

About MGIC

Our mission is to help borrowers attain homeownership sooner than they otherwise could.

MGIC Investment Corporation (NYSE: MTG) is the parent company of Mortgage Guaranty Insurance Corporation (MGIC). We're based in Wisconsin and proud of our long-term roots in our community. MGIC was founded in 1957 by Max Karl, a Milwaukee real estate attorney who invented modern private mortgage insurance (PMI) to make the homebuying process less expensive for borrowers and less cumbersome than government-sponsored mortgage insurance for lenders.

2025 Fast Facts¹

\$1.2 billion total revenue

553 co-workers

168,337 homes purchased
(new insurance written)

1,112,727 total homes insured
(insurance in force)

¹ As of 12/31/25

PMI provides a critical component of the residential mortgage finance system by protecting mortgage lenders from credit losses.

Our core business is designed to reduce barriers to homeownership by making it possible for borrowers to buy a home sooner, which is especially impactful for first-time homebuyers.

“Our product provides families access to sustainable homeownership sooner, helping to set them and the next generation on more stable financial footing, thereby empowering more secure and resilient communities.”



Tim Mattke, CEO

Corporate Sustainability Strategy

As we work to be the best-in-class mortgage credit risk enhancement provider, we seek to create value for our stakeholders through practices and initiatives that are intended to support our long-term sustainability and make us a stronger, more relevant and profitable enterprise.

Governance and Leadership

We strive to maintain high standards for our business conduct and ethics, customer service, and privacy practices.

Our People

We're committed to creating a workplace that fosters a wide array of thought and a sense of purpose and belonging, where co-workers can thrive, contribute meaningfully, and attain professional and personal success.

Empowering Communities

We aim to make homeownership more accessible and sustainable, thus helping communities flourish.

Environmental Management

We endeavor to serve as good stewards of the environment so we can achieve our goals without compromising the ability of future generations to sustain their needs.

Governance and Leadership

We operate with integrity, accountability and transparency, always striving to do the right thing.

Strong oversight by our Senior Leadership Team and Board of Directors sets the tone for our commitment to responsible business practices and sound corporate sustainability management.

Our Board of Directors provides oversight of key risks directly and through the following committees:

Audit

Oversees key company risks, including disclosure controls related to our corporate sustainability and related reporting

Business Transformation and Technology

Oversees technology strategies, initiatives and related risk management, including cybersecurity and business continuity

Management Development, Nominating and Governance

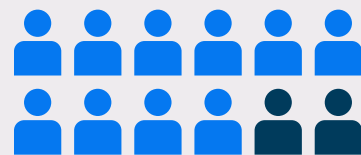
Oversees corporate governance, executive compensation and operational risks related to human capital

Risk Management

Oversees enterprise risk framework, including oversight of key corporate risks, such as mortgage credit risk

Securities Investment

Oversees our investment portfolio



**10/12 independent
board members**

As of 12/31/25

Our People

MGIC is committed to creating an environment where we conduct business purposefully.

We provide a meaningful and rewarding experience for our co-workers, who are the cornerstone of both our company and the work we do, whether within our walls or in our communities.

Benefits and Wellbeing

We provide a healthy, safe environment for all co-workers. We offer comprehensive benefits that consider the physical, emotional, financial and social aspects of co-worker health and well-being. In addition to comprehensive medical, vision and dental coverage, we offer a company-matching 401(k) savings plan, profit sharing and an annual bonus program to all eligible co-workers. Our bonus program is variable-pay and designed to strengthen the connection between strong individual and company performance. We believe that when MGIC succeeds, our co-workers should succeed too.

Summary of 2025 benefits:

Medical, vision and dental coverage

Health Savings Account

Dependent care account

Retirement savings plan

Profit sharing (5% in 2025)

Adoption reimbursement

Tuition reimbursement

Scholarship program

New & Expanded Benefit Options

In 2025, we offered eligible co-workers the following:

Expanded parental leave

Increased paid parental leave to 8 weeks for either parent, available for the birth or adoption of a child

New caregiver leave

Introduced a new, 5-day paid caregiver leave to support co-workers who need time to care for loved ones

Increased bereavement leave

Expanded paid bereavement leave to 10 days to allow for more healing after the loss of a loved one

New annual floating holiday

Provided greater flexibility in celebrating days that matter most to our co-workers and their families

Increased adoption reimbursement

Increased adoption assistance benefit to up to \$10,000 per child and up to \$15,000 per qualifying special needs adoption, to better support families welcoming a new child through adoption

Co-Worker Engagement

Engagement Survey

We emphasize cultivating engagement among co-workers and in 2025, we transitioned **from an annual to a quarterly engagement survey strategy** to get a better pulse on how co-workers are feeling and to support an “always on” approach. The quarterly surveys allow us to dig deeper into what’s working and where we can improve, while keeping each survey short and focused. Co-worker responses are anonymous to foster honesty and candor.

