



Diversity, equity and inclusion



Diversity, equity and inclusion (DE&I) at UFG Insurance is about leveraging strengths and appreciating our unique differences; allowing us to achieve greater success. Cultivating a diverse and inclusive work environment where different genders, races and experiences are welcomed, respected and appreciated is a priority. We strive to ensure equal opportunity for all employees to grow, engage and contribute fully as valued members of UFG.

We are committed to fostering diversity, cultivating equity and preserving a culture of inclusion. Diversity, equity and inclusion are core to this purpose and are an integral part of our values and culture. We believe our purpose is to invest in people to build enduring relationships with those we serve.

We recognize that our people are our most valuable asset. They are at the core of our values and we celebrate the unique attributes of our people. We invite everyone to bring their authentic, whole self to work. It is through our shared awareness and commitment to these principles that we foster a culture of belonging, where everyone is welcome, respected and appreciated. Championing diversity, equity and inclusion is not just something we do, it is the core of who we are.

OUR CORE VALUES

- S** ▶ **SERVICE**
that exceeds expectations.
- P** ▶ **PARTNERSHIPS**
that are mutually beneficial.
- I** ▶ **INNOVATION**
of our products and services.
- R** ▶ **RESPECT**
for one another.
- I** ▶ **INTEGRITY**
in every action we take.
- T** ▶ **TRUST**
at the heart of every promise.

**EMPLOYEE RESOURCE
GROUP members:**

416*

**WOMEN in
leadership positions:**

48%*

**DE&I awareness sessions
delivered to over**

300 EMPLOYEES
in a six month period

The DE&I council's promise statement to all UFG employees:

A promise to build an inclusive culture that celebrates belonging and the diversity of all employees.

* Metrics as of September 30, 2022.

U<Belong>

Diversity, equity and inclusion



Celebrating 75+ years of serving diverse stakeholders

UFG is proud to serve diverse stakeholders from across the nation, including shareholders, independent insurance agents, business owners, vendors and community members.



Talent management: Recruiting and development

We're building a better pipeline through strategic partnerships and inclusive hiring practices, both internally and externally. DE&I is a focus in our leadership development program, employee career journeys and succession planning.



Education and awareness

UFG is committed to offering both formal and informal awareness and education opportunities on diversity and inclusion. Whether it's a small focus group or a formal delivery to an entire business unit, our goal is to have every employee engage in at least two training opportunities in 2022.



DE&I scorecard

Our DE&I scorecard holds us accountable to be better through data analysis focused on measuring the impact of our efforts on education and awareness, talent management and ERGs.



Diversity, equity and inclusion



Employee resource groups (ERGs)

Our employee-led ERGs are intended to foster a diverse and inclusive work environment that aligns with our vision, mission and values. These groups are led and participated by employees who share a common characteristic or interest. Plus, they are a fun way to meet new people!



ERG: EPIC women's forum

Many of our employees, no matter their gender identity, find our EPIC women's forum to be a fountain of inspiration that helps build them into the empathetic leaders they wish to become.



ERG: Employee well-being

We encourage all employees to be mindful of their mental and physical well-being and have multiple programs available to help including this open, honest and vulnerable ERG.



ERG: Multicultural

Designed to cultivate a sense of belonging, UFG's multicultural ERG encourages all employees to bring their unique, authentic self to work and do their best to drive a culture of respect and celebrate inclusivity.