



ESG Analyst Data

(dollars in thousands, except per share data)

		2022	2021	2020	2019
Economic and Financial Performance					
Financial Highlights	Net premiums earned	\$951,541	\$962,823	\$1,055,082	\$1,086,972
	Total revenues	980,286	1,066,191	1,068,727	1,201,165
	Net income (loss)	15,031	80,594	(112,706)	14,820
	Net income (loss) per diluted share	0.59	3.16	(4.50)	0.58
	Total assets	2,882,286	3,012,721	3,069,678	3,013,472
	Shareholders' equity	740,114	879,121	825,149	910,472
	Return on equity	1.9%	9.5%	(13.0)%	1.6%
	Book value per share	\$29.36	\$35.05	\$32.93	\$36.40
	Dividends per share	0.63	0.60	1.14	1.30
	Capital returned to shareholders through dividends and share repurchases	15,860	17,071	31,267	44,362
Investments	Total investments	1,844,891	2,064,686	2,149,217	2,155,099
	Net investment income	42,932	55,778	39,670	60,414
	Net investment realized gains (losses)	(15,892)	47,383	(32,395)	53,779
	Net unrealized investment portfolio gains (losses)	(138,138)	49,769	83,070	47,279
Customer retention rate	Premium retention rate	76%	72.0%	75.9%	83.7%
	Policy retention rate	76.3%	76.1%	78.9 %	80.9%
Environmental					
Emissions	Total energy consumed in kWh	3,948,177	3,971,149	4,189,919	4,039,717
	Water usage (gallons)	1,190,898	2,127,460	2,699,719	3,657,256
	Natural Gas (ccf = 100 cubic feet)	210,670	195,308	239,919	217,617
	Percentage renewable energy	NA	NA	NA	NA
Climate	Climate risks discussed	Y	Y	Y	Y
	Recycling (paper in Tons)*	-	8.0	11.4	33.8
	Mixed Use Recycling (in Tons)	11.78	-	-	-
	Metal Recycling (in Tons)	5	-	-	-
	Compost (in Tons)	1.92	-	-	-
	Shredded Paper (in Tons)	6.61	-	-	-

*UFG's Net Zero waste program was implemented in 2022, which implemented multi-use, metal, compost and shredded paper sustainability efforts.

		2022	2021	2020	2019
Social					
Workforce Data	Headcount	1,091	1,086	1,165	1,185
	Percent of self-identified women in workforce	57.4%	54.8%	54.8%	54.8%
	Percent of self-identified racial/ethnic minorities in workforce	13.8%	13.8%	12.4%	11.6%
	Voluntary turnover rate	12.3%	11.7%	8.4%	8.6%
Human rights	Equal employment opportunity policy	Y	Y	Y	Y
	Diversity, equity and inclusion policy	Y	Y	Y	Y
	Human rights statement	Y	Y	Y	Y
Ethics	Anti-bribery & anti-corruption policy	Y	Y	Y	Y
	Code of business conduct policy	Y	Y	Y	Y
	Whistleblowing & non-retaliation policy	Y	Y	Y	Y
Governance¹					
Board composition & independence	Size of board (Board is divided into 3 classes – 1/3 of independent directors are re-elected each year)	12	13	12	12
	Board average age	60	60	63	62
	Maximum age for director service	72	72	72	72
	Average tenure of independent directors	9.7	11	14	13
	Percentage of non-executive directors with tenure exceeding 15 years	27%	25%	27%	27%
	Number of independent directors	11	12	11	11
	Independent chairman	Y	Y	Y	Y
	Independent lead director	N	N	N	N
	Percentage of board consisting of immediate family members of majority shareholders, executives, and former executives	0%	0%	0%	0%
	Percentage of board consisting of former or current employees of the company	8%	7.7%	8%	8%
Board diversity	Number of women on board	3	4	4	4
	Percent of directors who are woman	27%	31%	33%	33%
Board & committee meetings	Number of board and committee meetings during the calendar year	34	33	30	31
	Number of directors attending less than 75% of meetings during the calendar year	0	0	0	0
	Executive sessions	4	4	6	7
Shareholders rights	Annual election of directors	N	N	N	N
	Majority voting standard for director of elections	Y	Y	Y	Y
	Single voting class	Y	Y	Y	Y
	Proxy access	N	N	N	N
	Poison pill	N	N	N	N

¹ Governance data as of April 2023, unless noted.

2022

2021

2020

2019

Governance (continued)

Executive compensation	Clawback provision for executive compensation	Y	Y	Y	Y
	Single trigger vesting	Y	Y	Y	Y
	CEO stock ownership guidelines	Y	Y	Y	Y
	Executive stock ownership guidelines	Y	Y	Y	Y
	Director stock ownership guidelines	Y	N	N	N
	Holding period for executive stock	3-year cliff vest	3-year cliff vest	3-year cliff vest	3-year cliff vest
	Poison pill	N	N	N	N
	Most recent Say-on-Pay proposal received significant shareholder opposition	N	N	N	N
	Regulator-initiated enforcement actions against director or executive in last 2 years	N	N	N	N

Sustainability Disclosures

Disclosure frameworks	ESG Analyst Data	Y	Y	Y	Y
	SASB Framework Report	Y	Y	Y	Y
	TCFD Report	Y	N	N	N