

Executive Inclusion Council (EIC) Charter

Purpose:

At Radian, we recognize and appreciate the importance of creating an environment in which all employees feel valued, included, and empowered to do their best work and bring great ideas to the table. We recognize that each employee's unique experiences, perspectives, and viewpoints add value to our ability to create and deliver the best possible service to our customers.

Given that our individual social, economic, and cultural identities shape and influence our experiences and perspectives, it stands to reason that Radian will do its best work by ensuring diversity in our workforce across the various dimensions of social and cultural identity and by practicing inclusivity in how we work with one another.

The mission of the Executive Inclusion Council (known hereafter as EIC) will be to foster an environment that attracts the best talent, values the diversity of life experiences and perspectives, and encourages innovation.

Duties & Responsibilities:

Using available research, best practices, and data on effective diversity, equity, and inclusion strategies, the EIC efforts will focus on the following objectives:

- a. Assist in setting the Company's general strategy with respect to DEI, and to consider and recommend policies, practices, and disclosures that conform with the strategy.
- b. Advise on the strategy to build capability and competency to lead and manage a diverse workforce.
- c. Create a work environment that ensures equitable access to opportunities for professional growth and advancement.
- d. Assess Radian's progress towards stated DEI ambitions.
- e. Develop cultural competence and responsiveness, as an organization, to maximize our effectiveness in business engagements with customers and partners, considering and respecting unique perspectives, experiences, and needs.
- f. Drive a culture of advocacy and allyship tied to our core value - Partner to Win.
- g. Make periodic visits, as individual members or as a Council, to operational departments or locations to become familiar with the culture of equity and inclusion and review relevant objectives, procedures, and performance with respect to DEI; and
- h. Approve and monitor Employee Resource Groups.

Meetings:

1. The Council will meet (at a minimum) on a bi-monthly basis, or more frequently as needed.
2. The Director, DEI shall serve as the Secretary of the DEI Council and shall keep minutes and records of the meetings.
3. The Chair(s) of the EIC (or their designee) shall establish the agenda for each Council meeting.
4. A quorum of at least 50% of the members shall be required for a DEI Council meeting to be held. Either the Chair(s) of the EIC or the Secretary shall be required to attend the meetings.
5. A majority vote of the EIC members in attendance at the meeting shall be required for any action taken by the Council.

Council Actions:

1. Determinations of the EIC will be made upon the unanimous approval of the Chair(s), following the receipt of input from the other Council Members.
2. The Council shall review this Charter at least annually (or more frequently as necessary). Any amendments to this Charter shall be approved by the Co-Chairs.
3. Any changes to the Council membership shall be approved by the Co-Chairs.
4. On a quarterly basis the Council will review employee demographics, trends, and indicators of progress in our DEI ambition. The Council will also periodically review the demographic makeup of the Council to ensure optimal representation.
5. The Council will prepare an annual report for review by the Executives of Radian, along with the Compensation and Human Capital Management Committee to reflect on progress and plan for the upcoming year's priorities

Council and Committee Members:

The Council shall consist of members from each of the Company's significant lines of business and corporate functions. This cross-functional approach to membership will allow multiple perspectives and experiences to be included in the overall advancement of enterprise-wide DEI goals. The Council includes members with the following roles and membership structure.

The CEO will act as Executive Sponsor. The sponsor will support the Council by providing guidance to the co-chairs; serving as Radian's official spokesperson for senior management; acting as an arbitrator and making decisions that may be beyond the authority of the co-chairs and Council members; and supporting co-chairs in presentation of recommendations to the executive teams.

The EIC will have two co-chairs and will report to the CEO. Co-chairs will be responsible for meeting scheduling, preparation, meeting facilitation, follow-up on action items, communication, and messaging, and providing regular updates to the company. The Co-Chairs may delegate such responsibilities (or a subset thereof) to one or more members of the ESG Committee.

Council members will be recommended by the Council members, vetted by the People Team, and approved by the Co-Chairs. Recommendations should come from among employees who express interest in participation or show future leadership potential. In general, council membership should reflect a diverse mix of employees, taking into consideration factors such as race/ethnicity, gender identity or expression, sexual orientation, age, disability, veteran status, etc. In addition, members should reflect different business areas of the organization. Membership will be limited to no longer than 24 months, although exceptions to this rule are allowed if approved by the Co-Chairs.

