



Environmental, Social, and Governance

2025 Report



Our Commitment: Care Deeply

“At Porch Group, caring deeply is more than a value—it’s the foundation of our approach to Environmental, Social, and Governance (ESG) responsibility. As we release our third ESG report, I am proud to share how our commitment to continuous improvement is shaping our journey and driving positive change for our stakeholders.

This year, we have made meaningful progress in building out material ESG initiatives, guided by our Board of Directors and management team. Our definition of ESG “materiality” is rooted in our goal to be a profitable, resilient business—one that innovates to grow our bottom line while creating long-term value for our stockholders, customers, employees, and communities.

A major milestone in 2025 was the launch of the Porch Reciprocal Exchange, which leverages our market-leading underwriting and pricing capabilities to better serve homeowners, including those in underserved communities. Our commitment goes beyond insurance: we aim to be the best homeowners insurance partner for homebuyers by helping with every step of the homeownership journey, from moving services and concierge support to home warranty, security, and more. By providing comprehensive protection and support, we fill gaps for consumers, minimize surprises, and deepen our relationships and value proposition as a new kind of homeowners insurance company.

Our ESG strategy is built on four priorities: Employee Experience, Risk Management, Cybersecurity & Data Governance, and Culture & Talent. We are investing in our people, fostering an inclusive culture, and strengthening our governance and risk frameworks to ensure business continuity and sustainable growth.

Onward!



Matt Ehrlichman
CEO, Chairman, & Founder

ESG Oversight at Porch Group

At Porch, our Nominating and Corporate Governance Committee ("NGC") has ultimate oversight of our ESG initiatives and reporting. Our NGC brings diverse backgrounds, perspectives, and expertise in public company governance, scaling sustainably, stakeholder engagement, risk management, leadership, and culture and talent initiatives.

The NGC works closely with members of management to discuss our ESG strategy and provide oversight over the preparation of our annual ESG report prior to publication. Our NGC recognizes the value of ESG at Porch Group to drive business profitability while bringing about positive change to our communities.

The members of our NGC are highlighted below.



Rachel Lam
Chair



Alan Pickerill
Member and LID*



Amanda Reiersen
Member

*Lead Independent Director

The Importance of ESG and How We Define Materiality



Today, companies are expected to communicate their ESG policies, goals and performance with greater transparency. We recognize the importance of evaluating non-financial factors that influence long-term financial outcomes and the sustainability of our business. We also understand how our actions can shape stakeholder perceptions and either enhance or diminish the value we create over time.



In 2023, we partnered with qb.*, an experienced ESG strategy consultant, to lead a comprehensive materiality assessment process to discover ESG areas that are important to Porch's stakeholders and strategy, and to determine the next steps in our ESG journey and best practice reporting. Founded in 2017, qb. is a firm that helps companies across sectors turn values into action.



Our definition of materiality for these purposes is whether an issue is likely to impact the financial conditions or long-term operating performance of Porch.

This lens is informed by SASB**, which centers investors as the primary stakeholder focusing on what affects our ability to create value over time.

*www.consultqb.com

**Sustainability Accounting Standards Board

Porch Values Inform our ESG Approach



No Jerks / No Egos

- Set the example
- Be open-minded
- Show kindness & respect



Be Ambitious

- Think big
- Make every day count
- Be optimistic



Solve Each Problem

- Be thoughtful & data-driven
- Learn and adapt
- Persevere



Care Deeply

- Go above & beyond
- Demonstrate empathy
- Take pride in work



Together We Win

- Put team first
- Take ownership
- Make others great

Our Highest Priority ESG Areas

Informed by our materiality assessment and current state of our business, we have four highest priority ESG areas



Employee Experience

Investing in our people and enriching employee well-being, growth, and overall experience at Porch, leading to better employee retention to provide business continuity and drive innovation and strong financial results.