Breakfast Club

We hosted 7 “**Breakfast Club**” events so co-workers of all levels could socialize in smaller, cross-functional groups hosted by MGIC’s senior leaders. This allowed co-workers to have face-to-face discussions with senior leaders in a comfortable setting.

Empowering Communities

We seek to make sustainable homeownership possible for more people, which helps communities flourish.

Homeownership opens doors to economic and social benefits, like wealth accumulation, family stability, improved education, safer neighborhoods, higher civic engagement and even improved health - not to mention peace of mind.

 **GIVING
BACK
TOGETHER**

Targeted Outcomes of Our Homeownership Strategy

Increase the number of families ready to own a home

Expand homeownership opportunities of creditworthy homebuyers

Close homeownership gaps

800,000+

borrowers used PMI to purchase a home or refinance a loan in 2024

65%

of purchase loans with PMI went to first-time homebuyers

35%

of homebuyers using PMI had annual incomes below \$75,000

26 years

is how long it could take a household earning the national median income to save a full 20% down payment without PMI

Commitment to Homeownership for All

We support a wide range of community lending efforts, including:

GSE housing programs

State Housing Finance Agency (HFA) loans

Portfolio lender community lending programs

Federal Home Loan Bank (FHLB) initiatives

Through our community lending strategy, we seek to:

Increase the number of households prepared for homeownership

Expand access to homeownership opportunities for creditworthy borrowers

Reduce persistent barriers to sustainable homeownership

Advancing Homeownership for All

Customer Enablement



In 2025, we introduced Community Lending Field Guide, a lender-focused resource that provides actionable insights and tools to support lenders' roles in advancing sustainable homeownership.

Industry Leadership

We're actively involved in key affordable housing and community development organizations, as well as major real estate trade associations, including:

- Mortgage Bankers Association's Affordable Housing Council
- National Conference of State Housing Agencies (NCSHA)
- National Association of Local Housing Finance Agencies (NALHFA)
- Federal Home Loan Banks

Community Investment

Our community investment efforts focus on strengthening local housing ecosystems through place-based collaboration and collective action. We support initiatives that address structural barriers to homeownership and build long-term community capacity.

In addition to our active participation in collective action efforts, we utilize community grants to invest in organizations and initiatives that strengthen community infrastructure and support pathways to sustainable homeownership in markets across the country.

Giving Back, Together

MGIC's Giving Back, Together initiative allows us to positively impact our community by giving our time, talent and treasure. We encourage co-workers to volunteer in groups to boost morale, create bonds with co-workers, help individuals understand the importance of giving back, and foster pride in our organization. In 2025, we supported co-worker engagement in local communities by offering 4 hours of paid volunteer time-off.



Third Annual MGIC Gives Back Week

In 2025, we hosted our third annual MGIC Gives Back Week, with 210 co-workers donating their time at 15 volunteer events in 5 different cities (Milwaukee, Detroit, Atlanta, Tampa and Chicago).

Quarterly Supply Drives

These drives are designed to address seasonal and immediate community needs while providing accessible, low-barrier opportunities for co-workers to participate in "giving treasure" throughout the year. Supply drives included donating food to benefit Feeding America, collecting tools to benefit Housing Resources, Inc., providing socks for local shelters, and donating holiday gifts for United Way's Giving Tree Program.

Habitat for Humanity

MGIC co-workers logged **490 volunteer hours** at build sites and provided in-kind donations of electronic devices and financial contributions to advance Habitat for Humanity's mission of building and improving homes for families in need.



Environmental Management

In 2026, we successfully completed an assessment of our Scope 1 & 2 Greenhouse Gas (GHG) Emissions for 2025. We conducted the assessment in accordance with the GHG Protocol.

Key takeaways

Total Scope 1 & 2 emissions for 2025 were 3,230.18 mtCO₂e (Market Based) or 3,060.72 mtCO₂e (Location Based)

Total Scope 1 & 2 emissions decreased by approximately 12% compared to 2021

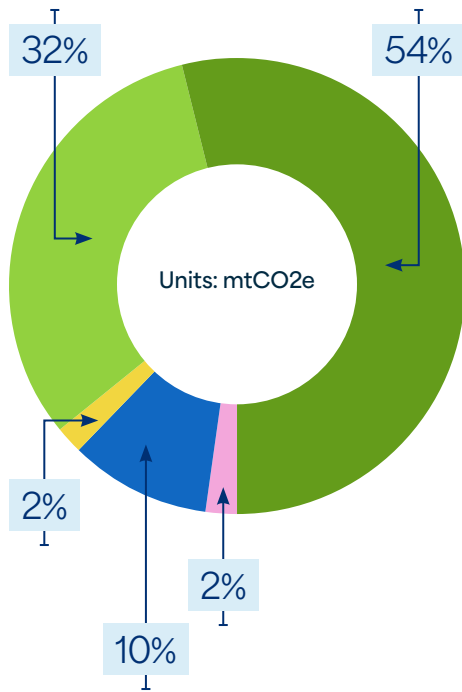
Total Scope 1 emissions decreased by approximately 36% due to several factors, including footprint reduction and a decrease in fugitive emissions

