



# **CORPORATE RESPONSIBILITY** REPORT 2025





# A MESSAGE FROM OUR CEO

At Essent, we are dedicated to creating a sustainable future by fostering a vibrant company that prioritizes our customers, employees, and communities while delivering value for our shareholders. Our strong financial results in 2024 continue to reflect the strength of our operating model, the efforts of our dedicated team and the partnership of our nationwide customer base.

We maintain a thoughtful approach to corporate responsibility with Service, Innovation, Community and Integrity at the forefront of our mission. We are proud to be a best-in-class partner to the housing finance industry by offering private mortgage insurance (MI), reinsurance and title insurance and settlement services.

Since our inception, Essent MI has helped more than 3 million homebuyers become successful homeowners or to retain homeownership in communities across the country. In 2024, Essent also donated nearly \$1.1 million dollars to over 30 worthy causes across the country that support Children, Education, Health and Housing.

I am pleased to share this year's Corporate Responsibility Report. I hope you find it insightful to read how our corporate governance and dedication contributes to creating stakeholder value and advancing our core mission of providing affordable and sustainable homeownership opportunities in communities across the country.

**Mark A. Casale**

A handwritten signature in blue ink that reads 'Mark A. Casale'.



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# 1.0 CORPORATE RESPONSIBILITY AT ESSENT

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# About Essent Group

Essent Group Ltd. (NYSE: ESNT) is a holding company (collectively with its subsidiaries, “Essent”) offering private mortgage insurance, reinsurance, and title insurance and settlement services to serve the housing finance industry.

We provide private capital to mitigate mortgage credit risk, allowing lenders to make additional mortgage financing available to prospective homeowners. We also offer mortgage-related insurance, reinsurance, and advisory services through our Bermuda-based subsidiary, Essent Reinsurance Ltd. In July 2023, Essent acquired a title insurance underwriter and full-service title agency to add title insurance and settlement services to our offering.

At Essent, our mission is to serve as a trusted, best-in-class partner in the U.S. housing finance industry. Having a home provides a sense of security, well-being, and belonging. The very core of what we do in our MI business enables more people to buy their own homes, creating a positive ripple effect throughout their communities.

Our mortgage insurance subsidiary, Essent Guaranty, Inc., is a strong and trusted counterparty in the mortgage lending community, serving approximately 1,500 lenders and helping more than 3 million homebuyers become successful homeowners or reducing the cost of homeownership in communities across the country.

Our title business strengthens our offerings to our customers, serving agents, and lenders across the country with title and settlement services.

## Mortgage Insurance



Mortgage insurance plays a critical role in the U.S. residential mortgage market by facilitating secondary market sales and by providing lenders and investors with a means to diversify their exposure and mitigate mortgage credit risk while extending affordable homeownership to borrowers. By providing MI, we provide an opportunity for homebuyers to become successful homeowners.

## Title Insurance



Title insurance is essential to the real estate closing process for most transactions in the U.S. involving real property mortgage lenders. We provide our customers, which include lenders, agents and servicers, with underwriting and settlement services to protect the title customer’s rights and interest in the subject real property against financial losses and legal issues arising from defects or problems with the property’s title.

## 2024 AT A GLANCE

**\$5.6 Billion**

OF GAAP EQUITY

**\$6.3 Billion**

CONSOLIDATED CASH & INVESTMENTS

**\$1.6 Billion**

EXCESS U.S. PMIERS CAPITAL

**~1,500**

LENDERS SERVED NATIONWIDE

**>3.1 Million**

HOMEBUYERS ESSENT MI HAS HELPED BECOME SUCCESSFUL HOMEOWNERS



## Our Values

Integrity, service, innovation, and community—our core values drive us to uphold the highest ethical standards, deliver solutions that raise the bar, and serve as responsible corporate stewards, making a meaningful impact on the people and communities we serve.



### Integrity.

We adhere to high ethical standards and are committed to doing what is best for our policy holders, employees and shareholders.



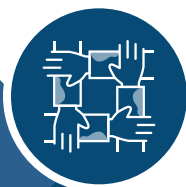
### Service.

We are focused on managing risk and dedicated to serving as a strong and fair counterparty to the housing finance industry.



### Innovation.

We are motivated to generate solutions for our customers that raise the bar within our organization and our industry.



### Community.

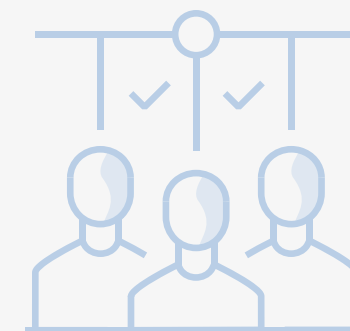
We are dedicated to responsible corporate stewardship through philanthropic, environmental, and social initiatives.

Under the direction of our Chief Executive Officer and the Board of Directors, we are committed to supporting initiatives that are relevant to the company and align with our dedication to responsible corporate citizenship that positively impacts the people and communities we serve.

## Board Oversight

Essent has a strong, top-down approach to corporate responsibility. Our Board is active and has oversight over our Code of Conduct, environmental awareness, cybersecurity, corporate culture, employee engagement, diversity, and community commitments.