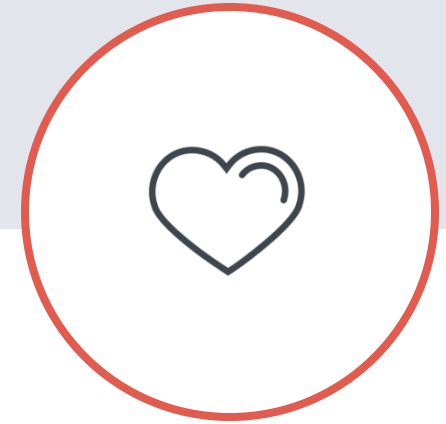
Risk Management

Identifying and mitigating key risks and uncertainties that may affect the long-term sustainability of our business and erode value over time; building systems and governance frameworks that enable effective risk management.



Cybersecurity & Data Governance

Maintaining policies and practices to defend against costly cyberattacks and to ensure business continuity, and protect the data and security of customers and employees.



Culture & Talent

Recruiting and retaining optimal talent that can effectively serve our customer base; offering comprehensive products and services to our customers, and providing fair outcomes and opportunities for our teams.



Employee Experience

Insight into the priority

Creating a great culture, an environment where employees call a "great place to work", and where the needs of employees are met supports our recruitment and retention of top talent to support our businesses. This reduces recruiting costs, keeps top talent engaged and focused, and supports continuity, all of which support our profitability and growth.



Employee Experience



2025 Successes:

- Fourth year running Certified as a Great Place to Work in 2025 by the Great Place to Work® organization
- Implemented a learning and development program for all employees to support building manager capability and enhancing the employee experience, growth, and development
- Launched a best-in-class recognition platform to all employees which includes peer-to-peer and employee milestone recognition
- Expanded Making Others Great (MOG) awards to include our India team
- Engagement scores are at an all-time high and exceed benchmark
- Increased paid time off benefits for non-exempt employees
- Celebrated company success with additional company paid day off
- Increased company 401(k) match

We Continue To:

- Deliver quarterly engagement surveys and leader action planning, with transparent results delivered to all employees
- Reward employees, including rewards for high performers and quarterly employee recognition for demonstrating Porch values - Making Others Great
- Feature Community Corner at our All-Hands meetings which highlights how local teams are utilizing their volunteer time off benefit to contribute to their communities.
- Provide learning opportunities to all employees on future ready skill-sets including AI

Employee Experience



We support and encourage our employees to give back to the communities in which we work and live with annual paid time off for volunteering activities





Risk Management

Insight into the priority

Risk management that is thoughtful and methodical empowers our leaders to make data-driven tradeoff decisions supporting innovation and profit initiatives; thoughtful risk management measures risk against expected return and allows for investment that will protect the company from predictable negative outcomes.



Risk Oversight at Porch Group

Risk management is a multifaceted initiative important to our business' long-term success. Oversight starts at the top through engagement and ownership at the Board and CEO level. Our CEO works with the Board to ensure that risk management is integrated into our strategies and goals. Additionally, our CEO has aligned our key business leaders and management with our ESG initiatives, all of whom will be critical to pushing forward our ESG initiatives and will drive our progress to continue to enhance our ESG management accountability, transparency, and reporting.

Audit Committee



Maurice Tulloch
Chair of the AC

Oversight of Porch's control framework, including enterprise risk management and cybersecurity

Nominating & Corporate Governance Committee



Rachel Lam
Chair of the N&CGC

Provides general oversight of ESG

Compensation Committee



Sean Kell
Chair of the CC

Oversight of a range of human management activities, including cash and equity compensation, benefits, and employee engagement

Risk Management



2025 Successes:

- Maintain a financial reporting and operating environment that is free of “material weaknesses” and resourced for continuous improvement
- Increased climate risk protection through larger reinsurance purchase
- Leveraging data, including Home Factors, to better understand and protect ourselves against risk
- Launched the Porch Reciprocal Exchange in January 2025 to strengthen our ability to deliver consistent, high-margin results while managing climate-related volatility; a milestone that reflects our commitment to building a more resilient and predictable insurance business that creates a long-term value for our shareholders and better serves our homeowners
- Implemented an Audit Universe and 3 Year Internal Audit Plan which will be refreshed annually based on emerging risks and changes in the business or operating environments
- Enhanced our internal policies related to key governance and risk topics

We Continue To:

- Regularly meet with our Audit Committee to discuss, report on and improve our approach to risk measurement management
- Conduct our annual functional maturity assessment and related budget process, which we have done annually for the past 5 years
- Continue to invest in maturing internal systems and infrastructure for insurance policy issuance and administration, SOX compliance and Internal Audit.
- Continue to invest in internal systems and streamline processes to increase transparency across all business units
- Discuss our AI usage, strategy, opportunities, and risk management with our Board of Directors at regularly scheduled meetings
- Continually evaluating our reinsurance program to maintain adequate coverage in future periods against potential excess losses in the event of a severe weather event; we also consider the risk of climate in our insurance pricing and underwriting



Cybersecurity & Data Governance

Insight into the priority

By proactively managing risk to prevent costly security incidents, we minimize risk of revenue loss and limit or avoid costs to respond to such incidents. In addition, by preventing security incidents we establish customer confidence which leads to better retention, all of which drives profitable growth.



Cybersecurity & Data Governance



2025 Successes:

- Practiced responding to a simulated cyber incident which enabled us to practice making higher impact with limited information, as well as identify gaps in our response procedures ultimately reducing risk
- Consolidated our cybersecurity tooling to improve the overall cyber security posture, resulting in improved operating efficiency and visibility to help detect and actively respond to threats
- Adopted a new Generative AI Policy to set clear rules regarding the safe use of GenAI tools and platforms and establish AI governance frameworks, while enabling innovation and protecting sensitive data and systems
- Added new tooling, functionality, and third-party services as part of our platform consolidation that helped add expert monitoring, rapid response, proactive threat hunting, and reduce cyber risk

We Continue To:

- Meet with the Audit Committee to ensure the Security Program is effective and aligned with overall goals and objectives. This is achieved through oversight and guidance designed to protect Porch's reputation, financial assets, and intellectual property
- Move toward centralizing cyber security operations, tooling, and associated procedures across Porch subsidiaries. This provides increased economies of scale and greater visibility to detect and respond to cyber security incidents
- Continually test and refine our cyber security incident response and SEC notification procedures needed to effectively respond to cyber events
- Conduct annual security risk assessments and roadmap updates using an industry standard framework to inform our annual budget and assess program maturity, helping ensure continual improvement within the security program



Culture & Talent

Insight into the priority

We are building a culture where everyone feels welcome and valued. That focus on belonging and respect translates into making products and services that connect with all kinds of people. By doing this, our Culture & Talent efforts help us stay profitable – they encourage fresh ideas, make our teams more engaged, help us bring in and keep the best people (which saves on hiring costs), and open doors to new customers. All of this adds up to better performance, an edge over the competition, and steady, profitable growth.



Culture and Talent



2025 Successes:

- Offered Navigating Cultural Differences culture mapping workshop for our US managers who lead teams in India
- Evolved software to produce inspection reports in more foreign languages to reach untapped, underserved market of homebuyers
- Offered related learning and development opportunities through various, optional, courses on LinkedIn Learning
- President and GM of Insurance joined the National African American Insurance Association (NAAIA) to further support our insurance vertical by reaching underserved markets
- Adopted an approach to Culture and Talent that incorporates key concepts such as fairness, belonging, and connection into existing frameworks versus a stand-alone program
- Created and delivered training to business units to foster an environment employees want to work in

We Continue To:

