



Onity Group Inc

Subsidiaries: PHH Mortgage Corporation, PHH Corporation, Ocwen Financial Solutions Private Limited, Ocwen Advance Facility Transferor, LLC, Ocwen Master Advance Receivables Trust

Locations: Florida (HQ)

Industries: Diversified Financials

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Onity Group is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Onity Group integrates ESG into its business practices. From its 2023 Annual report: "Our Board of Directors and our management are committed to ensuring Ocwen has responsible practices to address the needs of its customers, employees and the communities it serves. Our comprehensive approach to ESG and corporate sustainability is detailed in our report "Environmental, Social and Corporate Governance (ESG) and Corporate Sustainability" on our website at www.ocwen.com in the Shareholders section under Corporate Governance." (1). However, in 2024, the company removed ESG language from its website and Annual Report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (2). However, it has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

Onity Group does not appear to discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Onity Group requires its employees to take unconscious bias and DEI training (1). The company appears to prioritize diversity over merit in its leadership composition. From its Board Diversity Policy: "the Board recognizes the value of including perspectives shaped by diverse ethnicities, geographic origins and genders in building an inclusive corporate culture that reflects and supports Onity's diverse customer base and global workforce" (2). Onity Group operates a supplier diversity program. "Vendor Diversity: Achieve a range of suppliers, vendors and service providers who align with our diversity and inclusion strategies" (3). It does not provide

viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Onity Group supports DEI within its business practices. From its 2023 Annual Report: "We are committed to be a globally diverse and inclusive workplace where every voice is heard and valued. Diversity, inclusiveness and respect are integral parts of our culture and work environment" (1). The company supports ESG within its business practices. From its 2021 Annual Report: "We are committed to conducting our business in a way that is mindful of our environmental impact, our impacts on homeowners, our employees and the communities in which we operate, and the highest standards of corporate governance" (2). However, in 2024, the company removed its DEI and ESG language and policies from its website and Annual Report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (3).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk

Onity Group has not used corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

Onity Group does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).

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