Under its charter, our Nominating, Governance and Corporate Responsibility Committee is responsible for the governance and environmental aspects of our sustainability programs. The Compensation Committee's role includes overseeing the social aspects of our programs, including receiving periodic updates from the company's management team responsible for significant social activities. Our Corporate Governance Guidelines further detail the Board's oversight of technology, innovation, cyber risk and continued commitment to equal opportunity, diversity and inclusion.





# How We Combine Our Values And Corporate Responsibility Focus



## We Believe Our Employees Are Our Greatest Asset.

We provide many opportunities to support, grow and challenge our employees, including:

- Competitive benefits
- Career development opportunities
- Flexible work arrangements
- A friendly and professional work environment dedicated to equal opportunity and inclusion

Investing in our employees enables us to attract and retain best-in-class team members who act like owners.



## We Enable Homeownership And Invest In Communities.

Having a home provides a sense of security, well-being and belonging. The very core of what we do (MI) enables more people to buy their own homes, creating a positive ripple effect throughout their communities. The expanded opportunity we provide to homeowners helps them accumulate the wealth that comes with homeownership.

We also employ people who give back to the communities where they live and work. Our employees volunteer in schools, daycares and nursing homes. They serve on the boards of universities, high schools and religious institutions. They run marathons, build houses and serve meals at homeless shelters — all within their communities.

In addition to offering service opportunities and a match program to our employees to encourage and enhance charitable giving, Essent also has its own charitable giving program, which focuses on supporting education, children, health and housing.



## We Are Prudent Risk Managers And Operate In A Sustainable Way.

As professional risk managers, we are experienced at analyzing the consequences of our actions. Planning for the long-term through a measured approach resonates throughout our business.

At the same time, we strive to operate in a sustainable manner to the benefit of our broader environment.



# 2.0 INVESTING IN OUR EMPLOYEES

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# Compensation And Benefits

Our employees are the key to our long-term success. We encourage our employees to cultivate their entrepreneurial spirit and embrace our customer-first focus to continuously innovate our technology, our products and our processes to not only help our customers grow their businesses, but also to grow their businesses better.

We have employees located in offices in Pennsylvania, North Carolina, New York, Virginia, Missouri and Bermuda.

We believe in attracting and retaining talented people who want to do meaningful work and do it well. We design compelling job opportunities that align with our mission, foster work-life balance and offer competitive compensation and benefits that promote the health and financial security of our employees and their families.



## Fair Wages And Benefits.

Employee engagement begins at the time of hire by providing our employees with a total rewards package inclusive of a fair and livable wage, medical, dental, vision, prescription, life, short & long-term disability coverage and paid time off to all full-time employees.



## Recruitment Process.

The process through which we recruit employees has an impact on the quality and timing of filling positions. Open positions may be filled internally through our applicant tracking system. External candidates are primarily identified through job boards such as LinkedIn®, Indeed®, our employee referral program and candidate sourcing. Additional recruitment resources include college placement services, trade journals and professional recruiting firms.



## OFFICES

in Pennsylvania, North Carolina, New York, Virginia, Missouri, and Bermuda



## 625 EMPLOYEES

across the United States and Bermuda



## Employee Retention.

Year over year, we attract, develop and retain our employees by offering a competitive total rewards package and assigning measurable business objectives. This is imperative to a successful and sustainable business model. Our “do the right thing” culture has enabled us to achieve ~95% retention rate over the past 5 years.



## EMPOWERING FINANCIAL WELL-BEING

### Share Grant Program.

We strongly believe that all employees should make good decisions, do the right thing and act like owners, which is why we frequently grant equity awards to our workforce.

### Essent Babies.

We believe in education and saving for education. Each employee's new baby is granted a \$1,500 gift card to be deposited into a 529 plan of their parents' choice to help families start saving for education.

### Adoption Assistance Program.

We support the building of families and offer an adoption assistance reimbursement program to all full-time employees.

### Employee Assistance Program.

We provide an Employee Assistance Program and Caregiver Support Program for all employees and their dependents' wellbeing. This benefit offers confidential telephone and online support, as well as counseling sessions, referrals and practical help for a variety of work-life balance issues. Topics covered include substance abuse, caregiver support, marital or family issues, financial and legal support, mental illness, stress, domestic violence, health education and disease prevention.

### Commuter Benefits.

The use of mass transit helps to reduce our carbon footprint and we encourage the use of mass transit when possible. Our headquarters is strategically located within walking distance from Amtrak and local train lines. We offer WageWorks®, a pretax monthly benefit to help defray mass transit and parking costs.

### 401(k) Options.

Essent's 401(k) Plan contributes generously to the retirement savings plans of our U.S.-based employees. Our plan is offered to all full- and part-time employees. The non-discretionary matching contribution is an amount equal to 100% of the first 5% of an employee's eligible compensation. Employees are eligible to participate as of their date of hire and all contributions immediately vest. Our 401(k) offerings include funds that have a sustainability score, which assists employees in making personal investment decisions in alignment with their values. Our employees value this benefit. As of December 31, 2024, our participation rate was ~85%.

### Town Hall Meetings.

Our CEO holds "town hall" style calls and in-person meetings with employees throughout the year, providing an opportunity for employee questions to be directly answered by senior management. We believe that this format facilitates strong and productive conversations across our organization.



