



Board Diversity Policy

Germania Farm Mutual Insurance Association (the “Company”) believes in diversity and values the benefits that diversity can bring to its Board of Directors (the “Board”). Diversity promotes the inclusion of different perspectives and ideas to ensure that the Company has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills, and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Company operates.

For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity. These differences will be considered in determining the optimum composition of the Board and, when possible, should be balanced appropriately. All determinations are made on merit in the context of the skills, experience, independence, and knowledge, which the Board as a whole requires to be effective.

The Board or a committee of the Board will periodically review this policy and assess its effectiveness in promoting a diverse Board.