



A small step by you...
A secure retirement for your members

IndiaFirst Group Superannuation Plan

(Deferred Annuity Plan for Members of a Group)



Before you start reading

Important Note

IndiaFirst Group Superannuation Plan is referred to as the Policy throughout the brochure.

How will this brochure help you?

This brochure gives you details of how the Policy works throughout its lifetime. It's an important document to refer to.

To help your understanding

We have done our best to explain everything as simply as possible; however you're likely to come across some terms you're unfamiliar with. Where possible, we have explained these where they are used.

We have used plain language that's easy to understand and believe this brochure is a good place to start when considering an investment.

Introduction

A small step by you... A secure retirement for your members

We know that your members are your most important assets. Organizations work with and exist only because of their members. No matter what your area of work, the value that individual members bring to your organization cannot be underestimated.

While being an important part of your organization, your members are also an essential part of their family. It hence becomes your responsibility to ensure basic financial security for them.

Our IndiaFirst Group Superannuation Plan helps you invest the funds set aside towards your member's retirement benefit such as pension, during their employment. This amount is paid to your member at retirement or in case of early separation or death.

With the IndiaFirst Group Superannuation Plan, you can now ensure that your members can spend the rest of their lives peacefully

Executive Summary

Key Features

You, the Master Policyholder

- You may choose to cover the retirement benefit of all your members
- You may choose to pay the entire contribution on behalf of your members, or it can be paid by both you and your member
- Enjoy a minimum guaranteed return of 0.5% per annum on your investment
- Any additional returns over and above the minimum guaranteed return will be declared at the end of the financial year in the form of bonus[#]
- Your contribution is a deductible business expense in term of Section 36(1) (iv) of the Income Tax Act. In addition, any income received by you on behalf of a Pension Fund is exempt from tax under Section 10 (25) (iii)

Your Member's

- Enjoy a minimum guaranteed return of 0.5% on an annual basis. You can watch your money grow as we share bonus[#] at the end of each financial year.

- Once the returns are credited into individual account/ pooled account the amount is guaranteed

Risk Factors

- Bonus[#] may vary from time to time and on the size of the fund
- Tax* benefits are subject to changes in tax laws from time to time
- You have to form a trust to get the tax rebate

Note: We will manage your fund on behalf of your members. However you need to decide on how to utilize the fund available at the time of exit or retirement or death, in consultation with your members.

1. What is the IndiaFirst Group Superannuation Plan?

IndiaFirst Group Superannuation Plan is a non-linked, participating, yearly renewable group superannuation Policy. Under this Policy, you, the Master Policyholder can invest your funds kept aside towards your member's retirement benefits such as Pension in a fund that will help you to-

- Secure your member benefits
- Earn attractive returns

This policy also offers an assured guaranteed return of 0.5% on an annual basis. However, any additional earnings will be shared through declaration of bonus[#] at the end of each financial year.

2. How does IndiaFirst Group Superannuation Plan work?

- The scheme provides for the contribution either from you, the Master Policyholder or from both you and your member(s).
 - **Defined Benefit Pension Scheme:** The member's benefits are defined by the scheme rules. Benefits will be paid from the scheme account as per the scheme rules subject to availability of funds in the scheme account.
 - **Defined Contribution Pension Scheme:** The contribution in respect of each member is fixed as per the scheme rules. An individual account

will be maintained for each member of the group and benefit will be paid from the individual account only.

