

Palomar Holdings, Inc. (PLMR)

2026 DEF 14A · filed 2026-04-10 · CIK 0001761312

Headline facts

CEO TOTAL PAY

\$8,961,148

Mac Armstrong · 2025 · + 64% YoY

CEO PAY RATIO

Not in CD&A

Governance policies

CLAWBACK

present

PLEDGING

prohibited

SAY ON PAY

CD&A

92%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE

CD&A

Compensation Committee

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Mac Armstrong Chief Executive Officer and Chairman of the Board	\$1,243,269	\$3,862,330	\$3,843,298	\$12,250	\$8,961,148
Chris Uchida Chief Financial Officer	\$589,927	\$1,310,932	\$1,040,106	\$12,250	\$2,953,215
Jon Christianson President	\$556,035	\$1,206,697	\$980,370	\$15,015	\$2,758,117
Jon Knutzen Chief Risk Officer	\$493,789	\$968,509	\$782,715	\$12,250	\$2,257,263
Rodolphe Hervé Chief Operating Officer	\$445,435	\$688,898	\$548,516	\$14,245	\$1,697,093

CEO pay mix (latest year)

Base salary	14%
Cash incentive	43%
Equity	43%
Other	0%
At-risk	86%

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:13Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Say on pay = 92%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of the say-on-pay proposal.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“eliminated Board/Compensation Committee discretion to pursue a clawback”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Included in the Insider Trading Policy is a robust anti-hedging and anti-pledging policy under which our executive officers and directors are strictly prohibited from engaging in short-term or speculative transactions involving Palomar securities, such as publicly traded options, short sales, puts and calls, hedging, pledging and other monetization transactions, nor are they allowed to hold Palomar securities in a margin account or engage in any other hedging or pledging activities.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Included in the Insider Trading Policy is a robust anti-hedging and anti-pledging policy under which our executive officers and directors are strictly prohibited from engaging in short-term or speculative transactions involving Palomar securities, such as publicly traded options, short sales, puts and calls, hedging, pledging and other monetization transactions, nor are they allowed to hold Palomar securities in a margin account or engage in any other hedging or pledging activities.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“executive stock ownership levels annually to ensure compliance with the Stock Ownership Guidelines.”