### FAMILY SUPPORT BENEFITS

assistance for newborn education savings and adoption expenses



### EMPLOYEE EQUITY

rewards employees with equity, promoting ownership

EMPLOYEE  
RETENTION  
average rate  
over five years

~95%

401(k) MATCH  
on the first  
5% of employee  
contributions

100%

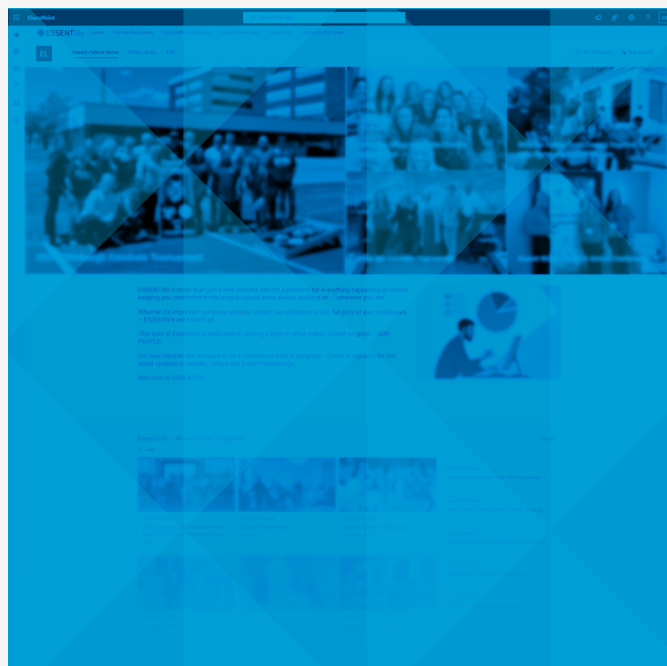
401(k) PLAN  
employee  
participation  
rate for the year

~85%



## EssentLife

Our company intranet is an important tool used to share information with our employees. Employees receive company-wide announcements and information about events, and have access to important tools and resources, including Human Resources, IT and Security and Corporate Compliance. EssentLife serves as a hub that fosters culture within the Essent community.



## Employee Recognition.

Employees are recognized throughout the year. Recognition happens in many ways, for example, during Town Hall meetings and internal announcements. Annual promotions are announced company-wide by our CEO and President. For a job well done, we reward our employees with spot-bonus awards. We also recognize birthdays, work anniversaries and other accomplishments.

## PROMOTING MENTAL AND PHYSICAL WELL-BEING

### Group Health Insurance And Health Savings Accounts.

Our health and welfare benefits are carefully designed to answer the needs of our employees in the communities where they live. Our health plans, which are available to all full-time U.S.-based employees as of their date of hire and their eligible family members, including spouses, domestic partners, and children include:

- Medical (Including Telehealth & Telemental Health), Prescriptions, Dental, and Vision
- Group Life Insurance
- Short-term and Long-Term Disability
- Supplemental Disability
- Paid Time Off (PTO)
- Healthcare Flexible Spending Accounts
- Health Savings Accounts
- Health Club Discounts
- Weight Management and Tobacco Cessation
- Diabetes Management
- Employee Assistance Program
- Caregiver Support Program
- Paid Volunteer Day



### COMPREHENSIVE HEALTH BENEFITS

medical, dental, vision, life insurance, disability, and PTO



# Employee Engagement, Development, And Performance Management

## Employee Engagement.

We value honest and timely feedback. We promote an open-door policy and encourage continual engagement with all of our employees.

## Periodic Engagement Events.

We believe in fostering a hardworking, but enjoyable work environment. Throughout the year, we host a variety of events including holiday parties, picnics, sporting events, lunch & learns, internal contests and more. Food truck days, coffee carts, special gourmet lunches, gift cards and customized Essent apparel are just a few of the ways we let our employees know we appreciate them.

## Performance Management.

Essent's performance management process provides employees with obtainable and measurable personal goals, ongoing feedback, and support throughout the year. Employees establish business objectives with their managers to clearly define their goals for the year. Managers provide feedback regularly throughout the year through 1:1 meetings and hold formalized progress discussions at mid-year and year-end to keep each employee informed of their performance and on track to meet their goals.

## COMPANY-WIDE TRAINING

### Clear Duties And Feedback.

Our management philosophy aligns objectives to foster a culture of accountability and success within the organization. To clarify duties, we have job descriptions that define responsibilities within each role. Every employee has individual goals and is provided with formal feedback on a semi-annual basis. In addition, we believe in providing compliance and job-related training for new and existing employees throughout the year. We offer various developmental opportunities in sales, underwriting, IT and other business-related areas to support continuous employee development and success.

## PROFESSIONAL DEVELOPMENT

### College Internships.

Each year, we offer summer internships for students interested in gaining a realistic, professional and meaningful educational experience in the insurance industry. Our internships are typically in our PA and NC offices. In addition to their departmental assignments, our summer interns collaborate on a business-related research project.

### Management Trainee Program.

We offer a management trainee program to prepare new talent for a successful and challenging career. The program involves department rotations to expose trainees to a variety of managers and management styles, and provide a unique inside perspective on different aspects of our business.

## ADVANCED TRAINING

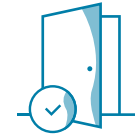
### Training And Continuing Education.

We are a strong believer in education and development to keep employees motivated and skilled. We have a tuition reimbursement program and offer certifications, which include MBA certifications and Nationwide Multistate Licensing System & Registry (NMLS) continuing education. Other professional development areas include cybersecurity, risk, accountancy, actuarial sciences, human resources, underwriting, information technology, appraisals, marketing and project management.



