman FCA acts as the Secretary of NRC. In 2024, two NRC meeting held. The NRC noted the nomination and remuneration governance ensuring the standards and compliance accordingly.

Acknowledgement

The NRC expresses their sincere thanks to the members of the Board of Directors and the management of the Company for their outstanding support and co-operation.



Md. Rashedur Rahman

Chairman

Nomination and Remuneration Committee

Report on the corporate governance

Crystal Insurance PLC comprises carefully at corporate governance considered rules and practices by which the Board of Directors and the Management ensures accountability, fairness and transparency in the company's relationship with all its stakeholders. The aim of the Board to ensure the interest of shareholder either he/she is minority or majority with attaining the businesses sustainability.

Board's Size

The number of the Board Members of Crystal Insurance PLC consisted on eleven including two Independent Directors.

Policy on appointment of Directors

BSEC notification regarding Code of Corporate Governance and Company Act are strictly followed to appoint the Board of Directors of CIPLC. In order to be a member of the Board, a Director other than a nominated, independent and alternate Director, must maintain at least two percent shares of the company. According to the provision of Companies Act, 1994, at least one-third of the Directors retired by rotation in every AGM. The term of an Independent Director is three years and may be lengthened by another three years. With regards to nomination, removal and casual vacancy of the directors, CIPLC follows all relevant rules and regulations. The Managing Director & CEO is appointed for a minimum period of three years subject to approval of IDRA. The office of the Managing Director & CEO is not subject to retirement and may be extend for further three years with evaluating performance.

Composition of the Board of Directors; Non-executive Directors and Independent Directors

All the directors of the Board are non-executive directors and at least one-fifth is Independent. Currently, there are two independent directors appointed by the Board subject to the approval of the shareholders in the Annual General Meeting.

Independent Director

As per the BSEC guidelines on Corporate Governance at least one fifth of the total Directors should be independent Directors. Therefore, in compliance with BSEC Notification, Board of Directors of CIPLC nominated two independent directors so that the Board contains core skills considered appropriate in the framework of the Company.

Criteria for Appointment/Independency of Independent Directors

The purpose of true independence, the Board decided that its Independent Director do not hold any share of the Company; not associated with the Company's Promoters or Directors or Shareholders who maintains one percent or more of the total paid-up share of the Company; not related with the existing Directors or families; does not have any other relationship, not a member, Director or officer of any Stock Exchange and who is not a shareholder, Director or officer of any stock exchange or an intermediary of the Capital market.

Role and Responsibilities of the Board

The Board's responsibilities are to reviewing and approving the strategies and business plans for the various operating divisions against their respective business targets; prescribing the minimum standards and establishing policies on the management of insurance risks and other key areas of the operations' ensuring that the operating infrastructure, systems of control, systems for risk identification and management, financial and operational controls, are in place and properly implemented; reviewing the adequacy and integrity of the Company's internal control systems, But not limited the above mentioned the subject matter.

Code of Conduct for the Board of Directors

Code of Conduct for all the members of the Board of Directors are:-

- Issue Policy and guideline to the management within the company policy-framework.
- Board will not interfere in the day to day functions.
- Respect conflict of interest
- Compliant to all relevant laws and rules
- Respect to the confidentiality principle.
- Maintain fair dealing and avoid insider trading
- Recognize & reward real performance.
- Uphold greater interest of the company.
- Encourage CSR activities.

Rights of Directors

Directors have the right of access to relevant information and confidentiality according to Board's Code of Conduct.

Chairman of the Board

Abdullah Al Mahmud was elected as the Chairman of the Company by the Board of Directors at 100th Board Meeting held on 17th April; 2023. The Chairman of the Company is a non-executive Director.

Role and Responsibilities of the Chairman

As the Chairman of the Board of Directors (or Chairman of any Committee formed by the Board of Directors) does not personally possess the Jurisdiction to apply policy making or executive authority, he shall not participate in or interfere into the administration or operational and routine affairs of the company. The Chairman may conduct on-site inspection of any branch or insurance activities under the purview of the oversight responsibilities of the Board. He may call for any information relating to CIPLC's operation or ask for investigation into any such affairs; he may submit such information or investigation report to the meeting of the Board or the Sub-Committee of the Board and if deemed necessary, with the approval of the Board, he shall take necessary action thereon in accordance with the set rules through the CEO. Besides this, the Chairman may/shall assume any other responsibility if the Board assigns within the purview of the Rules, Regulations, Acts and Articles of the Company.

Non-executive Director's Independence

All the Directors except the Managing Director & CEO are non-executive Directors in the Board. None of the Directors takes part in the day to day affairs of the Company. They attend only the Board Meeting, Audit Committee meeting and Nomination & Remuneration Committee Meeting to discuss the agenda reserved for the Board and Committees.

Training Policy of Board of Directors

The Board encouraged the training on the Corporate Governance and other Rules, Regulations and Circular of IDRA and BSEC. To organize the training of Directors as a part of accessing the Board performance. Crystal Insurance is fully committed to maintain highest standards of Corporate Governance & professionalism in driving the progress on the principles of transparency and accountability.

Evaluation/Appraisal of the Board's performance & Effectiveness

At AGM shareholders critically appraise the performance of the Board and evaluate financial position and performance of the Company, its adequacy and effectiveness of internal control system and overall

governance mechanism. The shareholders also ask questions and make queries to the BOD during AGM and the Chairman of BOD gives a patient hearing and responds to all their queries. The performance of the Board is appraised based on certain parameters such as shareholder return, share price, return on capital employed, earnings per share etc. of the company. The attendance of Directors and their active participation in the meeting on various agenda is ensured in every Board meeting. In a short form, Crystal Insurance appraised the Board's performance & effectiveness by analyzing the execution of the business and proposals sanctioned by it.

Evaluation of the Managing Director and CEO by the Board

The Managing Director and CEO is evaluated on an annual basis and is also given KPI's for the certain period and the Board has the capability to evaluate the CEO whenever it wishes so. All CEOs are evaluated after their term, and on the basis of their evaluation, reappointment for another term is considered by the Board. A few mentionable KPIs for the CEO are to meet the annual budgetary targets of the company which was approved by the Board, maximize shareholders value through desired ROA, ROI, ROE and EPS as per expectation of the Board, sustainable growth on investment and revenue for the company, gradually reducing the claim settlement and improvement in the score for credit rating.

Roles and responsibilities of the CEO

In terms of the financial, business and administrative authorities vested upon him by the board, the CEO shall discharge his own responsibilities. He shall remain accountable for achievement of financial and other business targets by means of business plans, efficient implementation thereof and prudent administrative and financial management. The CEO shall ensure compliance of the Insurance Act, 2010, and other relevant laws and regulations in discharge of routine functions of the company.

Governance of Board of Directors of Subsidiary Company

Crystal Insurance PLC has no Subsidiary Company and also it is not the holding company of any other business.

Top Executives

Chief Executive Officer, Company Secretary, Chief Financial Officer and Head of Internal Audit & Compliance is appointed by the Board who are different individuals and don't hold any executive positions in any other company at the same time. They are not removed from their position without approval of the Board. The Board clearly defined respective roles, responsibilities and duties of the CFO, CS, CIO, CRO and HIAC.

Duties and responsibilities of Chief Financial Officer (CFO)

- ✓ To develop and implement standard financial reporting practices.
- ✓ To supervise and ensure proper record keeping and reporting, smooth functioning of finance and accounts department.
- ✓ He /She shall remain responsible for the efficient and effective fund management of the company and shall take appropriate steps to prohibit minimize and probable misuse of fund.
- ✓ To ensure maintenance of proper books of accounts and timely submission of financial administrative and other information to the IDRA and other regulatory authorities.
- ✓ Synchronization of management reporting system and to bring harmonization of intra-departmental functions.
- ✓ To authorize all receipts & payment.
- ✓ To present realistic budget including the fixation of half-yearly and/or yearly business target.
- ✓ He/She shall have to oversee the external audit reports before finalization.
- ✓ To ensure departmental co-ordination and functioning.

- ✓ He/She shall remain responsible for preparation and presentation of all periodical and annual financial statements of the company applying latest developments of international accounting standard and practices as incorporated in Bangladesh.
- ✓ The CFO shall oversee the income tax; value added tax and related matters of the company.
- ✓ He/She will serve the company with integrity, sincerity and professional competence at a high level and will remain respectful to the confidentiality of information.

Roles & Responsibilities of the Head of Internal Audit & Compliance

- The HIAC will be appointed by the Board of Directors.
- The HIAC team shall be directly under the supervision of Audit Committee and shall act and discharge his duties and responsibilities under the direction of Audit Committee and report directly to the Committee.
- The Audit team will function as per guidelines mentioned in the Audit Manual which may be changed, modified, amended, extended as and when required.
- The HIAC shall ensure timely completion of audits, finalization of reports and prompt submission of the same to the Audit Committee.
- Audit Committee/Board may change the members of this Audit Team including the HIAC as and when they think it necessary to the changing circumstances and in the greater interest of the company.

Roles & Responsibilities of the Company Secretary

The Company Secretary Shall-

- ❖ Look after all the affairs related to the Board of Directors.
- ❖ Ensure supply of all papers, documents to the Board as required.
- ❖ Ensure supply of information, reports, dates, etc in the way Board wants and decides.
- ❖ Call meetings of the Board and its Committees; shall also finalize the agenda of the meeting in consultation with the Chairman and Managing Director & CEO.
- ❖ Prepare report(s) to the Board and its Committee meetings, the status report of implementation of the decision of the Board by the management.
- ❖ Entitle to a copy of the progress report, monthly statement and any other reports, statement, circular received in the Head office from various sources, including the Branches of the company or given by the Head Office to the Branches and other organization.
- ❖ Organize and follow the procedure of AGM/EGM as per decision of the Board.
- ❖ Communicated with to BSEC, DSE, CSE, RJSC and IDRA as per rules.
- ❖ Follow and maintain required compliance of BSEC and other regulatory agencies.
- ❖ Have the power to request for any papers, statement and documents from all departments and Branch Managers, which may be required in connection with any agenda for discussion on it and or taking decision on any matter by the Board.

Roles & Responsibilities of the Chief Investment Officer

- Develop and implement investment strategies that align with the company's financial objectives.
- Oversee the management of investment portfolios, ensuring diversification and risk mitigation.
- Monitor and evaluate market trends, economic conditions, and financial risks to optimize investment decisions.
- Ensure that investment policies comply with regulatory guidelines and corporate governance standards.

Roles & Responsibilities of the Chief Risk Officer

- ❖ Risk Identification and Assessment.
- ❖ Creating and enforcing risk management policies and protocols that align with the company's business strategies.

- ❖ Risk Mitigation
- ❖ Collaborating with other departments to identify and manage company-wide risks, ensuring a cohesive approach to risk management
- ❖ Regularly evaluating the effectiveness of risk management processes and implementing necessary improvements to adapt to evolving risks.

Meetings of the Board of Directors

The Board meets as required to discuss business strategy, financial performance, matters pertaining to compliance and governance as the Board reviews, amongst others, the financial performance of the company. In addition, Special Board meetings are held when necessary, to deliberate on major transactions and ad-hoc matters that require the Board's urgent attention and decisions. Meeting papers on the proposals and reports are delivered to the Directors prior to the meetings, giving them sufficient time to evaluate the proposals. There are six (06) Board Meetings were held during the year 2024.

Attendance of CFO, HIAC and CS in Board Meeting

Chief Financial Officer (CFO), Head of Internal Audit & Compliance (HIAC) and the Company Secretary (CS) of the Company attend the meetings of the Board of Directors. Provided that the Chief Financial Officer, Head of Internal Audit & Compliance and the Company Secretary do not attend such part of a meeting which involves consideration of an agenda item relating to their personal matters.

Bangladesh Secretarial Standard (BSS)

The Company has conducted its Board meetings and record the minutes of the meeting as well as keep required books and records in line with the provisions of the Bangladesh Secretarial standard (BSS)

Audit Committee

The committee is empowered, among other things, to examine any matter relating to the financial affairs of the Company and to review all audit and inspection reports, internal control systems and procedures, accounting policies and adherence to compliance requirements, among there's.

Chairman is an independent Non-Executive Director

Mr. Md. Rashedur Rahman, the Chairman of the Audit Committee is an independent non-executive, Director, who is not involved in the day to day operations of the Company. He is an experienced individual and qualified to be the Chairman of the Audit Committee. He was present in the 24th Annual General Meeting.

Appointment of members and composition of the Audit Committee.

CIPLC's Audit Committee is a sub-committee of the Board. Composition of the Audit Committee consisting of an Independent Director and Non-Executive Directors in compliance with the Corporate Governance Guidelines of BSEC, the Committee consists of 6 (six) non-executive members of the Board including one Independent Director and one of them who is the Chairman of the Committee.

Qualification of members including the Chairman

Mr. Md. Rashedur Rahman, Independent Directors, is the Chairman of the Audit Committee, Possessing of vast experience. Among others seven members, also possessing significant experience in finance, accounting and audit. All the members of the committee are financially literate as defined by the revised corporate governance guidelines.

Head of Internal Audit and Compliance's access in the Audit Committee.

The Head of Internal Audit and Compliance always has access to the Audit committee and can raise his concern whenever required.

Terms of reference of Audit Committee

The Audit Committee shall assist the Board in ensuring that the financial statements reflect true and fair view of the state of affairs of the company and in ensuring a good monitoring system within the business.

The Audit Committee Shall-

- i. Oversee the financial reporting process;
- ii. Monitor choice of accounting policies and principles;
- iii. Monitor Internal Audit and Compliance process to ensure that it is adequately resourced, including approval of the internal Audit and Compliance plan and review of the Internal Audit and Compliance Report;
- iv. Oversee hiring and performance of external auditors;
- v. Hold meeting with the external of statutory auditors for review of the annual financial statements before submission to the Board for approval or adoption.
- vi. Review along with the management, the annual financial statements before submission to the Board for approval.
- vii. Review along with the management, the quarterly and half yearly financial statements before submission to the Board for approval.
- viii. Review the adequacy of internal audit function;
- ix. Review the Management's Discussion and Analysis before disclosing in the Annual Report;
- x. Review statement of all related party transactions submitted by the management;
- xi. Review Management letters or letter of internal Control weakness issued by statutory auditors and
- xii. Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors.

Immediate reporting to the Board of Directors

No such issues arose at the Company during the year 2024 to report the Board of Directors immediately.

Immediate reporting to the Bangladesh Securities and Exchange Commission.

No such circumstances arose during the year 2024 to report the BSEC immediately.

Quorum of the Audit Committee Meetings

The number of Directors required to constitute a quorum is determined by the Board including one Independent Director. The Quorum of the Meeting must be filled until and unless the Independent Director attends the meeting. The Company Secretary, M. Mahfuzur Rahman FCA act as the secretary of the Committee.

Holding of the Audit Committee Meeting During 2024

As per the terms of Reference, the Audit Committee is required to hold at least four (4) meetings in a year. During the year ended 31st December 2024, the Committee held four (4) meetings.

Audit Department

The audit department of the Company is independent from the internal control process in order to avoid any conflict of interest and it is given appropriate standing within the company to carry out its assignments. The management of CIPLC ensures that the internal audit staff performs their duties with objectivity and impartiality.

Nomination & Remuneration Committee

The Company has formed a Nomination & Remuneration Committee as a sub-committee of the Board. It has been constituted by 5 (five) members including an independent director, Mr. Md. Rashedur Rahman

who is the Chairperson of the Committee. All members of the Committee are non-executive directors M. Mahfuzur Rahman FCA acts as the Secretary of the Committee.

Terms of Reference of NRC

1. Formulating the criteria for determining qualifications, positive attributes and independence of a director and recommend a policy to the Board, relating to the remuneration of the directors, top level executive, considering the following:
 - a) the level and compositions of remuneration is reasonable and sufficient to attract, retain and motivate suitable directors to run the company successfully;
 - b) the relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
 - c) Remuneration to directors, top level executive involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.
2. Devising a policy on Board's diversity taking into consideration age, gender, experience, ethnicity, educational background and nationality.
3. Identifying persons who are qualified to become directors and who may be appointed in top level executive position in accordance with the criteria laid down, and recommend their appointment and removal to the Board.
4. Formulating the criteria for evaluation of performance of independent directors and the Board.
5. identifying the company's needs for employees at different levels and determine their selection transfer or replacement and promotion criteria; and
6. Developing, recommending and reviewing annually the company's human resources and training policies.

Quorum of the NRC Meeting

The number of Directors required to constitute quorum is determined by the Board in presences of either two members or two third of the members of the committee whichever is higher, where presence of an Independent Director is must.

Holding of the NRC Meeting During 2024

As per the terms of Reference, the Nomination & Remuneration Committee is required to hold at least one (1) meeting in a year. During the year ended 2024, the Committee held two (2) meeting.

External or Statutory Auditors

Crystal Insurance PLC was not engaged or received any services mentioned in section (7) of CG from external auditors, **M/S. Mahfel Huq & Co**, other than statutory audit No partner or employees of the external audit firms was possess any share of the company during the tenure of their audit assignment. Existing auditors **M/S. Mahfel Huq & Co**, have conducted the audit works for the year 2024. They are eligible for re-appointment for the year 2025.

Reporting and Compliance of Corporate Governance

The company obtained a certificate from a practicing Professional Chartered Accountants, **M/S. Jobair Satter & Co**, regarding compliance of conditions of Corporate Governance Code of the Commission. **M/S. Jobair Satter & Co**, Chartered Accountants was appointed as the Compliance Auditor of the Company at the 24th AGM held on 31st March, 2024, which will expire in the 25th AGM and they are eligible for appointment as Statutory Auditors for the year 2025.

Maintaining a Website

The company has an official website linked with the website of the exchanges www.ciplcbd.com The company made available the detailed disclosures on its website as required under the listing regulations of the stock exchanges.

Management's Discussion and Detailed analysis

In compliance with regulatory requirements under 1(5) (xxv) of BSEC Corporate Governance Code, 2018 this document provides a detailed analysis of the position, operations, and financial outcomes of Crystal Insurance PLC. The discussion also includes an overview of business strategy, accounting policies, changes in accounting policies and estimation, analysis of financial performance, financial and economic scenario of domestic & global, risk assessment and mitigation plan, future business plan and human capital.

Crystal Insurance Progress

The Company achieved a reasonable progress in 2024 despite challenges in the Insurance sector continued to experience prolonged slowdown in growth. Congealing our position as one of the leading Insurance Company in Bangladesh.

Business Strategy

Our strategy of diversifying the business conglomerate and sustained focus on collection our low-cost premium, has helped us deliver steady performance during the year 2024. We made great steps to focus on improving our capabilities across the businesses and enhancing our core business and services for our valuable clients.

Financial and Economic Scenario

Domestic

According to the provisional estimation of Bangladesh Bureau of Statistics (BBS), GDP growth rate for FY 2023-24 stood at 5.82 percent as against 5.78 percent in the final estimates for FY 2022-23. As per the provisional estimate for FY 2023-24, the size of GDP in current market prices is Tk.50,48,027 crore or USD 459 billion, which was Tk.44,90,842 crore or USD 452 billion in the previous fiscal year.

Global

In the World Economic Outlook Update, July 2024, International Monetary Fund (IMF), growth is expected to remain stable at 3.2 percent in 2024 and 3.3 percent in 2025. The forecast for global economic growth is broadly unchanged from that in the April 2024 Outlook. Growth in advanced economies is expected to remain stable at 1.7 percent in 2024 and 1.8 percent in 2025. Growth of the United States is projected to rise at 2.6 percent in 2024 but slow down to 1.9 percent in 2025, partly due to moderate consumption. In emerging market and developing economies, however, growth is expected to remain stable at 4.3 percent during 2024 and 2025.

Accounting Policies and Estimation for Preparation of Financial Statements

Annual Financial Statements comprising with the Financial Position as at 31st, December 2024 and the Statement of Profit or loss and other Comprehensive income, Profit or Loss Appropriation, Consolidated & specific class of business revenue accounts, statement of cash flows, statement of changes in equity for the year along with the notes to the financial statements including a summary.

Changes in Accounting Policies and Estimation

For the reporting year, there was no change in accounting policies and estimation in financial statements for the year ended 31st December, 2024.

Comparative Analysis of Financial Performance

The key operating and financial data for the last five years have been shown at below-

BDT in Million

Particulars	2024	2023	2022	2021	2020
Gross Premium	813.04	710.74	684.85	617.44	598.42
Net Premium	561.79	476.36	479.19	390.50	388.11
Gross Claim	236.92	214.04	62.03	61.10	59.64
Underwriting Profit	154.21	142.16	137.44	118.07	144.00
Net Profit Before Tax	187.72	146.01	130.24	134.70	149.92
Net Profit After Tax	146.58	128.83	115.16	119.59	122.59
Total Asset	2,059.61	1,907.42	1,838.05	1,598.50	1,454.30
Total Liability	702.75	680.31	672.74	528.07	458.57
Balance of Fund	227.36	192.50	192.87	158.54	156.67
Shareholders' Equity	1,129.50	1,034.61	972.43	911.89	839.07
No. of shares	44.00	40.00	40.00	40.00	40.00
Face Value	10.00	10.00	10.00	10.00	10.00
NAV per share	25.67	25.87	24.31	22.8	20.98
Earnings per share	3.13	3.05	2.72	2.83	4.58

Risk Assessment and mitigation plan

The vital factors ensuring sound health of an insurance industry are identifying, measuring, monitoring and controlling various types of risks. In addition to the traditional risks faced by the Insurance Company in financial and market risks, various operational risks are created due to increasing use of automated technology; necessity of reducing earnings volatility and achieving cost efficiencies; increasing focus by regulators on legal, fraud, and compliance issues; Knowledge gap and lack of supervision etc.

In order to face the ongoing challenges of increased competition and expansion of diversified business of CIPLC, it has undertaken some principles on risk management. The risk mitigation areas are liquidity risk, Market risk, operational risk, Strategic risk, Anti money Laundering (AML) risk, Environmental risk etc. For Mitigation all risk, the Company maximizes the wealth at financial statement, risk identification and mitigation process are elaborately discussed in note no.2.32 of notes to the financial statements.

Future business plan

Crystal Insurance PLC perform a wide range of activities such as service designing, preparing contract and policy, marketing and selling, underwriting, rating, reinsurance and other services and claim settlement. To intensify the business, CIPLC is developing new Insurance products; Service diversification pricing policy; monitoring; legal reforms; effective reinsurance management etc.

Human Capital

Human Resource Department has the responsibility of energizing, developing, retaining and attracting talented and ensures the right persons in right place. Human capital mission in Crystal Insurance aims to be a leader in providing quality and value added Insurance services. The Company is leaves in certain core values as practiced by all employees to meet the mission and the broader vision of the organization. We continued to invest in people to enhance and upgrade their skill sets through various training programs at different institutions.

Acknowledgements

In this occasion, we express our profound gratitude to the Chairman and the directors of the Board for the efforts they undertook to guide, advice and directives to help us in building quality assets and to attain the goals of organization ensuring rewards for internal and external stakeholders. We would like to thank the Management team, Executive officers and staff members for their hard work and assiduous efforts to achieve the goals of our organization. I take this opportunity to thank our entire customer for their cooperation and support over the years for their enthusiasm and thanks to all the regulators for their continuous help and assistance, valuable guidelines and co-operation provided to the Company from time to time.

We once again express our heartfelt thanks to all for their kind participation in our mission.



S M Shahidullah

Chief Executive Officer

Declaration on Corporate Governance by CEO and CFO

The Board of Directors
Crystal Insurance PLC
DR Tower (14th floor), Purana Paltan
Box Culvert Road, Dhaka-1000.

Subject: Declaration on Financial Statements for the year ended on 31st December 2024.

Dear Sirs,

Pursuant to the condition No. 1(5) (xxvi) imposed vide the Commission's Notification No.SEC/CMRRCD/2006/158/207/Admin/80 Dated 3rd June, 2018 under section 2CC of the Securities and Exchange Ordinance, 1969, we do hereby declare that:

1. The Financial Statements of Crystal Insurance PLC for the year ended on 31st December 2024 have been prepared in compliance with International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in the Bangladesh and any departure there from has been adequately disclosed;
2. The estimates and judgments related to the financial statements were made on a prudent and reasonable basis, in order for the financial statements to reveal a true and fair view;
3. The form and substance of transactions and the Company's state of affairs have been reasonably and fairly presented in its financial statements;
4. To ensure above, the Company has taken proper and adequate care in installing a system of internal control and maintenance of accounting records;
5. Our internal auditors have conducted periodic audits to provide reasonable assurance that the established policies and procedures of the Company were consistently followed; and
6. The management's use of the going concern basis of accounting in preparing the financial statements is appropriate and there exists no material uncertainty related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern.

In this regard, we also certify that:

- (i) We have reviewed the financial statements for the year ended on 31st December 2024 and that to the best of our knowledge and belief:
 - (a) these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
 - (b) these statements collectively present true and fair view of the Company's affairs and are in compliance with existing accounting standards and applicable laws.
- (ii) There are, to the best of knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or in violation of the code of conduct for the Company's Board of Directors or its members.

Sincerely Yours.



S M Shahidullah
Chief Executive Officer



Md. Saydul Islam
Chief Financial Office

Annexure-B

Auditor's Report on Corporate Governance Guidelines

[Certificate as per condition no. 1(5) (xxvii)]



Jobair Satter & Co.
Chartered Accountants

Corporate address
Rupsha Tower (6th floor), Flat 6A
Road 17, Banani C/A, Dhaka-1213

T: +88 09613 770077
E: ask@jobairsatter.com
W: www.jobairsatter.com

Report to the Shareholders of Crystal Insurance PLC On Compliance on the Corporate Governance Code

We have examined the compliance status to the Corporate Governance Code by Crystal Insurance PLC ("the Company") for the year ended 32 December 2024. This Code relates to the notification no. BSEC/CMRRCD/2006-158/207/Admin/80 dated 03 June 2018 of the Bangladesh Securities and Exchange Commission and its subsequent amendments as on the reporting date.

Such compliance with the Corporate Governance Code is the responsibility of the Company. Our examination was limited to the procedures and implementation thereof as adopted by the Management in ensuring compliance to the conditions of the Corporate Governance Code.

This is a scrutiny and verification and an independent audit on compliance of the conditions of the Corporate Governance Code as well as the provisions of relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this Corporate Governance Code.

