

# DONEGAL MUTUAL INSURANCE COMPANY

## NOMINATING COMMITTEE CHARTER

The Nominating Committee (the "Committee") of the Board of Directors (the "Board") of Donegal Mutual Insurance Company (the "Company") shall have the authority, responsibilities and specific duties described in this Charter.

### Membership

The Committee shall consist of not fewer than three directors, each of whom shall be appointed by the Board and all of whom shall be independent in compliance with the requirements of the Pennsylvania Insurance Holding Companies Act.

### Responsibilities

The Committee shall have the following responsibilities:

- Developing and recommending to the Board specific guidelines and criteria for screening and selecting nominees to the Board, which shall cover, among other things, experience, skill set and the ability to act on behalf of the Company's policyholders;
- Reviewing the qualifications of, and recommending to the Board, those persons to be nominated for membership on the Board and to be elected by the Board to fill vacancies and newly created directorships;
- Conducting the appropriate and necessary inquiries into the backgrounds and qualifications of possible director candidates;
- Considering the performance of incumbent members of the Board in determining whether to recommend that they be nominated for re-election;
- Performing such other functions and duties as may be requested by the Board from time to time; and
- Reviewing this Charter at least annually and recommending any proposed changes to this Charter.

The Committee shall have authority to delegate any of its responsibilities to subcommittees as it may deem appropriate in its sole discretion and to retain, terminate and

obtain advice, reports or opinions from search firms or other internal or outside advisors and legal counsel in the performance of its responsibilities, and shall have the sole authority to approve related fees and terms of engagement.

### Meetings

The Committee may establish its own schedule for meetings and shall determine the number of meetings necessary and proper for the discharge of its responsibilities.

Approved by the Board of Directors on December 19, 2024