### TUITION REIMBURSEMENT

program and certifications, supporting employee education and development



### OPEN-DOOR POLICY

encourage continual engagement with employees



### EMPLOYEE DEVELOPMENT

offer various development opportunities, compliance, and job-related training



# Diversity Strengthens Our Equal Opportunities

Our Compensation Committee of the Board of Directors is responsible for equal opportunity oversight.

Essent is dedicated to providing equal opportunity. 33% of our Board is comprised of minorities and women. We comply with all applicable laws relating to fair employment. Our recruiting efforts include internal postings to encourage career paths for current employees, including minorities, women and other protected classes. Recruiting efforts also include broad external postings on the largest career sites including Indeed®, LinkedIn® and others to attract the broadest candidate pool possible. We have identified certain positions that can be successfully accomplished on a remote basis through technology, training and leadership. We believe a qualified, diverse and inclusive workforce enabling equal opportunity provides for a broad array of viewpoints, talents and skills, and assists in building a sustainable future.

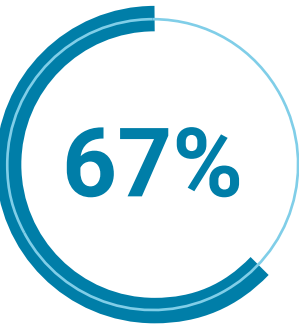
## EMPLOYEES

receive annual training



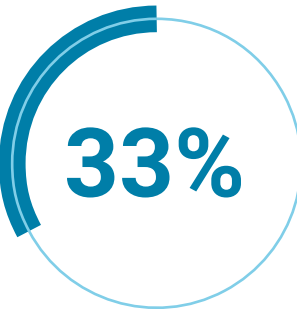
## WORKFORCE

is women & minorities



## BOARD

is women & minorities



## RECRUITING EFFORTS

include internal postings to encourage career paths for current employees, including minorities, women, and other protected classes.



# 3.0 BEING A COMMUNITY PARTNER

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# Employee Matching And Volunteering

Our Board of Directors, management team and employees are committed to supporting our communities.

Our employees volunteer their time and talents to support local charities and community organizations. The employee match portion of our Corporate Charitable Giving program encourages employee service engagements by providing a 1:1 match of donations up to \$1,000 per employee per year.

We understand that providing volunteer opportunities and introducing our employees to new and worthy causes fosters good citizenship. All matches are made to 501(c)(3) organizations that do not discriminate against a person or group on the basis of race, religion, color, national origin, age, sex, gender identity, disability, status as a disabled veteran, political preference, sexual orientation, pregnancy, membership or non-membership in any lawful organization or other basis prohibited by local laws or regulations.

## Community Engagement.

In alignment with our core value of citizenship, we encourage our employees to contribute their time to support various community and charitable activities. To foster participation, all full-time employees are granted a full day of paid time off to perform a “Day of Service” through a 501(c)(3) organization to help their communities.

In 2024, our employees across all locations participated in several charitable activities, including organizing successful food drives in support of local food pantries, volunteering time to serve breakfast at local rehabilitation homes and participating in various community clean-up projects. We are proud of the passion and time our team expends to give back to the communities where we work and live!



### MATCH OF DONATION

to 501(c)(3) organizations and up to \$1K per employee per year



### DAY OF SERVICE

employees are granted a full day of paid time off





# Our Commitment To Giving Back

We are passionate about making a difference in our communities. Essent sponsors national and local organizations with a focus on children, education, health and housing.

## ALLEVIATING HOUSING INSECURITY

In addition to supporting the U.S. housing market through our mortgage and title insurance business, below are some other ways we support housing through our corporate giving strategy.

### MBA Opens Doors Foundation

Through its home grant program, Opens Doors provides mortgage and rental payment assistance grants to parents and guardians caring for a critically ill or injured child, allowing them to take unpaid leave from work and spend precious time together without jeopardizing their cherished homes. In addition to being an annual contributor to this foundation, an Essent officer also serves on the foundation's board of directors.

### ALTA Good Deeds

Essent supported the ALTA Good Deeds Foundation through our charitable giving efforts in 2024. The ALTA Good Deeds Foundation supports the charitable efforts of title professionals as they work to build and strengthen their local communities and exemplify the title industry's values of We Lead, We Deliver, We Protect.

### Covenant House

We are also an annual contributor to Covenant House, which for more than four decades, has helped transform and save the lives of a million+ homeless, runaway and trafficked young people by providing crisis care, shelter and long-term support.

### Clarifi

In 2024, we contributed \$150,000 to continue to fund the Clarifi Housing Stability Center and a Housing Stabilization Fund to aid Philadelphia, PA families in housing crisis. Founded over 50 years ago, Clarifi is a nonprofit that empowers individuals to achieve financial resilience and positively impact their communities. We are proud to have an Essent officer on Clarifi's board of directors.





## OUR COMMITMENT TO HEALTH, CHILDREN AND EDUCATION

### Education.

Our charitable program places special emphasis on championing education, in particular, for underserved youth. In 2024, we made nearly \$1 million in contributions to educationally aligned entities. We have made a 10-year, \$3 million commitment to Cristo Rey Philadelphia High School, an inner-city, independent college preparatory school for students of all faiths who cannot otherwise afford a private education.

