Germania INSURANCE

GERMANIA BOARD OF DIRECTORS' EXPECTATIONS

- Respect
- Support
- Personal Integrity
- Personal Commitment
- Attendance & Active Participation
- Adherence to Meeting Norms
  - Punctuality
  - Preparation
  - Confidentiality
  - Participation
  - Rules of Order
  - Active Listening

Germania Board of Directors – Expectations

To be successful and add value to the Germania organization, we expect the following of each other as Directors:

Respect
Directors listen intently and acknowledge others' points of view, ideas, opinions and suggestions. Directors develop and maintain sound relations and work cooperatively, responsively, and respectfully with the Chairperson, other Directors, senior management, and Germania employees. We can agree to disagree, but only after making every effort to understand each other's position.

Support
Directors maintain a positive attitude, not allowing the work and process of the Board to weaken its effectiveness and contribution to Germania. We support the participation of fellow Directors, assume positive intent and welcome diverse perspectives while striving for consensus.

Personal Integrity
Directors strive to do the right thing – always. We understand that honesty and trust is the bedrock of our success. We hold ourselves to a higher standard of behavior than our constituents and employees, striving to be role models for them and ambassadors for Germania.

Personal Commitment
Directors are selfless in their commitment to Germania, always putting the company first, and representing the company in a positive and highly professional manner. We understand the challenging role of a company Director and are committed to improving our effectiveness through self-development and educational opportunities, including attending appropriate educational conferences and continuing education opportunities in accordance with board-approved policies. Each Director shall be knowledgeable about the operations of Germania, the insurance needs of the policyholders which Germania serves, the insurance market environment generally, the duties and expectations of a Germania Director, the Board's governance role and responsibilities, the Board's governance structure and processes, the Board-adopted governance policies, and the Germania policies applicable to Directors.

Adherence to Meeting Norms
Directors balance task and process protocols to make Board meetings and committee work both efficient and effective. We understand the need for, and we practice … punctuality, preparation, confidentiality, active participation, rules of order, and active listening … to get the most value from our meetings and discussions.

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Attendance and Active Participation

Directors maintain a steadfast commitment to Germania by attending and actively participating in meetings and events which advance the success of Germania, including Board meetings (as set forth in the Germania Board Attendance Policy), Board committee meetings, Board retreats, Board education sessions, the TAMIC annual conference, the NAMIC annual conference, the G3X Agents' Conference, the TAMIC Capitol Day in Austin, and the NAMIC CCP meetings. We understand and acknowledge that our attendance and active participation in these events are invaluable and serves as a driving force for cultivating beneficial relationships on behalf of Germania.