We state that we have obtained all the information and explanations, which we have required, and after due scrutiny and verification thereof, we report that, in our opinion:

- The Company has complied with the conditions of the Corporate Governance Code as stipulated in the above-mentioned Corporate Governance Code issued by the Commission;
- The Company has complied with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) as required by this Code;
- Proper books and records have been kept by the Company as required under the Companies Act, 1994, the securities laws and other relevant laws; and
- The Governance of the Company is satisfactory

For Jobair Satter & Co.
Chartered Accountants

Mohammad Jobair Rahman Khan FCA
Managing Partner

Dhaka, 23 February 2025

BSEC Corporate Governance Code

Status of compliance with the conditions imposed by the Commission's Notification No. SEC/CMRRCD/2006-158/207/Admin/80 dated 3 June 2018 issued under section 2CC of the Securities and Exchange Ordinance, 1969:

(Report under Condition No. 9)

Condition No.	Title	Compliance Status (Put ✓ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1	Board of Directors			
1(1)	Size of the Board of Directors: The total number of members of a Company's Board of Directors (hereinafter referred to as "Board") shall not be less than 5 (five) and more than 20 (twenty).	✓		
1(2)	Independent Directors			
1(2)(a)	At least one-fifth (1/5) of the total number of directors in the Company's Board shall be Independent Directors; any fraction shall be considered to the next integer or whole number for calculating number of Independent Director(s);	✓		
1(2)(b)(i)	Who either does not hold any share in the Company or holds less than one percent (1%) shares of the total paid-up shares of the Company;	✓		
1(2)(b)(ii)	Who is not a sponsor of the Company or is not connected with the Company's any sponsor or director or nominated director or shareholder of the Company or any of its associates, sister concerns, subsidiaries and parents or holding entities who holds one percent (1%) or more shares of the total paid-up shares of the Company on the basis of family relationship and his or her family also shall not hold above mentioned shares in the Company.	✓		
1(2)(b)(iii)	Who has not been an executive of the Company in immediately preceding 2 (two) financial years;	✓		

1(2)(b)(iv)	Who does not have any other relationship, whether pecuniary or otherwise, with the Company or its subsidiary or associated Companies;	√		
1(2)(b)(v)	Who is not a member or TREC (Trading Right Entitlement Certificate) holder, director or officer of any stock Exchange.	√		
1(2)(b)(vi)	Who is not a shareholder, director excepting independent director or officer of any member or TREC holder of Stock Exchange or an intermediary of the capital market;	√		
1(2)(b)(vii)	Who is not a partner or an executive or was not a partner or an executive during the preceding 3(three) years of the concerned company's statutory audit firm or audit firm engaged in internal audit services or audit firm conducting special audit or professional certifying compliance of this Code;	√		
1(2)(b)(viii)	Who is not independent director in more than 5(five) listed companies;	√		
1(2)(b)(ix)	Who has not been convicted by a court of competent jurisdiction as a defaulter in payment of any loan or any advance to a bank or a Non- Bank financial Institution (NBFI); and	√		
1(2)(b)(x)	Who has not been convicted for a criminal offence involving moral turpitude;	√		
1(2)(c)	The independent director (s) shall be appointed by the Board and approved by the shareholders in the Annual General Meeting (AGM);	√		
1(2)(d)	The post of independent director(s) cannot remain vacant for more than 90 (ninety) days; and	√		
1(2)(e)	The tenure of office of an independent director shall be for a period of 3 (three) years, which may be extended for 1(one) tenure only:	√		
1(3)	Qualification of Independent Director			
1(3)(a)	Independent director shall be a knowledgeable individual with integrity who is able to ensure compliance with financial laws, regularity requirements and corporate laws and can make meaningful contribution to the business;	√		

1(3)(b)(i)	Business Leader who is or was a promoter or director of an unlisted company having minimum paid-up-capital of Tk. 100.00 million or any listed company or a member of any national or international chamber of commerce or business association; or	√		
1(3)(b)(ii)	Corporate Leader who is or was a top level executive not lower than Chief Executive Officer or Managing Director or Deputy Managing Director or Chief Financial Officer or Head of Finance or Accounts or Company Secretary or Head of Internal Audit and Compliance or Head of Legal Service or a candidate with equivalent position of an unlisted company having minimum paid-up-capital of Tk. 100.00 million or of a listed company; or	√		
1(3)(b)(iii)	Former official of government or statutory or autonomous or regulatory body in the position not below 5 th Grade of the national pay scale, who has at least educational background of bachelor degree in economics or commerce or business or Law; or	√		
1(3)(b)(iv)	University Teacher who has educational background in Economics or Commerce or Business Studies or Law; or	√		
1(3)(b)(v)	Professional who is or was an advocate practicing at least in the High Court Division of Bangladesh Supreme Court or a Chartered Accountant or Cost and Management Accountant or Chartered Financial Analyst or Chartered Certified Accountant or Certified Public Accountant or Chartered Management Accountant or Chartered Secretary or equivalent qualification;	√		
1(3)(c)	The independent director shall have at least 10 (ten) years of experiences in any field mentioned in clause (b);	√		
1(3)(d)	In special cases, the above qualifications or experiences may be relaxed subject to prior approval of the Commission.	N/A		
1(4)	Duality of Chairpersons of the Board of Directors and Managing Director or Chief Executive Officer:			
1(4)(a)	The positions of the Chairpersons of the Board and the Managing Director (MD) and /or Chief Executive Officer (CEO) of the	√		

1(4)(b)	The Managing Director (MD) and / or Chief Executive Officer (CEO) of a listed company shall not hold the same position in another listed company;	√		
1(4)(c)	The Chairperson of the Board shall be elected from among the non-executive directors of the company;	√		
1(4)(d)	The Board shall clearly define respective roles and responsibilities of the Chairperson and the Managing Director and / or Chief Executive Officer;	√		
1(4)(e)	In the absence of the Chairperson of the Board, the remaining members may elect one of themselves from non-executive directors as Chairperson for that particular Board's meeting; the reason of absence of the regular Chairperson shall be duly recorded in the minutes.	√		
1(5)	The Directors' Report to Shareholders			
1(5)(i)	An industry outlook and possible future developments in the industry;	√		
1(5)(ii)	The segment-wise or product-wise performance;	√		
1(5)(iii)	Risks and concerns including internal and external risk factors, threat to sustainability and negative impact on environment, if any;	√		
1(5)(iv)	A discussion on Cost of Goods Sold, Gross Profit Margin and Net Profit Margin, where applicable;	N/A		
1(5)(v)	A discussion on continuity of any extraordinary activities and their implications (gain or loss);	N/A		The Company has no such gain/loss;
1(5)(vi)	A detailed discussion on related party transactions along with a statement showing amount, nature of related party, nature of transactions and basis of transactions of all related party transactions;	√		
1(5)(vii)	A statement of utilization of proceeds raised through public issues, rights issues and / or any other instruments;	N/A		
1(5)(viii)	An explanation if the financial results deteriorate after the company goes for initial Public Offering (IPO), Repeat Public Offering (RPO), Rights Share Offer, Direct Listing, etc;	N/A		
1(5)(ix)	An explanation on any significant variance that occurs between Quarterly Financial performances and Annual Financial Statements;	N/A		

1(5)(x)	A statement of remuneration paid to the directors including independent directors;	✓		
1(5)(xi)	A statement that the financial statements prepared by the management of the issuer company present fairly its state of affairs, the result of its operations, cash flows and changes in equity;	✓		
1(5)(xii)	A statement that proper books of account of the issuer company have been maintained;	✓		
1(5)(xiii)	A statement that appropriate accounting policies have been consistently applied in preparation of the financial statements and that the accounting estimates are based on reasonable and prudent judgment;	✓		
1(5)(xiv)	A statement that International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in Bangladesh, have been followed in preparation of the financial statements and any departure there from has been adequately disclosed;	✓		
1(5)(xv)	A statement that the system of internal control is sound in design and has been effectively implemented and monitored;	✓		
1(5)(xvi)	A statement that minority shareholders have been protected from abusive actions by, or in the interest of, controlling shareholders acting either directly or indirectly and have effective means of redress;	N/A		
1(5)(xvii)	A statement that there is no significant doubt upon the issuer company's ability to continue as a going concern, if the issuer company is not considered to be a going concern, the fact along with reasons there of shall be disclosed;	✓		No doubt regarding going concern issue.
1(5)(xviii)	An explanation that significant deviations from the last year's operating results of the issuer company shall be highlighted and the reasons thereof shall be explained;	✓		
1(5)(xix)	A statement where key operating and financial data of at least preceding 5 (five) years shall be summarized;	✓		
1(5)(xx)	An explanation on the reasons if the issuer company has not declared dividend (cash or stock) for the year;	N/A		
1(5)(xxi)	Board's statement to the effect that no bonus share or stock dividend has been or shall be declared as interim dividend;	✓		

1(5)(xxii)	The total number of Board meeting held during the year and attendance by each director;	√		
1(5)(xxiii)	A report on the pattern of shareholding disclosing the aggregate number of shares (along with name-wise details where stated below) held by:			
1(5)(xxiii)(a)	Parent or Subsidiary or Associated Companies and other related parties (name-wise details);	N/A		
1(5)(xxiii)(b)	Directors, Chief Executive Officer, Company Secretary, Chief Financial Officer, Head of Internal Audit and Compliance and their spouses and minor children (name-wise details);	N/A		
1(5)(xxiii)(c)	Executives; and	N/A		
1(5)(xxiii)(d)	Shareholders holding ten percent (10%) or more voting interest in the company (name-wise details);	√		
1(5)(xxiv)	In case of the appointment or reappointment of a director, a disclosure on the following information to the shareholders:			
1(5)(xxiv)(a)	A brief resume of the director;	√		
1(5)(xxiv)(b)	Nature of his her expertise in specific functional areas; and	√		
1(5)(xxiv)(c)	Names of companies in which the person also holds the directorship and the membership of committees of the Board;	√		
1(5)(xxv)	A Management's Discussion and Analysis signed by CEO or MD presenting detailed analysis of the company's position and operations along with a brief discussion of changes in the financial statements, among others, focusing on:	√		
1(5)(xxv)(a)	Accounting policies and estimation for preparation of financial statements;	√		
1(5)(xxv)(b)	Changes in accounting policies and estimation, if any, clearly describing the effect on financial performance or results and financial position as well as cash flows in absolute figure for such changes;	√		
1(5)(xxv)(c)	Comparative analysis (including effects of inflation) of financial performance or results and financial position as well as cash flows for current financial year with immediate preceding five years explaining reasons thereof;	√		

1(5)(xxv)(d)	Compare such financial performance or results and financial position as well as cash flows with the peer industry scenario;	√		
1(5)(xxv)(e)	Briefly explain the financial and economic scenario of the country and the globe;	√		
1(5)(xxv)(f)	Risks and concerns issues related to the financial statements, explaining such risk and concerns mitigation plan of the company; and	√		
1(5)(xxv)(g)	Future plan or projection or forecast for company's operation, performance and financial position, with justification thereof, i.e., actual position shall be explained to the shareholders in the next AGM;	√		
1(5)(xxvi)	Declaration or certification by the CEO and the CFO to the Board as required under condition No. 3 (3) shall be disclosed as per Annexure-A; and	√		
1(5)(xxvii)	The report as well as certificate regarding compliance of conditions of this Code as required under condition No. 9 shall be disclosed as per Annexure-B and Annexure-C.	√		
1(6)	Meetings of the Board of Directors			
	The company shall conduct its Board Meetings and record the minutes of the meetings as well as keep required books and records in line with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this Code.	√		
1(7)	Code of Conduct for the Chairperson, other Board members and Chief Executive Officer			
1(7)(a)	The Board shall lay down a code of conduct, based on the recommendation of the Nomination and Remuneration Committee (NRC) at condition No. 6, for the Chairperson of the Board, other Board members and Chief Executive Officer of the Company;	√		
1(7)(b)	The code of conduct as determined by the NRC shall be posted on the website of the company including, among others, prudent conduct and behavior; confidentiality; conflict of interest, compliance with laws, rules and regulations; prohibition of insider trading; relationship with environment, employees, customers and suppliers; and independency.	√		

2	Governance of Board of Directors of Subsidiary Company:			
2(a)	Provisions relating to the composition of the Board of the holding company shall be made applicable to the composition of the Board of the subsidiary company;	N/A		CICL has no Subsidiary Company
2(b)	At least 1 (one) independent director on the Board of the holding company shall be a director on the Board of the subsidiary company;	N/A		CICL has no Subsidiary Company
2(c)	The minutes of the Board meeting of the subsidiary company shall be placed for review at the following Board meeting of the holding company;	N/A		CICL has no Subsidiary Company
2(d)	The minutes of the respective Board meeting of the holding company shall state that they have reviewed the affairs of the subsidiary company also;	N/A		CICL has no Subsidiary Company
2(e)	The Audit Committee of the holding company shall also review the financial statements, in particular the investments made by the subsidiary company.	N/A		CICL has no Subsidiary Company
3	Managing Director (MD) or Chief Executive Officer (CEO), Chief Financial Officer (CFO), Head of Internal Audit and Compliance (HIAC) and Company Secretary.-			
3(1)	Appointment			
3(1)(a)	The Board shall appoint a Managing Director (MD) or Chief Executive Officer (CEO), a Company Secretary (CS), a Chief Financial Officer (CFO), and a Head of Internal Audit and Compliance (HIAC);	√		
3(1)(b)	The position of the managing Director (MD) or Chief Executive Officer (CEO), Company Secretary (CS), Chief Financial Officer (CFO), and Head of Internal Audit and Compliance (HIAC) shall be filled by different individuals;	√		
3(1)(c)	The MD or CEO, CS, CFO and HIAC of a listed company shall not hold any executive position in any other company at the same time;	√		
3(1)(d)	The Board shall clearly define respective roles, responsibilities and duties of the CFO, the HIAC and the CS;	√		

3(1)(e)	The MD or CEO, CS, CFO and HIAC shall not be removed from their position without approval of the Board as well as immediate dissemination to the Commission and stock exchange(s).	✓		
3(2)	Requirement to attend Board of Directors' Meetings	✓		
3(3)	Duties of Managing Directors (MD) or Chief Executive Officer (CEO) and Chief Financial Officer(CFO):			
3(3)(a)(i)	These statement do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading; and	✓		
3(3)(a)(ii)	These statements together present a true and fair view of the company's affairs and are in compliance with existing accounting standards and applicable laws;	✓		
3(3)(b)	The MD or CEO and CFO shall also certify that there are, to the best of knowledge and belief, no transactions entered into by the company during the year which are fraudulent, illegal or in violation of the code of conduct for the company's Board or its members;	✓		
3(3)(c)	The certification of the MD or CEO and CFO shall be disclosed in the Annual Report.	✓		
4	Board of Directors' Committee:			
	For ensuring good governance in the company, The Board shall have at least following sub – committees:			
4(i)	Audit Committee; and	✓		
4(ii)	Nomination and Remuneration Committee.	✓		
5	Audit Committee:			
5(1)	Responsibility to the Board of Directors			
5(1)(a)	The company shall have an Audit Committee as a sub-committee of the Board;	✓		
5(1)(b)	The Audit committee shall assist the Board in ensuring that the financial statements reflect true and fair view of the state of affairs of the company and in ensuring a good monitoring system within the business;	✓		
5(1)(c)	The Audit Committee shall be responsible to the Board; the duties of the Audit Committee shall be clearly set forth in writing.	✓		
5(2)	Constitution of the Audit Committee			
5(2)(a)	The Audit Committee shall be composed of at least 3 (three) members;	✓		

5(2)(b)	The Board shall appoint members of the Audit Committee who shall be non-executive directors of the company excepting Chairpersons of the Board and shall include at least 1(one) independent director;	✓		
5(2)(c)	All members of the audit committee should be “financially literate” and at least 1(one) member shall have accounting or related financial management background and 10 (ten) years of such experience;	✓		
5(2)(d)	When the term of service of any Committee member expires or there is any circumstance causing any committee member to be unable to hold office before expiration of the term of service, thus making the number of the committee members to be lower than the prescribed number of 3 (three) persons, the Board shall appoint the new Committee member to fill up the vacancy immediately or not later than 1 (one) month from the date of vacancy in the Committee to ensure continuity of the performance of work of the Audit Committee;	✓		
5(2)(e)	The company secretary shall act as the secretary of the Committee;	✓		
5(2)(f)	The quorum of the Audit Committee meeting shall not constitute without at least 1 (one) independent director.	✓		
5(3)	Chairperson of Audit Committee			
5(3)(a)	The Board shall select 1(one) member of the Audit Committee to be Chairperson of the Audit Committee, who shall be an independent director;	✓		
5(3)(b)	In the absence of the Chairperson of the Audit Committee, the remaining members may elect one of themselves as Chairperson for that particular meeting, in that case there shall be no problem of constituting a quorum as required under condition No. 5(4)(b) and the reason of absence of the regular Chairperson shall be duly recorded in the minutes.	✓		
5(3)(c)	Chairperson of the Audit Committee shall remain present in the Annual General Meeting (AGM);	✓		
5(4)	Meeting of the Audit Committee			
5(4)(a)	The Audit Committee shall conduct at least its four meetings in a financial year;	✓		

5(4)(b)	The quorum of the meeting of the Audit Committee shall be constituted in presence of either two members or two-third of the members of the Audit Committee, whichever is higher, where presence of an independent director is a must.	✓		
5(5)	Role of Audit Committee			
	The Audit Committee shall:			
5(5)(a)	Oversee the financial reporting process;	✓		
5(5)(b)	Monitor choice of accounting policies and principles;	✓		
5(5)(c)	Monitor Internal Audit and Compliance process to ensure that it is adequately resourced, including approval of the Internal Audit and Compliance Plan and review of the Internal Audit and Compliance Report;	✓		
5(5)(d)	Oversee hiring and performance of external auditors;	✓		
5(5)(e)	Hold meeting with the external or statutory auditors for review of the annual financial statements before submission to the Board for approval or adoption;	✓		
5(5)(f)	Review along with the management, the annual financial statements before submission to the Board for approval;	✓		
5(5)(g)	Review along with the management, the quarterly and half yearly financial statements before submission to the Board for approval;	✓		
5(5)(h)	Review the adequacy of internal audit function;	✓		
5(5)(i)	Review the Management's Discussion and Analysis before disclosing in the Annual Report;	✓		
5(5)(j)	Review statement of all related party transactions submitted by the management;	✓		
5(5)(k)	Review Management Letters or Letter of Internal Control weakness issued by the statutory auditors;	✓		
5(5)(l)	Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors; and	✓		
5(5)(m)	Oversee whether the proceeds raised through Internal Public Offering (IPO) or Repeat Public Offering (RPO) or Rights Share Offer have been utilized as per the purpose stated in relevant offer document or prospectus approved by the Commission.	N/A		

5(6)	Reporting of the Audit Committee			
5(6)(a)(i)	The Audit Committee shall report on its activities to the Board.	√		
5(6)(a)(ii)(a)	Report on conflicts of interests;	N/A		
5(6)(a)(ii)(b)	Suspected or presumed fraud or irregularity or material defect identified in the internal audit and compliance process or in the financial statements;	N/A		
5(6)(a)(ii)(c)	Suspected infringement of laws, regulatory compliances including securities related laws, rules and regulations; and	N/A		
5(6)(a)(ii)(d)	Any other matter which the Audit Committee deems necessary shall be disclosed to the Board immediately;	√		
5(6)(b)	Reporting to the Authorities			
	If the Audit Committee has reported to the Board about anything which has material impact on the financial condition and results of operation and has discussed with the Board and the management that any rectification is necessary and if the Audit Committee finds that such rectification has been unreasonable ignored, the Audit Committee shall report such finding to the Commission, upon reporting of such matters to the Board for three times or completion of a period 6(six) months from the date of first reporting to the Board, whichever is earlier.	N/A		
5(7)	Reporting to the Shareholders and General Investors			
	Report on activities carried out by the Audit Committee, including any report made to the Board under condition No. 5(6)(a)(ii) above during the year, shall be signed by the Chairperson of the Audit Committee and disclosed in the annual report of the issuer company.	N/A		
6	Nomination and Remuneration Committee (NRC):			
6(1)	Responsibility to the Board of Directors			
6(1)(a)	The company shall have a Nomination and Remuneration Committee (NRC) as a sub-committee of the Board;	√		

6(1)(b)	The NRC shall assist the Board in formulation of the nomination criteria or policy for determining qualifications, positive attributes, experiences and independence of directors and top level executive as well as a policy for formal process of considering remuneration of directors, top level executive;	✓		
6(1)(c)	The Terms of Reference (TOR) of the NRC shall be clearly set forth in writing covering the areas stated at the condition No. 6(5) (b).	✓		
6(2)	Constitution of NRC			
6(2)(a)	The Committee shall comprise of at least three members including an independent director;	✓		
6(2)(b)	All members of the Committee shall be non-executive directors;	✓		
6(2)(c)	Members of the Committee shall be nominated and appointed by the Board;	✓		
6(2)(d)	The Board shall have authority to remove and appoint any member of the Committee;	✓		
6(2)(e)	In case of death, resignation, disqualification, or removal of any member of the Committee or in any other cases of vacancies, the board shall fill the vacancy within 180 (one hundred eighty) days of occurring such vacancy in the Committee;	✓		
6(2)(f)	The Chairperson of the Committee may appoint or co-opt any external expert and/ or member(s) of staff to the Committee as advisor who shall be non-voting member, if the Chairperson feels that advice or suggestion from such external expert and / or member(s) of staff shall be required or valuable for the Committee;	✓		
6(2)(g)	The company secretary shall act as the secretary of the Committee;	✓		
6(2)(h)	The quorum of the NRC meeting shall not constitute without attendance of at least an independent director;	✓		
6(2)(i)	No member of the NRC shall receive, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than Director's fees or honorarium from the company.	✓		
6(3)	Chairperson of the NRC			

6(3)(a)	The Board shall select 1 (one) member of the NRC to be Chairperson of the Committee, who shall be an independent director;	✓		
6(3)(b)	In the absence of the Chairperson of the NRC, the remaining members may elect one of themselves as Chairperson for that particular meeting, the reason of absence of the regular Chairperson shall be duly recorded in the minutes;	✓		
6(3)(c)	The Chairperson of the NRC shall attend the annual general meeting (AGM) to answer the queries of the shareholders;	✓		
6(4)	Meeting of NRC			
6(4)(a)	The NRC shall conduct at least one meeting in a financial year;	✓		
6(4)(b)	The Chairperson of the NRC may convey any emergency meeting upon request by any member of the NRC;	✓		
6(4)(c)	The quorum of the meeting of the NRC shall be constituted in presence of either two members or two third of the members of the Committee, whichever is higher, where presence of an independent director is must as required under condition No. 6(2) (h);	✓		
6(4)(d)	The proceedings of each meeting of the NRC shall duly be recorded in the minutes and such minutes shall be confirmed in the next meeting of the NRC.	✓		
6(5)	Role of the NRC			
6(5)(a)	NRC shall be independent and responsible or accountable to the Board and to the shareholders;	✓		
6(5)(b)	NRC shall oversee, among others, the following matters and make report with recommendation to the Board:	✓		
6(5)(b)(i)	Formulating the criteria for determining qualifications, positive attributes and independence of a director and recommend a policy to the Board, relating to the remuneration of the directors, top level executive, considering the following:	✓		
6(5)(b)(i)(a)	The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable directors to run the company successfully;	✓		
6(5)(b)(i)(b)	The relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and	✓		

6(5)(b)(i)(c)	Remuneration to directors, top level executive involves a balance between fixed and incentive pay reflection short and long-term performance objectives appropriate to the working of the company and its goal;	√		
6(5)(b)(ii)	Devising a policy on Board's diversity taking into consideration age, gender, experience, ethnicity, educational background and nationality;	√		
6(5)(b)(iii)	Identification persons who are qualified to become directors and who may be appointed in top level executive position in accordance with the criteria laid down, and recommended their appointment and removal to the Board;	√		
6(5)(b)(iv)	Formulating the criteria for evaluation of performance of independent directors and the Board;	√		
6(5)(b)(v)	Identification the company's needs for employees at different levels and determine their selection, transfer or replacement and promotion criteria; and	√		
6(5)(b)(vi)	Developing, recommending and reviewing annually the company's human resource and training policies;	√		
6(5)(c)	The company shall disclose the nomination and remuneration policy and the evaluation criteria and activities of NRC during the year at a glance in its annual report.	√		
7	External or Statutory Auditors:			
7(1)	The issuer company shall not engage its external or statutory auditors to perform the following services of the company, namely:			
7(1)(i)	Appraisal or valuation service or fairness opinions;	√		
7(1)(ii)	Financial information systems design and implementation;	√		
7(1)(iii)	Book-keeping or other services related to the accounting records or financial statements;	√		
7(1)(iv)	Broker-dealer services;	√		
7(1)(v)	Actuarial services;	√		
7(1)(vi)	Internal audit services or special audit services;	√		
7(1)(vii)	Any services that the Audit Committee determines;	√		
7(1)(viii)	Audit or certification services on compliance of corporate governance as required under condition No. 9(1); and	√		

7(1)(ix)	Any other service that creates conflicts of interest.	√		
7(2)	No partner or employees of the external audit firms shall possess any share of the company they audit at least during the tenure of their audit assignment of that company; his or her family members also shall not hold any shares in the said company;	√		
7(3)	Representative of external or statutory auditors shall remain present in the Shareholders' Meeting (Annual general Meeting or Extraordinary General Meeting) to ensure the queries of the shareholders.	√		
8	Maintaining a website by the Company:			
8(1)	The company shall have an official website linked with the website of the stock exchange.	√		
8(2)	The company shall keep the website functional from the date of listing.	√		
8(3)	The company shall make available the detailed disclosures on its website as required under the listing regulations of the concerned stock exchange (s).	√		
9	Reporting and Compliance of Corporation Governance:			
9(1)	The company shall obtain a certificate from a practicing Professional Accountant or Secretary (Chartered Accountant or Cost and Management Accountant or Chartered Secretary) other than its statutory auditors or audit firm on yearly basis regarding compliance of conditions of Corporate Governance Code of the Commission and shall such certificate shall be disclosed in the Annual Report.	√		
9(2)	The professional who will provide the certificate on compliance of this Corporate Governance Code shall be appointed by the shareholders in the annual general meeting.	√		
9(3)	The directors of the company shall state, in accordance with the Annexure-C attached, in the directors' report whether the company has complied with these condition or not.	√		

IDRA Corporate Governance Certificate and Code



Jobair Satter & Co.
Chartered Accountants

Corporate address
Rupsha Tower (6th floor), Flat 6A
Road 17, Banani C/A, Dhaka-1213

T: +88 09613 770077
E: ask@jobairsatter.com
W: www.jobairsatter.com

Report to the Shareholders of Crystal Insurance Company Limited On

Compliance on the Corporate Governance Code issued by IDRA

As per the corporate governance guidelines issued by Insurance Development and Regulatory Authority (IDRA), we have examined the compliance status to the guideline by Crystal Insurance PLC ("the Company") for the year ended **31 December 2024**. This guideline relates to the notification no. 53.03.0000.075.22.025.2020.230 dated 19 October 2023 of IDRA ("the authority").

The authority has developed the guideline based on Insurance Act, 2010; Insurance Development and Regulatory Authority Act, 2010 (section 15 of the act) as well as National Insurance Policy, 2014 [clause 2.5(47)] to ensure good governance in the company.

Such compliance with the Corporate Governance guideline is the responsibility of the Company. Our examination was limited to the procedures and implementation thereof as adopted by the Management in ensuring compliance to the conditions of the corporate governance guidelines. This is a scrutiny and verification and an independent audit on compliance of the conditions of the guideline.

We state that we have obtained all the information and explanations, which we have required, and after due scrutiny and verification thereof, we report that, in our opinion:

- a) the Company has complied with the conditions of the Corporate Governance Guidelines as stipulated in the above-mentioned guideline issued by the authority as per **Annexure- A**; and
- b) The Governance of the Company is **satisfactory**.

For Jobair Satter & Co.
Chartered Accountants

Mohammad Jobai Rahman Khan FCA
Managing Partner

Dhaka, 23 February 2025

Enclosure: Annexure A is the integral part of this certificate.

Compliance status of Corporate Governance Guidelines issued by IDRA

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
5	Governance framework			
	Governance frame work should have a system which ensure the rights of the shareholders, stakeholders and policyholders through designing appropriate policy.	√		
6	The Board and its Directors			
	6.1. Composition of the Board The Board shall consist of at best 20 (twenty) members with minimum 2 (two) independent directors.	√		The Board of the company comprise of 12 (Twelve) directors including 2 (Two) Independent Directors as per latest Form XII.
	6.2. The Board and its directors fitness The company should have a policy of appointing and reappointing of directors emphasizing on the Insurance Act, 2010. The policy should include the disqualification for selecting directors, section of chairman and vice-chairman. Reasons for absence of chairman and vice-chairman in the meeting shall be recorded in the minutes.	√		
	6.3. Independent director A. the there should prerequisites for selecting independent director. B. i. The Board shall appoint the independent director and shareholder in the general meeting shall ratify the appointment. ii. Post of the independent director shall not remain vacant for more than 90 days. iii. Tenure of the independent director shall be for 3(three) years which can be extended for 1(one) term only. After a cooling period of 1(one) term, he can be eligible for reappointment. C. Qualification of independent director- There are some qualification and experience shall be construed as qualification of independent director.	√		

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
	6.4. Role of the Board The core responsibility of the Board is to guide the company for efficient and effective management for attaining long term goal of the company. In this regard, the Board shall formulate the policies and governance guidelines.	√		
	6.5. Code of Conduct of the Board The Board shall formulate a code of Conduct for all employees including the chairman, directors and Chief Executive Officer.	√		
7	Committees of the Board			
	7.1. To ensure good governance in the company, the Board should have the following committees- (1) Audit Committee; (2) Nomination & Remuneration Committee; (3) Investment Committee; (4) Risk Management Committee; and (5) Policyholder Protection & Compliance Committee.	√		
	7.2. Audit Committee A. The committee shall review the financial statements as well as oversee the functions of internal and external auditors.	√		
	B. Formation of Audit Committee (1) The committee shall consist of 3 (three) members; (2) It comprises of 1(one) non-executive director other than the Chairman of the Board and 1(one) independent director. (3) All members should have the literacy about accounting and at least 19one) member should have 10(ten) year relevant experience. (4) Member vacancy shall be filled within 1(one) month; (5) The Company Secretary shall perform the Investment Committee; (4) Risk Management Committee; and (5) Policyholder Protection & Compliance Committee. role of secretary.	√		

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
	C. The Chairman of the Audit Committee (1) Independent Director shall be the chairman of the committee; (2) Other member can act as the Chairman of the meeting but an independent director shall be present there; (3) The Chairman of the Audit Committee shall attend the AGM; (4) In the absence of the chairman, other members of the committee can attend the AGM, but the reason of absence of the chairman shall be minute in the AGM minutes.	✓		The chairman of the Audit Committee was present in the last AGM.
	D. Meeting of the committee (1) At least 4(four) meeting shall be conducted. Meeting can be held with the requisition of any members in case of any emergency; (2) the quorum of the meeting shall be minimum of 2 and 2/3rd members including 1(one) independent director.	✓		
	E. Role of the Audit Committee The Board shall form a Terms of Reference (ToR) of the committee as per this guideline.	✓		
	F. Rights of the committee The committee shall have the access to the information related to its function.	✓		
	G. Report of the committee (1) The committee shall report to the Board of its regular activities; (2) It shall also report the board for any sensitive issued as defined in the guidelines; (3) It shall report to the authority in appropriate case as defined in the guideline; (4) It shall also report the shareholders and publish in the annual report.	✓		There was no unusual matter to be reported.
8	Nomination & Remuneration Committee			
	A. Nomination & Remuneration Committee (NRC) shall assist the board in evaluating and determining the role and remuneration of employees including the senior management.	✓		

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
	B. Formation of NRC (1) Committee members shall be appointed by the Board; (2) At least there shall be 4(four) members including 1(one) independent director; (3) Chairman of the board can be included in the committee but he shall not be appointed as the chairman of the committee; (4) Board can appoint, remove any members and reasons for removal shall be minuted; (5) Vacancy of any member shall be filled within 180 (one hundred and eighty) days; (6) Company Secretary shall act as the secretary;	v		
	C. Chairperson of NRC (1) The board shall appoint 1(one) director as the chairperson of the committee; (2) Members can select a chairman in the absence of the chairperson of the committee, but reasons for absence of regular chairman shall be minuted; (3) Chairperson shall attend the AGM for responding any queries of the shareholders.	v		
	D. Meeting of NRC (1) At least 2(two) meeting shall be conducted; (2) Chairperson can hold any meeting on emergency basis; (3) The quorum of the meeting shall be minimum of 2 and 2/3rd members including 1(one) independent director.	v		
	E. Role of NRC The Board shall form a Terms of Reference (ToR) of the committee as per this guideline.	v		
9	Investment Committee			
	A. The committee as the sub-committee of the board shall oversee the investment portfolio the company.	v		
	B. Composition of the committee and its meeting (1) The board shall nominate at least 5(five) members in the committee including on chairman; (2) The quorum of the meeting shall be 3(three). CEO shall be the member of the committee as ex-officio. CFO, Chief Investment Officer (CIO) and Chief Risk Officer (CRO) can be invited in the meeting.	v		

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
	C. Role of the committee The Board shall form a Terms of Reference (ToR) of the committee as per this guideline.	v		
10	Risk Management Committee			
	The committee shall act as sub-committee of the board to assist the board in minimizing the risk.	v		
	B. Composition of the committee and its meeting (1) The committee shall consist of at least 3(three) members including 1(one) independent director. One shall be the chairman of the committee. Moreover, 1(one) from Audit Committee; (2) The quorum of the meeting shall be 2(two). CEO shall be the member of the committee as ex-officio. CFO, Chief Investment Officer (CIO) and Chief Risk Officer (CRO) can be invited in the meeting; (3) Company Secretary shall act as the secretary of the committee.	v		No meeting minute has been shared with us.
	C. Role of the committee The Board shall form a Terms of Reference (ToR) of the committee as per this guideline.	v		
11	Policyholder Protection & Compliance Committee			
	A. The committee shall act as sub-committee of the board to assist the board in minimizing the grievance of the policyholders.	v		
	B. Composition of the committee and its meeting (1) The committee shall consist of at least 3(three) members including 1(one) independent director. One shall be the chairman of the committee. (2) The quorum of the meeting shall be 2(two). Members can select a chairman in the absence of the chairperson of the committee, but reasons for absence of regular chairman shall be minuted; (3) Company Secretary shall act as the secretary of the committee.	v		The committee was formed duly as per the board meeting minutes. No meeting minutes have been shared with us.
	C. Role of the committee The Board shall form a Terms of Reference (ToR) of the committee as per this guideline.	v		

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
12	Senior Management & Key Personnel			
	(1) The company shall appoint CEO, CFO, CS, CIO, CRO and HIAC; (2) they should be qualified persons; (3) Board shall determine role and responsibilities of them; (4) They shall not be appointed in any other company as executive position.	✓		The board appointed CIO and CRO at its 110 th meeting held on 09 February 2025. However, board approved role and responsibilities of CIO and CRO were not shared with us.
	12.3. Appointment of Actuaries			Not applicable for the company as the company operates non-life business.
13	Other committees			
	The company may form other committees like Corporate Social Responsibility (CSR), (Environment, Social and Governance (ESG), Integrity & Ethics Committee, Reinsurance & Restoration Committee, Asset Liability Management Committee.		✓	No such information relating to these committees have been shared with us.
14	Disclosable information of the Board and its committees			
	(1) Company shall keep record of the proceeding of the board meeting and shall disclose in appropriate case; (2) Code of Conduct of all employees including the chairman of the board, its members and CEO shall be published; (3) Shall disclose among others- a. No. of meeting of board and its committee held' b. Name of the mandatory committees; c. Details of remuneration paid to directors including independent directors; d. relevant other information.	✓		1. Record of the board meeting held during 2024 reflected in the Director's Report 2024. But board's sub-committees' meeting Information was not found. 2. Code of Conduct published at the company website, 3. Director's remuneration reflected in the Directors Report, 2024.
15	Related Party transactions			
	The company should have a policy to identify the related arty transactions and conducting the transactions.	✓		
16	Corporate Social Responsibility			
	The company must have some CSR activities and these shall be published in annual report.	✓		CSR activities of the company during 2024 have been reflected in the Annual Report 2024.