Also serving on the Council without membership limitation are Radian's SVP, People Experience and Director, DEI, who support the Co-Chairs, Council Members, and other business leaders to determine priorities and initiatives that position Radian as a leader in DEI. The Chief People Officer and Chief Legal Officer are extended standing invitations to join the Council meetings as they request.

The current council members are as follows:

- Chief Procurement Officer, Co-Chair
- Executive Vice President, Chief Marketing & Communication Officer, Co-Chair
- Executive Vice President, Chief People Officer
- SVP, Digital Valuation Products, and Sales
- Chief Information Security Officer
- EVP, Credit, and Counterparty Risk Management
- SVP, Mortgage Customers Operations & Technology
- Senior Vice President, People Experience
- EVP, Chief Technology Officer
- VP, Assistant General Counsel
- VP, Administration
- VP, Strategy & Operations
- Director, Diversity, Equity, and Inclusion

The DEI Committee:

The Diversity, Equity, Inclusion (DEI) Committee- The purpose of the committee is to work under the Executive Inclusion Council to support and implement the strategy and promote DEI initiatives.

The DEI Committee and the Executive Inclusion Council shall convene as a full group twice annually. The committee membership is listed as follows:

- Talent Acquisition DEI lead
- Human Resources Business Partner DEI lead
- DEI Ambition Pillar leads
 - Amplify Voices
 - Advocate for Access
 - Practice Inclusion
- Employee Resource Group co-chairs
 - True Colors
 - Vibrant Crossroads
 - Women Heard
 - Radian Salutes
 - New ERGs in the future

Behaviors

- Create an environment where others can safely voice their opinions and be valued
- Make a visible commitment to DEI

- Communicate the importance of DEI to the organization
- Emphasize DEI as part of the business strategy
- Make DEI an organization level priority (rather than HR level)
- Set and communicate DEI goals
- Hold themselves and others accountable for meeting DEI goals
- Create collaborative opportunities and leverage different perspectives
- Recognize and reward inclusive leaders
- Sponsor and/or actively participate in ERGs

Roles & Goals

Identify Organizational Goals + Metrics	Cascade EIC Information to Teams	Create DEI Goals for Direct Reports
<ul style="list-style-type: none"> • Recruitment <ul style="list-style-type: none"> • Expand Sourcing for a wider candidate slate • Utilize and leverage relationships at colleges, universities, and industry related organizations (NAHREP, AREA, AAREP) • Employee Resource Groups • Onboarding & Offboarding • Mobility & Advancement • Learning & Development • Coaching & Sponsorship • Succession Planning • Retention <ul style="list-style-type: none"> • Mentoring, Buddy Programs • Cross-department/business projects and exposure 	<ul style="list-style-type: none"> • Town Halls • Department Meetings • Staff Meetings/Team Meetings • 1:1 Meetings • Email • Radian Connected 	<ul style="list-style-type: none"> • Attend Trainings/Webinars • Discuss some key learnings • Share action plans from the training and be accountable • Encourage participation in ERG's • Attend and encourage participation in events • Ensure your team understands Diversity, Equity, and Inclusion through leading, engaging, advocating, and belonging

Definitions:

Diversity: The range of human differences, including but not limited to race, ethnicity, gender, gender identity, gender expression, sexual orientation, age, socioeconomic status, physical ability, or attributes, religious or ethical values systems, national origin, political beliefs, and cultures.

Anti-Racism: Challenging racism and actively changing policies, behaviors, and belief systems that perpetuate racist ideas and actions. Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels.

Inclusion: Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute. An inclusive organization promotes and sustains a sense of belonging; it values and practices respect where all people are recognized for their inherent worth and dignity, talented, beliefs, backgrounds, and ways of living.

Equity: Ensuring that everyone has support and access to the resources to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression.

- Equity differs from equality. Equality refers to treating everyone the same but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced varying obstacles and inequities.

Cultural Competency: An understanding of how institutions and individuals can respond respectfully and effectively to people from all cultures, economic statuses, language backgrounds, races, ethnic backgrounds, disabilities, religions, genders, gender identifications, sexual orientations, veteran statuses, and other characteristics in a manner that recognizes, affirms, and values the worth, and preserves the dignity, of individuals, families, and communities.

Allyship & Advocacy: When a person of privilege works in solidarity and partnership with a marginalized group of people to help dismantle systems that challenge a group's basic rights, equal access, and ability to thrive in society or workplaces.