- The member benefits are defined by the scheme rules. Benefits will be paid from the individual account / scheme account as per the scheme rules. All investment on behalf of your member's benefit is secure and earns a minimum guaranteed return of 0.5% p.a on a yearly basis
- Any bonus[#] rate over and above the minimum guaranteed return will be declared at the end of the financial year depending on the size of the fund. The bonus[#] interest rate will be credited after the minimum guaranteed rate is added to the account
- In case of the member's unfortunate demise, you, the Master Policyholder may pay a lump sum amount to the nominee or beneficiary as per the scheme rules along with a life cover of Rs 5000 per member.
- In case of the member's termination/ resignation a lump sum benefit will be payable to the member as per the scheme rules
- In case of separation from the company through retirement, a lump sum benefit from the scheme will be paid as per the scheme rules provided the policy is in force
- We will manage your fund through this scheme during the accumulation period
- You will need to decide on how to utilize the fund as per the scheme rules, at the time of exit or retirement of your member. This will need to be done in consultation with your member or in case of death of the member, in consultation with their nominee.
- You will have the option to choose the insurer to purchase immediate annuity incase the superannuation funds are maintained with more than one insurer.

3. Who can be a part of this policy?

This policy includes the 'Master Policyholder and the 'Member'.

Who is the Master Policyholder?

- Master Policyholder is you, the organization who sets aside a fund for your members in order to secure their retirement benefits such as Pension
- The benefits payable under this policy are governed by the scheme rules. This specifies the amount and time of the benefit payment to your member(s). The amount and time of the benefit may vary. Under the Income Tax Act 1961, the trustees appointed by the employer may act as the Master Policyholder.
- The Master Policyholder holds and operates the Master Policy. It is the Master Policyholder who will decide how to utilize the fund at the time of exit or retirement or death of the member under this group scheme.

Who is the Member?

The Member is a member of the organization or a part of an organized group. The member is the life assured under this policy. The benefits are payable on the member's life. The age limits for a member are

Age	At Entry	At Normal Exit
Minimum	18 years as on last birthday	-
Maximum	70 years as on last birthday	71 years as on last birthday

What is the group size to whom the cover can be offered?

Minimum Group Size	10
Maximum Group Size	No limit

4. Who pays the contribution under this policy?

You, the Master Policyholder will make the contribution on behalf of your members under the policy. Your members can also contribute along with you under Defined Contribution scheme.

Life cover premium will be deducted annually from the contribution or fund. The life cover premium will be Re 1 per 1000 per member per annum under this policy.

What is the minimum and maximum contribution under this policy?

Minimum Annual Contribution including any Initial Contribution	Rs. 50,000
Maximum Contribution	No limit
Maximum Size of the Fund	No limit

What happens on discontinuance of contribution?

Discontinuance of contribution can happen when the fund is overfunded or in surplus as per Actuary's certificate submitted by you in accordance with the AS15 (Revised). In such cases, we will allow nil contributions/premiums under the policy and the policy shall not be treated as discontinued. Life cover premium shall be recovered from the fund or contribution. At any point of time if the fund value falls below life cover premiums then policy terminates

Benefit Payable on Surrender

You can surrender the policy at any time during the year. Surrender value should be determined by applying market value reduction if any to the account value.

Market value reduction will be applicable for bulk exits and complete surrender. Bulk exits is the amount to be paid on total exits in any event exceeds 25% of the total fund of the scheme at the beginning of the financial year, such transactions shall be treated as Bulk Exits, where exits shall be as per scheme rules and exit shall mean exit of the member from the group.

5. What happens when the benefit falls due?

The benefits will be paid to you, the Master Policyholder, as per the scheme rules on the exit of

the member from the scheme or can be directly paid to the member subject to prior authorization from you subject to availability of fund in the scheme account.

Benefit payable on Separation from the scheme by Retirement	Lump sum amount towards the pension benefit will be paid from the individual account/ pooled account as per the scheme rules
Benefit payable on Resignation/ Early Termination from the service	Lump sum amount towards the pension benefit will be paid from the individual account/ pooled account as per the scheme rules of the Master Policyholder
Benefit payable on Death	Lump sum amount towards the pension benefit will be paid from the individual account/ pooled account as per the scheme rules of the Master Policyholder along with in built life cover of ₹ 5000 per member

Is there any assured return under this Plan?