Clause No.	Particulars	Compliance status		Remarks
		Complied	Not complied	
17	Policies of the company			
	In addition to the above policies, the following policies will help to establish good governance better-			
	17.1. Whistle Blowing Policy	√		
	17.2. other policies such as- Asset Liability Management Policy; Underwriting Policy; Reinsurance Policy; Insurance claim settlement Policy; Code of Conduct of employees; CSR Policy; Sudhachar Policy; Gender equality Policy; Human Resource Management Policy; Monetary Policy; Anti-Corruption Policy; Disparity Prevention Policy; ICT Policy;	√		Code of Conduct and Human Resources Policy have been shared with us. However, management has assured us that they will develop and implement rest of the policies.
18	Disclosure initiatives			
	(1) The company should have a website; (2) Relevant information shall be updated in website, such as- a. Annual Report along with audited financials; b. Feature of the various insurance policy; c. Contact information of all key persons including chairman, all chairman of sub-committee, directors, CEO, advisor; d. Any other information as advised by the authority.	√		The company has website: www.: https://cipicbd.com/index The website contents are in compliance with the Authority Guideline.
19	Corporate governance compliance statement on annually			
	The Company shall submit a annual compliance statement with the authority by 31 January of the following year.	√		The annual compliance statement 2024 has been forwarded to IDRA vide email dated 29 January 2025.

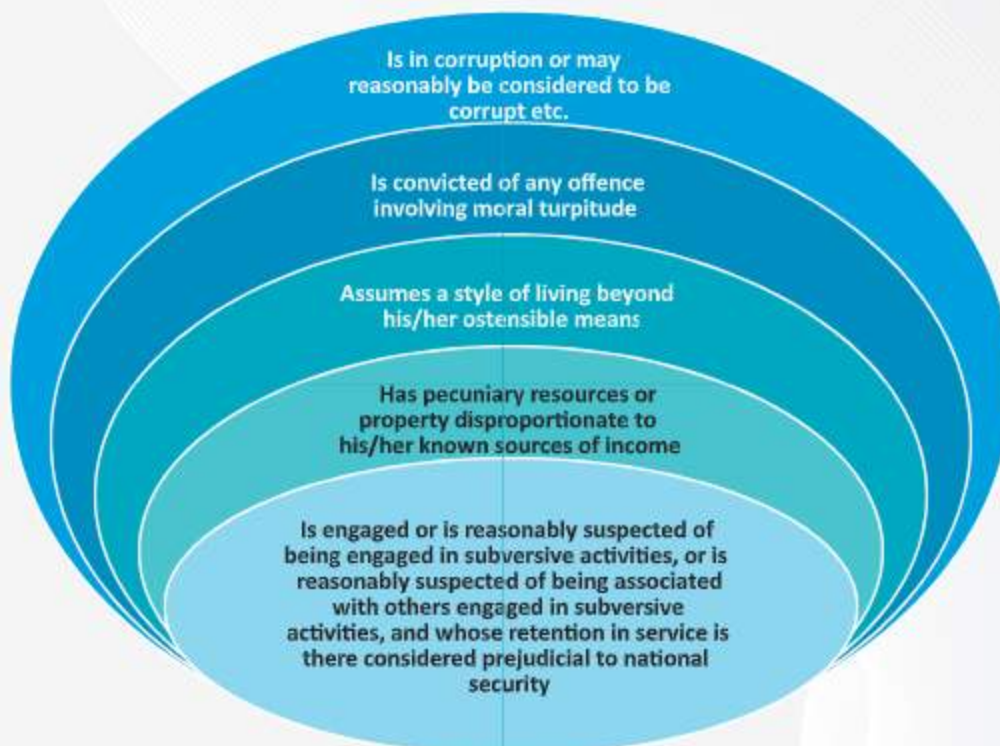
Ethics and Compliance

Crystal Insurance PLC is always committed to establishing and maintaining the highest ethical standards and business compliance. We have an "Employee Code of Conduct" - a code of ethical behavior for all organization employees.

Managers of CIPLC are required to illustrate the highest standards of conduct and ethical behavior, leaders/managers are expected to:



The employees' Code of Conduct also specifies the grounds of punishment to prevent employees from any unwanted behavior. For instance, an employee shall be liable to disciplinary actions, if he/she:



The Code of Conduct gives focus on the following



Professional Ethics

To develop the Crystal Insurance business, compliance should be seen as the highest priority, but rather as a positive approach that is in all of our interests. Employees of all levels are committed to serving and reflecting our shared values. Crystal Insurance is going to prepare its own Charter of Professional Ethics that reflects our ambitions, commitments and principles of excellence. It sets out our fundamental ethical principles and serves to guide our professional conduct.

Respect for rules and others

One of the key parts of our business is to comply with the applicable rules on professional conduct. These rules go beyond simply applying the legal provisions and regulations currently in force. The conduct of each individual should be guided by the principles of good faith and honesty. All of us are responsible to comply with the law and regulations, particularly those that relate specifically to the insurance sector to save the interests of all stakeholders.

Customer insight

To identify and gain a better understanding of the clients, CIPLC has put in place a series of procedures and tools. The processes for Cover Notes, Certifications, and documentations for new clients and for creating and updating claims and coverage files are governed by strict rules.

Respect for others

The notions of good faith, honesty, moral integrity, precision and professionalism govern the conduct of every individual. Employees are expected to serve clients with loyalty, care, and discretion.

Respect for professional secrecy

The Employees of CIPLC are prohibited from using any confidential information of which they may become aware in the course of their work to perform transactions, whether directly or indirectly, for their profit or that of others.

Transparency

To reduce the conflict in the future, the terms and conditions that will apply to the insurer and services are communicated to the clients. Our employees have given clear information about the services, insurance coverage, and settlement before engagement to the clients.

Meeting our commitments

Clients-oriented employees must be aware of the level of service that can be delivered to the client and take care not to enter into commitments that cannot reasonably be met.

Collective disclosure requirements

If any anomalies are noticed by the employees, particularly about ethics, without fear of reprisals or sanctions, they can directly alert the departmental head or senior management.

Combating money laundering and the financing of terrorism

CIPLC has introduced an internal Checklist on ways of combating money laundering and the financing of terrorism. All employees are expected to remain vigilant in this regard. This vigilance is based upon knowing their clients well. We do not engage in transactions or financial deals with individuals or companies whose identity and/or activities it is not.

Integrity

Employees of CIPLC have judged any matter with their integrity as well as in terms of competencies. The reputation and continued success of CIPLC largely depend on a shared commitment to the core value of integrity. Respecting this value is the responsibility of each member of the company.

Conflict of interest

Employees are advised to take particular care when they are responsible for dealing with clients' surveyors, agents on behalf of Crystal Insurance. Any failure to disclose a conflict of interest leads to a disciplinary action.

Preventing conflicts of interest

To prevent conflicts of interest from arising, in particular by separating its premium, commission, claims, etc., and adopting a collective approach to lending decisions by head office or branches, Crystal Insurance has put in place decision-making systems.

Compliance with the laws and regulations

Crystal Insurance complies with all the prevailing laws and regulations of the country and maintains reputation as a law-abiding organization and good corporate governance. Employees have been trained and guided to conduct business in a compliant manner. The policy and procedures regarding business process are prepared in adherence to the laws and regulations.

Communication of the statement of ethics & business practices.

All employees' property is inducted to comply with the code of conduct and conform to the relevant laws and regulations. HR continuously raises awareness on a regular interval among employees to ensure that business decisions and actions undertaken by employees are completely in compliance with the prevalent rules and regulations. HR Department makes sure that during the joining, employees read, understand the Code of Conduct and acknowledge the same. The leaders/managers of Crystal Insurance PLC are mandatorily required to communicate and help their team members to understand how ethics apply to their positions and everyday behavior.

Whistle blowing

Whistle blowing is increasingly recognized as an important tool in the prevention and detection of corruption and other malpractice. The clandestine nature of corrupt behavior means that it may never come to light unless cases are reported by people who discover them in the course of their work. Employees are encouraged to report any wrongdoing within the organization. The Head of Internal Audit & Compliance and the Human Resources Divisions are the primary channels to report any incident. The Reporting channels offer the employees the opportunity to report while maintaining their identity confidential.

Crystal Insurance PLC's whistle-blowing procedures encourage employees to disclose concerns using appropriate channels before these concerns become a serious problem, which might jeopardize our reputation through negative publicity, regulatory investigation, fines, and /or compensation.

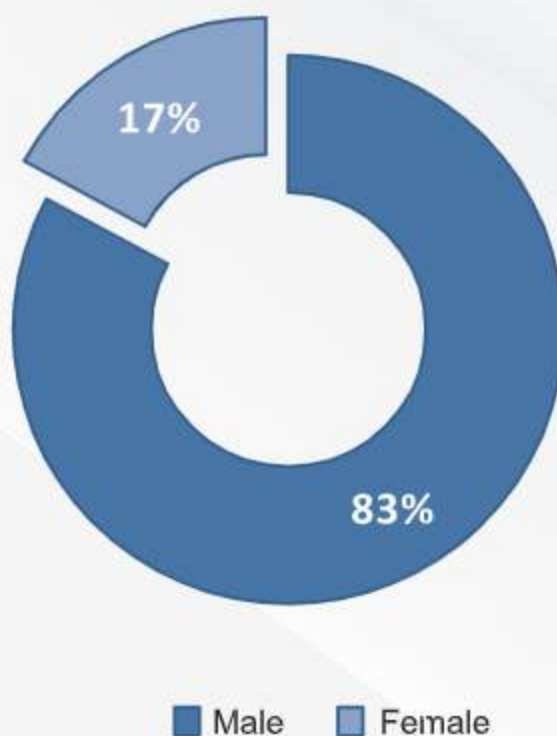
However, from experience, Crystal Insurance PLC understands that an effective whistle-blowing policy demands a shift in the culture. We have a department named Internal Audit & Compliance Department, which is dedicatedly working to ensure effective controls mechanism in the entire business entity.

Human Capital

Human Resource department has the responsibility of energizing, developing, retaining and attracting talented and ensures the right persons in right place. Human capital mission in Crystal Insurance aims to be a leader in providing quality and value added Insurance services. The Company is leaves in certain core values as practiced by all employees to meet the mission and the broader vision of the organization. We continued to invest in people to enhance and upgrade their skill sets through various training programs at different institutions.

Category	No. of Employee	% of Total Employee
Male	257	82.90%
Female	53	17.10%
Total	310	100.00%

Employees



Communication To Shareholders And Stakeholders

Crystal Insurance PLC successfully conducted its 24th Annual General Meeting (AGM) using a hybrid approach. The meeting combined physical attendance at Trust Milonayaton, Old Airport Road, Cantonment, Dhaka-1216 with participation through a digital platform.

Crystal Insurance PLC extended invitations to shareholders for both in-person and online participation. Those attending physically experienced the traditional setting of the AGM, while others connected through dedicated online links, ensuring widespread accessibility. This inclusive approach not only fostered greater engagement but also demonstrated the company's adaptability to evolving corporate governance practices.

To facilitate active engagement, shareholders were granted access to the AGM platform 24 hours prior to the start of the event. This allowed them to submit questions, queries, suggestions, and feedback in advance. The company ensured that all submissions were addressed during the meeting by the relevant authorities.

Representatives of the company, including the CEO, CFO and External Auditors, responded to the shareholders' inputs, providing comprehensive answers to their concerns, clarifying queries and acknowledging suggestions to ensure a transparent and productive discussion.



Evaluation of Quarterly Reports

BDT in Million

Particulars	Quarterly Performance				2024	2023
	Q1	Q2	Q3	Q4		
Gross premium income	199.17	184.69	193.60	235.59	813.04	710.74
Net premium income	131.54	134.54	142.59	153.12	561.79	476.36
Re-insurance commission earned	11.00	22.18	9.85	14.32	57.35	48.15
Investment & others income	37.22	27.82	11.53	18.04	94.60	64.26
Total Income	179.75	184.54	163.96	185.49	713.73	588.78
Operating Management expenses	123.88	133.74	98.86	148.25	504.74	403.55
Non-operating Management expenses	0.69	0.59	0.54	0.54	2.37	49.59
Total expenses	124.57	134.34	118.31	148.80	526.02	442.76
Net profit before tax	55.18	50.20	45.65	36.69	187.72	146.01
Current year tax	15.27	9.96	11.12	4.79	41.14	17.19
Net profit after tax	39.92	40.24	34.53	31.89	146.58	128.83
EPS	0.83	0.86	0.76	0.69	3.13	3.05

Investor Friendly Information



Net Profit Margin: We are always thirsty to make money, if we are not able to do this, our efforts are worthless, investors are also interested in the same. They contrast our margins with those of our competitors and with the other investment opportunities they can afford. Generally, investor returns are better when margins are high.

Dividend: The number of factors contribute to the company's dividend payment policy. Dividends are expected by the shareholders as a reward for their investment in a company, the management of CIPLC always strives to uphold this sentiment by maintaining a strong track record of dividend payments.

Return on Equity: The return on equity ratio, also known as the ROE, is a profitability metric that assesses CIPLC 's capacity to make money from the investments of its shareholders. The CIPLC management's success in using equity financing to support operations and expand the business is also indicated by ROE. CIPLC made 12.19% return on equity for 2024.

Gross premium: Indicate total premiums collected for the entire period of coverage provided by contracts entered into during the accounting period, make up gross general insurance premiums. They are acknowledged in the year that the policy was issued, which is BDT. 813.04 million.

Net Claims: Claim payment is the benefit as specified by the policy made by the insured or the insured's beneficiary. The company paid BDT. 149.07 net claim during the year 2024.

Stock Performance in DSE

The following chart presents Crystal Insurance Company Limited's shares trading price during 2024 on the Dhaka Stock Exchange Limited



Credit Rating of CIPLC

Crystal Insurance PLC maintains consistently high credit rating, which is very crucial for a non-life insurance company. It reflects financial stability, enabling the company to secure favorable terms for borrowing (although the company has no borrowings from banks and non-banking financial institutions) and build trust with policyholders. A robust credit rating also signals reliability to regulatory bodies and facilitates smooth business operations, reinforcing the company's position in the competitive insurance market. Currently the company has the highest credit rating, i.e. AAA for Long term and ST-1 means Strongest Ability to Meet Short Term Financial Commitments.

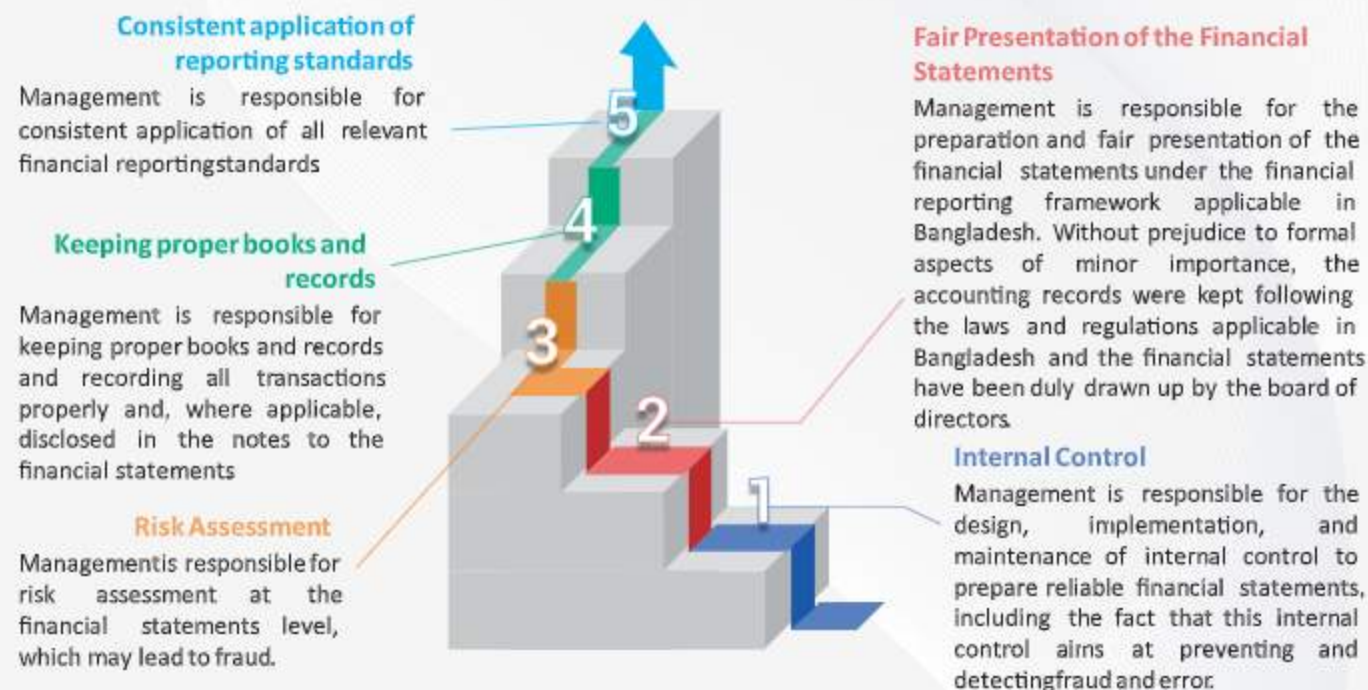
Credit Rating Declaration Date	24 February 2025
Long Term Entity Rating	AAA
Short Term Entity Rating	ST -1
Outlook	Stable
Expiry Date	23 February 2026
Rated by	National Credit Ratings Ltd.

Management review and Responsibility

Managing a non-life insurance company involves a multifaceted approach with various responsibilities distributed across different departments and levels of management. At the strategic level, top management formulates and executes plans, defining goals and ensuring the company's long-term viability. Risk management is paramount, with the assessment and mitigation of risks handled by management to maintain a balanced and resilient portfolio. Underwriting policies, guided by management, strike a balance between risk and profitability, ensuring alignment with the company's risk appetite. Claims processing, financial management, and regulatory compliance fall under the purview of different departments overseen by management. Customer service, market research, technology integration, and employee training also require managerial oversight. Regular performance evaluations, effective communication with stakeholders, and crisis management planning contribute to the overall success of the non-life insurance company. In essence, management plays a pivotal role in orchestrating the company's strategic vision, operational efficiency, and adherence to industry standards in a dynamic and regulated environment.

Furthermore, management is responsible for the following:

Management Responsibility



Risk Management and Control Environment

Chapter-05

Our Risk Management Framework

In the insurance industry, risk lurks around every corner, threatening to disrupt operations and challenge profitability. CIPLC are entrusted with safeguarding the financial well-being of our clients, offering protection against uncertainties and mitigate all risks through our risk management framework.

Unlike most other industries, risk management is already a core function of insurance companies. Business success is inherently connected with risks. Since all the variables that influence and affect the business environment cannot be controlled, you cannot avoid. CIPLC mitigate all risks by identifying, assessing, evaluating, and monitoring a situation. Such systems are put in place to manage the risk, or its impact is called risk mitigation.

Risk Management Framework: step by step



Prepare

The preparation stage of the RMF focuses on getting the organization ready to adopt a formalized risk management strategy. This might include identifying organizational risks and determining key risk-management roles.

Categorize

The categorize stage is where organizations begin assessing the risks that have been identified. This may mean assessing the impact of the various risks and prioritizing the risks that need to be addressed.

Select

The select stage involves choosing the controls that will be used to protect affected systems to minimize or mitigate the risks that have been identified. These controls will vary widely from one system to the next. They may include anything from adopting monitoring solutions to shaping policies that will help to alleviate concerns.

Implement

Once an organization has selected the solutions it will be adopting as part of its risk mitigation strategy, the next stage is implementation. This is where the selected controls are put into place in an effort to head off risks that might exist.

Assess

The assess stage comes after implementation of any selected solutions. It seeks to determine whether the selected controls were implemented correctly and if those controls are delivering the desired result. This means making sure any mechanisms that have been implemented are reducing risks in a quantifiable way without accidentally introducing new risks in the process.

Authorize

In some instances, the authorize stage is tied to executive approval of the risk mitigation mechanisms that have been put into place. More often, however, the authorize phase is more of an overview by senior members of the organization who are looking to make sure that risk mitigation strategies are working and that those strategies adhere to any applicable laws and policies that may exist within the organization.

Monitor

The monitor phase is designed to provide situational awareness on an ongoing basis. Organizations should continuously evaluate their risk mitigation strategies to ensure they continue to work as intended.

Risk Mitigation Methods And Methodology

Risks cannot be eliminated completely but pay off when mitigated and managed properly.

Risk exposures arise from internal sources, such as employees, as well as external sources, such as computer hackers. Risk assessment consists of identifying relevant risks, analyzing the extent of exposure to those risks, and managing risks by proposing effective control procedures.

A risk can never be eliminated in full; it can merely be minimized to a certain reasonable extent. Appropriate risk mitigation involves first identifying potential risks to a project and then planning for appropriate actions for mitigating the potential risks. There remain a few broad strategies that are used in risk mitigation planning and monitoring, which are: Assume and accept risk, Avoidance of risk, Risk Mitigation, Controlling risk, Transference of risk.

Non-Life insurance risk refers to the potential events or circumstances that may result in financial losses for the insurance company or policyholders. There are several remedies or strategies that can be employed to mitigate life insurance risk.



The Board of CIPLC, regularly receives risk reports and risk updates in an effort to promote risk transparency. In order to ensure that its strategic goals are achieved, CIPLC analyzes, evaluates, manages, monitors, and reports on the risks.

Crystal Insurance PLC, in particular, places a high priority on the compliance with all applicable regulatory requirements related to risk management. This includes reporting requirements, capital adequacy requirements, and status of its risk management framework to regulators including shareholders, investors and policyholders.

The first line of defense has a very strong risk detection procedure that we have in place across all of our branches. A second-line function, our independent risk management function, then supports this. To reduce current and future risks, we keep enhancing our control environment.

The company also has a centralized repository of risk controls across the organization to the implementation of all required risk measures and controls. As a result Crystal Insurance PLC can manage its risks effectively and remains financially stable over the long term.

Disclosure of Risk Reporting

Disclosure of risk reporting: An accountability mechanism

Disclosure requirements for obligatory financial reports are typically set out in country legislation, stock exchange listing rules, Generally Accepted Accounting Principles and the International Financial Reporting Standards (IFRS). The objectives of financial reporting are to provide authentic and latest financial information.

Apart from this CIPLC discloses Corporate Governance Compliance, Risk Management policies and internal control practices. These disclosures are designed to ensure accurate and transparent information about the financial conditions and operations. Following are some key risks that CIPLC believes that are emerging

Key risks	Trend	Risks Impact	Risk management
Economic and credit cycle Inflation	Increasing	Credit, market, investment and liquidity risks	Product redesign, investment diversification
New technologies and data	Increasing	Operational risk	Develop our capabilities to provide customers better experience
Climate change	Increasing	Non-Life insurance risk	To undertake and invest in more climate friendly initiatives.
COVID-19	Stable	Non-Life insurance (mortality, morbidity, longevity)	Review our product pricing, put in place operational safeguards to reduce absenteeism, travel restrictions etc.

CIPLC, through its team operating in the field, news, data collected and reviewed imparts awareness to the product development team and management towards achieving the objectives of how to analyze the risk factors associated with different activities, explain how risks can affect decision making process, and how operational risks can be managed properly.

Transparency is the key to the existing risk management system along with disclosure that CIPLC uses to inform its investors and shareholders the risks the company is facing and the steps it has taken to mitigate those.

Statement of Internal Control

Internal controls are crucial for insurance companies to ensure the accuracy of financial reporting, compliance with regulations, safeguarding of assets, and overall operational efficiency. Here are some key internal controls that CIPLC board is responsible for promoting the long-term success for the benefit of shareholders, as well as taking account of other stakeholders including employees and customer.

Segregation of Duties: Assign different responsibilities to different individuals to prevent any single person from having control over an entire process. For example, separate individuals should handle underwriting, claims processing, and accounting functions.

Underwriting Controls: Implement controls to ensure that policies are issued in accordance with established underwriting guidelines. This may include automated underwriting systems, review processes, and approval mechanisms.

Claims Processing Controls: Establish controls to verify the validity of claims and ensure accurate processing. This may involve documentation requirements, authorization procedures, and review processes to detect potential fraud or errors.

Reinsurance Controls: If the company participates in reinsurance arrangements, implement controls to ensure accurate recording and reporting of reinsurance transactions. This includes verifying the financial strength of reinsurers and monitoring reinsurance recoverable.



Financial Reporting Controls: Implement controls to ensure the accuracy and completeness of financial statements. This may involve reconciliation procedures, review of journal entries, and regular financial statement audits.

Asset Safeguarding Controls: Implement controls to safeguard physical and electronic assets, such as policy documents, customer data, and financial records. This may include access controls, security measures, and disaster recovery plans.

Compliance Controls: Ensure compliance with regulatory requirements, industry standards, and internal policies. This may involve regular compliance reviews, training programs, and oversight by a compliance officer or committee.

Internal Audit: Establish an internal audit function to independently evaluate the effectiveness of internal controls, identify weaknesses or deficiencies, and recommend improvements.

IT Controls: Implement controls over information technology systems to ensure data integrity, confidentiality, and availability. This may include access controls, data encryption, and regular system audits.

Ethical Standards and Code of Conduct: Promote a culture of ethics and integrity within the organization through the establishment of a code of conduct, whistleblower policies, and ethics training programs.

By implementing robust internal controls across these areas, CIPLC can mitigate risks, enhance operational efficiency, and maintain trust with policyholders, regulators, and other stakeholders.

Integrated Reporting

Chapter-06

How we Created Values over the Years

Crystal Insurance PLC as a non-life insurance company with a rich history and a burning ambition, founded more than two decades ago, had weathered economic storms and market shifts, but felt the winds of change blowing once more. The digital age demanded agility, competition was fierce, and customer expectations soared. The company knew it had to adapt or risk fading into the background. The company creates value by providing financial protection against various risks. It assesses and manages risks related to properties, liabilities, and more. Value is generated through policy premiums, and in return, the insured receives coverage for unexpected events, minimizing financial losses. The company's expertise in risk analysis and efficient claims processing enhances customer trust and satisfaction, contributing to long-term value creation. Additionally, investments made with collected premiums can generate returns, further adding to the company's overall value.

Our tale of value creation began with a spark of innovation. Recognizing the growing need for personalized insurance solutions, we assessed individual risk profiles and offered tailored policies. This not only attracted new customers seeking relevant coverage, but also reduced premiums for low-risk individuals, fostering trust and loyalty.

But innovation alone wasn't enough. We understood that customer experience was the most vital thing. Our customer-centric approach not only reduced churn but also generated positive word-of-mouth, attracting even more clients.



The company didn't stop there. Recognizing the growing interconnectedness of risks, we collaborated with other non-life insurers. This not only expanded our offerings but also mitigated risks through shared expertise and resources.

Our commitment to social responsibility further solidified our value proposition. This not only earned goodwill and brand recognition but also attracted socially conscious customers and investors.

Our journey wasn't without facing challenges. Regulatory changes, economic fluctuations, and evolving customer demands meant constant adaptation. However, by embracing innovation, prioritizing customer experience, fostering collaboration, and upholding social responsibility, we navigated these hurdles and emerged stronger.

Today, we stand high, a beacon of stability and progress in the ever-evolving non-life insurance landscape. Our tale is a testament to the power of value creation not just through financial metrics, but also through innovation, customer centricity, collaboration, and social responsibility.

Financial Capital

The financial capital of the company is a multifaceted composition crucial for its stability and resilience. Shareholders' equity forms the foundation, representing the ownership stake and providing a financial cushion against potential losses. Profit and loss appropriation account (i.e. Retained earnings), general reserve and reserve for exceptional losses contribute to this strength, embodying profits held within the company to support operational needs and cover unforeseen liabilities. Reserve for exceptional losses and Balance of funds and accounts designated for anticipated claims acts as a vital buffer, absorbing unexpected shocks, fostering solvency, and serve as a key component, ensuring the company can meet its obligations to policyholders. The intricate interplay of these elements establishes a robust financial framework, safeguarding our ability to navigate uncertainties and fulfill the commitments effectively.