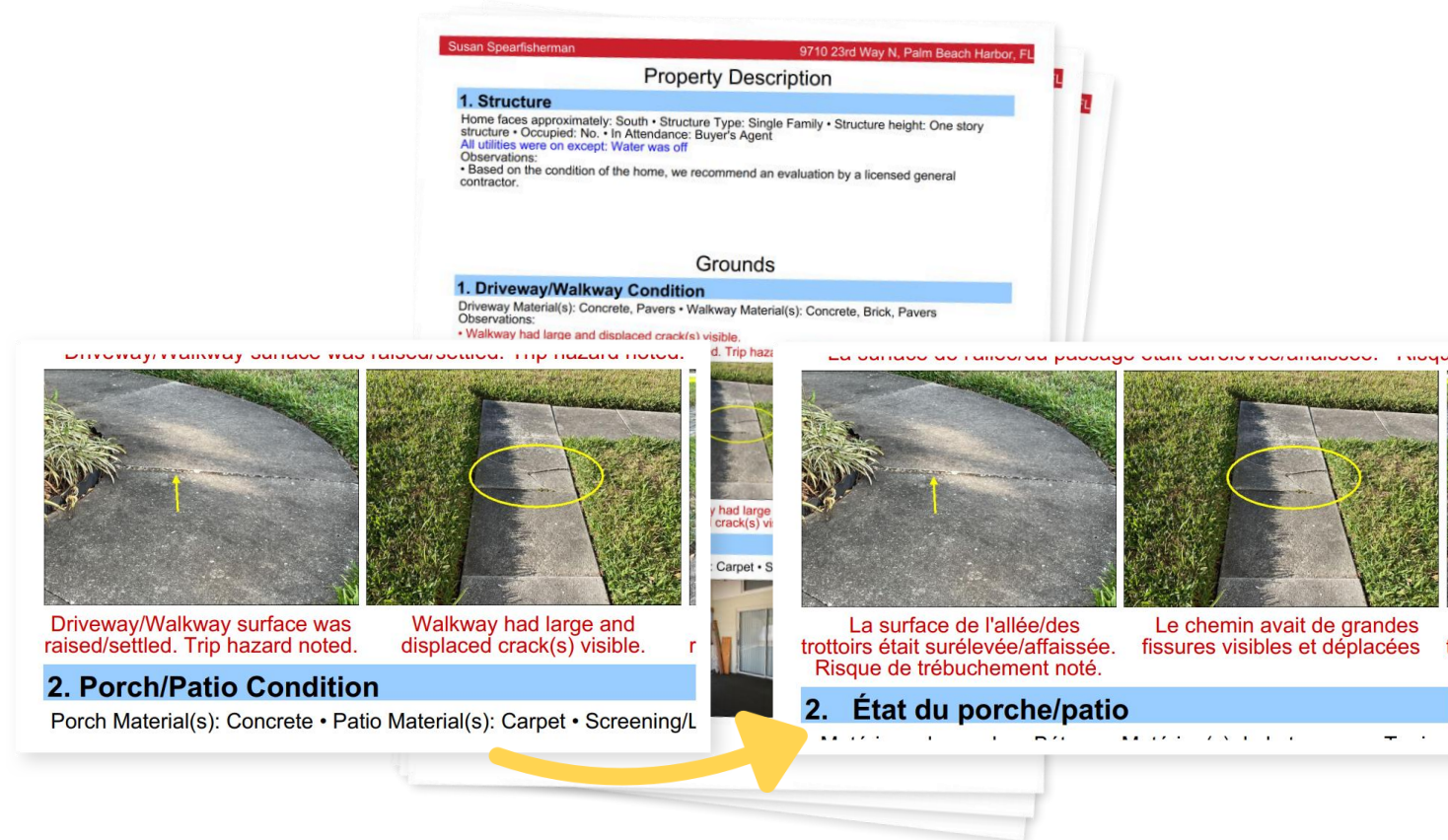
- Include belonging and fairness questions in internal surveys to inform initiatives to improve our employee experience
- Support employee resource groups (ERGs) including our flagship Women and Gender Employee Resource Group which is open to all employees that aims to create a space for connection.
- Work at the senior leadership level to weave Culture and Talent concepts into our ongoing efforts to continue to be a 'Great Place to Work'



Producing home inspection reports in foreign languages to reach broader market of underserved communities, driving innovation and profitability

Reaching An Underserved and Untapped Market

- The Porch Home Inspector Pro team has created a unique product using AI capabilities allowing home inspection report delivery in English and foreign languages, which is a differentiator from competitor offerings. This product also allows delivery of reports in English for non-English speaking inspectors.
- With this tool, Porch itself and its inspector clients may be able to expand market share, reaching new and previously underserved customers for whom English is not their first language.



Inspection reports are available in 7 languages:

English, Spanish, French, Canadian French, Tagalog, Portuguese, and German.

