



WITH YOU ALWAYS

TATA AIG GENERAL INSURANCE COMPANY LIMITED

POLICY ON BOARD DIVERSITY AND DIRECTOR ATTRIBUTES

Version Control:

Sr. No.	Version No.	Effective Date	Owner(s)	Prepared by	Reviewed By	Change Description	Approved by
1.	1.0	27th March 2024	Mr. Ashish Sarma Mr. Hanoz Chinoy	Mr. Hanoz Chinoy	Mr. Ashish Sarma	Initial Creation	

Policy on Board Diversity and Director Attributes

Background and Objective:

The Policy on Board Diversity and Director Attributes (“Policy”) sets out the approach to diversity on the Board of Directors (“Board”) of Tata AIG General Insurance Company Limited (“Company”). The Nomination and Remuneration Committee (“NRC”) of the Board is, *inter alia*, required to formulate a Policy on Board Diversity and lay down the criteria for determining qualifications, positive attributes and independence of a director pursuant to the requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR”)/Companies Act, 2013 (“Act”) and the rules made thereunder.

The Company recognizes that diversity at Board level is a necessary requirement in ensuring an effective Board and it has become more essential in view of the expansion of business, greater social responsibility, increasing emphasis on Corporate Governance, need for addressing concerns of diverse stakeholders and the necessity for managing risks in the business effectively. In view of the above the Company has framed this Policy that encourages diversity of thought, experience, knowledge, perspective, age and gender in the Board. The Policy sets out the approach to diversity in the Board of Directors of the Company so as to ensure that the Board has an appropriate blend of functional and industry expertise.

Policy Statement/Director Attributes:

- i. The Board shall drive diversity and have an appropriate blend of functional and industry expertise with an optimum mix of Executive, Non-Executive and Independent Directors, including Women Directors with a wide range of attributes, perspectives, expertise, knowledge and experience.
- ii. The Board will ensure that a transparent Board nomination process is in place that encourages diversity of thought, experience, skills, knowledge, perspective, age, nationality, gender, cultural and educational background. The diversity of the Board in aggregate will be of immense strength to the Board in guiding the Company successfully.
- iii. The Board while recommending the appointment of a director to, *inter alia*, consider the manner in which the function and domain expertise of the individual contributes to the overall skill domain mix of the Board.
- iv. To encourage healthy and open discussion and promote independence of judgement in Board and Committee deliberations.

Review of the Policy:

The NRC shall review this policy as and when required based on the changes that may be brought about due to any regulatory amendments or otherwise and recommend the revisions to the Board for consideration.