Yes, IndiaFirst Group Superannuation Plan offers a guaranteed assured return of 0.5% on an annual basis. The assured return will be added to the individual account/ pooled account on an annual basis. The return is guaranteed for the entire term of the policy. The assured return will accumulate on a yearly basis and on the account balance at the beginning of each financial year.

However, any additional earnings will be shared through annual bonus# declared at the end of each financial year after adding guaranteed assured returns. The bonus# may vary depending upon the size of the fund. The bonus# rate once declared, will be credited to the individual account/ pooled account at the end of every financial year. Once credited to the account, it will be guaranteed and the account value will increase accordingly.

6. What happens in case of the member's demise?

This policy has a life cover of ₹ 5000 for the members as death benefit under superannuation scheme.

Additionally, in case of the member's unfortunate demise, you, the Master Policyholder may withdraw a lump sum amount from the individual account/pooled account as per the scheme rules and pay to the nominee of the group member under this scheme.

7. What are the tax* benefits under this policy?

Currently you and your members are eligible for the below mentioned tax* benefits. These are subject to change from time to time as per Government Tax Laws. However, you are advised to consult your tax consultant.

Pension

You, the Master Policyholder

- Initial contribution as well as annual contribution will be treated as a business expense under Section 36(1)(iv), Income Tax Act, 1961
- Any income received by trustees, on behalf of Superannuation is exempted from tax under Section 10 (25)(iii), Income Tax Act, 1961
- In case ordinary annual contribution does not exceed ₹ 1,00,000 per member per annum, no Fringe Benefit Tax is payable by the employer on the amount of contribution

Members

- Any contribution made by the member(s) towards the Superannuation will be entitled for deduction under Section 80 (C), Income Tax Act, 1961
- Any payment made by you, the Master Policyholder on the member's death is exempted from tax under Section 10(13), Income Tax Act, 1961

Type of Charge	Charge Details	Description
Life Cover Premium	Re 1 per 1000 per member per annum irrespective of the age and gender of the member	This will be charged annually either from the contribution or from the fund

8. What are the charges under this policy?

Type of Charge	Charge Details	Description
Life Cover Premium	Re 1 per 1000 per member per annum irrespective of the age and gender of the member	This will be charged annually either from the contribution or from the fund

Are there any taxes applicable? If yes, who bears it?

The applicable taxes will be borne by you, the Master Policyholder.

9. What happens in case the life assured commits suicide?

In case of death due to suicide within 12 months from the date of commencement of risk under the policy or from the date of revival of the policy, as applicable, the nominee or beneficiary of the policyholder shall be entitled to at least 80% of the total premiums paid till the date of death or the surrender value available as on the date of death whichever is higher, provided the policy is in force.

10. Can you cancel your policy?

Yes, you can cancel your policy if you disagree with any of the terms and conditions within the first 15 days (free look period) of the receipt of your policy document. You can return the policy to us, while stating your reasons for the same.

Do you get any refund when you cancel your policy?

Yes. We will refund an amount equal to the - Premium/Contributions paid less:

- Pro-rata risk premium
- Any stamp duty paid

11. Nomination

The member can appoint a nominee as per section 39 of the Insurance Act, 1938 as amended from time to time. For more details please refer to our website www.indiafirstlife.com

12. Assignment

As per the provisions of Section 38 of the Insurance Act, 1938 as amended from time to time. For more details please refer to our website www.indiafirstlife.com

13. You are prohibited from accepting rebate in any form

Prohibition of Rebate: Section 41 of the Insurance Act, 1938, as amended from time to time, states

- No person shall allow or offer to allow, either directly or indirectly, as an inducement to any person to take or renew or continue an insurance in respect of any kind of risk relating to lives or property in India, any rebate of the whole or part of the commission payable or any rebate of the premium shown on the policy, nor shall any person taking out or renewing or continuing a policy accept any rebate, except such rebate as may be allowed in accordance with the published prospectus or tables of the insurer.