Culture and Talent



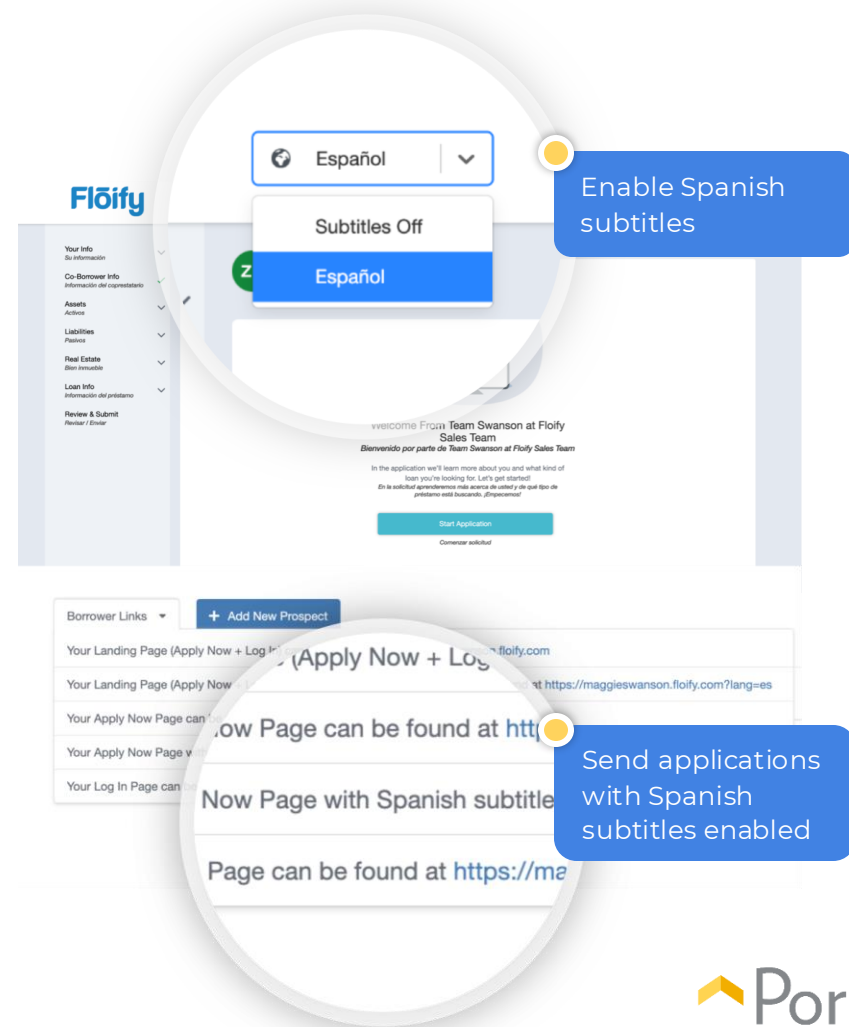
Culture in action at Floify, our software provider for mortgage agents

Spanish Subtitles

- Floify was the first mortgage point-of-sale platform to support Spanish subtitles on mortgage applications
- Loan Officers can even send loan application links with subtitles turned on
- Borrowers can request in-app help through a QuickAssist feature, enabling all consumers to ask for immediate assistance through co-browsing right in the loan application

Expanding Mortgage Affordability by Leveraging Rental Payment History

- 17% of declined applicants could have qualified if rental history had been considered — according to Fannie Mae data
- Floify now enables lenders to incorporate verified rental payments into mortgage decisions
- Through secure access to bank transaction history, lenders can verify rental payments without added burden on borrowers
- This innovation expands credit access for underserved communities and increases mortgage readiness



Our Key Corporate Governance Practices and Policies

Board Structure, Governance and Oversight

- Declassified board structure with annual director elections
- Lead Independent Director with significant responsibilities; elected by independent directors
- Quarterly independent director executive sessions, annual director self-evaluation process, and significant and continuous engagement with management
- Board resignation policies, including for conflicts of interest, overboarding, and "plurality-plus" voting standard

Risk Management and Internal Controls

- Enterprise risk assessment process and internal controls to identify and mitigate key risks, including risks related to financial systems, SOX compliance, cybersecurity, information systems, and data
- AI oversight is jointly managed by the audit committee, focusing on risk oversight, and the full board, overseeing development and business opportunities; AI governance policy adopted in 2025 and training forthcoming
- Enhanced internal controls over financial reporting, with remediation of prior material weaknesses
- Head of Internal Audit reports directly to the Audit Committee