Cristo Rey Philadelphia is a new model of private high school that opened in 2012 and has developed a unique partnership with local educators, businesses and universities. The school supports boys and girls from some of the poorest neighborhoods in Philadelphia, PA.

Additionally, we continue our \$1.2 million, multi-year commitment to support young women with an emphasis on a Science, Technology, Engineering and Math (STEM) program.

### Mental Health.

We continue to maintain our multi-year grant commitment to Pennsylvania-based Main Line Health Behavioral Health Services. With one in four members of the local community grappling with mental health issues, our donation supported the development of a new behavioral health unit expansion, which opened in early 2022.

#### Spare Key

Our Essent Guaranty subsidiary supported Spare Key in 2024. Spare Key provides assistance to families with a critically ill or seriously injured family member. No matter the illness, no matter the injury, no matter the income.

**Essent contributed \$25,000 in 2024.**

#### Bermuda College

Our Essent Reinsurance subsidiary has committed to support Bermuda College as it works to modernize the College's campus, IT infrastructure, course offerings and facilities to meet the needs of its 21st century students and faculty.

**EssentRe contributed \$150,000 in 2024.**

## SUPPORT PROVIDED

# ~\$1.0 Million

TO EDUCATIONALLY ALIGNED ENTITIES

# \$3.0 Million

10-YEAR COMMITMENT TO CRISTO REY  
PHILADELPHIA HIGH SCHOOL

# \$1.2 Million

SUPPORT YOUNG WOMEN WITH AN EMPHASIS  
ON A STEM PROGRAM

# \$1.0 Million

CONTRIBUTIONS MADE

# 30+

WORTHY CAUSES SUPPORTED



# Creating Pathways To Homeownership

We offer private MI for single-family mortgage loans in the U.S., as well as private capital to mitigate mortgage credit risk, allowing lenders to make additional mortgage financing available to prospective homeowners.

## OPENING DOORS WITH MORTGAGE INSURANCE AND RELATED PROGRAMS

The biggest hurdle for many potential homebuyers is the 20% down payment required by most lenders. Our primary revenue source is providing mortgage insurance (MI) on loans with downpayments that are less than 20%. By providing MI, we create an opportunity for homebuyers that otherwise may not be able to qualify for a loan. We are proud of the role we play in supporting the U.S. housing finance system and for establishing pathways for homeowners to begin their economic security and realize the long-term benefits of owning a home.

## AS AN MI PROVIDER, WE...

### Support First-Time Homebuyer Initiatives.

Fannie Mae's HomeReady® and HFA Preferred™ and Freddie Mac's Home Possible® and HFA Advantage® are federally sponsored affordable loan programs that offer low- and moderate-income homebuyers the opportunity to become first-time homeowners.

As an approved MI provider for these affordable programs, we are proud to be able to help homebuyers build a stronger foundation of economic security by becoming homeowners with as little as 3% down.

### Deliver Innovative Solutions For Affordable Homeownership.

Essent is an approved MI provider with state housing finance agencies (HFAs) across the country. Our Affordable Housing program can help first-time and low-to-moderate income buyers become homeowners. Often a lower cost alternative, an HFA loan with Essent offers borrowers flexible MI options.

### Help Wealth Accumulation Through Homeownership.

The expanded opportunity we provide to homeowners helps them accumulate the wealth that comes with homeownership.

### Provide Educational Support To First-Time Homebuyers.

Owning a home can be both financially rewarding and challenging. We believe that our work with lenders and industry associations will help educate the public on common misconceptions about downpayment requirements and create more inclusive opportunities for homebuyers.

We provide access to approved homebuyer education courses [here](#) to help homebuyers prepare for the challenges and responsibilities of homeownership. We believe that prospective homebuyers can also benefit from homebuyer education programs sponsored by community, nonprofit, and governmental agencies.

As a private mortgage insurer, we are proud of the role we play in helping aspiring homebuyers become successful homeowners, whether it's buying a home with as little as 3% down or educating themselves about the homebuying process. With that, we have partnered with Finally Home!, a HUD-approved Housing Counseling Organization, to provide low-cost homebuyer education to our customers and their borrowers. Finally Home! offers pre-purchase education, a post-purchase toolkit, as well as life-of loan counseling.

Finally Home! offers a comprehensive curriculum that goes above and beyond the national industry standards for homebuyer education.

In addition, we support the U.S. Department of Housing and Urban Development's (HUD) efforts to identify approved state housing counseling agencies which they make available on their website. These programs offer advice on understanding the homebuying process, default prevention and credit management.

### Support The Fair Housing Act And Equal Credit Opportunity Act.

We promote the expansion of viable homeownership opportunities through the use of fair and reasonable underwriting requirements that support our objective of making homeownership affordable and sustainable.

We believe in fair treatment of all homebuyers in accordance with applicable law, and we operate in accordance with the provisions of the Fair Housing Act and the Equal Credit Opportunity Act. Though these laws are not directly applicable to Essent, the Fair Housing Act makes it unlawful to discriminate in housing-related activities against any person because of race, color, religion, national origin, sex, handicap or familial status. The Equal Credit Opportunity Act prohibits discrimination with respect to any aspect of a credit transaction on the basis of sex, race, color, religion, national origin, marital status or age, provided the applicant has the capacity to enter into a binding contract, receipt of public assistance or because the applicant has in good faith exercised any right under the Consumer Credit Protection Act.