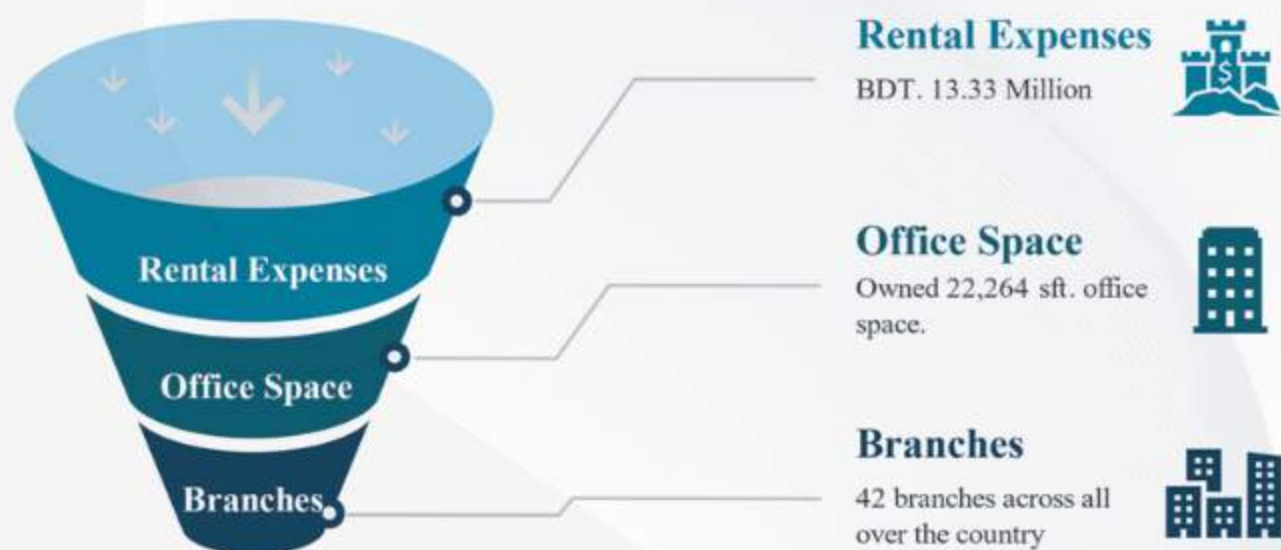


Manufactured Capital

At the core of Crystal Insurance PLC's manufactured capital is its physical infrastructure. This includes office buildings, which serve as central hubs for various functions such as administration, underwriting, claims processing, and customer service. These buildings not only provide a workspace for employees but also project an image of stability and reliability to clients and stakeholders.

In addition to office spaces, we invested in regional branches. These physical locations play a crucial role in reaching and servicing clients locally. They serve as points of contact for policyholders, offering assistance, processing claims, and facilitating in-person interactions when needed.

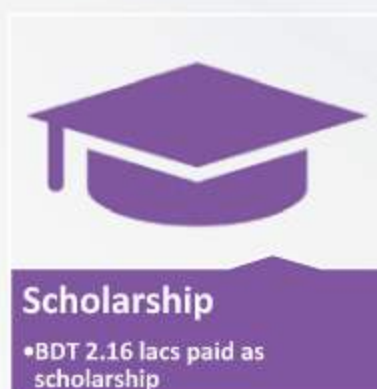
Our ability to thrive and adapt depends significantly on the continuous investment and evolution of these tangible assets. As technology continues to reshape the insurance landscape, we navigate challenges, embrace innovation, and strategically manage our manufactured capital to stay competitive in an ever-changing market.



Social and Relationship Capital

We rely on social and relationship capital to thrive in the competitive insurance landscape. We cultivate a positive public image through community engagement, philanthropy, and transparent communication. Build rapport with policyholders is crucial, emphasizing customer service, claims processing efficiency, and personalized interactions.

Establish strong ties with regulatory authorities to comply and navigate the evolving regulatory landscape. Our collaborative efforts with reinsurers and other industry players enhance risk management capabilities, allowing the company to provide a broader range of coverage and remain financially resilient. Additionally, we foster a positive internal culture contributes to social capital by enhancing employee satisfaction, which, in turn, influences the quality of customer interactions. These collective relationships form a robust foundation of our company, influence its reputation, market standing, and ability to adapt to industry changes.



Sustainability Reporting

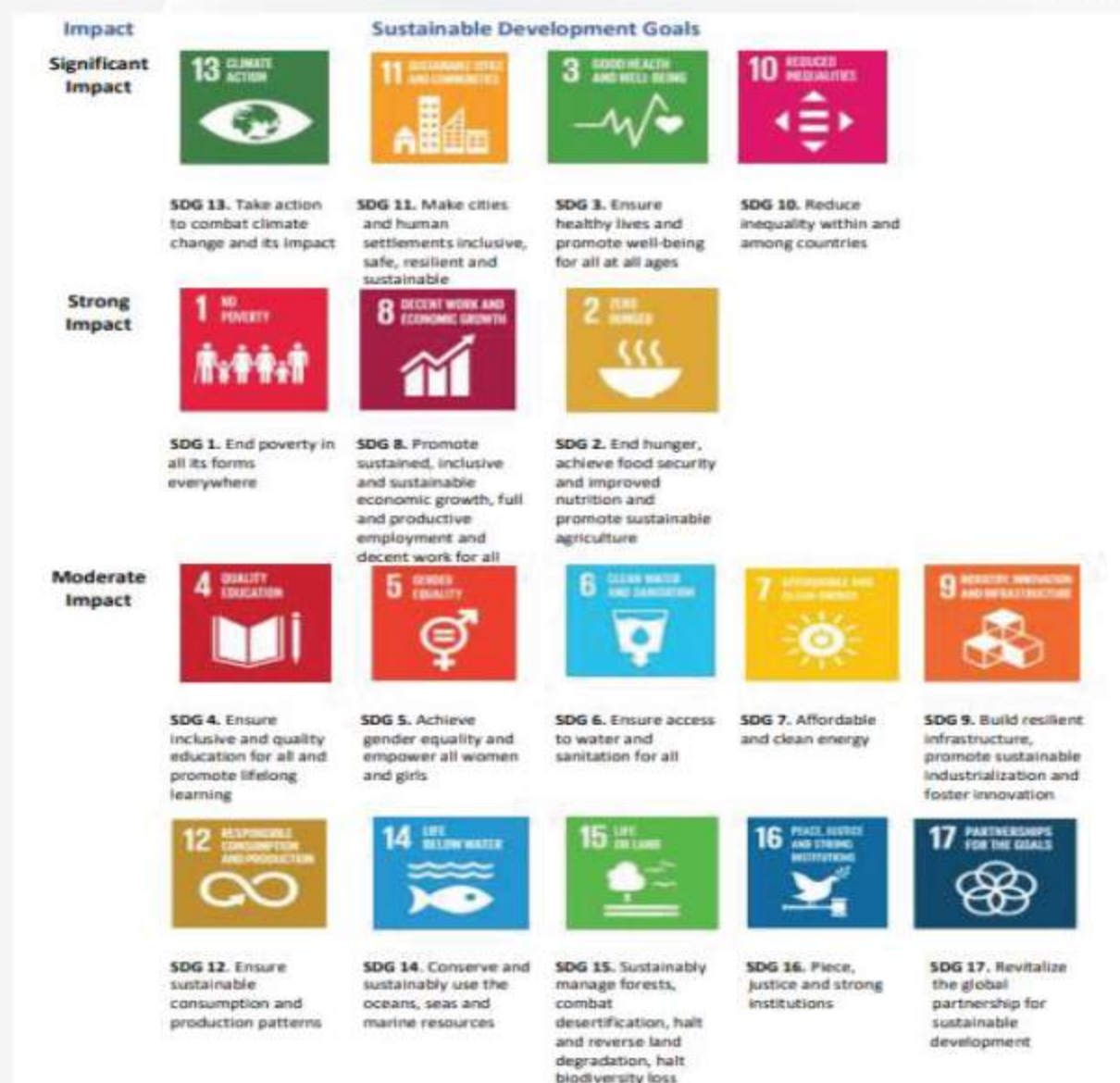
Chapter-07

Sustainability Overview

Our business is the acceptance and diversification of risks in primary insurance and reinsurance. We find leverage for sustainable action by combining economic success with added value for society. In our insurance business, we principally achieve this through having a strong client focus, by offering responsible products and services, and through the integration of relevant ESG aspects into our insurance and reinsurance products and services.

The sustainability of an insurance company refers to its built-in strength to carry on its operations in a manner that is economically, socially and environmentally sound and smooth over a long term and provides a strong index of growth.

Engagement of Sustainable Activities to SDGs



SDGs where Insurance has a Significant Impact



Climate Action (SDG 13)

Financial and human losses from natural disasters have increased significantly in recent years. Natural disasters can have a sizeable fiscal impact on the most vulnerable economies, often holding back economic growth and poverty alleviation. CIPLC plays a role in mitigating the after-effects of natural disasters on economic growth, and even providing an economic stimulus for a few years after the event. In addition to paying claims, CIPLC help promote higher standards of construction by having minimum requirements in order to be able to access insurance and /or build back better clauses



Safe Cities and Communities (SDG 11)

Much of the discussion about climate is also relevant to the role insurers can play as underwriters and investors in relation to cities and communities. In addition, Crystal Insurance PLC have an important role to play in supporting infrastructure projects as both underwriters and investors. Additionally, insurers, reinsurers and brokers have considerable risk management expertise and can partner with technology companies who can apply AI to aerial photography and satellite images to help risk assessment and mitigation and Internet of things (IoT) data to make cities safer. Insurance so far has focused more on compensating for loss after the event.



Good Health and Well Being (SDG 3)

The role of insurance in the area of health depends very much on the organization of healthcare provision which differs greatly by country. The Covid-19 pandemic has shed light on the vulnerability of health systems worldwide. Even when medical services are available, people sometimes incur a heavy financial burden to use them and often must forgo using health care altogether due to high costs. Research also shows that health micro-insurance helps to reduce out-of-pocket health expenditure and increase the use of healthcare services.



Reduce Inequality (SDG 10)

Crystal Insurance helps reduce inequality within countries by helping businesses and families withstand economic losses due to property damage. CIPLC contributes to by being an “equal opportunities employer” in addition to reducing inequalities by offering affordable and accessible insurance products to individuals across different income groups. This helps bridge the gap in financial protection and ensures that insurance benefits are available to all, regardless of their socio-economic status.

SDGs where Insurance has a Strong Impact



No Poverty (SDG 1)

This is such a broad goal that it requires the cooperation of government, private sector and individual action across a wide range of policies and industries. CIPLC ensure business continuity of companies after a loss, preserving employment. CIPLC paying a fair wage and providing benefits to their staff, as well as ensuring that pay equity among employees by gender, race, religion etc.. CIPLC targeted at women can have a particularly strong impact. The development of an insurance sector serving women has other benefits.



Decent Work and Economic Growth (SDG 8)

The insurance industry can improve economic growth, not only in increasing a country's GDP, but also by improving financial stability and capability. CIPLC playing an important role to play in capital markets due to the large amount of assets they can invest from their balance sheets. CIPLC mobilize long-term savings across the economy and help to provide liquidity through various techniques and tools. This can help develop broader and deeper capital markets. Insurers themselves have strict capital and liquidity requirements.



Zero Hunger and Food Security (SDG2)

Insurance has an important role here, which has arguably not yet reached its full potential. As an underwriter insurance can support agriculture, especially with products that cover weather events or crop failure. The support of the agricultural sector to ensure food security is a key element in eradicating hunger.

Environmental Related initiatives

Human activity can have harmful effects on ecological systems, climate and public health. Recognizing this, Crystal Insurance PLC fully supports the principles of its commitment to promoting good environmental practice and sustainability of its activities. CIPLC committed to providing quality service in a manner that ensures a safe & healthy workplace for our employees protecting the environment, conserving energy and natural resources. With these policies in place, we believe that we can achieve a healthy and safe environment. We are committed to do and will:

Integrate the consideration of environmental concerns and impacts into our decision making and activities.

Develop and improve operations and technologies to minimize waste and other pollution, minimize health and safety risks, and dispose of waste safely and responsibly.

Minimize energy and water use within our premises and processes in order to conserve supplies and minimize the consumption of natural resources.

As far as possible, we will try to identify and purchase preferable products, supplies and services for all our daily operational needs that do the least damage to the environment.

Comply with all applicable environmental regulations.

Establish procedures to ensure that all employees are knowledgeable of, understand and comply with all applicable environmental laws and regulations. Train all our employees on our environmental program and empower them to contribute and participate.

Communicate our environmental commitment to our clients, contractors, suppliers and the community.

Corporate Social Responsibility (CSR)

Corporate Social Responsibility (CSR) is the practice of integrating social and environmental goals into business operations. CSR aim to embrace responsibility for the company's actions and encourage a positive impact through its activities on the environment, consumers, employees, communities, stakeholders and all other members of the public sphere who may also be considered as stakeholders.

As important as CSR is for the community, it is equally valuable for a company. CSR activities can help forge a stronger bond between employees and corporations; boost morale; and help both employees and employers feel more connected with the world around them.

A strategic approach to Corporate Social Responsibility (CSR) can bring benefits in terms of building reputation, brand value, customer relationships, operational risk management, driving up efficiency, access to new markets and better human resource management through employee motivational and retention.

Administrative Setup & Budgetary Allocation

Annual CSR programs in terms of board approved CSR policies of Crystal Insurance Company Limited drawn up and implemented by the dedicated CSR unit. The dedicated CSR unit propose budgetary allocations for CSR programs annually for approval. The proposals for board approval must be scrupulously avoided any allocation in favor of any entity directly or indirectly connected with directors, senior management members of CIPLC.

Obligations of CSR activities and Financing



Applicable Fields/Sectors of CSR Activities

- Aid through any government body for reducing mass crisis in natural disaster (Hurricane, Tremor, Cyclone and Flood) affected area.
- Aid to organizations establishing and operating old home.
- Aid to any social organization pursuing welfare activities for mentally and physically challenged persons.
- Aid to education institutions operating for teaching rootless children.
- Aid to social organizations pursuing subsistence and rehabilitation or orphan and rootless children and pursuing women empowerment and anti dowry campaign and pursuing housing projects for slam dwellers.
- Aid to organizations involved in independence war related research, recovery and expanding of independence war spirit and honorable living of freedom fighter.
- Aid to organizations involved in healthy sanitation activities hilly Chittagong, Char region and river eroded regions.
- Aid to institutions providing medical treatment to cleft lip, cataract and cancer.
- Aid to people and organization involved in medical treatment activities of acid victims.
- Aid to hospitals providing free medical services to poor patients and specialized hospital improving medical treatment like cancer, liver and kidney diseases, thalassemia, ophthalmology, cardiology etc.
- Aid to public universities.
- Aid to Government affiliated educational institutions in order to provide scholarship or financial aid to children of poor freedom fighter including poor brilliant students for technical or vocational education.
- Aid to government or MPO listed non-government educational institutions to set up laboratory for computer or IT Training or English language training.
- Aid to institute providing technical or vocational training to unskilled or semi-skilled labors for manpower export and providing sports training or development service at national level.
- Aid to museum (built or under construction) for preserving memory of independence war.
- Aid to any institutions at national level involved in preserving memory of the father of the nation.
- Aid to the fund formed under Prime Minister's Educational Assistance Trust Act, 2012.
- Aid to non profitable and non government voluntary social welfare organization working for operational rehabilitation center for recovered children & women from trafficking and medical treatment and awareness building on HIV, AIDS and Narcotics.

End use monitoring of CSR expenditure allocations

Crystal Insurance Company Limited monitors the proper utilizations of the CSR support assistances for the interned purpose. In case of CSR assistances to institutions/organizations, it was be advisable for the concerned dedicated CSR units to get into Memorandums of Understanding (MOUs) with the assistance recipients stipulating phased disbursements commensurate with progress in proper endues.

Environment and Social Obligation

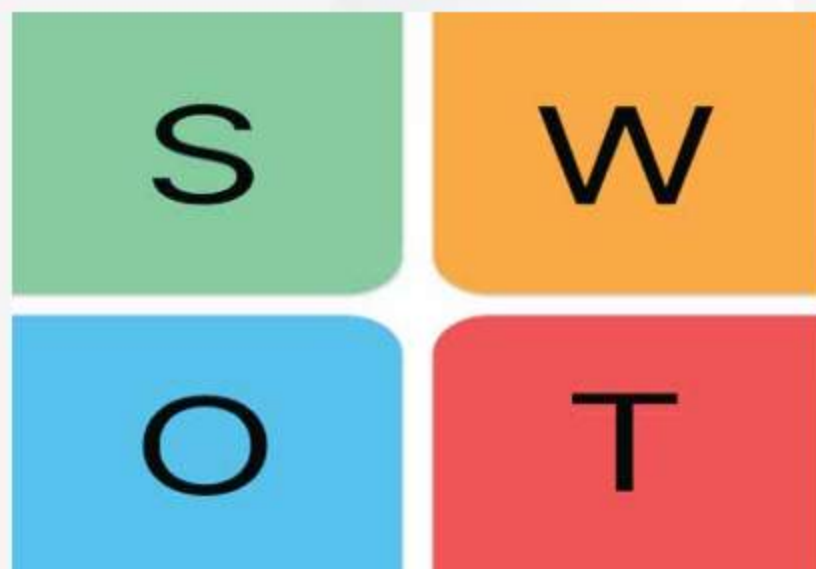
Insurance policies are intended to help private individuals and companies to reduce their risk-taking and to protect against unexpected financial losses. Whether it is a matter of building a house or running a company, insurance policies provide increased security to the individual person, the company and the community in general. Insurance policies contribute to increased freedom of action and are therefore an important cornerstone of a community that is functional well.

In our role as a leading insurance company, we fulfill an important function in the everyday lives of our large no of our clients. We are mindful of the communities around us and our obligations and abilities to make a positive contribution to society and the environment that is sustainable in the long run.

We are actively involved in community issues that have a natural link to its business. By working with the right organizations we aim to bring about positive changes for the communities in which we operate. We strive for supporting safety initiatives in the broad meaning of the term in the communities within which we operate. The objective is, in the long term, to counteract negative social phenomena such as traffic accidents, segregation and exclusion. We also work actively to assist our clients personally to prevent accidents and incidences of damage.

Our strategy is to reduce the environmental impact the company has through constant improvements. Environmental responsibility is an integral part of our everyday business and all of our employees' responsibilities include working to promote a sustainable environment on a daily basis. Our suppliers are also included in this work since, when procuring their services and products, we specify as far as possible requirements for well-functioning environmental work.

We firmly believe that we have a shared responsibility to address the key environmental, social and governance issues relevant to our business and stakeholders.



SWOT ANALYSIS OF CRYSTAL INSURANCE

STRENGTH

Crystal Insurance PLC is the third Generation Insurance Companies in Bangladesh. It has great reputation and well known to insurance industry. It provides excellent and consistent quality service in each and every sector of its operations to the clients and makes the client satisfied.

The top management of Crystal Insurance is very experienced and well-known in the Insurance sector of Bangladesh. They are contributing heavily towards the growth and development of the company. The higher management formed by the experienced corporate personnel and professional staffs with sufficient employee.

The company has its own floor at Box Culvert Road Purana Paltan, Dhaka, Bangladesh, which contribute a lot in company's profit margin. It has a good number of branch offices in commercial place in the district level. Employee turnover ratio is very low than other company.

WEAKNESS

Lack of implementation of the Company's diversified products and services. The financial benefit of Crystal Insurance is not high enough related with other Financial Institutions operating in Bangladesh. Insurance awareness is poor and agents are not skilled enough.

OPPORTUNITIES

Demand for insurance protection against crop loans, livestock loan, fisheries loans and equipment loans are increasing day by day. Various agricultural Insurance services are becoming common these days.

Bangladesh is a Medium Income generation country and its economy is expanding rapidly, so the need of Insurance sector is growing up.

THREATS

In a small economy, there are 49 existing general Insurance company in Bangladesh which are moderate day by day. In the past few years, a number of new general Insurance companies have entered into an already competitive market. As a result, the threat of new entrants is reasonably high, with so many new companies entering the market.

Some insurance companies create harassment on the policyholders and the people of our country are not much motivated by the company to take insurance policy for safeguarding themselves against any kind of business risk.

Certificate from BAPLC



Events and Highlights



Celebrating 25 Years of Excellence, Crystal Insurance PLC marks a milestone of trust, growth and commitment on November 11, 2024.



Crystal Insurance PLC hosts its 24th Annual Conference 2024 at Hotel Inter Continental, Dhaka, on February 27, bringing together key executives and stakeholders



A team from Crystal Insurance PLC, led by the Chief Executive Officer, visited Mr. Md. Kabir Hossain, proprietor of Keya Enterprise, to offer their condolences following the devastating fire that destroyed his shop at Nabinagar Bazaar, Brahmanbaria. As a gesture of support, they handed him a check for Tk. 5 lakh as a token payment for his insurance claim.



"Crystal Insurance PLC proudly awards scholarships to students of Monoronjon Kapuria Degree College, empowering the next generation through education and opportunity."

Segment Reporting

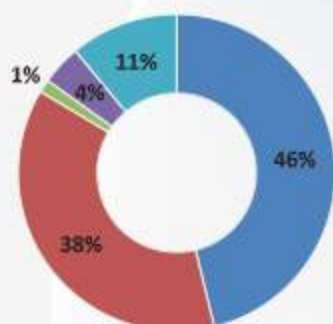
Chapter-08

Comprehensive Segment on Revenue and Claims

Gross Premium

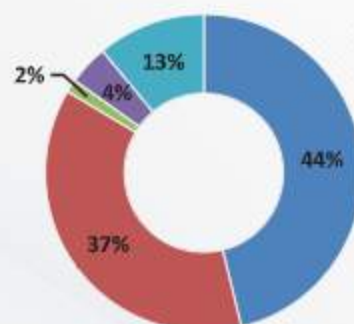
Classes of Business	2024	2023	2022	2021	2020
Fire Insurance	375.58	316.09	291.74	231.38	212.86
Marine cargo insurance	303.87	262.92	281.17	256.17	267.62
Marine Hull insurance	10.78	14.19	7.06	13.54	8.19
Motor Insurance	33.09	28.24	32.93	45.38	53.17
Miscellaneous Insurance	89.73	89.30	71.95	70.97	56.58
Total	813.04	710.74	684.85	617.44	598.42

2024



■ Fire Insurance
■ Marine Cargo Insurance
■ Marine Hull Insurance
■ Motor Insurance
■ Miscellaneous Insurance

2023

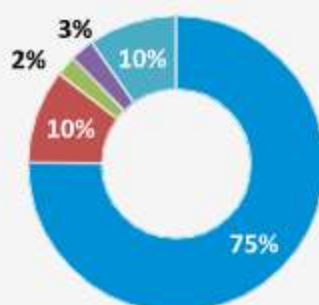


■ Fire Insurance
■ Marine Cargo Insurance
■ Marine Hull Insurance
■ Motor Insurance
■ Miscellaneous Insurance

Claims

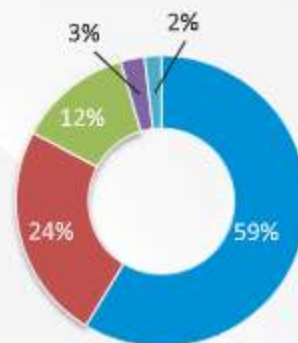
Classes of Business	2024	2023	2022	2021	2020
Fire Insurance	177.98	125.63	21.63	32.59	33.64
Marine cargo insurance	24.39	51.60	27.35	16.94	4.87
Marine Hull insurance	5.34	27.08	44.00	-	-
Motor Insurance	6.24	5.74	12.22	9.76	6.48
Miscellaneous Insurance	22.99	3.98	0.83	1.80	14.64
Total	236.92	214.04	106.03	61.10	59.64

2024



■ Fire Insurance
■ Marine Cargo Insurance
■ Marine Hull Insurance
■ Motor Insurance
■ Miscellaneous Insurance

2023



■ Fire Insurance
■ Marine Cargo Insurance
■ Marine Hull Insurance
■ Motor Insurance
■ Miscellaneous Insurance

Segment-wise Underwriting Profit

Underwriting Profit

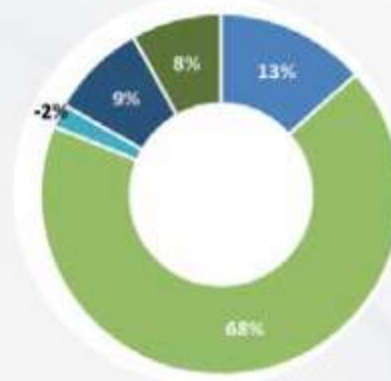
Particulars	2023	2022	2021	2020	2019
Fire Insurance	17.08	19.94	54.92	14.04	61.81
Marine Cargo Insurance	98.68	100.47	61.47	80.95	67.36
Marine Hull Insurance	2.4	(3.10)	2.43	(2.39)	(0.63)
Motor Insurance	13.76	12.83	9.37	17.44	9.96
Miscellaneous Insurance	22.27	12.01	9.24	8.03	5.50
TOTAL	154.21	142.16	137.44	118.07	

2024



■ Fire Insurance ■ Marine Cargo Insurance
■ Marine Hull Insurance ■ Motor Insurance
■ Miscellaneous Insurance

2023



■ Fire Insurance ■ Marine Cargo Insurance
■ Marine Hull Insurance ■ Motor Insurance
■ Miscellaneous Insurance

Financial Statements

Chapter-09



Mahfel Huq & Co.
Chartered Accountants
The first registered accounting firm in Independent Bangladesh



An independent member firm of AGN International

BGIC Tower (4th Floor)
34, Topkhana Road
Dhaka-1000, Bangladesh
Tel: +88-02-223351948, 223383143
Fax: +88-02-9571005
E-mail: mh@mahfelhuq.com
Web: www.mahfelhuq.com

Independent Auditor's Report To the Shareholders of Crystal Insurance PLC

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Crystal Insurance PLC (the "Company"), which comprises the Balance Sheet (Statement of Financial Position) as at 31 December 2024, Profit and Loss Account (Statement of Profit or Loss and other Comprehensive Income), Statement of Profit and Loss Appropriation Account, Consolidated Revenue Account, Related Revenue Accounts, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the company as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs), the Companies Act 1994, the Insurance Act 2010, the Insurance Rules 1958, the Securities and Exchange Rules 2020 and other applicable laws and regulations.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Bangladesh, and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated and separate financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Risks	Our response to the risks
Premium Income	
Gross general insurance premiums comprise the total premium received for the whole period of cover provided by contracts entered into during the accounting period.	With respect to Premium income in respect of various types of insurance we carried out the following procedures:
Given the important nature, connections to other items to the financial statements and sensitivity of the item we believe this area pose high level of risk.	The design and operating effectiveness of key controls around premium income recognition process.
At end of the year 2024, the total gross premium income of BDT 813,044,804 (2023: BDT 710,737,342).	Carried out analytical procedures and recalculated premium income for the period.
	On a sample basis reviewed policy to ensure appropriate policy stamp was affixed to the contract and the same has been reflected in the premium register.

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Risks	Our response to the risks
	<p>Ensured on a sample basis that the premium income was being deposited in the designated bank account.</p> <p>Tested on a sample basis to see that appropriate VAT was being collected and deposited to bank through Treasury Challan.</p> <p>Finally assessed the appropriateness and presentation of disclosures against relevant accounting standards, Insurance Act 1938 (as amended in 2010), Insurance Rules, 1958 and other applicable rules and regulations and regulatory guidelines.</p>
See Note No. 2.21 to the financial statements and FORM-XL	
Property, plant and equipments	
<p>This represents a significant amount in the company's Balance sheet (statement of financial position). There is a risk of determining which costs meet the criteria for capitalization, determining the date on which the assets is recognized to property, plant and equipments and depreciation commences, estimation of economic useful lives and residual value assigned to fixed asset.</p> <p>We identified the carrying value of property, plant and equipments as a key audit matter because of the high level of management judgment involved and its significance to the financial statements.</p> <p>At end of the year 2024, the company reported the carrying value of property, plant and equipments amounts BDT 251,215,745 (2023: BDT 257,556,665).</p>	<p>Our audit procedures to assess the carrying value of property, plant and equipments, include the following controls testing and substantive procedures:</p> <p>Assessing the design, implementation and operating effectiveness of key internal controls over the completeness, existence and accuracy of property, plant and equipments including the key internal controls over the estimation of useful economic lives and residual values;</p> <p>Assessing, on a sample basis, costs capitalized during the year by comparing the costs capitalized with the relevant underlying documentation, which included purchase agreements and invoices, and assessing whether the costs capitalized met the relevant criteria for capitalization.</p> <p>Testing the key controls over the management's judgment in relation to the accounting estimates of the depreciable lives and residual values of property, plant and equipment.</p> <p>Reconcile on a sample basis the additional capitalized costs for the year to the underlying invoices and supporting documents.</p> <p>We reviewed company's capitalizations policy for compliance with IAS 16 and tested the expenditure capitalized against the capitalization policy.</p> <p>We traced payments to supporting documents.</p> <p>We assessed the adequacy of the disclosures of the financial statements</p>

Risks	Our response to the risks
See note no 2.10, 14.00 to the financial statements and Annexure-A	
Estimated liability in respect of outstanding claims whether due or intimated	
<p>This account represents the claim due or intimated from the insured and involves significant management judgment and risk of understatement. In extreme scenario this item may have going concern implications for the company.</p> <p>At end of the year 2024, the reported total balance under the head of Estimated liability in respect of outstanding claims whether due or intimated of BDT 131,979,168 (2023: BDT 119,813,521).</p>	<p>We tested the design and operating effectiveness of controls around the due and intimated claim recording process.</p> <p>We additionally carried out the following substantive testing's around this item:</p> <p>Obtained the claim register and tested for completeness of claims recorded in the register on a sample basis.</p> <p>Obtained a sample of claimed policy copy and cross check it with claim.</p> <p>Obtained a sample of survey reports cross checked those against respective register balances and in case of discrepancy carried out further investigation.</p> <p>Obtained and discussed with management about their basis for estimation and challenged their assumptions where appropriate.</p> <p>Reviewed the claim committee meeting minutes about decision about impending claims.</p> <p>Tested a sample of claims payments with intimation letter, survey report, bank statement, claim payment register and general ledger.</p> <p>Finally assessed the appropriateness and presentation of disclosures against relevant accounting standards, Insurance Act 2010, Insurance Rules 1958 and other applicable rules and regulations and regulatory guidelines.</p>
See note no. 9.00 to the financial statements	

Other Information

Management is responsible for the other information. The other information comprises all of the information in the Annual report other than the financial statements and our auditors' report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance of the company.

