

CHARTER
NOMINATING AND GOVERNANCE COMMITTEE
OF THE
BOARD OF DIRECTORS
UNITED FIRE GROUP, INC.

The Board of Directors of United Fire Group, Inc. (the “Company”) has established the Nominating and Governance Committee (the “Committee”) of the Board of Directors of the Company (the “Board”).

Role

The purposes of the Committee are:

- To assist the Board by identifying individuals qualified to become Board members and to recommend to the Board the director nominees for election at the annual meeting of stockholders or for appointment to fill vacancies;
- To advise the Board about appropriate composition of the Board and its committees;
- To review the succession plan relating to the position of Chief Executive Officer and other executive officers; and
- To perform such other functions as the Board may assign to the Committee from time to time.

Membership

The membership of the Committee shall consist of at least three directors. Each member shall satisfy the independence requirements of the rules of the NASDAQ Stock Market, Inc. The Board shall appoint the members of the Committee. The chairperson of the Committee shall be designated by the Board or, if no such designation is made, shall be selected by the affirmative vote of the majority of the Committee. The Board may remove or replace the chairperson and any other member of the Committee at any time.

Operations

The Committee shall meet at least two times each calendar year. Additional meetings may occur as the Committee or its chair deems advisable. The Committee shall keep adequate minutes of all its proceedings and shall report its actions to the next meeting of the Board of Directors. The Committee shall furnish its members with copies of the minutes of each meeting and copies of any action taken without a meeting by unanimous consent. The Committee is governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board of Directors. The Committee is authorized to adopt its own rules of procedure, provided such rules shall not be inconsistent with (a) any provisions of this Charter, (b) any provisions of the Bylaws of the {00409590.DOC}

Company, (c) the laws of the state of Iowa or (d) the applicable rules and regulations of The NASDAQ Stock Market, Inc., the Securities and Exchange Commission and any applicable state or federal agency.

The Chairman and Chief Executive Officer may participate in at least a portion of each meeting of the Committee. In the discretion of the Chairman of the Committee, but at least once each year, the members of the Committee shall meet in Executive Session.

Authority

The Committee shall have the resources and authority necessary to discharge its duties and responsibilities, including, without limitation, the authority to retain and compensate outside counsel or other experts, consultants or advisors, as it deems appropriate. Communications between the Committee and legal counsel in the course of obtaining legal advice will be considered privileged communications of the Company, and the Committee will take all necessary steps to preserve the privileged nature of those communications. The Committee may form and delegate some or all of its authority to subcommittees or to a single member of the Committee when it deems appropriate.

The Committee shall have sole authority to retain, amend the engagement with, and terminate any search firm to be used to identify director candidates. The Committee shall have sole authority to approve the search firm's fees and other retention terms and shall have authority to cause the Company to pay the fees and expenses of the search firm.

Responsibilities

The principal responsibilities and functions of the Committee are as follows:

1. Prepare and recommend to the Board for adoption appropriate corporate governance guidelines and modifications from time to time to those guidelines.
2. Seek individuals qualified to become board members for recommendation to the Board.
3. Determine whether or not each director and each prospective director of the Company is independent under the standards applicable to the committees on which such director is serving or may serve. The Committee may survey any and all of the directors and prospective directors to determine any matter or circumstance that would cause the person not to qualify as an independent director under applicable standards. The Committee shall report to the Board the existence of any such matter or circumstance.
4. Annually review and approve all transactions between the Company and any related party that are required to be disclosed pursuant to Securities and Exchange Commission Regulation S-K, Item 404. "Related person" and "transaction" shall have the meanings given to such terms in Item 404, as amended from time to time. Determine whether or not each director has a conflict of interest due to a related person transaction.
5. As necessary, obtain advice and assistance from internal and external legal, accounting or other advisors, approve the fees and expenses of such outside advisors, and cause the Company to pay the fees and expenses of such outside advisors.

6. Provide that the majority of the members of the Board are independent directors and that each committee of the Board contains exclusively or, if appropriate, a majority of members that are independent to the extent required by law, applicable listing standards, the Company's charter or Bylaws, or the Company's corporate governance guidelines.
7. Oversee and provide input regarding the Company's policies, strategies, programs and any goals that may be established from time to time related to environmental, social and governance (ESG) matters, as well as any public disclosures relating thereto. As necessary, the Committee will coordinate with the Company's other committees regarding ESG matters over which such committees have oversight responsibilities. At the discretion of the Committee, it shall receive periodic reports from management regarding the foregoing matters, as well as regarding relationships with key external stakeholders, including but not limited to agents, policy holders, investors and the communities in which the Company operates, that may have a significant impact on the Company's business activities and performance.
8. Each year:
 - Review the advisability or need for any changes in the number and composition of the Board;
 - Review the advisability or need for any changes in the charters or titles of committees of the Board;
 - Recommend to the Board the composition of each committee of the Board and the individual director to serve as chairperson of each committee;
 - Ensure that the chairperson of each committee report to the Board about the committee's annual evaluation of its performance and evaluation of its charter;
 - Receive comments from all directors and report to the Board its assessment of the Board's performance, to be discussed with the full Board following the end of each fiscal year;
 - Review and reassess the adequacy of the corporate governance guidelines of the Company and recommend any proposed changes to the Board for approval;
 - Review at least annually with the Chairman and Chief Executive Officer the succession plan relating to the position of Chief Executive Officer and other executive officers;
 - Review the need for changes in this Charter and recommend any proposed changes to the Board for approval; and
 - Review and evaluate its own performance and shall submit itself to the review and evaluation of the Board.



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Most recent review and approval by United Fire Group, Inc. Board 2/21/25