We fully support the letter and the spirit of both of these laws and will not condone discrimination in any mortgage guaranty insurance transaction. Our objective is to help make homeownership affordable and attainable. Our commitment to homeowners and the housing finance industry is a responsibility we take seriously, as we work to encourage fair lending, open new markets, and expand our insurance services.



# 4.0 OPERATING WITH INTEGRITY

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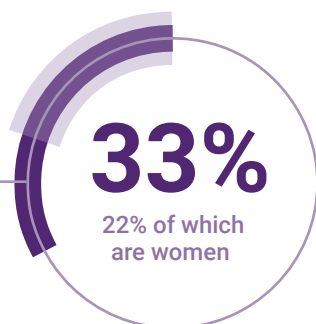
# Leading With Integrity

Our Board of Directors is collectively responsible for the leadership, management, and long-term success of the company. Meetings are held regularly throughout the year to review our operations and discuss our business plans and strategies.

## There Are Currently Five Board Committees:

- Audit Committee
- Compensation Committee
- Nominating, Governance & Corporate Responsibility Committee
- Risk Committee
- Technology, Innovation & Operations Committee

**WOMEN &  
MINORITIES**  
on the board



## 2024 Corporate Governance Highlights:

- Board oversight of Corporate Responsibility matters
- Lead Independent Director
- 2 of our 9 directors or 22% are women (as of 12/31/24)
- 3 of our 9 directors or 33% are minorities or women (as of 12/31/24)
- Formal commitment to diverse representation on the Board to incorporate different points of view, including education, skill, professional background, personal accomplishments, geography, race, gender, age, ethnic background, sexual orientation, national origin, and experience with mortgage insurance, reinsurance, or other businesses and organizations that the Board deems relevant and useful:
  - Majority Voting Standards
  - Defined Retirement Age
  - Stock Ownership Guidelines for Executive Directors and Non-Management Directors

We are committed to providing a healthy and safe working environment in line with internationally declared human rights.

## Our Policies.

To demonstrate our commitment to integrity and corporate responsibility, we have formalized and adopted a number of internal policies, a representative sample of which is provided below:

- Anti-Corruption Policy
- Anti-Money Laundering Awareness Policy
- Antitrust Policy
- Business Continuity and Disaster Recovery Policy

- Code of Business Conduct and Ethics Policy
- Complaint Management Policy
- Corporate Giving Policy
- Fitness for Duty Policy
- Fraud Policy
- Gift and Entertainment Policy
- Government Relations and Political Activities Policy
- Health and Wellness Policy
- Human Rights and Labor Policy
- Identity Theft Prevention Policy
- Information Security Program Policy
- Insider Trading Policy
- Media and External Communications Policy
- Prevention of Discrimination and Harassment Policy
- Privacy Policy
- Reasonable Accommodation Policy
- Related Persons Transaction Policy
- Security Awareness Training Policy
- Social Media Policy
- Substance Abuse Prevention Policy
- Third Party Code of Conduct
- Vulnerability Management Policy
- Whistleblower Policy



## Code Of Business Conduct And Ethics Policy.

Our Code of Business Conduct and Ethics Policy details the ethical standards and professional behavior expected of directors, officers, and employees. The Code covers issues such as conflicts of interest, insider trading, fair dealing, confidentiality, bribery, discrimination, and harassment, and accuracy of financial records. The Code requires the reporting of illegal or unethical behavior so that the company can address issues as they arise.

## Ethics & Compliance Training.

Our employees receive ongoing training on our ethics and compliance practices and policies on at least an annual basis. Annually, 100% of our full- and part-time employees, board members, and identified contractors complete mandatory compliance training and acknowledge they have read and understand our Code of Business Conduct and Ethics Policy.

The following topics are included in compliance training:

- Accurate Books and Records
- Americans With Disabilities Act
- Anti-corruption, Bribery, Kickbacks, and Other Improper Payments
- Antitrust
- Business Email Compromise
- Competitive Intelligence
- Confidential and Proprietary Information
- Conflicts of Interest
- Email & Messaging
- Employment (Equal Employment Opportunity)
- Employment Discrimination
- Essent Code of Business Conduct and Ethics
- Fair Competition
- Information Security & Data Privacy

- Insider Trading
- Intellectual Property of Others
- Password Management
- Phishing
- Privacy Laws
- Protecting Company Assets
- Protecting the Workplace
- Regulation Fair Disclosure
- Respectful Communication
- Security Information Outside the Office
- Speaking Up and Reporting Concerns
- Social Engineering and Cybercrimes
- Social Media
- Unfair Deceptive and Abusive Practices
- Workplace Harassment

Additionally, we train select groups of employees on the following topics:

- Anti-Money Laundering (Title Lender Services)
- Bank Secrecy Act (Title Lender Services)
- Equal Credit Opportunity (Mortgage Insurance)
- Mortgage Fraud (Mortgage Insurance)
- Sarbanes-Oxley
- State Specific Anti-Harassment and Discrimination

## Independent Reporting Hotline.

Should any ethical violations or reporting concerns arise, we have an independent third-party hotline available for 24/7 anonymous reporting. We do not tolerate acts of retaliation against any director, officer or employee who makes a good faith report of known or suspected acts of misconduct or other violations and have adopted a Whistleblower Policy in support of these protections.