Commitment to ESG and Compliance

- Demonstrated commitment to material ESG initiatives, each grounded in our goals to be a profitable business and create value for our stockholders, and annual reporting capturing status and progress
- Annual management and board engagement for legal compliance and best practices reviews of board charters and company policies; updates recommended by committees and approved by Board
- Annual functional maturity assessments to evaluate key areas of organizational operations to enhance risk oversight and operational improvement
- Annual training on key company policies and public company obligations

Executive Policies and Regulatory Compliance

- Stock ownership guidelines for executive officers and directors
- Clawback policy aligned with Nasdaq standards and full prohibition on hedging and pledging of securities by directors, executives, and employees
- Strengthened cybersecurity risk management in line with new SEC disclosure requirements

Appendix

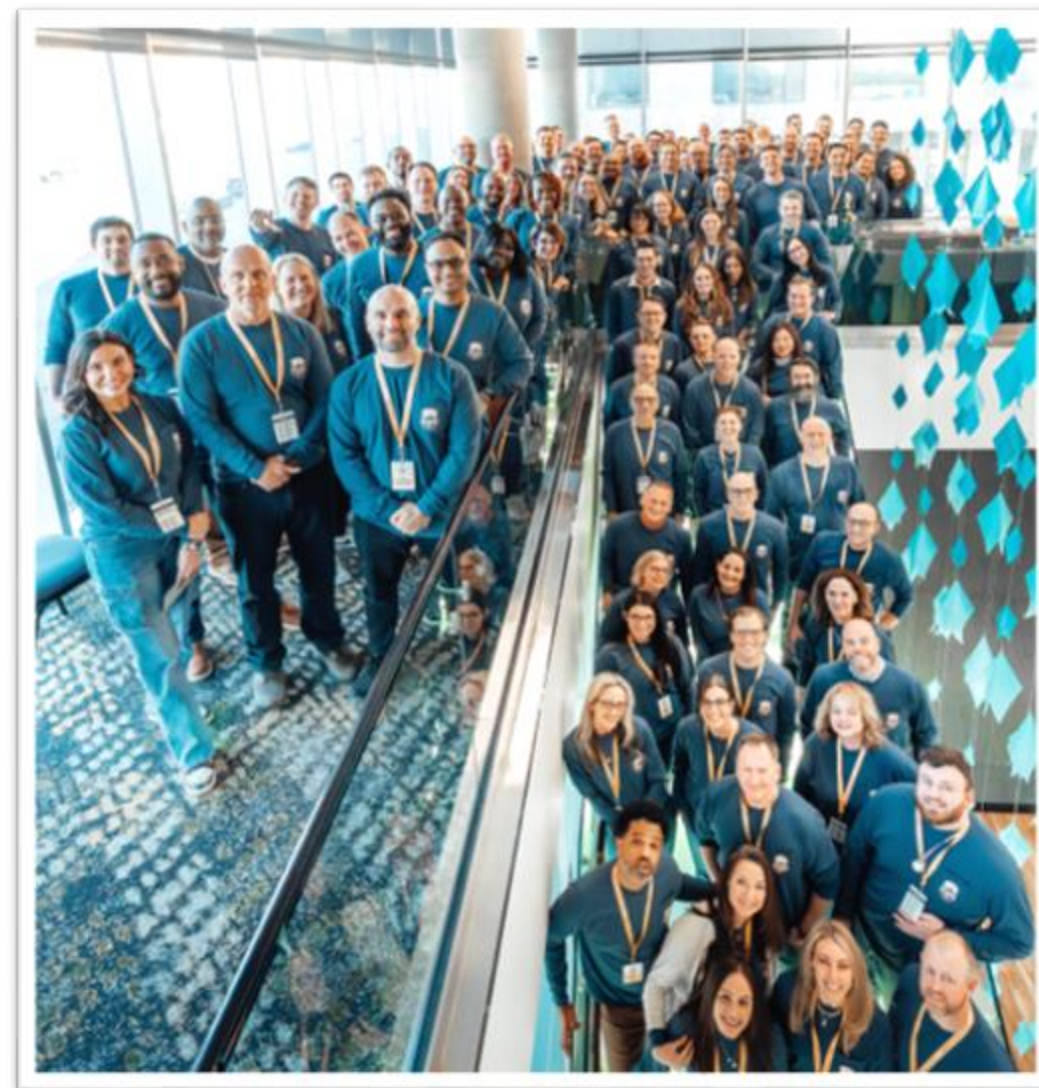
About Porch Group

Porch Group, Inc. is a new kind of homeowners insurance company. We differentiate and look to win in the massive and growing homeowners insurance opportunity by:

- Utilizing our unique property data to enhance our property risk assessment, which creates advantages in pricing and underwriting decisions for the policyholder-owned Porch Reciprocal Exchange (the “Reciprocal”) we manage. This enables the Reciprocal to attract lower-risk properties and appropriately price higher-risks, in turn supporting growth of profitable premium and thus more management fees for our insurance services business.
- Aiming to be the best homeowners insurance partner for homebuyers by helping with more than just insurance. We provide moving services and offer both a full moving concierge and the Porch app. We help make moving easier and assist with important services such as insurance, moving, warranty, security, TV/Internet, and more.
- Providing more protection for the home by including home warranty alongside homeowners insurance. We are able to fill the gaps of protection for consumers, minimize surprises, and deepen our relationships and value proposition.

As a leader in the home services software-as-a-service (“SaaS”) space, we’ve built deep relationships with approximately 24 thousand companies who utilize our software. These companies are from industries key to the home-buying transaction, such as home inspectors, title companies, and mortgage companies. These relationships provide us with early insights to United States (“U.S.”) homebuyers and properties

To learn more about Porch Group, visit porchgroup.com or porch.com



GRI and SASB Indexes

To set the bar and inform our disclosure, we have used SASB and the Global Reporting Initiative (GRI) frameworks as references. We will continue to assess opportunities to evolve and improve our ESG reporting approach under each framework. Given that we are partial reporting, it is expected that our disclosure under these frameworks will be updated further in future reports; as such, this document is not currently intended to be comprehensive.



GRI and SASB Indexes

Governance

Company Overview	Details	GRI/SASB
Report its legal name	2024 10-K	GRI 2-1-a
Report its nature of ownership and legal form	2024 10-K	GRI 2-1-b
	2025 Proxy	
Report the location of its headquarters	Seattle, WA	GRI 2-1-c
Report its countries of operation	2024 10-K	GRI 2-1-d
Financial Reporting Period	2024 10-K	GRI 2-3-b
Describe its value chain, including i) activities, products, services and markets served, ii) supply chain and iii) entities downstream from the organizations and their activities	2024 10-K	GRI 2-6-b
Stakeholder Engagement		
Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	2025 Proxy	GRI 2-20-b
Describe process to determine material topics	2025 ESG Report, p. 19	GRI 3-1-a
Specify the stakeholders and experts whose views have informed the process of determining its material topics	2025 ESG Report, p. 11; p. 19	GRI 3-1-b

SASB and GRI Indexes

Governance Continued

Board Governance and Oversight	Details	GRI/SASB
Describe its governance structure, including committees of the highest governance body	2025 Proxy	GRI 2-9-a
List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment and people	2025 Proxy	GRI 2-9-b
Describe the composition of the highest governance body and its committees	2025 Proxy	GRI 2-9-c
Nomination and selection of the highest governance body	Nominating and Corporate Governance Committee Charter 2025 Proxy	GRI 2-10-a; 2-1-b
Chair of the highest governance body	2025 Proxy	GR 2-11
Role of the highest governance body in overseeing the management of impacts.	2024 ESG Report	GRI 2-12
Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment and people	See oversight of ESG, page 15	GRI 2-13-a
Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	2025 Proxy	GRI 2-15-a
Describe the remuneration policies for members of the highest governance body and senior executives	Compensation Committee Charter 2025 Proxy	GRI 2-19-a
Management of Material Topics	Code of Business Conduct and Ethics	GRI 3-3