Responsibilities of Management and Those Charged with Governance for the Financial Statements and Internal Controls

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, the Companies Act 1994, the Insurance Act 2010, the Insurance Rules 1958, the Securities and Exchange Rules 2020 and other applicable laws and regulations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other Legal and Regulatory Requirements

In accordance with the Companies Act 1994, the Insurance Act 2010, the Insurance Rules 1958, the Securities and Exchange Rules 2020 and relevant notifications issues by Bangladesh Securities and Exchange Commission, we also report that:

- a) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit and made due verification thereof;
- b) In our opinion, proper books of accounts, records and other statutory books as required by law have been kept by the Company so far as it appeared from our examinations of those books;
- c) The Company management has followed relevant provisions of laws and rules in managing the affairs of the Company and proper books of accounts, records and other statutory books have been properly maintained and (where applicable) proper returns adequate for the purposes of our audit have been received from branches not visited by us;
- d) As per section 63(2) of the Insurance Act 2010, in our opinion to the best of our knowledge and belief an according to the information and explanation given to us, all expenses of management wherever incurred and whether incurred directly or indirectly, in respect of insurance business of the company transacted in Bangladesh during the year under report have been duly debited to the related Revenue Accounts and the Statement of Comprehensive Income of the Company;
- e) We report that to the best of our information and as shown by its books, the company during the year under report has not paid any person any commission in any form, outside Bangladesh in respect of any its business re-insured abroad;
- f) The Statement of Financial Position, Profit and Loss Account (Statement of Profit or Loss and other Comprehensive Income), Profit and Loss Appropriation Account, related Revenue Accounts, Statement of Changes in Equity and Statement of Cash Flows of the Company together with the annexed notes dealt with by the report are in agreement with the books of account and returns; and
- g) The expenditure was incurred for the purpose of the Company's business.



Wasequl Huq Reagan, FCA

ICAB Enrolment No. 1517

Partner

Mahfel Huq & Co.

Chartered Accountants

DVC: 2502091517AS247199

Dhaka, 09th February, 2025

Crystal Insurance PLC

Balance sheet (Statement of financial position)

As at December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Shareholders' equity			
Authorized capital			
100,000,000 ordinary shares of tk.10 each	3.00	1,000,000,000	1,000,000,000
Issued, subscribed and paid up capital			
44,000,000 ordinary shares of tk. 10 each	3.00	440,000,000	400,000,000
Reserve and surplus	4.00	689,497,628	634,611,106
Reserve for exceptional losses	4.01	672,264,178	590,959,697
Profit and loss appropriation account		47,230,661	59,892,199
Investment fluctuation fund	4.02	(40,997,210)	(26,240,791)
General reserve	4.03	11,000,000	10,000,000
Total shareholders equity		1,129,497,628	1,034,611,106
Liabilities and provisions			
Balance of funds and accounts (A)	5.00	227,361,974	192,502,593
Fire insurance revenue account		106,718,452	84,896,684
Marine cargo insurance revenue account		91,875,955	78,041,061
Marine hull insurance revenue account		4,411,589	3,261,928
Motor insurance revenue account		13,236,977	10,755,017
Miscellaneous insurance revenue account		11,119,001	15,547,904
Liabilities (B)		702,747,244	680,307,992
Lease liability	6.00	20,658,890	18,610,675
Deposit premium	7.00	96,443,228	117,830,397
Deferred tax liability	8.00	354,519	1,803,315
Estimated liability in respect of outstanding claims whether due or intimated	9.00	131,979,168	119,813,521
Amounts due to other persons or bodies carrying on insurance business	10.00	269,604,418	275,661,294
Sundry creditors	11.00	174,299,220	136,682,000
Unpaid/Unclaimed dividend	12.00	468,825	2,953,778
Provision for workers profit participation fund (WPPF)	13.00	8,938,975	6,953,013
Total liabilities and provisions (A+B)		930,109,218	872,810,586
Total Shareholders' equity, liabilities and provisions		2,059,606,847	1,907,421,691

Crystal Insurance PLC

Balance sheet (Statement of financial position)

As at December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Properties and assets		974,428,698	870,365,569
Property, plant and equipments	14.00	251,215,745	257,556,665
Advance against land and office space	15.00	75,136,000	23,450,000
Investments	16.00	286,659,267	309,092,874
Investment property	17.00	26,639,856	28,794,864
Right of use (RoU) assets	18.00	22,783,117	20,653,392
Insurance stamps	19.00	927,538	1,584,825
Amount due from other persons or bodies carrying on insurance business	20.00	151,527,207	138,203,082
Accrued interest	21.00	56,126,013	14,765,215
Sundry debtors (including advances, deposits and prepayments)	22.00	103,413,955	76,264,651
Cash and cash equivalents		1,085,178,150	1,037,056,122
Cash in hand	23.00	76,586	148,625
B/O account balance	23.00	153,393	102,217
Cash at banks on STD accounts	23.00	27,966,265	28,049,079
Cash at banks on CD accounts	23.00	10,634,289	2,908,583
Fixed deposit receipt (FDR) with banks and other financial institutions	24.00	1,046,347,617	1,005,847,617
Total assets		2,059,606,847	1,907,421,691
Net asset value (NAV) per share	33.00	25.67	23.51

The accompanying notes form an integral part of these financial statements

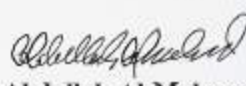

Md. Saydul Islam
Chief Financial Officer


M. Mahfuzur Rahman FCA
Company Secretary


S M Shahidullah
Chief Executive Officer


Farhana Danesh
Director


A.H.M. Mozammel Hoque
Director


Abdullah-Al-Mahmud
Chairman

Signed as per our annexed report of even date


Wasequl Huq Reagan, FCA
ICAB Enrolment No. 1517
Partner
Mahfel Huq & Co.
Chartered Accountants
DVC : 2502091517AS247199

Dhaka, 09 February, 2025

Crystal Insurance PLC

Profit and loss account (Statement of profit or loss and other comprehensive income)

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Expenses of management		59,474,324	59,297,003
(Not applicable to any particular fund or account)			
Advertisement and publicity		1,332,083	804,910
Amortization on lease	18.00	11,721,173	10,514,284
Audit fees		724,500	920,000
Bank charges		444,008	275,634
Bima mela		306,150	360,631
Branch opening fees		115,000	115,000
Bangladesh Insurance Association		200,000	100,000
Excise duty		2,080,115	1,492,000
Depreciation	25.00	36,312,209	37,486,140
Director's meeting attendance fees	40.03	528,000	730,400
Donation and subscription		210,230	396,000
Fees and charges		1,714,424	1,385,864
Business development expenses (SBC)		61,111	48,889
Repair and maintenance		938,087	228,634
Renewal, registration and other charges		2,787,233	4,438,618
		1,613,664	1,114,403
Interest against leases		1,613,664	1,114,403
Profit transferred to profit and loss appropriation account		187,718,488	146,013,267
Total		248,806,475	206,424,674
Profit/(Loss) transferred from		154,207,841	142,163,022
Fire insurance revenue account		17,080,976	19,944,842
Marine cargo insurance revenue account		98,681,297	100,467,784
Marine hull insurance revenue account		2,411,506	(3,095,971)
Motor insurance revenue account		13,762,926	12,831,573
Miscellaneous insurance revenue account		22,271,136	12,014,792
Interest income	26.00	99,960,687	42,850,496
Other income	27.00	(5,362,052)	21,411,156
Total		248,806,475	206,424,674
Other comprehensive income			
Changes in fair value of the shares available for sale (Investment fluctuation fund)	4.02	(14,756,419)	(19,695,827)
Total		(14,756,419)	(19,695,827)

The accompanying notes form an integral part of these financial statements



Md. Saydul Islam
Chief Financial Officer


M. Mahfuzur Rahman FCA
Company Secretary



S M Shahidullah
Chief Executive Officer


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Director


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Dhaka, 09 February, 2025

Annual Report 2024

Crystal Insurance PLC

Profit and loss appropriation account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Opening balance of appropriation account		59,892,199	50,091,567
Net profit for the period		187,718,488	146,013,267
Total		247,610,687	196,104,834
		200,380,026	136,212,635
Reserve for exceptional losses	4.01	81,304,480	71,073,734
General reserve during the period	4.03	1,000,000	1,000,000
Provision for companies income tax	11.02	42,585,366	20,065,815
Provision for WPPF	13.00	8,938,976	6,953,013
Deffered tax (income)/expenses	8.00	(1,448,796)	(2,879,927)
Dividend from last year profit	12.01	68,000,000	40,000,000
Balance transferred to balance sheet		47,230,661	59,892,199
Total		247,610,687	196,104,834
Earning per share (EPS)	34.00	3.13	2.77

The accompanying notes form an integral part of these financial statements


Md. Saydul Islam
Chief Financial Officer


M. Mahfuzur Rahman FCA
Company Secretary



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Chief Executive Officer


Farhana Danesh
Director


A.I.M. Mozammel Hoque
Director


Abdullah-Al-Mahmud
Chairman

Signed as per our annexed report of even date


Wasequl Huq Reagan, FCA
ICAB Enrolment No. 1517
Partner
Mahfel Huq & Co.
Chartered Accountants
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Crystal Insurance PLC

Statement of changes in shareholders' equity

For the year ended December 31, 2024

Particulars	Paid-up capital	Reserve for exceptional losses	General reserve	Investment fluctuation fund	P&L appropriation A/C	Total
Opening balance	400,000,000	590,959,697	10,000,000	(26,240,791)	59,892,199	1,034,611,105
Changes in fare value of shares				(14,756,419)		(14,756,419)
Cash dividend					(68,000,000)	(68,000,000)
Stock dividend	40,000,000					40,000,000
Profit after tax					146,581,918	146,581,918
Reserve for exceptional losses		81,304,480			(81,304,480)	-
Provision for WPPF					(8,938,976)	(8,938,976)
General reserve			1,000,000		(1,000,000)	-
Closing balance	440,000,000	672,264,178	11,000,000	(40,997,210)	47,230,661	1,129,497,628

The board of directors, at its 104th meeting held on 18 February 2024, proposed a 12.00% cash dividend for the year ended 31 December 2024.

Statement of changes in shareholders' equity

For the year ended December 31, 2023

Particulars	Paid-up capital	Reserve for exceptional losses	General reserve	Investment fluctuation fund	P&L appropriation A/C	Total
Opening balance	400,000,000	519,885,963	9,000,000	(6,544,964)	50,091,567	972,432,566
Changes in fare value of shares	-		-	(19,695,827)	-	(19,695,827)
Cash dividend	-	-	-	-	(40,000,000.00)	(40,000,000)
Profit after tax	-	-	-	-	128,827,378.97	128,827,379
Reserve for exceptional losses	-	71,073,734	-	-	(71,073,734.16)	-
Provision for WPPF	-	-	-	-	(6,953,012.72)	(6,953,013)
General reserve	-	-	1,000,000	-	(1,000,000.00)	-
Closing Balance	400,000,000	590,959,697	10,000,000	(26,240,791)	59,892,199	1,034,611,106


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Director


Abdullah-Al-Mahmud
Chairman

Dhaka, 09 February, 2025

Annual Report 2024

Crystal Insurance PLC

Statement of Cash Flows

For the year ended December 31, 2024

Sl. No.	Particulars	Amount in Taka	
		2024	2023
A.	Cash flows from operating activities		
	Collection from premium	659,139,452	568,957,621
	Other income	55,085	246,474
	Cash paid for management expenses, re-insurance, claims, WPPF and agent commission	(536,220,278)	(482,745,443)
	Income tax paid including TDS	(26,184,715)	(16,799,554)
	Net cash flows from operating activities	96,789,543	69,659,098
B.	Cash flows from investing activities		
	Acquisition of fixed assets	(27,316,280)	(6,544,062)
	Security deposit against land (Rajuk)	11,450,000	(11,450,000)
	Advance against office space	(63,136,000)	-
	Rental income	2,029,528	2,264,416
	Interest received during the period including TDS	58,551,722	41,228,217
	Dividend from listed companies shares including TDS	6,953,588	4,931,392
	Realised gain/loss and withdrawal from portfolio accounts	(14,440,476)	23,968,874
	Investment in BGTB	(59,165,720)	(10,000,000)
	Investment in ventura asset management	-	(50,000,000)
	Investment in listed companies shares	66,891,074	(14,196,841)
	Net cash used in from investing activities	(18,182,563)	(19,798,005)
C.	Cash flows from financing activities		
	Dividend paid	(30,484,953)	(39,664,801)
	Net cash used in financing activities	(30,484,953)	(39,664,801)
	Increase in cash and cash equivalents (A+B+C)	48,122,027	10,196,293
	Cash and cash equivalents at the beginning of the period	1,037,056,123	1,026,859,829
	Cash and cash equivalents at the end of the period	1,085,178,150	1,037,056,122
	Net operating cash flow per share (NOCFPS) (note no-35)	2.20	1.58

Md. Saydul Islam
Chief Financial Officer

M. Mahfuzur Rahman FCA
Company Secretary

S M Shahidullah
Chief Executive Officer

Farhana Danesh
Director

A.H.M. Mozammel Hoque
Director

Abdullah-Al-Mahmud
Chairman

Dhaka, 09 February, 2025

Crystal Insurance PLC

Consolidated revenue account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Claims under policies less re-insurances		149,066,722	122,221,003
Claims paid during the period		205,243,493	183,986,687
Paid/Adjusted on PSB		31,681,371	30,048,632
Recovered/Adjusted on PSB		(28,337,971)	(28,921,484)
Recovered/Adjusted on reinsurance ceded		(71,685,819)	(30,364,110)
Claims outstanding at the end of the period		131,979,169	119,813,521
Claims outstanding at the end of the previous period		(119,813,521)	(152,342,243)
		281,001,733	260,501,618
Agent commission	28.00	74,810,162	62,468,280
Management expenses	29.00	206,185,554	198,028,807
Stamp duty		6,016	4,531
Balance of account at the end of the period		227,361,975	192,502,594
as shown in the statement of financial position being reserve for unexpired risks @ 40% of premium income of the period for fire, marine cargo, motor and miscellaneous insurance business and @ 100% of premium income of the period for marine hull		227,361,975	192,502,594
Profit transferred to profit and loss account		154,207,841	142,163,024
Total		811,638,270	717,388,238
Balance of account at the beginning of the period		192,502,593	192,873,299
Premium less re-insurances		561,787,553	476,363,592
Premium underwritten		680,526,621	607,345,491
Premium on PSB		132,518,183	103,391,851
Reinsurance premium on PSB		(119,888,278)	(92,824,428)
Reinsurance premium ceded		(131,368,973)	(141,549,322)
Commission on re-insurances		57,348,124	48,151,348
Commission earned on re-insurance ceded		43,304,604	38,078,229
Commission earned on PSB		14,043,521	10,073,119
Total		811,638,270	717,388,239

The accompanying notes form an integral part of these financial statements


Md. Saydul Islam
Chief Financial Officer


M. Mahfuzur Rahman FCA
Company Secretary

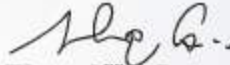

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Signed as per our annexed report of even date


Wasequi Huq Reagan, FCA
ICAB Enrolment No. 1517
Partner
Mahfel Huq & Co.
Chartered Accountants
DVC : 2502091517AS247199

Dhaka, 09 February, 2025


Crystal Insurance PLC

Fire insurance revenue account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Claims under policies less re-insurances		122,182,000	88,141,369
Claims paid during the period		175,600,195	125,458,776
Paid/Adjusted on PSB		2,377,956	173,498
Recovered/Adjusted on PSB		(1,174,821)	(11,236)
Recovered/Adjusted on reinsurance ceded		(70,951,010)	(3,856,829)
Claims outstanding at the end of the period		66,146,282	49,816,603
Claims outstanding at the end of the previous period		(49,816,603)	(83,439,443)
		138,253,780	126,353,490
Agent commission	28.00	37,355,034	30,947,541
Management expenses	29.00	100,896,778	95,404,505
Stamp duty		1,968	1,443
Balance of account at the end of the period		106,718,452	84,896,684
as shown in the statement of financial position being reserve for unexpired risks @ 40% of premium income of the period		106,718,452	84,896,684
Profit/(Loss) transferred to profit and loss account		17,080,976	19,944,842
Total		384,235,207	319,336,385
Balance of account at the beginning of the period		84,896,684	83,074,095
Premium less re-insurances		266,796,130	212,241,710
Premium underwritten		340,848,479	300,886,300
Premium on PSB		34,728,524	15,203,430
Reinsurance premium on PSB		(33,141,027)	(14,146,377)
Reinsurance premium ceded		(75,639,846)	(89,701,643)
Commission on re-insurances		32,542,393	24,020,580
Commission earned on re-insurance ceded		28,942,069	22,401,694
Commission earned on PSB		3,600,325	1,618,887
Total		384,235,207	319,336,385

The accompanying notes form an integral part of these financial statements


Md. Saydul Islam
Chief Financial Officer


M. Mahfuzur Rahman FCA
Company Secretary



S M Shahidullah
Chief Executive Officer


Farhana Danesh
Director


A.H.M. Mozammel Hoque
Director


Abdullah-Al-Mahmud
Chairman

Signed as per our annexed report of even date


Wasequl Huq Reagan, FCA
ICAB Enrolment No. 1517
Partner
Mahfel Huq & Co.
Chartered Accountants
DVC : 2502091517AS247199

Dhaka, 09 February, 2025

Crystal Insurance PLC

Marine cargo insurance revenue account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Claims under policies less re-insurances		24,358,325	23,253,887
Claims paid during the period		22,460,740	50,843,596
Paid/Adjusted on PSB		1,928,828	759,701
Recovered/Adjusted on PSB		(517,703)	(139,242)
Recovered/Adjusted on reinsurance ceded		-	(26,507,281)
Claims outstanding at the end of the period		62,521,795	62,035,335
Claims outstanding at the end of the previous period		(62,035,335)	(63,738,222)
		111,338,467	100,376,799
Agent commission	28.00	30,227,124	24,318,301
Management expenses	29.00	81,111,343	76,058,497
Stamp Duty		-	-
Balance of account at the end of the period		91,875,955	78,041,061
as shown in the statement of financial position being reserve for unexpired risks @ 40% of premium income of the period		91,875,955	78,041,061
Profit/(Loss) transferred to profit and loss account		98,681,297	100,467,785
Total		326,254,044	302,139,532
Balance of account at the beginning of the period		78,041,061	88,464,522
Premium less re-insurances		229,689,888	195,102,651
Premium underwritten		273,327,633	236,433,766
Premium on PSB		30,541,473	26,486,586
Reinsurance premium on PSB		(24,336,788)	(20,624,288)
Reinsurance premium ceded		(49,842,430)	(47,193,414)
Commission on re-insurances		18,523,096	18,572,359
Commission earned on re-insurance ceded		13,655,738	14,505,854
Commission earned on PSB		4,867,358	4,066,505
Total		326,254,044	302,139,532

The accompanying notes form an integral part of these financial statements.



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Company Secretary

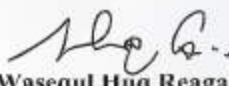

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Dhaka, 09 February, 2025

Crystal Insurance PLC

Marine hull insurance revenue account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Claims under policies less re-insurances		(2,424,832)	3,184,599
Claims paid during the period		327,230	150,000
Paid/Adjusted on PSB		5,009,736	26,929,941
Recovered/Adjusted on PSB		(4,911,798)	(26,745,342)
Recovered/Adjusted on reinsurance ceded		-	-
Claims outstanding at the end of the period		-	2,850,000
Claims outstanding at the end of the previous period		(2,850,000)	-
		3,564,967	2,808,983
Agent commission	28.00	923,432	526,008
Management expenses	29.00	2,641,535	2,282,975
Stamp duty		-	-
Balance of account at the end of the period		4,411,589	3,261,928
as shown in the statement of financial position being reserve for unexpired risks @ 100% of premium income of the period		4,411,589	3,261,928
Profit/(Loss) transferred to profit and loss account		2,411,506	(3,095,971)
Total		7,963,230	6,159,540
Balance of account at the beginning of the period		3,261,928	1,996,589
Premium less re-insurances		4,411,589	3,261,928
Premium underwritten		8,590,460	5,114,093
Premium on PSB		2,190,156	9,077,168
Reinsurance premium on PSB		(2,107,913)	(8,817,286)
Reinsurance premium ceded		(4,261,114)	(2,112,047)
Commission on re-insurances		289,713	901,022
Commission earned on re-insurance ceded		173,778	416,072
Commission earned on PSB		115,935	484,951
Total		7,963,230	6,159,540


The accompanying notes form an integral part of these financial statements.


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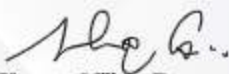

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Dhaka, 09 February, 2025

Crystal Insurance PLC

Motor insurance revenue account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Claims under policies less re-insurances		4,485,141	4,892,796
Claims paid during the period		6,027,258	5,635,519
Paid/Adjusted on PSB		207,760	101,852
Recovered/Adjusted on reinsurance ceded		(734,809)	-
Claims outstanding at the end of the period		3,105,091	4,120,159
Claims outstanding at the end of the previous period		(4,120,159)	(4,964,734)
		12,365,041	10,933,155
Agent commission	28.00	3,369,574	2,657,084
Management expenses	29.00	8,992,409	8,273,501
Stamp duty		3,057	2,570
		13,236,977	10,755,017
Balance of account at the end of the period		13,236,977	10,755,017
as shown in the statement of financial position being reserve for unexpired risks @ 40% of premium income of the period			
Profit/(Loss) transferred to profit and loss account		13,762,926	12,831,573
Total		43,850,085	39,412,541
Balance of account at the beginning of the period		10,755,017	12,214,805
Premium less re-insurances		33,092,443	26,887,541
Premium underwritten		30,511,915	25,833,397
Premium on PSB		2,580,528	2,402,565
Reinsurance premium on PSB		-	(107,643)
Reinsurance premium ceded		-	(1,240,777)
		2,625	310,195
Commission on re-insurances		2,625	310,195
Commission earned on re-insurance ceded		-	-
Commission earned on PSB		-	-
Total		43,850,085	39,412,541

The accompanying notes form an integral part of these financial statements.



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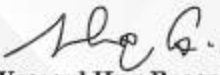

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Dhaka, 09 February, 2025

Crystal Insurance PLC

Miscellaneous insurance revenue account

For the year ended December 31, 2024

Particulars	Notes	Amount in Taka	
		2024	2023
Claims under policies less re-insurances		466,088	2,748,351
Claims paid during the period		828,070	1,898,796
Paid/Adjusted on PSB		22,157,090	2,083,640
Recovered/Adjusted on PSB		(21,733,648)	(2,025,665)
Claims outstanding at the end of the period		206,000	991,424
Claims outstanding at the end of the previous period		(991,424)	(199,844)
		15,479,479	20,029,192
Agent commission	28.00	2,934,998	4,019,346
Management expenses	29.00	12,543,490	16,009,329
Stamp duty		991	518
		11,119,001	15,547,904
Balance of account at the end of the period		11,119,001	15,547,904
as shown in the statement of financial position being reserve for unexpired risks @ 40% of premium income of the period			
Profit/(Loss) transferred to Profit and Loss Account		22,271,136	12,014,792
Total		49,335,704	50,340,240
Balance of Account at the beginning of the period		15,547,904	7,123,288
Premium less reinsurances		27,797,503	38,869,760
Premium underwritten		27,248,134	39,077,935
Premium on PSB		62,477,503	50,222,101
Reinsurance premium on PSB		(60,302,549)	(49,128,835)
Reinsurance premium ceded		(1,625,584)	(1,301,441)
		5,990,297	4,347,192
Commission on reinsurances		530,394	444,415
Commission earned on re-insurance ceded		5,459,903	3,902,777
Commission earned on PSB			
Total		49,335,704	50,340,240

The accompanying notes form an integral part of these financial statements.


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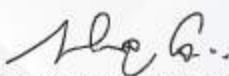

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Dhaka, 09 February, 2025

Crystal Insurance PLC

Notes to the financial statements

As at and for the Period ended 31st December, 2024

1.00 General information

1.01 Legal form of the Company

Crystal Insurance PLC (CIPLC) (the "company") was incorporated as a public limited company on 11th November, 1999 under the Companies Act, 1994 having registered office in Bangladesh. CIPLC obtained permission to commence insurance business from Chief Controller of Insurance, Directorate of Insurance, and Government of the Peoples Republic of Bangladesh on 23rd March, 1999. The name of the company has been changed from Crystal Insurance Company Limited to Crystal Insurance PLC on 28th August, 2024. The Principal place of business of the company is at DR Tower (14th Floor), 65/2/2, Box Culvert Road, Purana Paltan, Dhaka-1000, Bangladesh which is also the registered office of the company. CIPLC is engaged in non-life insurance business within the meaning of the Insurance Act, 2010.

1.02 Principal activities and nature of operations

The principal activities of the company is to offer general insurance products that include fire insurance, marine hull and cargo insurance, aviation insurance, motor insurance and miscellaneous insurance. These insurances provide protection against damage to policy holder's assets if damage occurs from risk covered by policy. Premium income is the primary source of revenue for the company.

1.03 Reporting period

The financial statements of the company cover one calendar period starting from 1st January 2024 to 31st December, 2024.

1.04 Date of financial statements authorized for Issue

Financial Statements of the company for the period ended December 31, 2024 were authorized for issue on February 09, 2025 in accordance with a resolution of the Board of Directors.

2.00 Summary of significant accounting and related policies

2.01 Basis of preparation

The financial statements have been prepared on going concern and accrual basis under the historical cost convention. The preparation and presentation of the financial statements and the disclosure of information have been made in accordance with the Insurance Act 1938 (as amended in 2010), the Insurance Rules 1958 and in conformity with International Financial Reporting Standards (IFRS), the Companies Act 1994, the Securities and Exchange Rules 1987, the listing rules of Dhaka Stock Exchange Limited and Chittagong Exchange Limited and other applicable laws and regulations in Bangladesh.

Balance sheet (statement of financial position) has been prepared in accordance with the regulations as contained in part-I of the first schedule of the Insurance Act 1938 and as per Form "A" as set forth in Part-II of that schedule. Profit and loss account (statement of profit or loss and other comprehensive income) and Profit and loss appropriation account has been prepared in accordance with the regulations contained in part-I of the second schedule and as per Form "B" & "C" as set forth in part-II of that schedule respectively of the Insurance Act, 1938. Revenue accounts of each class of general insurance business has been prepared in accordance with the regulations as contained in part-I of the third schedule and as per form "F" as set forth in Part-II of that Schedule of the Insurance Act, 1938. The classified summary of the assets has been prepared in accordance with Form "AA" as set forth in Part-II of the first schedule of the Insurance Act 1938. The cash Flow Statement has been included as per requirements of the Securities and Exchange Commissions Rules 1987 as well as guidelines of IAS-7.

2.02 Going concern

The accompanying financial statements have been prepared on a going concern basis, which contemplated the realization of assets and the satisfaction of liabilities in the normal course of business. The accompanying financial statements do not include any actual or proposed adjustments that would result in Crystal Insurance PLC (CIPLC) being unable to continue as a going concern.

2.03 Accounting estimates

Preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amount of assets and liabilities, Income and expenses. The estimates and underlying assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources. While management believes that the amount included in the financial statement reflect the company's best estimates and assumptions, actual result could differ from estimates.

2.04 Materiality and aggregation

Each material item considered by management significant has been presented separately in the financial statement. No amount has been set off unless Crystal Insurance PLC (CIPLC) has legal right to set off the amounts and intends to settle on a net basis. Income and Expenses are presented on a net basis only when permitted by relevant accounting standards.

2.05 Comparative information

Comparative information has been disclosed in respect of the period ended 31 December, 2024 for all numerical data in the financial statements and also for the narrative and descriptive information when it is relevant for better understanding of the current period's financial statements. Prior period figures have been reclassified and rearranged whenever considered necessary to ensure comparability with the current year.

2.06 Lease (IFRS-16)

Crystal Insurance PLC (CIPLC), as a lessee, recognize a Right of use (RoU) assets representing its right to use of the underlying leased assets and corresponding lease liability representing its obligation to make payments for office rent agreements. The RoU assets and Lease Liability are recognize in the financial statements considering the incremental borrowing rate.

The ROU asset is depreciated using the straight line method from the beginning to the end of useful life of the ROU asset or end of the lease term.

The lease liability is initially measured at the present value of the lease payments that are adjusted for monthly payments.

2.07 Functional and presentation currency

The Financial Statements are presented in Bangladeshi Taka which is the company's functional currency except indicated otherwise.

2.08 Status of compliance with IAS and IFRS

The Financial reporting standards that are applicable/not applicable for the financial statements for the period, include the following:

IAS 1 Presentation of Financial Statements	*
IAS 2 Inventories	N/A
IAS 7 Statement of Cash Flows	Applied
IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors	Applied
IAS 10 Events after the Reporting Period	Applied
IAS 11 Construction Contracts	N/A
IAS 12 Income Taxes	Applied
IAS 16 Property, Plant and Equipment	Applied
IAS 19 Employee Benefits	Applied
IAS 20 Accounting for government grants and disclosure of governments assistance	N/A
IAS 21 The effect of change in foreign exchange rates	N/A
IAS 23 Borrowing cost	N/A
IAS 24 Related Party Disclosures	Applied
IAS 26 Accounting and Reporting by Retirement Benefit Plans	Applied

IAS 27 Consolidated and separate financial statements	N/A
IAS 32 Financial Instruments: Presentation	*
IAS 33 Earnings per Share	Applied
IAS 34 Interim Financial Reporting	Applied
IAS 36 Impairment of Assets	Applied
IAS 37 Provisions, Contingent Liabilities and Contingent Assets	Applied
IAS 38 Intangible Assets	Applied
IAS 40 Investment Property	Applied
IAS 41 Agriculture	N/A
IFRS 2 Share based payment	N/A
IFRS 3 Business combination	N/A
IFRS 4 Insurance Contracts	N/A
IFRS 5 Non-currents assets held for sale and discontinued operation	N/A
IFRS 6 Exploration for and evaluation of mineral resources	N/A
IFRS 7 Financial instruments: disclosure	*
IFRS 8 Operating Segments	Applied
IFRS 9 Financial Instruments	*
IFRS 13 Fair Value Measurement	Applied
IFRS 16 Leases	Applied
IFRS 17 Insurance Contracts	*

* The management of Crystal Insurance PLC (CIPLC) has followed the principles of IAS & IFRS consistently in the preparation of the financial statements to that extent as applicable to insurance companies. Some of the standards have not been complied with, about which IDRA has special guideline. Departures from IAS/IFRS have been explained in note 2.33.