Provided that acceptance by an insurance agent of commission in connection with a policy of life insurance taken out by himself on his own life shall not be deemed to be acceptance of a rebate of premium within the meaning of this sub-section if at the time of such acceptance the insurance agent satisfies the prescribed conditions establishing that he is a bonafide insurance agent employed by the insurer.

Any person making default in complying with the provisions of this section shall be liable for a penalty which may extend to ten lakh rupees.

For more details please refer to our website www.indiafirstlife.com.

14. What happens in case of submission of information which is false or incorrect?

Fraud/ Misstatement would be dealt with in accordance with provisions of Section 45 of the Insurance Act 1938, as amended from time to time.

Section 45 of the Insurance Act 1938, as amended from time to time states

- 1) No policy of life insurance shall be called in question on any ground whatsoever after the expiry of three years from the date of the policy, i.e., from the date of issuance of the policy or the date of commencement of risk or the date of revival of the policy or the date of the rider to the policy, whichever is later.
- 2) A policy of life insurance may be called in question at any time within three years from the date of issuance of the policy or the date of commencement of risk or the date of revival of the policy or the date of the rider to the policy, whichever is later, on the ground of fraud: Provided that the insurer shall have to communicate in writing to the insured or the legal representatives or nominees or assignees of the insured the grounds and materials on which such decision is based.

- 3) Notwithstanding anything contained in sub-section (2), no insurer shall repudiate a life insurance policy on the ground of fraud if the insured can prove that the mis-statement of or suppression of a material fact was true to the best of his knowledge and belief or that there was no deliberate intention to suppress the fact or that such mis-statement of or suppression of a material fact are within the knowledge of the insurer: Provided that in case of fraud, the onus of disproving lies upon the beneficiaries, in case the policyholder is not alive.
- 4) A policy of life insurance may be called in question at any time within three years from the date of issuance of the policy or the date of commencement of risk or the date of revival of the policy or the date of the rider to the policy, whichever is later, on the ground that any statement of or suppression of a fact material to the expectancy of the life of the insured was incorrectly made in the proposal or other document on the basis of which the policy was issued or revived or rider issued: Provided that the insurer shall have to communicate in writing to the insured or the legal representatives or nominees or assignees of the insured the grounds and materials on which such decision to repudiate the policy of life insurance is based: Provided further that in case of repudiation of the policy on the ground of misstatement or suppression of a material fact, and not on the ground of fraud, the premiums collected on the policy till the date of repudiation shall be paid to the insured or the legal representatives or nominees or assignees of the insured within a period of ninety days from the date of such repudiation.
- 5) Nothing in this section shall prevent the insurer from calling for proof of age at any time if he is entitled to do so, and no policy shall be deemed to be called in question merely because the terms of the policy are adjusted on subsequent proof that the age of the Life Insured was incorrectly stated in the proposal.

15. About IndiaFirst Life Insurance

We've had Bank of Baroda, Andhra Bank (now, Union Bank of India) and Legal & General as our founding partners. After journeying with us through our years of growth, Legal & General sold its stake in Feb 2019 to Carmel Point Investments India Private Limited, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by Warburg Pincus LLC. This is the first deal wherein a private equity fund has taken an interest in a life insurance company. Our shareholding pattern of the company now stands at: Bank of Baroda – 44.00%, Union Bank of India – 30.00%, and Carmel Point Investments India Private Limited – 26.00%.

Sample Illustration

Name of The Company	ABC
No. of Members	500
Initial Contribution	₹10,000,000
Annual Contribution	₹1,500,000
Total Contribution	₹11,500,000