## Third Party Code Of Conduct.

We expect all parties providing goods and services to Essent to conduct their business activities with the same high standards of business ethics, social responsibility, and environmental stewardship that we have committed to, and in accordance with all applicable laws and regulations. We have adopted a Third-Party Code of Conduct that outlines our expectations for external partners to establish and maintain a business relationship with Essent, supporting a professional environment where all are treated with respect and dignity, and where their health and safety are protected.

## Know Your Customer.

Before we partner with a potential lender, we perform our required due diligence. We apply our comprehensive risk management framework to identify any potential risks to our mortgage insurance portfolio, as well as any investment, liquidity or regulatory compliance risk, among others.

## Health & Safety And Human Rights.

We are committed to providing a healthy and safe working environment in line with internationally declared human rights. Similarly, third parties are expected to provide a healthy and safe working environment in line with internationally declared human rights.

## Freedom Of Association.

Our employees have the right to lawfully form and join organizations of their own choosing and peacefully associate. We expect third parties to allow their personnel to lawfully form and join organizations, and peacefully associate. None of our employees are represented by a labor union.



# Delivering On Our Customer Service Promise

Essent operates within a business-to-business (B2B) model. We are deeply committed to delivering exceptional customer service by ensuring we are accessible, responsible and dedicated to meeting the needs of our customers with the highest level of care and attention.

Essent offers multiple channels for customers to connect with us, ensuring they can reach out in the way that is most convenient for them, including through our corporate website, telephone, email and other self-service options. To proactively keep our customers informed, we publish our guides, bulletins and other company news online for easy access. Additionally, we create self-service resources, including videos and comprehensive FAQs to help our customers easily navigate answers to commonly asked questions.

## Essent Essentials Training Platform

Essent has an extensive customer training offering delivered through live webinars, self-paced learning modules and on-demand analysis tools. Our operational training content goes deep on industry specific content that’s relevant to our customers’ daily operations.

*\*Data excludes webinars and on demand video views*

469,990

SESSION VISITS

138

PRIVATE TRAINING SESSIONS

111

PUBLIC TRAINING SESSIONS



# Risk Management And Responsible Investment

At Essent, we are committed to responsible investment and effective risk management by integrating strategies to ensure long-term sustainability and value creation.

### Risk Governance Structure:

Risk Committee of the Board of Directors	Oversees key risks and exposures that could materially impact the company
Management Risk Committee	Chaired by the Chief Risk Officer, includes senior executive management
Enterprise Risk Management (ERM) Program	Follows the COSO ERM framework, with guidance from WBCSD for ESG-related risks
Major Risks Covered	Mortgage insurance portfolio, investment risk, liquidity risk and regulatory compliance risk

### RISK GOVERNANCE

We are committed to a risk management approach that ensures the appropriate level of risk consideration is undertaken in creating, preserving and realizing value for Essent. The Risk Committee of the Board of Directors oversees our management of key risks and exposures that could materially impact the company and is supported by a Management Risk Committee, chaired by our Chief Risk Officer and comprised of senior members of our executive management team. Our core MI product serves to protect mortgage investors against losses if a borrower defaults on a loan we insure on their behalf. At the same time our coverage is excluded in the event the default was induced primarily by damage to the underlying property, such as a natural disaster. We believe that our risk management framework encompasses all of the major risks we face, including our mortgage insurance portfolio, investment risk, liquidity risk, and regulatory compliance risk, among others.

As part of our Enterprise Risk Management (ERM) program, we follow guidance promulgated in the Committee of Sponsoring Organizations of the Treadway Commission (COSO) ERM framework. COSO has partnered with the World Business Council for Sustainable Development (WBCSD) to provide additional guidance in applying the COSO ERM framework to environmental, social and governance-related risks. We follow such guidance with respect to risks in the conduct of the ongoing execution of our ERM program.

### RESPONSIBLE INVESTMENT

Our approach to investing is driven by our commitment to our policyholders and our shareholders. The primary objectives with respect to our investment portfolio are to preserve capital, generate investment income, and maintain sufficient liquidity to cover operating expenses and pay future insurance claims. We leverage a buy and maintain investment philosophy and our portfolio is

comprised predominantly of investment- grade fixed-income holdings. We engage external asset managers to assist in the management of the majority of our investment portfolio.

A key consideration to achieving these objectives is to invest responsibly. We acknowledge that ESG factors can be financially material, and related risks and opportunities can have an impact on the long-term fundamentals and returns expectations of our investments.

Consistent with our investment objectives, our approach to ESG is focused on risk management and downside mitigation to enhance the risk adjusted return of the portfolio. As such, we have instructed our managers to leverage an integrated ESG approach when appropriate. Our managers have dedicated teams and resources focused on ESG and utilize a combination of external data providers, as well as proprietary research. ESG has been incorporated into credit research both at the sector and issuer levels and has been fully integrated into the portfolio management process when appropriate.