2.09 Components of the financial statements

Components of the financial statements includes the following as per the Insurance Act 1938 (as ammended in 2010) and IAS-34 "Interim financial reporting":

- Balance sheet (Statement of financial position) as at December 31, 2024;
- Profit and loss account (Statement of profit or loss and other comprehensive income) for the year ended December 31, 2024;
- Profit and loss appropriation account for the year ended December 31, 2024;
- Statement of changes in equity for the year ended December 31, 2024;
- Statement of cash flows for the year ended December 31, 2024;
- Consolidated revenue account for the year ended December 31, 2024;
- Fire insurance revenue account for the year ended December 31, 2024;
- Marine cargo insurance revenue account for the year ended December 31, 2024;
- Marine hull insurance revenue account for the year ended December 31, 2024;
- Motor insurance revenue account for the year ended December 31, 2024;
- Miscellaneous insurance revenue account for the year ended December 31, 2024 and
- Notes comprising a summary of significant accounting policies and other explanatory information to the accounts for the year ended December 31, 2024.

2.10 Property, plant and equipment

i) Recognition and measurement

Property, plant and equipment are recognized if it is probable that future economic benefit associated with the asset will flow to the Company and cost of the asset can be measured reliably and the asset is available for use. Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost self-constructed assets includes the cost of material and direct labor, any other costs directly attributable to bringing the asset to a working condition for its intended use and the cost of dismantling and removing the items and restoring the site on which they are located.

Gains and losses on disposal of items of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment. When revalued assets are sold, the relevant amount included in the revaluation reserve is transferred to retained earnings.

ii) Subsequent cost

The cost of replacing a component of an items of property, plant and equipment is recognized as an addition to asset if it is probable that the future economic benefits associated with the part will flow to the company and its cost can be measured reliably. The carrying amount of the replaced component is de-recognized.

iii) Depreciation

Depreciation is charged on straight line basis. Depreciation is charged on newly acquired assets from the date when asset is available for use in the manner intended by management. In case of disposal, depreciation charged up to the date of disposal. The rates of depreciation are furnished below:

Category of assets	Rate of Depreciation
Furniture and fixtures	10%
Office equipments	15%
Office decoration	10%
Sundry sssets	20%
Motor vehicles	20%
Office Spaces	5%

iv) De-recognition

An item of property, plant and equipment is de-recognized upon disposal or when no future economic benefits are expected from its use. Any gain or loss arising on de-recognition of the asset is included in the Profit and Loss Account (Statement of Profit or Loss and other Comprehensive Income in the period the asset is de-recognized.)

v) Impairment of assets

The carrying amounts of the company's non financial assets are reviewed at regular interval to determine whether there has any indication of impairment of an asset.

An impairment loss is recognized if the carrying amount of an asset or its cash generating unit exceeds its estimated recoverable amount. Impairment losses are recognized in the statement of comprehensive income. Considering the present conditions of the assets, management concludes that there is no such indication exists.

2.11 Investment Property

Company's property, plant and equipment which are held to earn rental income have been classified as Investment Property as per IAS 40 and accounted for under cost model i.e., the asset is measured at cost less accumulated depreciation.

2.12 Valuation of assets

The value of all assets as at 31 December, 2024 has been shown in the Balance Sheet and in the classified summary of assets on "Form AA" annexed, which has been reviewed and the said assets have been set forth in the Balance Sheet on amounts at their respective book value which in the aggregate do not exceed their aggregate market value.

2.13 Investment in shares and securities

Company has invested in different types of financial assets. Investment in shares are recorded at fair value. Investment Fluctuation Fund , accumulates or is adjusted for unrealized gains or losses . Realized income, gains, losses generated from the investments is credited to the Profit and Loss Account. Investment in Govt. Securities is recognized at cost and interest income from such Securities is recognized in Statement of Profit and Loss and Comprehensive Income on an accrual basis and periodic adjustment for premium/discount by made in accordance with IFRS-09.

2.14 Cash and cash equivalents

Cash comprises cash in hand, demand deposit, cash equivalents on short term, highly liquid investments that are readily convertible to know amounts of cash and those which are what to an insignificant risk of changes in value. Cash and cash equivalents are not restricted in use and accordingly cash in hand, FDR and bank balances have been considered as cash and cash equivalents.

2.15 Statement of cash flows

The statement of cash flows has been prepared in accordance with IAS-7 and the cash from the operating activities has been presented using direct method.

2.16 Reserve or contingencies accounts

i) Reserve for exceptional losses

In line with 4th Schedule of the Income Tax Act 2023, to meet the exceptional losses, CIPLC sets aside 10% of the Gross Premium Income of the period in which it is set aside from the balance of the profit to the reserve for exceptional losses.

ii) General reserve

Transfer to General Reserve from profits is done on a lump sum basis as management deems fit. A general reserve is a reserve, which is created from appropriation of profits. The aim of creating a general reserve is to provide additional working capital or to strengthen the cash resources of the business out of profits and equalizing the rate of dividend in the periods in which distributable profits are inadequate.

2.17 Deposit premium account

Premium deposit account represents amount of premium deposited with the company against cover notes for which policies are yet to be issued up to the end of the period.

2.18 Provision for liabilities

According to IAS 37: "Provision, Contingent Liabilities and Contingent Assets" the company recognizes the provision when the Company has a legal or constructive obligation as a result of past event and it is probable that an outflow of economic benefit will be required to settle the obligations.

2.19 Branch accounting

Crystal Insurance PLC (CIPLC) now has (42) forty two branches with no overseas branch as of 31 December, 2024. Accounts of all branches have been consolidated (aggregated) at the head office from which these financial statements are drawn up.

2.20 Segment reporting

A business segment is a distinguishable component of the company that in providing services that are subject to risks and returns that are different from those of other business segments. The company accounts for segment reporting of operating results using the classes of business. The performance of segments is evaluated on the basis of underwriting results of each segment. The company has four primary business segments for reporting purposes namely fire, marine, motor and miscellaneous.

2.21 Revenue recognition

1. Premium is recognized when insurance policies are issued. The sum of premium income as appeared in classified revenue accounts is net of the refund made, re-insurance ceded and re-insurance premium on public sector business.
2. The premium in respect of company's share of public sector insurance business (PSB) is accounted for in the period in which the relevant statement is received from Shadharan Bima Corporation (SBC).
3. Amounts received against issue of cover notes are recognized as income at the earlier of cover notes converted into policies or after expiry of cover notes in accordance with SBC's circular.
4. Interest on fixed deposit receipt (FDR), account and bonds are recognized as revenue on accrual basis.
5. Income from marketable securities is accounted for at actual amount earned and received on its disposal.

2.22 Provisions relating to collection of premium

The company has complied with the section 18 of the Insurance Act, 1938 (as amended in 2010) as applicable in regard to provision of collection of premium.

2.23 Allocation of total management expenses

Total related management expenses have been allocated among the different revenue accounts on pro-rata basis of their respective gross premium income.

2.24 Income tax

Income tax expense is recognized in the profit and loss appropriation account.

i) Current tax

Current tax is the expected tax payable on taxable income for the period, based on tax rates (and tax laws) which are enacted at the reporting date, including any adjustment for tax payable in previous periods. Provision for income tax has been made at best estimate keeping in view the provisions of Income Tax Act 2023 and amendment made thereto from time to time. Applicable rate of income tax for the company is 37.5%.

ii) Deferred tax assets / liabilities

Company recognizes deferred tax as per IAS-12 on the temporary difference between written down value of assets. Deferred tax has been included in current period accounts.

2.25 Employees details

During the year ended 31 December, 2024 total 310 person are employed. All employees are full-time and no employees are on contractual basis. Information of the employees is given below:

	2024	2023
No. of employees' received salary more than Tk. 3,000/= per month	310	317
No. of employees' received salary less than Tk. 3,000/= per month	Nil	Nil
No. part time employees are employed in the company.	Nil	Nil

2.26 Employee benefits

Crystal insurance PLC offers a number of benefit plan for all permanent Employees of the company which includes contributory provident fund, workers profit participation fund, incentive bonus, group life scheme (GLS) and car/motor cycle loan scheme which have been accounted for the accordance with the provision of International Accounting Standard IAS 19 (Employee Benefits).

(i) Provident fund

Company operates a recognized provident fund. Permanent employees of the Company are eligible for the said provident fund. Employees of the company contribute 10% (ten percent) of their basic salary and the employer makes a similar contribution. The provident fund is wholly administered by the Board of Trustees and no part of the fund is included in the assets of the company.

(ii) Group Insurance Policy

The company has been operating a group insurance policy for all its permanent employees for the family assistance after death of any employee's as per Group insurance Policy terms and condition.

(iii) Workers profit participation fund (WPPF)

The Board of Directors of Crystal Insurance PLC (CIPLC) in its 81st meeting held on 5 March, 2018 decided to introduce workers' profit participation and welfare fund (WPPF) with effect from 1st January, 2019.

(iv) Gratuity

The company has initiated a funded gratuity scheme. The fund is in process for approval by the National Board of Revenue (NBR), and will be administered by the Board of Trustees. Employees are entitled to benefit at a graduated scale based on the length of service that completed 5 years. When the fund is approved by NBR, CIPLC will start contribution to the fund and recognize it the financial statements.

(v) Other benefits

In addition to the above, Crystal Insurance PLC (CIPLC) providing other benefits to its employees like incentive bonus, group life scheme (GLS), car/motor cycle loan scheme subject to fulfillment of certain terms and conditions.

2.27 Others

Figures have been rounded off to the nearest taka .

2.28 Earning per share

Earnings per share have been calculated in accordance with International Accounting Standards 33: Earnings Per Share, and shown on the face of profit and loss appropriation account and computation shown in note 34.00.

Weighted average number of ordinary shares outstanding during the year

This represents the number of ordinary shares outstanding at the beginning of the year plus the number of ordinary shares issued during the year multiplied by a time weighting factor. The time-weighting factor is the numbers of days the specific shares are outstanding as a proportionate of the number of days in the year.

Diluted earnings per share

Diluted EPS is calculated if there is any commitment for issuance of equity shares in foreseeable future, i.e., potential shares, without inflow of resources to the Company against such issue. There was no such commitment during the year and accordingly no dilution is required in the period December 31, 2024.

2.29 Prohibition of loans

Company has not granted any loan or temporary advance to any firm or company in which any director, auditor, officer, manager, actuary of the company or family member of these people has any interest as proprietor, partner, director, manager or managing agent without prior approval of the board of directors.

2.30 Related party disclosure

Crystal Insurance PLC (CIPLC), in normal course of business, carried out a number of transactions with other entities that fall within the definition of related party as per "International Accounting standard 24: Related party Disclosures". All transactions involving relating parties arising in normal course of business are conducted on an arm's length basis a commercial rates on the same terms and conditions as publishable to the third parties. Detailed disclosures have been presented in note 40.00.

2.31 Event after the reporting period

Proposed dividend

The proposed dividend is not recognized as a liability in the statement of financial position in accordance with "IAS 10: Events after the reporting period". Dividend payable to the company's shareholders are recognized as a liability only when declared and the shareholders right to receive payment is established. The dividend proposed after the balance sheet date but before the financial statements are authorized for issue, is disclosed in the notes to the financial statement.

All material events occurring after the reporting period has been considered and where necessary, adjusted for or disclosed in the note.

2.32 Risk factors relating to the company

The vital factors ensuring sound health of a insurance company are identifying, measuring, monitoring and controlling various type of risks. Crystal Insurance PLC (CIPLC) is increasingly focusing on development of appropriate risk management framework for managing risks of the organization.

a) Operational risk management

Operational risk focuses on how things are accomplished within an organization and not necessarily hat is produced or inherent within an industry. These risks are often associated with active decisions relating to how the organization functions and what it prioritizes. While the risks are not guaranteed to result in failure, lower services, or higher management costs, they are seen as higher or lower depending on various internal management decisions.

Mitigation of operational risk

1. Crystal Insurance Company assesses its operations and activities against a menu of potential operational risk vulnerabilities.
2. Risk mapping identify the key steps in business processes, activities and organizational functions. Risk mapping can reveal individual risks, risk interdependencies, and areas of control or risk management weakness.

2. Risk mapping identify the key steps in business processes, activities and organizational functions. Risk mapping can reveal individual risks, risk interdependencies, and areas of control or risk management weakness.

3. Risk indicators are statistics and/or metrics, often financial, which can provide insight into risk position of insurance industry.

4. The use of data on historical underwriting loss experience could provide meaningful information for assessing its exposure to operational risk and developing a policy to mitigate the risk.

b) Liquidity risk

Liquidity is the ability to meet expected and unexpected demands for cash. Specifically, it is a company's ability to meet the cash demands of its policy and contract holders without suffering any (or a very minimal) loss. The liquidity profile of a company is a function of both its assets and liabilities. Liquidity risk is inherent in the financial services industry and one must understand measure, monitor and manage this risk.

Mitigation of liquidity risk

1. Adhere to the lines of authority and responsibility that management has established for managing liquidity risk.

2. Oversee the implementation and maintenance of management information and other systems that identify, measure, monitor and control the liquidity risk of CIPLC; and

3. Establish effective internal controls over the liquidity risk management process and ensure that the same is communicated to all officials.

c) Market risk

Market risk is the risk of losses in positions arising from movements in market prices. The most commonly used types of market risk are: Equity risk, Interest rate risk, Currency risk, Commodity risk, Margining risk, Shape risk, Holding period risk, Basis risk etc.

Mitigation of market risk

1. Implement the market risk management policies;

2. Oversee the development, implementation and maintenance of an appropriate MIS that identify measure, monitor, and control market risk.

3. Establish effective internal controls to monitor and control market risk.

4. Establish and utilize a method for accurately measuring the market risk; and

5. Monitor and control the nature, composition and quality of the company's securities portfolio and ensure that the securities portfolio is soundly and conservatively valued.

d) Underwriting risk

Underwriting risk refers to the potential loss to CIPLC emanating from faulty underwriting. The same may affect the solvency and profitability of the company in an adverse manner. Underwriting is a critical risk mitigation mechanism adopted in the insurance industry. The process helps in deciding the appropriate premium for an insured. The underwriter needs to match the premium received with the claims paid with an eye on profitability. In the event of a dichotomy between the two, with the premium received not sufficient enough to cover the claims, the company is confronted with the probability of loss.

e) Re-insurance risk

Re-insurance risk refers to the inability of the ceding company or the primary insurer to obtain insurance from a reinsurer at the right time and at an appropriate cost. Insurers transfer a part of their portfolio to a reinsurer in exchange for a premium. However, the unavailability of reinsurance at the right time and cost has ramifications for the ceding company. A default on the part of the reinsurer can lead to adverse impacts on the profitability and solvency of the ceding insurer.

f) Environmental and social risk

Environmental risk, however, presents many difficulties to the insurance industry, especially when the focus is on the so-called gradual pollution phenomena, which are characterized by: factual uncertainty and long terms effects. Environmental risk is a peculiar one, given that it includes components of both factual and legal uncertainty. Given the complexity of modern production technologies, problems of adverse selection could be widely present in environmental insurance settings, whenever the classification of every specific risk undertaken is not accurately performed by the insurer. Moral hazard phenomena are also seriously involved in this context. It is easy to understand how the industry could erroneously perceive the insurance coverage and the insurance premium.

Mitigation of environmental and social risk

1. At the time of cover noting, all environmental issues relevant to the proposed business activity has been determined.
2. Once the environmental risk are identified, these are evaluated based on Guidelines of IDRA.
3. After evaluation of the environmental risk CIPLC incorporate this business as a risk-associated zone.

g) Strategic Risk

Strategic risk is the risk that failed business decisions may pose to a company. Strategic risk is often a major factor in determining a company's worth, particularly observable if the company experience a sharp decline in a short period of time.

Mitigation of Strategic Risk

1. Identify the risks categories such as industry, technology, brand, competitors, customers, project and regulations etc.
2. Mapping the risks to provide visual representation of associated risks across the categories and criteria.
3. Quantifying the risks with a view to express those in monetary term.
4. Prioritizing the risks as per their significance and impact.
5. Developing proper risk mitigating action plan is crucial for minimizing potential losses.
6. Monitoring the risks by assigned group and responsible parties.

h) Compliance risk

Compliance risk is exposure to legal penalties, financial forfeiture and material loss an organization faces when it fails to act in accordance with industry laws and regulations, internal policies or prescribed best practices. Compliance risk is also sometimes known as integrity risk.

Mitigation of compliance risk

1. Establish and implement the compliance risk management framework based on criteria and standards set by the authority.
2. Ensures that employees at all levels fully understand their individual roles and responsibilities in implementing compliance risk management framework.
3. Ensures ongoing compliance training that covers compliance requirements for all business lines at different regulatory.
4. Submit compliance risk management report to the Audit Committee.

i) Anti Money Laundering (AML) Risk

Actions that show crime assets as income from a legitimate source to hide the illegal source of money are Called money laundering, and with the development of technology, money laundering events are increasing. At this point, businesses need. Money laundering (AML) Risk Assessment, an analytical process applied to a business to measure the possibility of money laundering or terrorist financing.

Mitigation of Anti Money Laundering (AML) Risk

1. Understanding the aspects of Money Laundering & Terrorist Financing risk, management exhibits strong commitment to compliance.
2. The Authority approved an AML & CFT compliance program that includes adequate policies, procedures, controls, and information systems.
3. In order to ensure AML compliance, CIPLC construct Central Compliance Unit and arrange training for all the officials of CIPLC.
4. Crystal Insurance PLC (CIPLC) takes necessary steps immediately against suspicious activity or substantive violations of law.
5. The Compliance and controls system of the company is promptly adapt the changes in international lists regarding AML & CFT issues.

j) Information Technology Risk

CIPLC has an ICT audit team under HIAC, which has been formed to conducts IT audit in each branch on a periodic basis and provides suggestions to higher management. The team also assesses the IT related risks faced by the company and suggests appropriate measures to mitigate risk.

2.33 Disclosure of departures from few requirements of IFRS due to mandatory compliance of Insurance Act's requirements

The management of Crystal Insurance PLC (CIPLC) has followed the principles of IFRS consistently in preparation of the financial statements to that extent as applicable to the company. Some requirements of Insurance Act 1938 (as amended in 2010) and Insurance Rules 1958 and regulations contradict with IFRS. As such the company has departed from those contradictory requirements of IFRS in order to comply with the rules and regulations of IDRA which are disclosed below:

- i) Insurance Act 1938 (as amended in 2010) has issued templates for financial statements which has to be followed by all general and life insurance companies. CIPLC followed the guidelines of IDRA and presented financial statements accordingly.
- ii) Investments in quoted shares and unquoted shares revalued at the period end at market price and as per book value of last audited Balance Sheet respectively. Provisions are created by netting off any unrealized gain/(loss) arising at the period end date as per industry practice which has been widely practice in insurance sector in Bangladesh. However as per requirements of IFRS 9 investment in shares falls either under "at fair value through profit and loss account" or under "fair value through other comprehensive income" where any change in the fair value at the period-end is taken to profit and loss account or other comprehensive income respectively.
- iii) General provision on insurance premium and re-insurance premium are created as per Insurance Act 1938 (as amended 2010) . However such general provision cannot satisfy the conditions as per IAS 37. At the period end the CIPLC has recognized provision of BDT 227,361,974/- as balance of fund and liabilities in the balance sheet under liabilities.
- iv) As per IDRA guidelines, financial instruments are categorized, recognized and measured differently from those prescribed in IFRS 9. Disclosures in the prescribed templates of IDRA guidelines are disclosed only.
- v) IFRS-17 Insurance Contracts, is not applied in preparing the Financial Statements for the year ended 31 December 2024 in line with the general practices prevailing within the insurance industry in Bangladesh.

3.00 Share capital

Authorized capital

100,000,000 ordinary shares of Tk.10.00 each

Issued, subscribed and paid up capital

44,000,000 ordinary shares of Tk.10/- each

4,000,000 Bonus Shares has been disbursed during the year.

Category-wise shareholdings

Amount in taka			
		2024	2023
Authorized capital		1,000,000,000	1,000,000,000
Issued, subscribed and paid up capital		440,000,000	400,000,000

Category of shareholders	No. of shares	Amount in tk.	Percentage
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Director and sponsor shareholders (3.01)	25,520,000	255,200,000	58.00%
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Institute	7,873,029	78,730,290	17.89%
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Foreign	14,444	144,440	0.03%
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General public	10,592,527	105,925,270	24.07%
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Grand Total	44,000,000	440,000,000	100%
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3.01 Director and sponsor shareholders

Name	Position	No. of shares	Amount in Tk.	Percentage
Abdullah Al-Mahmud	Chairman	4,400,000	44,000,000	10.00%
Abdullah Hasan	Director	4,400,000	44,000,000	10.00%
A.H.M. Mozammel Hoque	Director	880,000	8,800,000	2.00%
Md. Tajul Islam	Director	990,000	9,900,000	2.25%
Farhana Danesh	Director	1,050,500	10,505,000	2.39%
Nabila Mahmud	Director	2,200,000	22,000,000	5.00%
Soera Zahir	Director	2,200,000	22,000,000	5.00%
Nusrat Mahmud	Director	4,400,000	44,000,000	10.00%
Arafat Rashid	Director	880,000	8,800,000	2.00%
Asoke Ranjan Kapuria	Sponsor Shareholder	1,320,000	13,200,000	3.00%
Iqbal Hasan Mahmood	Sponsor Shareholder	412,500	4,125,000	0.94%
Sarah Hasein Mahmood	Sponsor Shareholder	330,000	3,300,000	0.75%
Rubyat Tanveer Huda	Sponsor Shareholder	297,000	2,970,000	0.68%
Syed Salman Habib	Sponsor Shareholder	586,666	5,866,660	1.33%
Syeda Samina Mirza	Sponsor Shareholder	293,334	2,933,340	0.67%
Suraya Akter Tondra	Sponsor Shareholder	440,000	4,400,000	1.00%
Khalid Al Mamun	Sponsor Shareholder	220,000	2,200,000	0.50%
Zarif Al Mamun	Sponsor Shareholder	220,000	2,200,000	0.50%
Total		25,520,000	255,200,000	58.00%

* As per the succession order by the court Syeda Samina Mirza and Syed Salman Habib inherited the shares from late Shahzadi Begum.

4.00 Reserve and surplus

Reserve for exceptional losses (note no- 4.01)

Retained earnings (Profit and loss appropriation account)

Investment fluctuation fund (note no- 4.02)

General reserve (note no-4.03)

Total

672,264,178	590,959,697
47,230,661	59,892,199
(40,997,210)	(26,240,791)
11,000,000	10,000,000
689,497,628	634,611,106

4.01 Reserve for exceptional losses

Reserve for exceptional losses kept as per paragraph 6 of the fourth schedule of Income Tax Act 2023. Detailed calculation is given below:

Opening balance

Reserve made during the year

Closing balance

590,959,697	519,885,963
81,304,480	71,073,734
672,264,178	590,959,697

Reserve for exceptional losses made during the period @ 10% on Gross Premium (i.e. 10% of BDT. 813,044,804).

Particulars	Gross premium	% of Exceptional Loss	2024	2023
Fire insurance	375,577,003	10%	37,557,700	31,608,973
Marine cargo insurance	303,869,106	10%	30,386,911	26,292,035
Marine hull insurance	10,780,616	10%	1,078,062	1,419,126
Motor insurance	33,092,443	10%	3,309,244	2,823,596
Miscellaneous insurance	89,725,637	10%	8,972,564	8,930,004
Total	813,044,804		81,304,480	71,073,734

4.02 Investment fluctuation fund

Opening balance
Provision made during the year
Closing balance

Amount in taka	
2024	2023
(26,240,791)	(6,544,964)
(14,756,419)	(19,695,827)
(40,997,210)	(26,240,791)

4.03 General reserve

Opening balance
Reserve made during the year
Closing balance

10,000,000	9,000,000
1,000,000	1,000,000
11,000,000	10,000,000

5.00 Balance of funds and accounts

Fire insurance revenue account
Marine cargo insurance revenue account
Marine hull insurance revenue account
Motor insurance revenue account
Miscellaneous insurance revenue account
Closing balance

106,718,452	84,896,684
91,875,955	78,041,061
4,411,589	3,261,928
13,236,977	10,755,017
11,119,001	15,547,904
227,361,974	192,502,593

The above balance represent reserve for unexpired risk @ 40% of premium income of the year for fire, marine cargo, motor and miscellaneous insurance business and @ 100% of premium income of the period for marine hull business.

6.00 Lease liability

Opening balance
Addition during the year
Re-payment of lease liability
Closing balance

18,610,675	11,679,387
12,927,956	14,726,926
(10,879,741)	(7,795,638)
20,658,890	18,610,675

7.00 Deposit premium

The below mentioned amount includes premium received against cover notes for which policies have not been issued within 31st December, 2024. While the risks against non-marine and marine hull have been assumed from the issuance of cover notes, risks against marine cargo have not been assumed until shipment advices are provided. After receiving of shipment advices, policies are issued for marine cargo Businesses.

Fire insurance
Marine cargo insurance
Marine hull insurance
Motor insurance
Miscellaneous insurance
Closing balance

-	-
96,443,228	117,830,397
-	-
-	-
-	-
96,443,228	117,830,397

8.00 Deferred tax liability

Accounting base written down value of property, plant and equipments
Tax base written down value of property, plant and equipments
Taxable temporary difference
Tax rate
Deferred tax liability

277,855,596	286,351,528
276,910,213	281,542,685
(945,383)	(4,808,843)
37.50%	37.50%
354,519	1,803,315

To calculate tax base written down value we charged depreciation on property, plant and equipments as per the 3rd schedule of Income Tax Act 2023.

Deferred tax liability/assets

Opening balance
Differed tax (income)/expenses
Closing balance

1,803,315	4,683,242
(1,448,796)	(2,879,927)
354,519	1,803,315

Amount in taka	
2024	2023
66,146,282	49,816,603
62,521,795	62,035,335
-	2,850,000
3,105,091	4,120,159
206,000	991,424
131,979,168	119,813,521

9.00 Estimated liability in respect of outstanding claims whether due or intimated

Fire insurance business
Marine cargo insurance business
Marine hull insurance business
Motor insurance business
Miscellaneous insurance business
Closing Balance

All the claims against which the company received intimations within 31st December, 2024 have been taken into consideration while estimating the liability of outstanding claims.

10.00 Amounts due to other persons or bodies carrying on insurance business

Opening balance
Payable for the period
Claims recovery
Paid/Adjusted during the year
Closing balance

275,661,294	214,034,728
51,659,243	99,614,264
(35,242,257)	-
(22,473,862)	(37,987,699)
269,604,418	275,661,294

This balance represent the due amount to Sadharan Bima Corporation (SBC) for re-insurance arrangements.

11.00 Sundry creditors

A. Management expense

Audit fees
Car Maintenance
Fuel and lubricant
Office rent
Office decoration
Motor vehicle payable (car)
Provident fund
Printing and stationary
Legal fees
Loan from united securities
Office Equipment
Salary and allowances
Telephone bill
VAT at source payable
Tax at source payable
VAT on office rent payable
Total

597,000	480,000
30,000	
50,000	50,000
1,171,276	622,750
-	1,303,914
500,000	
3,472,134	5,826,854
162,500	79,292
-	-
-	-
-	-
12,431,462	9,968,718
15,500	12,500
3,228,252	2,776,032
1,329,444	3,013,715
90,375	56,336
23,077,943	24,190,111

B. Other payables

Advance deposit (office premises)
Provision for income tax (note no- 11.01)
Stamp duty
Security deposit
VAT payable*
Total

1,565,300	1,363,170
125,509,638	85,424,273
20,393,602	22,284,174
80,000	80,000
3,672,737	3,340,272
151,221,277	112,491,889

Closing balance (A+B)

174,299,220	136,682,000
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* Vat payable represent amount payable to govt. treasury for the month of December 2024, which was paid in January 2025.

11.01 Provision for income tax

Opening balance
Provision of income tax for the year (note no- 11.02)
Tax paid for income year - 2023 (assessment year 2024-2025)
Closing balance

85,424,273	71,287,135
42,585,366	20,065,815
(2,500,000)	(5,928,677)
125,509,638	85,424,273

11.02 Provision of income tax for the period

Profit before tax as per profit and loss account

Reserve for exceptional losses

Interest on Bangladesh govt. treasury bond

Realised Loss /(gain) on investment in shares

Dividend income

Provision for workers profit participation fund

Business income

Profit on dividend income

Realised gain on investment in shares

Interest on Bangladesh govt. treasury bond

Total income

a) Tax on business income @37.50%

b) Tax on realised gain on shares @ 15%

c) Provision for Tax against Stock Dividend @ 10%*

c) Provision for tax for interest on Bangladesh govt. treasury bond @ 37.50%

d) Tax on dividend income @ 20%

Tax provision for the period

Tax rates are assumed as per the income tax act 2023.

* As stock dividend (i.e. 10%) exceed cash dividend (i.e. 07%) for the year 2023 the company made provision for income tax (@10%) on stock dividend (i.e. 40,000,000) as per sec. 23 of the Income tax act 2023.

Amount in taka	
2024	2023
187,718,488	146,013,267
(81,304,480)	(71,073,734)
(8,290,991)	(3,795,041)
14,440,476	(13,968,874)
(6,953,588)	(4,931,392)
(8,938,976)	(6,953,013)
96,670,929	45,291,214
6,953,588	4,931,392
(14,440,476)	13,968,874
8,290,991	3,795,041
97,475,032	67,986,520
36,251,598	16,984,205
(2,166,071)	2,095,331
4,000,000	-
3,109,121	-
1,390,718	986,278
42,585,366	20,065,815

12.00 Unpaid/Unclaimed dividend

Opening balance

Dividend payable

Tax deducted at source on dividend

Paid during the year

Closing balance

2,953,778	2,618,579
68,108,339	40,000,000
(3,300,598)	(4,581,284)
(67,292,695)	(35,083,517)
468,825	2,953,778

13.00 Provision for workers profit participation fund (WPPF)

Balance at beginning of the year

Provision of WPPF for the year

Paid during the year

Closing balance

6,953,013	6,201,873
8,938,976	6,953,013
(6,953,013)	(6,201,873)
8,938,975	6,953,013

Provision of WPPF for the period-end

Profit before tax and WPPF

Profit before tax (Profit before tax and WPPF/1.05)

Provision for WPPF (5% of Profit before tax)

187,718,488	146,013,267
178,779,512	139,060,254
8,938,976	6,953,013

14.00 Property, plant and equipments

Cost at the beginning of the year

Addition during the year

A. Cost at the year-end

Accumulated depreciation

Balance at the beginning of the year

Addition during the year

B. Balance at the period end

Written down value at the period end (A-B)

530,145,900	523,601,838
27,816,280	6,544,062
557,962,181	530,145,900
272,589,236	237,258,103
34,157,201	35,331,133
306,746,436	272,589,236
251,215,745	257,556,665

Schedule for the detail of property, plant and equipments presented in **Annexure A** (Fixed Assets Schedule).

