



WITH YOU ALWAYS

TATA AIG GENERAL INSURANCE COMPANY LIMITED

CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT PERSONNEL

Background:

This Code of Conduct for Board of Directors and Senior Management Personnel (“Code”) has been laid down by the Board of Directors (“Board”) of Tata AIG General Insurance Company Limited (“Company”) pursuant to the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR”). The Code is intended to maintain the high standards of integrity, transparency, ethics, corporate culture, values and also act as a deterrent from unethical doings, to promote ethical values and reinforce the trust and confidence reposed in the management of the Company by the shareholders and other stakeholders. The Directors and Senior Management Personnel are expected to familiarize themselves with this Code and to understand, adhere to, comply with and uphold the provisions of this Code and the standards laid down hereunder.

Applicability of the Code:

This Code is applicable to:

- i. All members of the Board of Directors.
- ii. Senior Management Personnel, which shall include officers and personnel of the Company who are members of its core management team excluding the Board of Directors and shall comprise all members of management one level below the Managing Director & CEO / Whole Time Director/Manager and shall include the Company Secretary and the Chief Financial Officer.

Code of Conduct:

The Board and Senior Management Personnel of the Company shall:

- i. act in accordance with the Articles of the Company.
- ii. act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interests of the Company, its employees, the shareholders, the community and for the protection of the environment.
- iii. exercise their duties with competence, due and reasonable care, skill, diligence, in good faith and in the best interests of the Company and shall exercise independent judgement.
- iv. not be involved in a situation in which they may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company.
- v. not achieve or attempt to achieve any undue gain or advantage either to themselves or to their relatives, partners, or associates and if found guilty of making any undue gain, they shall be liable to pay an amount equal to that gain to the Company.
- vi. not assign one’s office and any assignment so made shall be void.
- vii. demonstrate the highest standards of integrity, business ethics, and corporate governance.
- viii. provide expertise and experience in their areas of specialization and share learnings at the meetings of the Board with best interests of the Company and its stakeholders in mind. They should enable the Company's management in taking appropriate decisions by providing constructive inputs based on their experience and judgement.
- ix. give careful and independent consideration to the affairs of the Company and all documents placed before them to satisfy themselves with the soundness of key decisions taken by the management. They should call for additional information, where necessary, for making such judgements.

Non-Executive Directors of the Company shall:

- i. always act in the interest of the Company and ensure that any other business or personal association which they may have does not involve any conflict of interest with the operations of the Company and their role therein.
- ii. comply with all applicable laws and regulations of all the relevant regulatory and other authorities as may be applicable to such Directors in their individual capacities.
- iii. safeguard the confidentiality of all information received by them by virtue of their position.

Code for Independent Directors:

This Code is a guide to professional conduct for Independent Directors. Adherence to these standards by Independent Directors and fulfilment of their responsibilities in a professional and faithful manner will promote confidence of the investment community, particularly minority shareholders, regulators, and companies in the institution of Independent Directors.

Guidelines of professional conduct:

Independent Directors shall:

- i. uphold ethical standards of integrity and probity.
- ii. act objectively and constructively while exercising his duties.
- iii. exercise their responsibilities in a bona fide manner in the interest of the company.
- iv. devote sufficient time and attention to their professional obligations for informed and balanced decision making.
- v. not allow any extraneous considerations that will vitiate their exercise of objective independent judgment in the paramount interest of the Company as a whole, while concurring in or dissenting from the collective judgment of the Board in its decision making.
- vi. not abuse their position to the detriment of the Company or its shareholders or debentureholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person.
- vii. refrain from any action that would lead to loss of their independence.
- viii. where circumstances arise which make an independent director lose her/his independence, the independent director must immediately inform the Board accordingly.
- ix. assist the Company in implementing the best corporate governance practices.

Role and functions:

The Independent Directors shall:

- i. help in bringing an independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct.
- ii. bring an objective view in the evaluation of the performance of board and management.
- iii. scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance.
- iv. satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible.
- v. safeguard the interests of all stakeholders, particularly the minority shareholders/ Debentureholders.
- vi. balance the conflicting interest of the stakeholders.
- vii. determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive directors, key managerial personnel and senior management.
- viii. moderate and arbitrate in the interest of the Company as a whole, in situations of conflict between management and shareholder's interest.

Duties:

The Independent Directors shall—

- i. undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.
- ii. seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the Company.
- iii. strive to attend all meetings of the Board and of the Board committees of which they are a member.
- iv. participate constructively and actively in the committees of the Board in which they are chairpersons or members.
- v. strive to attend the general meetings of the Company.
- vi. where they have concerns about the running of the Company or a proposed action, ensure that these are addressed by the Board and to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting.
- vii. keep themselves well informed about the Company and the external environment in which it operates.
- viii. not unfairly obstruct the functioning of an otherwise proper Board or committees of the Board.
- ix. pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the Company.
- x. ascertain and ensure that the Company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use.
- xi. report concerns about unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy.
- xii. act within their authority, assist in protecting the legitimate interests of the Company, shareholders and its employees.
- xiii. not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.

Annual Affirmation with compliance of this Code:

As per regulation 26(3) of SEBI LODR all members of the Board and Senior Management Personnel of the Company shall affirm compliance with this Code on an annual basis.

Communication:

The Code shall be hosted on the website of the Company.