Electricity remains our largest source of overall emissions, but total consumption dropped by about 9% from 4,195.60 MWh in 2021 to 3,834.22 MWh in 2025

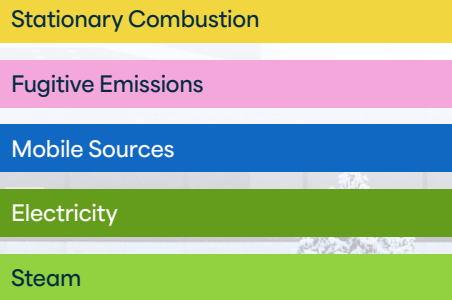
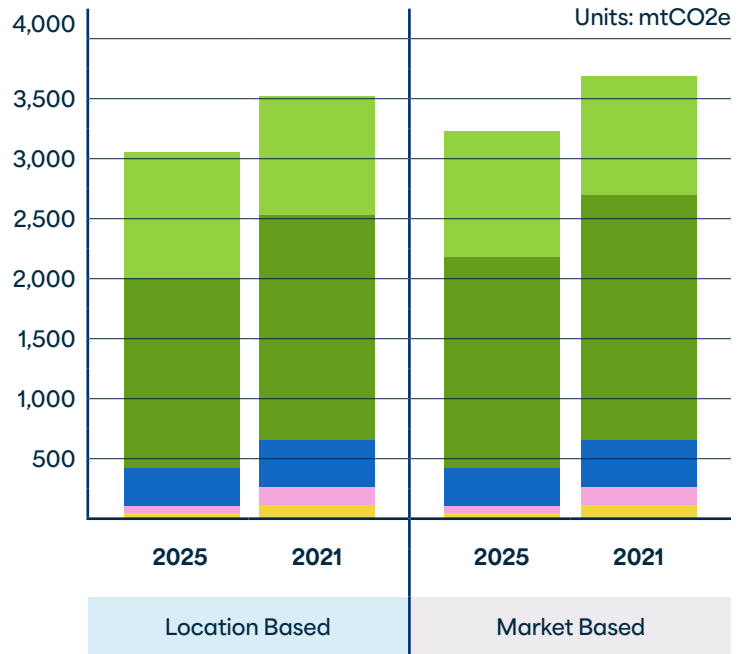
Scope 1 & 2 GHG Assessment Summary

Scope 1 Emissions (mtCO₂e)		2025	2021
Stationary Combustion		50.05	117.40
• Natural Gas		40.18	117.40
• Other Fuels		9.87	-
Mobile Sources		313.75	386.48
Fugitive Sources		59.87	158.00
Total Scope 1 Emissions		423.67	661.88
Scope 2 Emissions (mtCO₂e)			
Electricity	Market Based	1,760.39	2,038.53
	Location Based	1,590.93	1,880.90
Purchased Steam		1,046.12	983.64
Scope 2	Market Based	2,806.51	3,022.17
	Location Based	2,637.05	2,864.54
Total Organization Emissions (mtCO₂e)			
Total Scope 1 & 2	Market Based	3,230.18	3,684.02
	Location Based	3,060.72	3,526.42
Intensity Factors (mtCO₂e/million USD)			
Scope 1 & 2 Emission Intensity per Revenue	Market Based	2.66	3.11
	Location Based	2.52	2.97
Other Metrics (MWh)			
Total Electricity Consumption		3,834.22	4,195.60
Fuel Consumption (Stationary Combustion)		260.64	647.61

Source Based 2025 GHG Emissions



2025 & 2021 GHG Emissions Comparison



Corporate Sustainability Data

Our People	2025	2024
Co-Worker Statistics		
Average Tenure (1/1-12/31)	12 years	12 years
Average Age (Years)	48 years	48 years
Engagement, Training and Development		
Annual employee engagement survey	Yes	Yes
Aggregated completion rate for employee engagement surveys	89%	90%
Engagement score	8.1/10 ²	75%
Voluntary turnover rate	6.7%	8.1%
Number of co-workers promoted	36	32
Completed training courses	5,000+ completions	5,500+ completions
Co-Worker Wellbeing		
Number of co-workers	553	571
Virtual health coaching sessions	390+	400+
Virtual health coaching hours	175+ hours	200+ hours
Percentage of co-workers who earned the maximum health plan premium discount	74%	71% maximum; 4% partial
Number of individuals who completed Advocate Aurora Health self-guided programs	125+	100+
Number of individuals who used our 1:1 Financial Education opportunity	90+	50+

² Represents a change in measurement YoY from percentages to a 10-point scale

Key Policies & Documents

[Corporate Governance Guidelines](#)
[MGIC Code of Conduct and Ethics](#)
[Supplier Code of Conduct](#)
[EEO-1 Table](#)
[2025 Corporate Sustainability Report](#)