Amount in taka		
	2024	2023
15.00 Advance against land and office space		
Opening balance	23,450,000	12,000,000
Security deposit against land (RAJUK)	-	11,450,000
Security deposit money refund against land (RAJUK)	(11,450,000)	-
Advance against office space (Gulshan)	63,136,000	-
Closing balance	75,136,000	23,450,000

In 2012, the company booked a 10 katha plot in the Bashundhara Riverview Green Town project at a total cost of tk.12,000,000 and paid the total amount (i.e. tk.12,000,000), but the land registration process is yet to be completed.

16.00 Investments		
Bangladesh govt. treasury bond (note no-16.01)	119,213,887	60,000,000
Investment in Ventura Asset Management	50,000,000	50,000,000
Investment in shares-Fair value of the shares (note no-16.02)	117,445,380	199,092,874
Closing balance	286,659,267	309,092,874

16.01 Bangladesh govt. treasury bond (BGTB)		
Opening balance	60,000,000	50,000,000
Purchased during the year	59,165,720	10,000,000
Adjustment during the year	48,167	-
Closing balance	119,213,887	60,000,000

During the reporting period, adjustments were made to the Bangladesh Government Treasury Bond (BGTB) to reflect discount prices in compliance with IFRS 9.

16.02 Investment in shares (Fair value of the shares)		
Opening balance	199,092,873	214,591,859
Opening cash balance on B/O accounts	102,217	221,296
Investment during the year	1,000	116,273
Withdrawal during the year	(52,390,000)	(10,000,000)
Realised gain/Loss	(14,440,475)	13,968,874
Loan from united securities	-	5,413
Loan paid to United Securities	-	(5,413)
Closing ledger balance	(153,393)	(102,217)
Fees and charges	(10,423)	(7,384)
Unrealised gain/loss	(14,756,419)	(19,695,827)
Closing balance	117,445,380	199,092,873

Investment in shares has been stated in the statement of financial position at market value as of 31st December 2024. Unrealised gain/loss is shown in a separate fund called "Investment fluctuation fund" on the liability side of the Balance Sheet.

17.00 Investment property		
Opening balance	28,794,864	30,949,872
Depreciation during the year	(2,155,008)	(2,155,008)
Closing balance	26,639,856	28,794,864

The let-out office spaces of Agrabad and Jessore were recognized as investment property under IAS 40, initially recognized at cost plus directly attributable cost to the asset.

18.00 Right of use (RoU) assets		
Opening balance	20,653,392	12,136,172
Addition during the year	14,827,484	19,031,504
Adjustment with advance office rent	(976,586)	-
Amortisation of ROU assets	(11,721,173)	(10,514,284)
Closing balance	22,783,117	20,653,392

19.00 Insurance stamps		
Insurance stamps	927,538	1,584,825

		Amount in taka	
		2024	2023
20.00	Amount due from other persons or bodies carrying on insurance business		
	Receivable from SBC		
	Opening balance	138,203,082	126,497,497
	Addition during the year	13,324,125	11,705,585
	Closing balance	151,527,207	138,203,082
21.00	Accrued interest		
	Accrued but not due		
	Accrued interest of FDR accounts	54,320,079	14,134,642
	Accrued interest of Bangladesh govt. treasury bond	1,805,934	630,573
	Closing balance	56,126,013	14,765,215
	The amounts represent interest accrued but not received during the period.		
22.00	Sundry debtors (including advances, deposits and prepayments)		
	Advance against office rent	1,483,257	1,756,543
	Advance against office salary	6,123,832	4,947,997
	Advance against motor vehicle	8,450,000	6,400,000
	Advance to Printing	-	-
	Dividend receivable	9	9
	Security deposit against office rent	1,223,000	1,150,000
	Holding Period Interest Receivable (BGTB)	358,816	-
	Receivable from CICL employees provident fund	542,202	501,979
	Advance interest paid on Bangladesh govt. treasury bond	450,241	450,241
	Advance income tax (note no-22.01)	84,782,598	61,057,883
	Closing Balance	103,413,955	76,264,651
22.01	Advance income tax		
	Balance at the beginning of the year	61,057,883	50,516,867
	Advance tax deduction against interest on FDRs, STD A/C and BGTBs	10,635,836	6,226,036
	Advance tax deposited against vehicle	1,595,000	1,212,500
	Advance tax deposit against office rent	63,162	121,202
	Advance tax deposited against Audit Fee	40,000	-
	Deduction against dividend on shares	1,390,718	981,278
	Advance tax paid	10,000,000	2,000,000
	Closing balance	84,782,598	61,057,883
23.00	Cash and bank balances		
	Cash in hand	76,586	148,625
	B/O account balance	153,393	102,217
	Cash at banks on STD accounts	27,966,265	28,049,079
	Cash at banks on CD accounts	10,634,289	2,908,583
	Closing balance	38,830,532	31,208,505
24.00	Fixed deposit receipt (FDR) with banks and other financial institutions	1,046,347,617	1,005,847,617
	The above balance includes investment in banks and financial institutes, which are readily convertible to cash at short notice.		
25.00	Depreciation		
	Depreciation on property, plant and equipment	34,157,201	35,331,133
	Depreciation on investment property	2,155,008	2,155,008
	Total	36,312,209	37,486,140
26.00	Interest income		
	FDR accounts	90,938,628	38,522,459
	STD accounts	731,068	532,997
	Bangladesh govt. treasury bond	8,290,991	3,795,041
	Total	99,960,687	42,850,496

		Amount in taka	
		2024	2023
27.00 Other income			
Miscellaneous income		55,085	47,414
Office rent (investment property)		1,993,528	2,228,416
Garage rent (investment property)		36,000	36,000
Service charge on co-insurance and refund premium		-	7,700
Realized gain/(loss) from sale of listed companies shares		(14,440,476)	13,968,874
Forfeiture amount of provident fund		40,223	191,360
Dividend income from listed companies shares		6,953,588	4,931,392
Total		(5,362,052)	21,411,156
28.00 Agent commission			
Class of business			
Fire insurance		37,355,034	30,947,541
Marine cargo insurance		30,227,124	24,318,301
Marine hull insurance		923,432	526,008
Motor insurance		3,369,574	2,657,084
Miscellaneous insurance		2,934,998	4,019,346
Total		74,810,162	62,468,280
29.00 Management expenses			
AGM and annual conference		462,750	165,444
Cable and internet bill		830,730	827,693
Car allowance		7,251,669	18,343,167
Car maintenance		669,320	310,258
Charge allowance		1,913,000	1,994,000
Conveyance		1,755,483	1,536,996
Earned leave-encashment		429,820	685,887
Electricity, water and gas bill		1,476,464	1,392,871
Entertainment		2,363,899	2,131,323
Festival Bonus		12,204,106	11,038,821
Fuel and lubricant		1,105,476	1,015,480
Garage rent		79,800	85,975
Insurance Premium		174,568	132,894
Inspection Fee		5,420	-
Legal expenses		86,938	532,500
Meeting expense		-	161,855
Office maintenance		867,635	1,177,802
Office rent		427,105	-
Paper and periodicals		126,906	123,259
Postage and revenue		803,262	755,714
Printing and stationery		6,506,203	4,081,376
Professional Fee		307,402	360,000
Provident fund		4,322,640	4,284,700
Press release		-	345,381
Scholarship		215,500	228,500
Salary and allowance		143,148,567	129,223,422
Service charge of co-insurance		415,317	394,984
Repair and maintenance		-	929,925
Telephone (Mobile and residential)		1,704,770	1,928,415
Telephone (Office)		412,875	321,009
Tanning fees		55,000	87,665
Travelling allowance		265,966	149,459
Utility bill		4,394,435	3,914,721
VAT paid on office rent		958,938	1,207,373
Wages		504,817	405,550
Management expenses except public sector business		196,246,781	190,274,419
Management expenses for public sector business (PSB)		9,938,773	7,754,388
Total		206,185,554	198,028,807

Classes of business	Management expenses			Total management expenses for 2024	Total management expenses for 2023
	Expenses against direct business	Expense ratio(%)	PSB business as per Statements shown by SBC		
Fire insurance	98,292,138	50.09%	2,604,639	100,896,778	95,404,505
Marine cargo insurance	78,820,823	40.16%	2,290,520	81,111,343	76,058,497
Marine hull insurance	2,477,273	1.26%	164,262	2,641,535	2,282,975
Motor insurance	8,798,870	4.48%	193,540	8,992,409	8,273,501
Miscellaneous insurance	7,857,677	4.00%	4,685,813	12,543,490	16,009,329
Total	196,246,781	100%	9,938,773.45	206,185,554	198,028,807

30.00 Events after the reporting period

The board of directors, at its 104th meeting held on 18 February 2024, proposed a 12.00% cash dividend for the year ended 31 December 2024.

31.00 Liability for VAT

The liabilities of VAT amounting to Tk. 3,672,737 only for the month of 31st December 2024 which has subsequently been deposited in govt. treasury on January, 2025.

32.00 Tax assessment position:

Details have been shown in the Annexure -B.

33.00 Net asset value (NAV) per share

Assets (A)

Property, plant and equipments

Advance against land and office space

Investments

Investment property

Right of use (RoU) assets

Insurance stamps

Amount due from other persons or bodies carrying on insurance business

Accrued interest

Sundry debtors (including advances, deposits and prepayments)

Cash and cash equivalents

Total assets

Liabilities (B)

Balance of funds and accounts

Lease liability

Deposit premium

Deferred tax liability

Estimated liability in respect of outstanding claims whether due or intimated

Amounts due to other persons or bodies carrying on insurance business

Sundry creditors

Unpaid/Unclaimed dividend

Provision for workers profit participation fund (WPPF)

Total liabilities

Net assets value (C) = (A-B)

Number of outstanding shares (D)

Net assets value per share(C/D)

Previous Year's NAV (i.e. BDT 25.87) has been restated during the year due to issuance of Bonus Shares.

251,215,745	257,556,665
75,136,000	23,450,000
286,659,267	309,092,874
26,639,856	28,794,864
22,783,117	20,653,392
927,538	1,584,825
151,527,207	138,203,082
56,126,013	14,765,215
103,413,955	76,264,651
1,085,178,150	1,037,056,122
2,059,606,847	1,907,421,691
227,361,974	192,502,593
20,658,890	18,610,675
96,443,228	117,830,397
354,519	1,803,315
131,979,168	119,813,521
269,604,418	275,661,294
174,299,220	136,682,000
468,825	2,953,778
8,938,975	6,953,013
930,109,218	872,810,586
1,129,497,629	1,034,611,105
44,000,000	44,000,000
25.67	23.51

34.00 Earning per share (EPS)

Earning per share (EPS) has been computed by dividing the basic earning by the number of ordinary shares outstanding at the end

Net profit after tax and WPPF (note no-34.01)

Number of shares outstanding

Earning per share (EPS)

Previous Year's EPS (i.e. BDT 3.05) has been restated during the year due to issuance of Bonus Shares.

137,642,942	121,874,367
44,000,000	44,000,000
3.13	2.77

34.01 Net profit after tax and WPPF

Net profit for the period

Provision for companies income tax

Provision for deferred tax

Provision for WPPF

Net profit after tax and WPPF

187,718,488	146,013,267
(42,585,366)	(20,065,815)
1,448,796	2,879,927
(8,938,976)	(6,953,013)
137,642,942	121,874,367

35.00 Net operating cash flow per share (NOCFPS)

Net cash flows from operating activities

Number of shares outstanding

Net operating cash flow per share (NOCFPS)

Amount in taka	
2024	2023
96,789,543	69,659,098
44,000,000	44,000,000
2.20	1.58

Previous Year's NOCFPS (i.e. BDT 1.74) has been restated during the year due to issuance of Bonus Shares. NOCFPS increased by 26.42% from the previous year due to increase of premium income during the year.

Reconciliation of net income with cash flows from operating activities

Net profit before income tax

Adjustment for:

Depreciation

Interest income

Dividend income

Loss/ (Gain) on sale of shares

Office rent (investment property)

Garage rent (investment property)

187,718,488	146,013,267
36,312,209	37,486,140
(99,960,687)	(42,850,496)
(6,953,588)	(4,931,392)
14,440,476	(13,968,874)
(1,993,528)	(2,228,416)
(36,000)	(36,000)
(58,191,118)	(26,529,038)

Change in operating assets

Increase/(decrease) the balance of fund

Increase/(decrease) the premium deposit

Increase/(decrease) of amount due to other persons or bodies

Increase/(decrease) of outstanding claims

Increase/(decrease) of sundry creditor except tax payable

(Increase)/decrease of stock of stamps and others

(Increase)/decrease of advance, deposit and prepayment except AIT

(Increase)/decrease of amount due from other persons or bodies

WPPF amount paid

Income tax paid

34,859,381	(370,706)
(21,387,169)	(38,387,870)
(6,056,876)	61,626,566
12,165,648	(32,528,722)
(1,000,153)	4,841,753
657,287	382,962
(5,514,090)	(10,682,102)
(13,324,125)	(11,705,585)
(6,953,013)	(6,201,873)
(26,184,715)	(16,799,554)
(32,737,826)	(49,825,131)

Net cash generated from operating activities (indirect method)

96,789,543	69,659,098
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Net cash generated from operating activities (direct method)

96,789,543	69,659,098
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37.00 Contingent asset/liability:

There is no contingent asset or liability of the company as at 31-12-2024 except the following:

Contingent liability for VAT demand

The Commissioner of Customs Excise & VAT Commissionerate, Dhaka (South), Dhaka vide their letter No. ৪/সূদক/৮(২০৭)/কর ফকি/বিচার/১৭, তারিখ: ২৪/০৯/২০১৭ ইং demanded an amount of VAT tk. 2,933,948.00 and Interest amount Taka 1,173,579 for the period 2016. The Company has submitted necessary papers and documents vide letter No. সিআইসিএল/সিও/বিচার/২০১৭/৩৫৭২ তারিখ: ১৯/১০/২০১৭ against such unacceptable demand of the Commissioner of Customs, Excise & VAT Commissionerate, Dhaka (South), Dhaka. Subsequently management of CIPLC also appealed to the Appealed Tribunal of Customs, Excise & VAT and the authority has not given final decision till date.

38.00 Borrowing position of the company

No credit facility under any contract other than trade credit available in course of business were availed by Crystal Insurance PLC (CIPLC) for the period ended 31 December, 2024.

39.00 Foreign currency transactions

No transaction incurred in foreign currencies for the period ended.

40.00 Related party disclosures

Crystal Insurance PLC (CIPLC), in normal course of business, carried out of number of transactions with related parties (common directors) as per IAS 24: Related party disclosures. All transactions involving related parties arising in normal course of business are conducted on an arm's length basis at commercial rates on the same terms and conditions as applicable to the third parties.

40.01 Details of transaction with related parties (Other than director remuneration for attending board meetings and key management personnel compensation) were as follows:

Sl. No.	Name of the Parties	Nature of Relations	Type of Transaction	2024		2023	
				Premium earned	Claim paid	Premium earned	Claim paid
1	Hamid Spinning Mills Ltd.	Common Director	Insurance premium and claim settlement	-	-	1,854,727	-
2	Hamid Fabrics Ltd. Unit-I	Common Director		-	628,000	100,995	-
3	Hamid Fabrics Ltd. Unit-II	Common Director		-	-	102,023	-
4	Hamid Weaving Mills Ltd.	Common Director		-	-	322,039	-
5	Hamid Fabrics Ltd. (Yarn dyeing)	Common Director		-	-	315,601	-
6	Tazrian Weaving Mills Ltd.	Common Director		-	-	-	-
Total				-	628,000	2,695,385	-

40.02 Key management personnel compensation were as follows:

Sl. No.	Employee name	Designation	Short term employee benefits	Other long-term benefits	Retirement/Termination benefits	Share based payments
1	Mr.S.M. Shahidullah	CEO (Effect from 03.06.2024)	Salary Tk. 27,63,960 Bonus Tk. 2,88,500 WPPF depends on year-end profit.	Group insurance	Provident fund	No
2	M.Mahfuzur Rahman, FCA	Addl. MD & Company Secretary	Salary Tk. 3,021,600 Bonus Tk. 343,350 WPPF depends on year-end profit.	Group insurance	Provident fund	No
3	Mr. Saydul Islam	DMD & CFO	Salary Tk. 28,35,000 Bonus Tk. 2,70,000 WPPF depends on year-end profit.	Group insurance	Provident fund	No

Sl. No.	Employee name	Designation	Short term employee benefits	Other long-term benefits	Retirement/Termination benefits	Share based payments
4	Md. Mahbub Hasan	AMD and In Charge of Underwriting	Salary Tk. 11,55,000 Bonus Tk. 1,10,000 Incentive Bonus and WPPF depends on year-end profit.	Group insurance	Provident fund	No
5	Mr.Md.Abul Fazol (Tomal)	AMD & In Charge of Claims and Re-insurance	Salary Tk. 21,00,000 Bonus Tk. 2,00,000 WPPF depends on year-end profit.	Group insurance	Provident fund	No
6	Mr. Shourav Chandra Bhadra	AVP and In Charge of Internal Audit & Compliance Department	Salary Tk. 7,05,600 Bonus Tk. 67,200 WPPF depends on year-end profit.	Group insurance	Provident fund	No

40.03 Director remuneration for attending board meetings were as follows:

Sl. No.	Name of Directors	Position	Amount in taka	
			2024	2023
1	Abdullah Al-Mahmud	Chairman	48,000	40,000
2	Abdullah Hasan	Director	40,000	32,000
3	A.H.M. Mozammel Hoque	Director	48,000	72,000
4	Tajul Islam	Director	48,000	72,000
5	Mr. Asoke Ranjan Kapuria*	Sponsor Shareholder	-	56,000
6	Shahzadi Begum**	Director	-	8,000
7	Farhana Danesh	Director	40,000	72,000
8	Mrs. Farzana Munny	Director	-	8,000
9	Soera Zahir	Director	40,000	48,000
10	Nabila Mahmud	Director	48,000	32,000
11	MS. Nusrat Mahmud	Director	40,000	32,000
12	Md. Arafat Rashid	Director	40,000	32,000
13	Dr. M.Waliuzzaman	Independent Director	16,000	56,000
14	Kazi Nasim Uddin	Independent Director	16,000	56,000
15	Latif Miah	Independent Director	16,000	8,000
16	Rashedur Rahman	Independent Director	40,000	40,000
Sub total (Tk)			480,000	664,000
Add: VAT			48,000	66,400
Total			528,000	730,400

* Asoke ranjan kapuria has retired from director during the year 2023 and transferred as Sponsor Shareholder.

** Shahzadi Begum deceased on 19th February 2023.

Crystal Insurance PLC (CIPLC)

FORM ---XL

Statement showing details of re-insurance ceded and accepted by the CIPLC during the year 2024

Classes of business	Premium					Net premium
	Received on Premium		Paid on Re-insurance ceded premium			
	Direct	PSB	Gross premium	Own	PSB	
Fire insurance	340,848,479	34,728,524	375,577,003	75,639,846	33,141,027	108,780,873
Marine cargo insurance	273,327,633	30,541,473	303,869,106	49,842,430	24,336,788	74,179,218
Marine hull insurance	8,590,460	2,190,156	10,780,616	4,261,114	2,107,913	6,369,027
Motor insurance	30,511,915	2,580,528	33,092,443	-	-	-
Miscellaneous insurance	27,248,134	62,477,503	89,725,637	1,625,584	60,302,549	61,928,134
Total	680,526,621	132,518,183	813,044,804	131,368,973	119,888,278	251,257,252
						561,787,553

Classes of Business	Commission						Net Commission
	Paid on			Received on			
	Agent Commission			Re-Insurance Ceded Commission			
	Direct	PSB	Total	Own	PSB	Total	
Fire insurance	37,355,034	-	37,355,034	28,942,069	3,600,325	32,542,393	4,812,640
Marine cargo insurance	30,227,124	-	30,227,124	13,655,738	4,867,358	18,523,096	11,704,028
Marine hull insurance	923,432	-	923,432	173,778	115,935	289,713	633,719
Motor insurance	3,369,574	-	3,369,574	2,625	-	2,625	3,366,949
Miscellaneous insurance	2,934,998	-	2,934,998	530,394	5,459,903	5,990,297	(3,055,299)
Total	74,810,162	-	74,810,162	43,304,604	14,043,521	57,348,124	17,462,038

Class of Business	Claim Paid						Net Claim
	Paid on			Received on			
	Claim			Re-Insurance Ceded			
	Direct	PSB	Total	Own	PSB	Total	
Fire insurance	175,600,195	2,377,956	177,978,151	70,951,010	1,174,821	72,125,831	105,852,320
Marine cargo insurance	22,460,740	1,928,828	24,389,568	-	517,703	517,703	23,871,864
Marine hull insurance	327,230	5,009,736	5,336,966	-	4,911,798	4,911,798	425,168
Motor insurance	6,027,258	207,760	6,235,018	734,809	-	734,809	5,500,209
Miscellaneous insurance	828,070	22,157,090	22,985,160	-	21,733,648	21,733,648	1,251,512
Total	205,243,493	31,681,371	236,924,864	71,685,819	28,337,971	100,023,790	136,901,074

 **Md. Saydul Islam**
 Chief Financial Officer
 **M. Mahfuzur Rahman FCA**
 Company Secretary
 **S M Shahidullah**
 Chief Executive Officer
 **Farhana Danesh**
 Director
 **A.H.M. Mozammel Hoque**
 Director
 **Abdullah-Al-Mahmud**
 Chairman

Dhaka, 09 February, 2025

Crystal Insurance PLC (CIPLC)

Property, Plant and Equipments for the Period ended December 31, 2024

Annexure-A

Sl. No.	Particulars	Cost			Total as on 31-12-2024	Rate of Dep.	Depreciation			Written Down Value as on 31-12-2024	
		Balance as on 01-01-2024	Addition during the year	Disposal during the year			Balance as on 01-01-2024	Depreciation during the year	Adjustment during the year		Total as on 31-12-2024
1	Furniture and fixtures	11,050,497	2,119,849	-	13,170,346	10%	8,711,194	416,446	-	9,127,640	4,042,706
2	Office equipments	22,940,726	4,435,326	-	27,376,052	15%	16,359,201	1,918,876	-	18,278,077	9,097,975
3	Office decoration	49,984,006	2,714,725	-	52,698,731	10%	41,226,230	1,872,650	-	43,098,880	9,599,851
4	Sundry assets	8,306,559	960	-	8,307,519	20%	6,868,919	422,449	-	7,291,368	1,016,151
5	Motor vehicles	130,533,754	18,545,420	-	149,079,174	20%	102,148,524	16,753,864	-	118,902,389	30,176,785
6	Office Spaces	255,458,322	-	-	255,458,322	5%	97,275,167	12,772,916	-	110,048,083	145,410,239
7	Land	51,872,036	-	-	51,872,036	-	-	-	-	-	51,872,036
	TOTAL	530,145,900	27,816,280	-	557,962,180		272,589,236	34,157,200	-	306,746,437	251,215,744

Schedule of investment property for the year ended December 31, 2024

Sl. No.	Particulars	Cost			Depreciation					Total as on 31-12-2024	
		Balance as on 01-01-2024	Addition during the year	Disposal during the year	Total as on 31-12-2024	Rate of Dep.	Balance as on 01-01-2024	Depreciation during the year	Adjustment during the year		Total as on 31-12-2024
1	Investment Property (Office Space - Agrabad)	27,505,279	-	-	27,505,279	5%	9,626,848	1,375,264	-	11,002,112	16,503,167
2	Investment Property (Office Space - Jashore)	15,594,900	-	-	15,594,900	5%	4,678,468	779,745	-	5,458,213	10,136,687
	TOTAL	43,100,179	-	-	43,100,179		14,305,316	2,155,009	-	16,460,325	26,639,854

Crystal Insurance PLC (CIPLC)

Property, Plant and Equipments for the Period ended December 31, 2023

Annexure-A

Sl. No.	Particulars	Cost				Depreciation				Written down Value as on 31-12-2023
		Balance as on 01-01-2023	Addition during the year	Disposal during the year	Total as on 31-12-2023	Rate of Dep.	Balance as on 01-01-2023	Depreciation during the year	Adjustment during the year	Total as on 31-12-2023
1	Furniture and fixtures	10,014,514	1,035,983	-	11,050,497	10%	8,344,436	366,758	-	8,711,194
2	Office equipments	21,290,187	1,650,539	-	22,940,726	15%	14,791,945	1,567,256	-	16,359,201
3	Office decoration	46,831,634	3,152,372	-	49,984,006	10%	38,768,628	2,457,602	-	41,226,231
4	Sundry assets	7,912,191	394,368	-	8,306,559	20%	6,367,815	501,104	-	6,868,920
5	Motor vehicles	130,222,954	310,800	-	130,533,754	20%	83,230,679	18,917,845	-	102,148,525
6	Office Spaces	255,458,322	-	-	255,458,322	5%	85,754,600	11,520,567	-	97,275,167
7	Land	51,872,036	-	-	51,872,036	-	-	-	-	51,872,036
	TOTAL	523,601,838	6,544,062	-	530,145,900		237,258,103	35,351,132	-	272,589,236
										257,556,665

Schedule of investment property for the year ended December 31, 2023

Sl. No.	Particulars	Cost				Depreciation				Written down Value as on 31-12-2023
		Balance as on 01-01-2023	Addition during the year	Disposal during the year	Total as on 31-12-2023	Rate of Dep.	Balance as on 01-01-2023	Depreciation during the year	Adjustment during the year	Total as on 31-12-2023
1	Investment Property (Office Space - Agrabad)	27,505,279	-	-	27,505,279	5%	8,251,584	1,375,264	-	9,626,848
2	Investment Property (Office Space - Jashore)	15,594,900	-	-	15,594,900	5%	3,898,723	779,745	-	4,678,468
	TOTAL	43,100,179	-	-	43,100,179		12,150,306	2,155,009	-	14,305,316
										28,794,864

Crystal Insurance PLC (CIPLC)

FORM "AA"

Classified summary of assets as at 31st December, 2024

Sl. no.	Classes of assets	Amount in taka		Remarks
		2024	2023	
1	Property, plant and equipments	251,215,745	257,556,665	Realisable value
2	Advance against land and office space	75,136,000	23,450,000	Fair Value
3	Investments	286,659,267	309,092,874	W.D.V
4	Investment property	26,639,856	28,794,864	Cost
5	Right of use (RoU) assets	22,783,117	20,653,392	Cost
6	Insurance stamps	927,538	1,584,825	Realisable value
7	Amount due from other persons or bodies carrying on insurance business	151,527,207	138,203,082	Realisable value
8	Accrued interest	56,126,013	14,765,215	Realisable value
9	Sundry debtors (including advances, deposits and prepayments)	103,413,955	76,264,651	W.D.V
10	Cash and cash equivalents	1,085,178,150	1,037,056,122	At Cost
Total		2,059,606,847	1,907,421,691	


Md. Saydul Islam
Chief Financial Officer


M. Mahfuzur Rahman FCA
Company Secretary


S M Shahidullah
Chief Executive Officer


Farhana Danesh
Director


A.H.M. Mozammel Hoque
Director


Abdullah-Al-Mahmud
Chairman

Dhaka, 09 February, 2025

Crystal Insurance PLC (CIPLC)

Income tax assessment position (up to 31.12.2024)

Annexure-B

Income Year	Assessment Year	Status
2007	2008-09	The tax authority assessed tax tk. 13,366,504 with simple interest tk. 1,855,449/- as per demand notice U/S 135. 1st & 2nd appeal completed. Further, Appeal has been filed to the honourable High Court Division and the decision is pending before High Court Division.
2008	2009-10	Income tax return was submitted to Deputy Commissioner of Taxes, Circle -Large Taxpayer Unit (LTU), Zone-LTU Dhaka U/S 82BB. As per demand notice U/S 135 present tax demand is tk.28,437/- but an application has been made by CIPLC U/S 173 for refund adjustment of tk.506,471/-.
2009	2010-11	Income tax return was submitted to Deputy Commissioner of Taxes, Circle -Large Taxpayer Unit (LTU), Zone-LTU Dhaka U/S 82BB. As per demand notice U/S 135 present tax demand is nil but an application has been made by CIPLC U/S 173 for refund tk. 1,722,097/- as DCT charged excess tax .
2010	2011-12	The tax authority assessed tax tk.9,866,812 with simple interest tk. 1,488,007/- as per demand notice U/S 135 but appeal has been made against the learned CT (A) order to Taxes Appellate Tribunal. Status quo order has been given by the learned Appellate Tribunal Division
2011	2012-13	The tax authority assessed tax tk.22,564,173 with simple interest tk. 2,993,477/- as per demand notice U/S 135 dated 23.04.2015 and an appeal filed to the Taxes Appellate Division and Tribunal hearing has been completed. Appeal pending to the Honourable High court.
2012	2013-14	The tax authority assessed tax tk. 23,511,328 with simple interest tk. 3,317,280/- as per demand notice U/S 135 dated 15.03.2017 and an appeal filed to the Taxes Appellate Division and Tribunal hearing has been completed. Appeal pending to the Honourable High court.
2013	2014-15	The tax authority assessed tax tk 2,70,81,097 with simple interest tk. 41,19,111/- as per demand notice U/S 135 dated 15.03.2017 and an appeal filed to the Taxes Appellate Division and Tribunal hearing has been completed. Appeal pending to the Honourable High court.
2014	2015-16	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU), Zone-LTU Dhaka U/S 82BB. The DCT Certify that " Assessment has been completed for the assessment year 2015-2016"
2015	2016-17	The tax authority assessed tax tk. 47,862,942 with simple interest tk. 6,134,490/- as per demand notice U/S 135 dated 27.06.2019. 1st Appeal pending to the learned CT (A).
2016	2017-18	IT Return has been selected under audit. Assessment has been done u/s 82BB/82BB(3)/83(2). Applied for certified copy for filing the 1st Appeal.
2017	2018-19	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB. The DCT Certify that " Assessment has been completed for the assessment year 2018-2019"
2018	2019-20	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."
2019	2020-21	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."
2020	2021-22	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."
2021	2022-23	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."
2022	2023-24	Income tax return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."
2023	2024-25	The Income Tax Return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."
2024	2025-26	The Income Tax Return was submitted to Deputy commissioner of Taxes. Circle -Large Taxpayer Unit (LTU). Zone-LTU Dhaka U/S 82BB."