Policy Year					Bonus accrued at the End of the Respective Year		Corpus at the End of the Respective Year	
	Initial Contribution	Annual Contribution	Explicit Life Cover Premium	Non-Zero positive Guaranteed Return @ 0.5% p.a.	Projected Bonus amount based on 4% p.a. Interest Rate	Projected Bonus amount based on 8% p.a. Interest Rate	Account Value at the end of the year with 4% p.a. Interest rate	Account Value at the end of the year with 8% p.a. Interest rate
1.	10,000,000	1,500,000	500	57,500	350,750	764,750	11,908,250	12,322,250
2.		1,500,000	500	65,000	408,952	919,180	13,882,202	14,806,430
3.		1,500,000	500	72,500	469,157	1,084,378	15,923,859	17,463,307
4.		1,500,000	500	80,000	531,428	1,261,060	18,035,286	20,304,367
5.		1,500,000	500	87,500	595,826	1,449,990	20,218,613	23,341,858
6.		1,500,000	500	95,000	662,418	1,651,984	22,476,030	26,588,841
7.		1,500,000	500	102,500	731,269	1,867,908	24,809,799	30,059,249
8.		1,500,000	500	110,000	802,449	2,098,690	27,222,248	33,767,939
9.		1,500,000	500	117,500	876,029	2,345,318	29,715,777	37,730,757
10.		1,500,000	500	125,000	952,081	2,608,845	32,292,858	41,964,602
11.		1,500,000	500	132,500	1,030,682	2,890,396	34,956,040	46,487,498
12.		1,500,000	500	140,000	1,111,909	3,191,169	37,707,949	51,318,667
13.		1,500,000	500	147,500	1,195,842	3,512,441	40,551,292	56,478,608
14.		1,500,000	500	155,000	1,282,564	3,855,577	43,488,856	61,989,186
15.		1,500,000	500	162,500	1,372,160	4,222,031	46,523,516	67,873,717
16.		1,500,000	500	170,000	1,464,717	4,613,352	49,658,234	74,157,069
17.		1,500,000	500	177,500	1,560,326	5,031,195	52,896,060	80,865,764
18.		1,500,000	500	185,000	1,659,080	5,477,323	56,240,140	88,028,087
19.		1,500,000	500	192,500	1,761,074	5,953,618	59,693,714	95,674,205
20.		1,500,000	500	200,000	1,866,408	6,462,085	63,260,122	103,836,290

Note:

1. This illustration has been provided assuming two investment return scenarios with the intention of allowing prospective policyholders to compare products on a consistent basis. The corpus projections shown are assuming gross investment returns of 4% (low) and 8% (high) on the account value.
2. Under this illustration the assumed declared bonus rate considered is 3.05% under 4% p.a. gross investment return and 6.65% under 8% p.a. gross investment return scenarios.
3. The illustrations are based on a uniform annual contribution as given at the top. No benefit outgo due to resignation, retirement or death is assumed. In case of such outgo, the account value will be reduced by that benefit amount.
4. Mortality Charge is Rs. 1 per 1000 per member per annum.
5. The illustrations are approved by the company and take into account the guidelines for illustrations set by the Life Insurance Council and the IRDAI.
6. Tax Benefits available as per applicable tax laws.

*Tax exemptions are as per applicable tax laws from time to time.

#Bonus rate may vary from time to time based on Company's Investment Performance.

Disclaimer: IndiaFirst Life Insurance Company Limited, IRDAI Regn No.143, CIN: U66010MH2008PLC183679, Address: 12th & 13th floor, North [C] Wing, Tower 4, Nesco IT Park, Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400 063. Toll free No – 18002098700. IndiaFirst Life Insurance Company Limited is only the name of the Life Insurance Company and IndiaFirst Group Superannuation Plan UIN 143N020V03 is only the name of the Life Insurance Product and does not in any way indicate the quality of the contract, its future prospects, or returns. For more details on risk factors and terms and conditions, please read the sales brochure carefully before concluding the sale. Trade logo displayed above belongs to our promoters M/s Bank of Baroda and M/s Union Bank of India and are used by IndiaFirst Life Insurance Co. Ltd under License. Advt. Ref. No.: SB0023_V2.

BEWARE OF SPURIOUS / FRAUD PHONE CALLS

- IRDAI is not involved in activities like selling of insurance policies, announcing bonus or investment of premiums. Public receiving such phone calls are requested to lodge a police complaint.