SASB and GRI Indexes

Governance Continued

Ethics	Details	GRI/SASB
Describe its policy commitments for responsible business conduct	Code of Business Conduct and Ethics	GRI 2-23-a
Communication about anti-corruption policies and procedures.	Code of Business Conduct and Ethics	GRI 205-2
Operational Resiliency		
Compliance with laws and regulations	2024 10-K Part II, Item 9A. Controls and Procedures	GRI 2-27
Approach to tax	<p>Porch pays the required amount of all taxes we owe, including corporate income taxes, employment, and other indirect taxes, in compliance with the tax laws and regulations in the various jurisdictions in which we conduct our business. Porch neither tolerates nor facilitates tax evasion.</p> <p>An experienced group of tax professionals manages Porch’s tax costs and risks with oversight by our finance function and Audit Committee. Where appropriate, we consult with external tax advisors on significant or uncertain tax matters.</p> <p>Porch plans its taxes with reference to current and relevant legislation. When entering into commercial transactions, Porch seeks to take advantage of available tax incentives, reliefs, and exemptions, which are consistent with the spirit as well as the letter of the tax law.</p> <p>Additionally, Porch has developed and maintains respectful professional relationships with all relevant tax authorities.</p>	GRI 2-10-a; 2-1-b
Substantiated complaints concerning breaches of customer privacy and losses of customer data	It is Porch’s policy to follow U.S. and foreign laws regarding reporting breaches of customer data, including notices to individuals, regulators, and other entities. In addition, Porch provides information regarding data risks related to security in its SEC filings.	GRI 418-1
Description of business continuity risks related to disruptions of operations	2024 10-K	TC-SI-550a.2

SASB and GRI Indexes

Social

Workforce	Details	GRI/SASB
Total Employees	2024 10-K Item 1. Business – Human Capital Management	GRI 2-7-a
Employees in U.S.	2024 10-K	TC-SI-330a.1
Employees Outside U.S.*	95	TC-SI-330a.1
Employee Engagement		
Employee engagement as a %	86%*	TC-SI-330a.2
Benefits Program	Porch Careers	GRI 201-3

*Survey concluded May 2025 of US Employees. 54% response rate (371 out of 687 employees responded). 86% of respondents agreed with the statement that "Porch is a great place to work".

Disclaimers

Forward-Looking Statements

This report may contain forward-looking statements regarding our future business expectations, which involve risks and uncertainties. Our actual results may differ materially from those anticipated in these forward-looking statements. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to, “anticipate,” “believe,” “can,” “continue,” “could,” “estimate,” “expect,” “predict,” “intend,” “may,” “might,” “plan,” “project,” “potential,” “seek,” “should,” “target,” “will,” “would” and similar expressions or variations intended to identify forward-looking statements. Such statements include, but are not limited to, statements regarding our business plans and objectives, launch of PIRE and expected benefits, key performance indicators, ambitions for 2025 and beyond with respect to the launch of inspection reports in foreign languages, our strategies and systems for implementing our goals, our commitments to programs and policies, the ability for our ESG initiatives to drive profitability or profitable growth, and our expectations, goals, and priorities for ESG initiatives. These and other forward-looking statements reflect management’s current expectations, estimates and assumptions based on the information currently available to us. These forward-looking statements are not guarantees of future performance and involve significant risks, uncertainties and other factors that may cause our actual results, performance or achievements to be materially different from results, performance or achievements expressed or implied by the forward-looking statements contained in this report.

A discussion of factors that may affect future results is contained in Part I, Item 1A, “Risk Factors,” in the Company’s Annual Report on Form 10-K for the year ended December 31, 2024, and in Part II, Item 1A, “Risk Factors,” in our Quarterly Reports on Form 10-Q for the quarters ended June 30, 2025 and September 30, 2025, as well as those discussed in subsequent reports filed with the Securities and Exchange Commission (“SEC”), all of which are available on the SEC’s website at www.sec.gov, including descriptions of the risk factors that may impact us and the forward-looking statements made in this report. The forward-looking statements made in this report are made as of December 2025. If this report is reviewed after December 2025, even if made available by us, on our website or otherwise, it may not contain current or accurate information. We disclaim any obligation to update or revise any forward-looking statement based on new information, future events or otherwise, except as required by applicable law.

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