Additional Disclosures

Chapter-10

Claim Management And Details Of Outstanding Claims

When CIPLC gets an intimation of claim over phone or in writing, the company appoints a Surveyor and also sends an Officer of Claim Department to conduct the survey of the affected property. After the preliminary survey report, if the deemed loss is above TK 1.00 Million for Marine & Others and TK 2.00 Million for Fire insurance another joint surveyor is appointed and finally photographs and Video Clips of the incident is prepared for documentation. Depending on the Survey Report and documentation, The CEO along with Consultant can instantly settle Claim up to TK 0.30 million, the Claim Committee has been delegated to settle Claims above TK 0.30 million. The maximum time required to settle the Claims after the receipt of all necessary documents is 90 days.

Particulars	2024	2023
Fire insurance business	66,146,282	49,816,603
Marine cargo insurance business	62,521,795	62,035,335
Marine hull insurance business	-	2,850,000
Motor insurance business	3,105,091	4,120,159
Miscellaneous insurance business	206,000	991,424
Closing Balance	131,979,168	119,813,521

Assets, Liabilities and Solvency Margin

Value Of Assets (Va)
 For the year ended as at 31 December 2024

Sl. No.	Particulars	Amount
1	Cash and cash equivalents	38,830,533
2	Bangladesh govt. treasury bond (BGTB)	119,213,887
3	Fixed deposit receipt (FDR)	1,046,347,617
4	Investment in shares	167,445,380
5	Investment property/Real Estate	350,430,537
6	Other Tangible Assets	49,890,762
7	Sundry debtors	95,806,866
8	Other Asset	132,189,551
	Total Assets	2,000,155,133

Schedule-2
 Value Of Liabilities (VI)
 For the year ended as at 31 December 2024

Sl. No.	Particulars	Reserve for Unexpired risk	Estimated liability in respect of outstanding claims	Incurred but Not Reported	Total
1	Fire	106,718,452	66,146,282	-	172,864,734
2	Marine Cargo	114,844,944	62,521,795	-	177,366,739
3	Marine Hull	4,411,589	-	-	4,411,589
4	Motor	13,236,977	3,105,091	-	16,342,068
5	Misc	13,898,752	206,000	-	14,104,752
	Total	253,110,714	131,979,168	-	385,089,882

Other Liabilities:

Sundry Creditors
Amount due to others
Provision for income tax
Deposit Premium
Provision for WPPF
Reserve for exceptional loss

49,612,926
269,604,418
125,509,638
96,443,228
8,938,976
672,264,178
1,222,373,364

Total Other Liabilities

Total Liabilities

1,607,463,246

(B) FORM – REQUIRED SOLVENCY MARGIN (RSM)

Name of the Non-Life Insurer
Registration Number

Date of Registration

Table-1

Statement of Solvency Margin based on Premium

For the year ended as at 31 December 2024

Sl No	Class of Business	Gross Premium (GP)	Net Premium (NP)	Factor	G.P. after application of Factor (GPF)	40% of NP	25% of GPF & 40% of NP which is higher
1	Fire	375,577,003	266,796,130	0.70	262,903,902	106,718,452	106,718,452
2	Marine Cargo	303,869,106	229,689,888	0.60	182,321,464	91,875,955	91,875,955
3	Marine Hull	10,780,616	4,411,589	0.60	6,468,370	1,764,636	1,764,636
4	Motor	33,092,443	33,092,443	0.75	24,819,332	13,236,977	13,236,977
5	Misc	89,725,637	27,797,503	0.70	62,807,946	11,119,001	15,701,986
	Total	813,044,805	561,787,553		539,321,013	224,715,021	229,298,006

Table-2
Statement of Solvency Margin based on Claims Received
For the year ended as at 31 December 2024

Sl No	Class of Business	Gross Claim (GC)	Net Claim (NC)	Factor	G.C. after application of Factor (GCF)	50% of NC	35% of GCF	35% of GCF & 50% of NC which is higher
1	Fire	177,978,151	105,852,320	0.80	142,382,521	52,926,160	49,833,882	52,926,160
2	Marine Cargo	24,389,568	23,871,864	0.70	17,072,698	11,935,932	5,975,444	11,935,932
3	Marine Hull	5,336,966	425,168	0.70	3,735,876	212,584	1,307,557	1,307,557
4	Motor	6,235,018	5,500,209	0.85	5,299,765	2,750,105	1,854,918	2,750,105
5	Misc	22,985,160	1,251,512	0.70	16,089,612	625,756	5,631,364	5,631,364
	Total	236,924,863	136,901,073		184,580,472	68,450,537	64,603,165	74,551,117

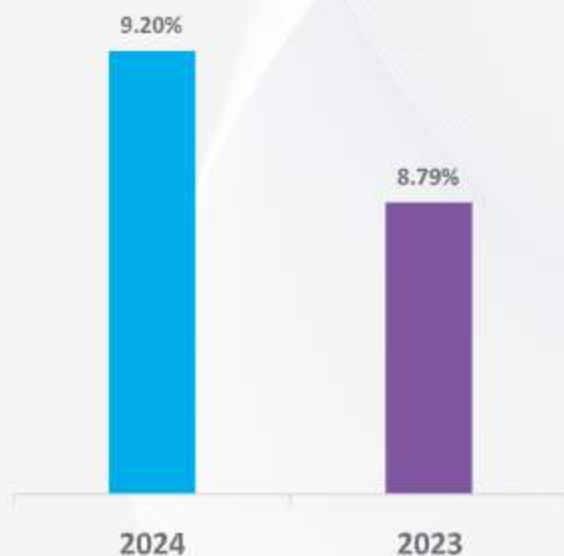
(C) FORM – SOLVENCY MARGIN (SM)

Solvency Ratio (Times)

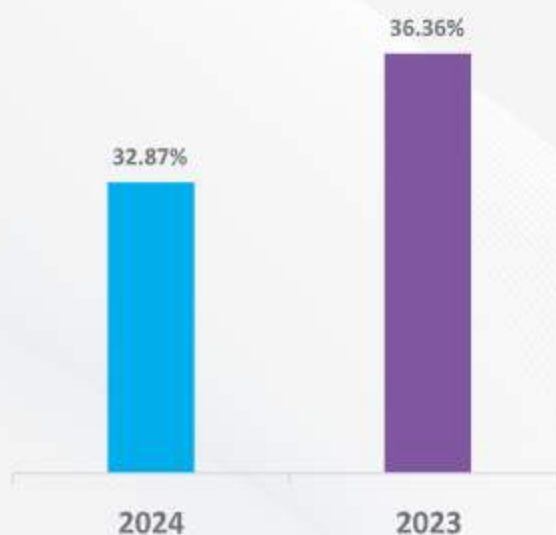
Sl. No.	Particulars	2024
1	Total Assets (Schedule-1)	2,000,155,133
2	Total Liabilities (Schedule-2)	1,607,463,246
3	Other Liabilities of Shareholder	-
4	Available Solvency Margin-ASM (1 - 2 - 3)	392,691,887
5	Required Solvency Margin -RSM	229,298,006
6	Solvency Ratio (4/5)	1.71

Accounting Ratios Pertaining to Insurance Sector

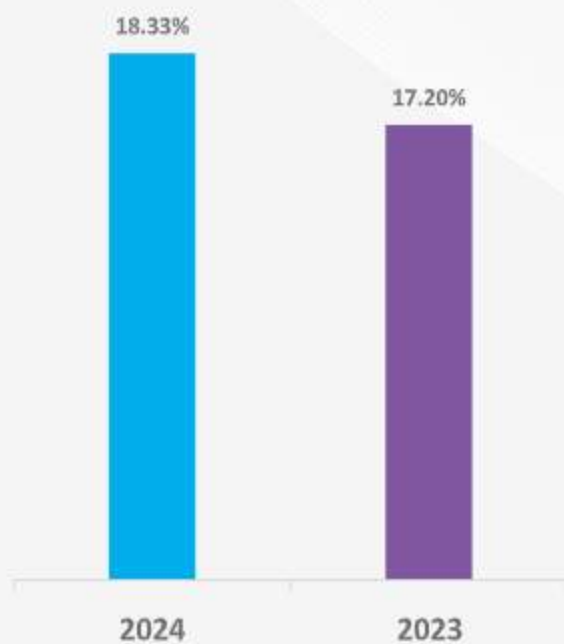
Commission / Gross Premium



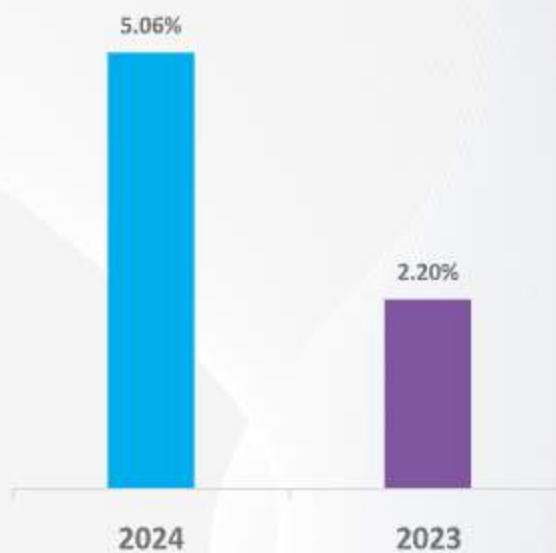
Management Expense / Gross Premium



Claim / Gross Premium



Income Tax Expenses / Gross Premium



Review of Assets Quality

Position of Total Assets

Particulars	2019	2020	2021	2022	2023	2024
Investment in FDs	470,550,000	604,395,300	792,547,617	984,847,617	1,005,847,617	1,046,347,617
Investment in equity instruments	45,087,619	115,444,201	216,205,508	214,591,859	199,092,874	117,445,380
Others investments	74,414,897	88,037,454	75,104,880	92,949,872	162,244,864	270,989,743
Cash in hand & bank	31,567,535	189,575,946	24,594,546	42,012,212	31,208,505	38,830,533
PPE	298,748,116	308,029,273	295,545,171	286,343,735	257,556,665	251,215,745
Receivable from bodies carrying on insurance business	86,878,082	101,889,453	113,596,216	126,497,497	138,203,082	151,527,207
Other assets	48,639,658	46,932,165	80,905,730	90,805,651	113,268,084	183,250,622
Total	1,055,885,907	1,454,303,792	1,598,499,668	1,838,048,443	1,907,421,691	2,059,606,847

Particulars	2023			2024		
	Current	Non-current	Total	Current	Non-current	Total
Investment in FDs	1,005,847,617		1,005,847,617	1,046,347,617		1,046,347,617
Investment in equity instruments		199,092,874	199,092,874		117,445,380	117,445,380
Others investments		162,244,864	162,244,864		270,989,743	270,989,743
Cash in hand & bank	31,208,505		31,208,505	38,830,533		38,830,533
PPE		257,556,665	257,556,665		251,215,745	251,215,745
Receivable from bodies carrying on insurance business	138,203,082		138,203,082	151,527,207		151,527,207
Other assets	113,268,084		113,268,084	183,250,622		183,250,622
Total	1,288,527,288	618,894,403	1,907,421,691	1,419,955,979	639,650,868	2,059,606,847

Human Resource Accounting

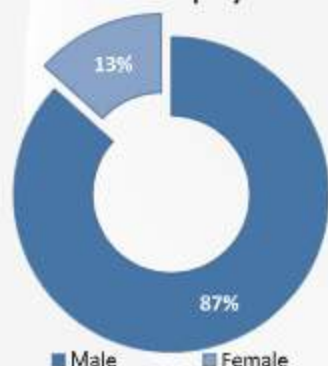
Human Resource Accounting is the measurement of the cost and value of people to the organization. It involves measuring costs incurred by the organizations to recruit, select, hire, train and develop employees and judge their economic value to the organization.

In line with the investment perspective of HRA, CIPLC places a strong emphasis on HR training and development programs. These initiatives are designed not only to enhance the skills and knowledge of employees but also to improve productivity and overall organizational performance. By investing in the development of its human resources, CIPLC aims to maximize their potential and drive long-term success.

Work Force Employees

Category	No. of Employees	% of Total Employees
Male	202	86.70%
Female	31	13.30%
Total	233	100.00%

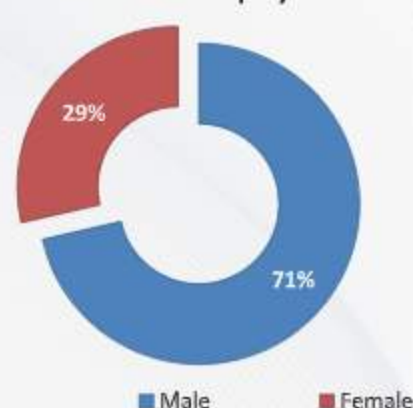
Work Force Employees



Field Force Employees

Category	No. of Employees	% of Total Employees
Male	55	71.43%
Female	22	28.57%
Total	77	100.00%

Field Force Employees



Management Category

Category	No. of Employees	% of Total Employees
Senior Management	24	7.74%
Mid Management	108	34.84%
Entry Level	98	31.61%
Staff	80	25.81%
Total	310	100.00%

Management Category



Human Resources Policy

At CIPLC, we recognize that our employees are the key to our success and nothing can be achieved without their engagement. Our Human Resources Policy encompasses the guidelines which constitute a solid basis for effective Human Resources Management throughout the organization. It explains to all CIPLC employees the vision and mission of the Human Resources function and illustrates every aspect of our employees' lifecycle. The CIPLC Management inspire all the employees in their actions and in their dealings with others.

CIPLC Human Resources Policy specifically aims to do the following:

- We believe, keeping employees motivated and engaged is not only about remuneration and benefits, it is also about the trust that our name brings to those who work in CIPLC; the relationships with our line managers and fellow workers; recognition and experiences enjoyed; and possibilities to learn and grow. These are as a whole, the Total Rewards our employees receive without any regard to age, sex, race, political belief and religion. Reliance Insurance, therefore, focuses on fixed pay, variable pay, benefits, personal growth and work life balance as the key elements that define Total Rewards.
- At Reliance we try to create a climate of trust, mutual respect and support within the company which encourage the employees to work well together as a team and at the same time, to encourage them to be innovative and creative in order to achieve company goals.
- To maintain a congenial working environment this allows employees to work with maximum effectiveness and to ensure that safety rules and hygiene are strictly observed.
- Provide information to employees regularly about different aspects of the operation and its progress which are relevant to them and involve them in matters which are of concern to their job and work situation.
- To develop an effective internal communication and involvement mechanism which encourage employees to identify themselves with the company and its activities.
- To adopt and institute a planned and systematic approach to anticipated changes and develop plans for preparing employees for technological and environmental changes.
- To identify employees' training and development needs and provide them with necessary development opportunities for them to advance in their career.
- To ensure that employment opportunities conform to the established and acceptable practices of the country.
- To put in place succession plans for all senior management positions in the company.

Report on Information Technology

Background

Since the very beginning of the Company till 2004, Crystal Insurance PLC had a computerized General Ledger for Central Accounts Department only. But like most other insurance companies, its' operation was based on stand alone PC's and manual system. There was no IT enabled MIS system in place to help Crystal Insurance Company Limited analyze the business figures and to track performance of products, customers, branches, department and people. As a result Crystal Insurance Company Limited was severely handicapped in the field of IT, resulting in inefficiency and improper management negatively impacting its endeavor to maintain its' position at the top of the Insurance fraternity.

Formation of IT Division

Against the backdrop of the above mentioned situation, Crystal Insurance PLC management decided in the year 2000 to introduce a modern computer system to cater to future prospects of the Company. As part of that vision, an Information Technology Division was established to make the dream come true.

The information technology's role in the business sector certainly can hardly be over emphasized. It is of utmost importance, which enables businesses to effectively and successfully plan, manage, execute strategies which lead to profit. Therefore the mission of this Division is to completely re-engineer and automate Crystal Insurance PLC business processes to achieve higher productivity, lower cost, improved quality, enhanced service and efficient management.

IT mainly deals with computer applications which are now completely automated. The technology has not only made communication cheaper, but also much faster.

Information Technology Division has taken pragmatic approaches to bring the technological boon and advancement into Crystal Insurance PLC business process to make it more competitive and adaptive for the 21st century.

The software applications and the hardware devices are the main elements of use in information technology. So a modern and dynamic IT Division was created with two departments like Hardware and Software including a structured LAN for its smooth operation and getting the technical advantage. Operating the IT system at CIPLC, there are six experienced and professional IT personnel.

Software development & implementation

Software is an important integral part of information technology which relates to computer applications that enable a company to generate, store, program, and retrieve data as and when needed. Like an ERP Software, a Computer Integrated Insurance System (CIIS) was jointly developed with the co-operation of IBCS PRIMAX (Bangladesh) Ltd. Under which all the business process and functionalities were included. After 14 months of development by IBCS and Crystal Insurance PLC 10 programmers, it was completed and on 1st of July 2004 it was implemented successfully at Crystal Insurance PLC. On the job training was also provided to all end users.

Website Information

The official website of Crystal Insurance PLC, accessible at www.ciplcbd.com serves as a hub for the latest corporate updates and information. This platform is designed to keep stakeholders, shareholders, investors and valued clients informed about the company's activities. The website provides a comprehensive overview of the company, including details on its Capital Structure, Assets, Investments, Corporate Governance and Price Sensitive Information, ensuring transparency for all interested parties. Additionally, the site features the profiles of the Board of Directors and the Management Team, offering insight into the leadership behind Crystal Insurance PLC. Visitors can easily access information about the locations and operations of the company's branches. Financial information is also readily available, including the latest financial statements, such as the Balance Sheet, Income Statement, Cash Flow Statement and Shareholders' Equity changes. The site also hosts annual reports from various years for those interested in the company's financial history.

Moreover, Crystal Insurance PLC enhances customer experience by offering digital insurance services, allowing clients to avail themselves of a modern, efficient way to manage their policies.

Disclosure Checklist Regarding SAFA Standard

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Quality of the Report/ Layout of Contents	Qualitative
Cover and printing including the theme on the cover page	Qualitative
Appropriateness and effectiveness of photographs and their relevance	Qualitative
Effectiveness of Charts and Graphs	Qualitative
Clarity, simplicity and lucidity in presentation of Financial Statements	Qualitative
Timeliness in issuing Financial Statements and holding AGMs 3 months time to produce the Annual Report and hold AGM are considered reasonable for full marks Delay after the initial period of 3 months - deduction of 2 marks is to be made for each month If the period is over 6 months - no marks shall be awarded	Qualitative
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Our Branches

S.I	Branch Name and Location	Head of Branch/In-charge	Contact Number
01	Agrabad Corporate Branch Aktaruzzaman Center (9 th floor), 21/22, Agrabad C/A, Chattogram.	Mr. Mohammed Mohasin Siddiquee Sr. Addl. MD & In-Charge	Mob: 01819-394799 Tel. 02333313244
02	Agrabad Branch Makka Modina Trade Center (10 th Floor), 78, Agrabad, Chattogram.	-	-
03	Arambagh Branch	Mrs. Saila Ahmed Shilpi Executive Vice President & In-Charge	Mob. 01818114107
04	B.B. Avenue Branch 21, B.B. Avenue (6 th floor), Dhaka-1000.	Mr. Md. Anwar Hossen DMD & In-Charge	Mob. 01716-412320, Tel. 223351725, 223390693
05	Babu Bazar Branch 21, Armenian Street, Mona Complex, Babu Bazar, Dhaka.	Mr. Md. Showkat Ali DMD. & In-charge	Mob. 01711-321638, Tel. 47392036-8
06	Bangshal Branch Nabab Akter Uddin Mansion, 25/1, Zindabazar 1 st Lane, Nayabazar, Dhaka-1100.	Mr. Shah Alam Sheikh Sr. Executive Vice President & In-Charge	Mob. 01720-064029,
07	Barishal Branch Shopnonir House-6/7, Road No.-08, Block No.-A, Rupatoli Housing State Rupatoli, Barishal.	Mr. Shafiqul Islam Sr. Executive Vice President & In-Charge	Mob. 01824-240220. Tel.02-478830727
08	Bogura Branch Bitu Tower (2 nd floor), Borogola, Bogura.	Mr. Md. Shahidul Alam Addl. MD & In-Charge	Mob. 01764573916
09	Chandpur Branch Holding No. 685, Fazlu Mansion (1st Floor), Chandpur Sadar, Chandpur-3600.	Mr. Md. Shafiuddin Ahmed Asst. M.D. & In-Charge	Mob. 01886473900, 01711473900
10	Corporate Branch DR Tower (14 th Floor), 65/2/2, Purana Paltan, Box Culvert Road, Dhaka-1000.	Mr. S.A.M. Shafiqul Hasan Sr. Addl. MD & In-Charge	Mob. 01715-749327, Tel. 55112753-4
11	Cumilla Branch Khan Mansion (Purana Cinema Hall Market), Chattipatti, Rajganj, Cumilla.	Mr. Md. Omar Farok Vice President & In-Charge	Mob. 01682-961262,

12	Dewanhat Branch DR Plaza (2 nd Floor), Doniwalapar, Road #1559, D.T Road Chattogram	Md. Nazmul Hoque Chowdhury Sr. Executive Vice President & In-Charge	Mob. 01757-097283
13	Dilkusha Branch Fazlur Rahman Center (Lv-7), 72, Dilkusha C/A, Dhaka-1000.	Ms. Minu Rahman Sr. Addl. MD & In-Charge	Mob. 01713-044147, Tel. 9514204, 57165738.
14	Dinajpur Branch Hasna Plaza (3 rd floor), Lilir More, Munshipara, Sadar, Dinajpur.	Mr. Md. Nur Islam Executive Vice President & In-Charge	Mob. 01724-393382, Tel. 02-589923981.
15	Elephant Road Branch Khan Plaza (6 th Floor), 32/1, Mirpur Road, Dhaka.	Ms. Nargis Parvin DMD & In-Charge	Mob. 01745-806953, Tel. 58610787, 223369293
16	Hatkholra Branch	Shahazadi Habeba Sultana DMD & In-Charge	Mob. 01717937189
17	Imamganj Branch Joynal Tower (8 th floor), 31-33, Roy Issher Chandra Shil Bahadur Street, Imamganj, Dhaka-1211.	Mr. Md. Mizanur Rahman Addl. MD & In-Charge	Mob. 01707-245904, Tel. 57319397.
18	Jamalpur Branch Shafiq Mia Bazar (New College Road), Jamalpur.	Mr. Md. Rustom Ali DMD & In-Charge	Mob. 01918-893669.
19	Jashore Branch Jess Tower (3rd Floor) 39, M.K. Road, Jashore.	Mr. Bipul Ananda Halder Sr. Vice President & In-Charge	Mob. 01716-257045 Tel. 02477766428.
20	Jubilee Road Branch Kamal Chamber (5 th Floor), 61, Jubilee Road, Chottagram.	Mr. Md. Kamrul Alam Sr. Manager & In-Charge	Mob. 01819-643586, Tel. 02-333350827-8
21	Khatungonj Branch S.W. Tower (2 nd Floor), 304, Khatungonj, Chittagong.	Mr. Syed Nurul Bashar DMD & In-Charge	Mob. 01711-762450, Tel. 02-333353418, 02- 333355907.
22	Khulna Branch 11 Lower Jassore Road, Khulna.	Mr. Md. Haider Ali Executive Vice President & In-Charge	Mob. 01711-449879.
23	Kishoreganj Branch Ishakha Road, Holding Number-42 (1 st Floor), KishoreganjSadar, Kishoreganj.	Mr. Saiful Islam Chowdhury DMD & In-Charge	Mob. 01711-389772.

24	Kushtia Branch, Pach Raster Moor, Kaderia Super Market, Kushtia.	Mr. Faruk Hossain Manager & In-Charge	Mob. 01712-984537, Tel. 02-478853405.
25	Local Office Shamsur Rahman Bhaban (10th Floor), 18, Rajuk Avenue, Dhaka-1000.	Mr. Dewan Mustafizur Rahman Addl. MD & In-Charge	Mob. 01713-032889, Tel. 41053371-2
26	Malibagh Branch Al-haz Samsuddin Mansion (6 th Floor), 17 New Eskaton, Moghbazar, Dhaka.	Mrs. Nazma Akhter Addl. M.D. & In-Charge	Mob. 01787-658832, Tel. 222229844.
27	Mirpur Branch Mirpur Tower (10 th Floor, 11-B) 4 th South Bishil, Darus Salam Road, Mirpur-1, Dhaka-1216.	Mr. Mohammad Wahidul Islam Asst. MD & In-Charge	Mob. 01766-336677, Tel. 48032976.
28	Moulvi Bazar Branch Court Road, Chowmuhan, Moulvibazar.	Mr. Pranesh Chandra Bardan Executive Vice President & In-Charge	Mob. 01712-536736, 01402-471322 (Office)
29	Mymensingh Branch 36, Borobazar Sikder Bari, Mymensingh.	Mr. Sharif Uddin Executive Vice President & In-Charge	Mob: 01711-687787, Tel. 02996663058
30	Narsingdi Branch Holding No. 206/1, Shaheprothab, Near of Narsingdi PBI office, Narsingdi Sadar, Narsingdi	Mrs. Farhana Rahman DMD & In-Charge	Mob: 01773-717408
31	Nayabazar Branch Mustakim Mansion, 77/3, Moulvi Bazar, Dhaka-1000.	Mr. Md. Ashraful Alam Chowdhury Addl. MD & In-Charge	Mob: 01715-067312 Tel: 02-57316759
32	Lal Dighi Branch Orion Tower (4 th floor) 1 No. KB Ameen Road Laldighi Uttar Par, Kawtowali, Chattogram	Mr. Abdul Malek Begh DMD & In-Charge	Mob: 01819-339309
33	Paltan Branch Sky view Henolax Center (6 th Floor), 3/1, Purana Paltan, Dhaka-1000.	Mr. Md. Zoaherul Islam Talukder Addl. MD & In-Charge	Mob. 01613-370167 Tel. 226637549
34	Pragati Sharani Branch Holding No. LA-58/1, Progoti Sarani, Middle Badda, Dhaka-1212.	Mr. Md. Joaher Ali Sr. Vice President & In-Charge	Mob. 01819-489034 Tel. 226600469

35	Principal Branch Shamsur Rahman Bhaban (10 th Floor), 18, Rajuk Avenue, Dhaka-1000.	Mr. Md. Ziaur Rahman (Miron) Addl. MD & In-Charge	Mob: 01712-674197 Tel: 02-41053705
36	Rajshahi Branch 595, Shiroil, Boalia, Rajshahi.	Mr. Md. Ziaul Islam VP & In-Charge	Mob: 01727-226728
37	Rajuk Avenue Branch Shamsur Rahman Bhaban (10 th Floor), 18, Rajuk Avenue, Dhaka-1000.	Mr. Syed Moshfiqur Rahman DMD & In-Charge	Mob: 01711-570850 Tel: 02-47121235-6
38	Rangpur Branch Shajahan Super Market (3 rd Floor) Station Road (Near of Salek Pump), Rangpur.	Mr. Md. Abdus Sobur Sr. Executive Vice President & In-Charge	Mob. 01761-565652,
39	Sadarghat Branch 45, Johnson Road, Dhaka.	Mr. Md. Jahid Hossain Khan Vice President & In-Charge	Mob. 01912-073647 Tel. 58951105
40	Sylhet Branch Room No-446/447, 3 rd floor, Manru Shopping City, Chowhatta, Sylhet	Mr. Mohammad Fazlur Rahman EVP & In-Charge	Mob: 01715-262060
41	Uttara Branch A.H. Tower (14 th Floor) Plot No.56, Road No # 02, Sector # 03, Uttara, Dhaka.	Mr. Khandaker Shaheen Vice President & In-Charge	Mob. 01712-070444, Tel. 58951105.
42	VIP Road Branch Crystal Insurance PLC 36, Rokeya Mansion (4 th floor), Purana Paltan, Dhaka	Mr. Md. Shahadat Hossain Addl. M.D & In-Charge	Mob: 01711-639141 Tel: 02-226665120



Crystal Insurance PLC

ক্রিস্টাল ইন্স্যুরেন্স পিএলসি

We've got you covered

Registered Office & Corporate Office:

DR Tower (14th floor), 65/2/2, Box Culvert Road, Purana Paltan, Dhaka-1000
Tel: +8802-55112733-38, Fax: 55112742, E-mail: info@ciplcbd.com, www.ciplcbd.com

PROXY FORM

I, of
..... being
a member of Crystal Insurance PLC do hereby appoint Mr./Ms. of
..... as my proxy to vote for me and on my behalf
at the **25th Annual General Meeting** of the Company to be held on **23rd March, 2025** at **11:30 AM** and at any adjournment
thereof or at any ballot to be taken in consequence thereof.
Signed this day of **2025**.

Signature of Proxy.....

Revenue
Stamp
Tk. 20/-

Signature of Shareholder

Folio/Bo ID No.

No. of Shares.....

N.B. : IMPORTANT

- 1) This form of Proxy, duly completed, must be deposited at least 72 hours before the meeting at the Company's Registered Office. Proxy is invalid if not signed and stamped as explained above.
- 2) Signature of the Shareholder should agree with the specimen signature registered with the Company.



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ATTENDANCE SLIP

I hereby record my attendance at the **25th Annual General Meeting** of the Company being held on
Sunday the 23rd March, 2025 at **11:30 AM** through hybrid system.

Name of Shareholder/Proxy.....

Signature of Shareholder

Folio/Bo ID No.

No. of Shares.....

N.B. Shareholder attending Meeting in person or by Proxy are requested to complete the attendance slip and hand over it to the Share Department of the Company.



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