

Executive Inclusion Council 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. We also 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.

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

Duties & Responsibilities:

Using available research, best practices, and data on inclusion strategies, the EIC objectives will include the following:

- a. Assist in setting the Company's general strategy with respect to inclusion, and to consider and recommend policies, practices, and disclosures that conform with the strategy.
- b. Advise on the strategy to build capability and competence to lead and manage a workforce with varied and unique perspectives.
- c. Create a work environment that ensures equitable access to opportunities for professional growth and advancement.
- d. 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.
- e. Drive a culture of advocacy and allyship tied to our core value – Partner to Win.
- f. Approve, monitor, and engage with Employee Resource Groups as necessary.

EIC Members:

The CEO will act as Executive Sponsor of the EIC. The Executive Sponsor will support the EIC by providing guidance to the Chair(s), serving as Radian's official spokesperson for senior management, making decisions that may be beyond the authority of the Chair(s) and EIC members, and supporting Chair(s) in presentation of recommendations to the executive teams.

The EIC will have Chair(s) appointed by and will report to the CEO. The Chair(s) 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 Chair(s) may delegate such responsibilities (or a subset thereof) to one or more members of the EIC or Corporate Responsibility Committee. New EIC members will be recommended by existing EIC members, vetted by the People Team, and approved by the Chair(s). Recommendations should come from employees who express interest in participating or show future leadership potential.

The EIC shall consist of members from across the Company's lines of business and corporate functions. This cross-functional approach to membership will allow multiple perspectives and lived experiences to be included in the overall advancement of enterprise-wide goals. Members from across the Company's lines of business and corporate functions may be recommended for membership to the EIC by the People Team or current Council members. The recommended individual(s) will be vetted by the People Team, presented to the EIC for consideration, and approved by the Chair(s). Members of the EIC will be expected to serve for 24 months, although longer periods of membership are permitted. Membership tenure may be extended under the discretion of the Chair(s).

Meetings:

1. The EIC will meet regularly, as necessary.
2. A member of the EIC shall serve as the Secretary of the EIC 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 meeting.
4. A quorum of at least 50% of the members shall be required for an EIC 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 EIC.

EIC 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 EIC members.
2. The EIC shall review this Charter and recommend any proposed changes for approval. Any proposed changes to this Charter shall be approved by the Chair(s).
3. Any changes to the EIC membership shall be approved by the Chair(s).