### Public Policy.

Essent is a member of several trade associations. Membership in these industry trade associations provides access to valuable industry-related information, helping to keep our employees informed of current industry themes and topics, while also promoting our public policy goals. Trade association memberships for Essent and its subsidiaries include:

- American Land Title Association
- Mortgage Bankers Association
- Housing Policy Council
- U.S. Mortgage Insurers
- Reinsurance Association of America
- Consumer Federation of America





# Business Continuity, Cybersecurity And Data Privacy

## BUSINESS CONTINUITY AND DISASTER RECOVERY

Our comprehensive Business Continuity Planning and Disaster Recovery (BCP/DR) plan includes measures to ensure effective recovery of our Business IT infrastructure and systems in the event of a human-induced or natural disaster, as well as an extensive pandemic plan. The Technology, Innovation and Operations Committee of our Board is responsible for the overall role of technology in executing the business strategy of the company, including our business continuity planning and disaster recovery capabilities and contingency plans as part of our broader enterprise risk management framework and risk assessment guidelines.

## CYBERSECURITY AND DATA PRIVACY

Protecting the data of our customers, as well as our own company and employees is paramount. Our comprehensive Information Security Program Policy governs cybersecurity and the use of all company and customer data we process and store. Our approach is considered a defense-in-depth strategy with multiple tiers of security controls and monitoring. We have developed our security program using the National Institute of Standards and Technology Cybersecurity Framework (NIST) as our benchmark to manage cybersecurity-related risks.

We regularly conduct awareness trainings with our employees, including the use of test emails to help them identify and report any fraudulent communications or “phishing” attempts to our IT Security team. We also conduct regular system assessments and audits in accordance with our Vulnerability Management Policy to ensure safeguards are implemented, protocols are in place to manage risk and our program is effectively meeting our goals as designed.

Essent’s institutional clients frequently request details about our security program and internal controls. In 2024, our Third-Party Risk Management team addressed 749 information requests from 374 institutional clients. This team also conducted in-depth security and compliance reviews of 52 vendors that provide services to the company.

Our commitment to our information security program extends across the organization. We have an internal Information Security Committee comprised of cross-departmental company executives and IT leaders to ensure we maintain strong governance mechanisms and compliance with our security policies and procedures.

Our Privacy Subcommittee reports to the Information Security Committee, which is focused on privacy rights and data use management. Our Board of Directors, led by the Technology, Innovation and Operations Committee, actively oversees our information security program with our management team providing the Committee with regular updates on our IT strategy, including information security and initiatives, event preparedness and incremental improvement efforts.

We use a high degree of care to protect the availability, integrity and private information in our possession and are committed to complying with all applicable privacy and security laws.

We do not knowingly collect personal information for anyone under the age of thirteen. For more detailed information about how we collect, use, share and protect personal information, visit the Privacy section of our corporate website.



### 749 INQUIRIES

addressed by our Third-Party Risk Management team in 2024 related to IT security and controls



### 374 AUDITS

conducted by our Third-Party Risk Management team in 2024 from institutional clients, focusing on IT security and controls



### 52 VENDORS

underwent in-depth Essent security and compliance reviews





# 5.0 ENVIRONMENTAL MANAGEMENT

Energy Efficiency ..... 23

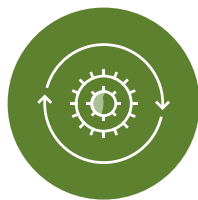
Impacting The Environment ..... 23



## Energy Efficiency

Essent's Nominating, Governance and Corporate Responsibility Committee oversees our environmental and sustainability-related efforts.

We seek to operate our corporate facilities in an environmentally sustainable, safe and healthy manner, and strive to be energy efficient across our operations, utilizing energy management systems intended to reduce energy use and greenhouse gas (GHG) emissions, improve water efficiency, reduce waste to landfills and increase employee awareness.



### Reduce Energy Consumption.

Several of our corporate facilities are outfitted with LED lights, occupancy control sensors and reflective energy saving film on the windows, among other energy conservation measures designed to reduce energy consumption.



### Green And Eco-Friendly.

Green and eco-friendly landscaping, cleaning and janitorial supplies are sourced and used whenever possible to improve the health and well-being of our employees and partners and further lower our environmental impact.



### Energy Star® Certified.

Our corporate office in Radnor, PA is Energy Star® certified as an environmentally-conscious corporate headquarter.



### Through Our Environmental Initiatives, We Are Committed To:

- Energy productivity and efficiency
- The health, safety and wellness of our employees
- Recycling programs in all corporate locations
- Employee awareness of environmental initiatives
- Encouraging our employees' use of public transportation to lower our carbon footprint

## Impacting The Environment

We care deeply about protecting the environment and our commitment to being environmental stewards is woven into our business practices as an extension of our core value of integrity.

We insist on environmentally responsible behaviors by our company and our employees in the communities where we operate, and we comply with all applicable environmental laws and regulations.

### ENVIRONMENTAL STEWARDSHIP

Our environmental stewardship opportunities include reducing travel through video conferencing and virtual meetings, using sustainable pantry products and supplies as appropriate, improving recycling efforts, maintaining water bottle refilling stations, and using motion sensor light switches, faucets, soap dispensers and toilets.

**Essent and our employees also sponsored several environmental causes in 2024.**



# 6.0 APPENDIX

Trademark Attributions ..... 25

Legal Disclaimer ..... 25



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## Legal Disclaimer

The Essent Group 2025 Corporate Responsibility Report is for informational purposes only.

This Report covers activities as of December 31, 2024, unless otherwise indicated.

The information contained in this report reflects data from January 1, 2024 – December 31, 2024.

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#### **Corporate Offices**

Clarendon House  
2 Church Street  
Hamilton HM 11, Bermuda

**NYSE: ESNT | [essentgroup.com](https://www.essentgroup.com)**