

A smiling woman with dark hair, wearing a bright green checkered shirt, is the central focus. She is looking back over her shoulder towards the camera while holding a smartphone. The background is a bright, modern office with large windows and other people working. A man in a suit is looking at a tablet, another man is sitting and talking, and a woman is working on a laptop.

Enact[®]

Environmental,
Social and
Governance
Report

**People
First**

2023

Contents

+ Introduction	+ 10 Pillar I: Strengthening Our Communities	+ 30 Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
3 Letter from Our CEO	11 Strengthening Our Communities: 2023 At a Glance	31 A Focus on Responsible Business Practices & Sound Corporate Governance: At a Glance
5 About Enact About This Report	12 Enact’s Social Purpose: Enabling More Households to Buy and Stay in Homes	32 Doing the Right Thing for All Our Stakeholders
6 ESG Materiality Matrix and Stakeholder Engagement ¹	15 Volunteerism and Community Engagement	
7 Our ESG Pillars	18 Managing Our Carbon Footprint Responsibly	
8 2023 Highlights		+ 38 Conclusion & Looking Ahead
9 Our Alignment with U.N. Sustainable Development Goals	+ 19 Pillar II: Driving Diversity & Inclusion and Supporting Our People	+ 39 Appendix
	20 Driving Diversity & Inclusion and Supporting Our People: At a Glance	40 SASB Disclosures
	21 Diversity and Employee Engagement: Keys to Our Continued Success	43 TCFD Disclosures

¹ This report uses certain terms, including those that SASB or TCFD refer to as “material,” to reflect the key issues or priorities of Enact or its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material,” “materially,” and “materiality” as defined by or construed in accordance with filings with the Securities and Exchange Commission or other laws or as used in the context of financial statements and reporting required by laws and regulations.

Letter from Our CEO

It is my distinct pleasure to introduce Enact’s second annual Environmental, Social, and Governance Report. This report is the result of a company-wide collaboration, led by our ESG Council, with vital contributions from every department.

Our vision for ESG remains closely aligned with our company’s mission—to help more people responsibly achieve the dream of homeownership. In the past year, rising interest rates have made this mission even more vital, as affordability becomes an issue for more and more people who lack the traditional 20% down payment. We are steadfast in our belief that, by providing responsibly underwritten mortgage insurance to leading mortgage providers, along with world-class customer service and innovative new products, we will have a positive impact on the housing market and on the communities we serve.

The theme of this year’s report, “People First,” reflects the fact that individuals—our colleagues, customers, and all of our stakeholders—are the core of our business. We made substantial progress in the past year addressing the priorities of each of our stakeholders.

Among other accomplishments, we have:

- Helped 149,100 households buy homes, and responsibly expanded access to mortgage refinancing by taking a comprehensive approach to credit scoring
- Delivered to lenders new and improved first-time homebuyer kits for borrowers, including publishing the kits in Spanish for the first time
- Enhanced Board of Directors oversight of ESG issues
- Earned several honors recognizing our diversity, equity, and inclusion (DEI) initiatives, including being named leaders in diversity by National Mortgage Professional (NMP) and the *Triangle Business Journal*
- Actively supported volunteerism with paid time off for employees to donate their time to charitable organizations of their choice
- Expanded the Enact Foundation’s formal grantmaking process; in 2022–2023, we awarded over \$425,000 in grants to over 15 nonprofit organizations, and were recognized as a Civic 50 Greater Triangle winner for corporate philanthropy



Our vision for ESG remains closely aligned with our company’s mission — to help more people responsibly achieve the dream of homeownership.

Introduction

 Pillar I:
Strengthening
Our Communities

 Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

 Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

 Conclusion &
Looking Ahead

Appendix

Introduction

Pillar I:
Strengthening
Our CommunitiesPillar II:
Driving Diversity
& Inclusion and
Supporting Our PeoplePillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
GovernanceConclusion &
Looking Ahead

Appendix

Aligned with our commitment to transparency, we have expanded this year's ESG Report in several areas, including adding disclosures relating to the Taskforce on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals (U.N. SDGs) frameworks.

This report also provides details about our second employee engagement survey, conducted by Gallup in 2023, in which 88% of our employees participated in the survey. This survey found significant improvements in overall levels of engagement, defined by Gallup as the “involvement and enthusiasm of employees in both their work and workplace.” We are proud to have scored highly in Gallup's overall employee engagement index compared to other companies in Gallup's database.²

These additions reflect our commitment to progress. We know that our continued growth and profitability are contingent, in part, on our continued improvement of our most material ESG topics, like diversity, governance, risk, and transparency.

At Enact, our ESG strategy is integrated into our business strategy, and provides a foundation for our continued success. In the following pages, you will have the opportunity to learn more about how we do this, how it is measured, and where we are going.

Thank you for your interest in Enact, and in our ESG strategy and progress.



Rohit Gupta
Enact President and CEO



2. Enact Employee Engagement Survey, conducted by Gallup

About Enact

Enact³ (NASDAQ: ACT) is a leading U.S. private mortgage insurance provider that enables families to achieve the dream of homeownership.

Our mission is to help families who can't afford the traditional 20% down payment to purchase a home by providing them with private mortgage insurance (PMI). Through underwriting excellence, customer support, and borrower education, we help millions of Americans become homeowners—which, in turn, helps build wealth and stronger communities.

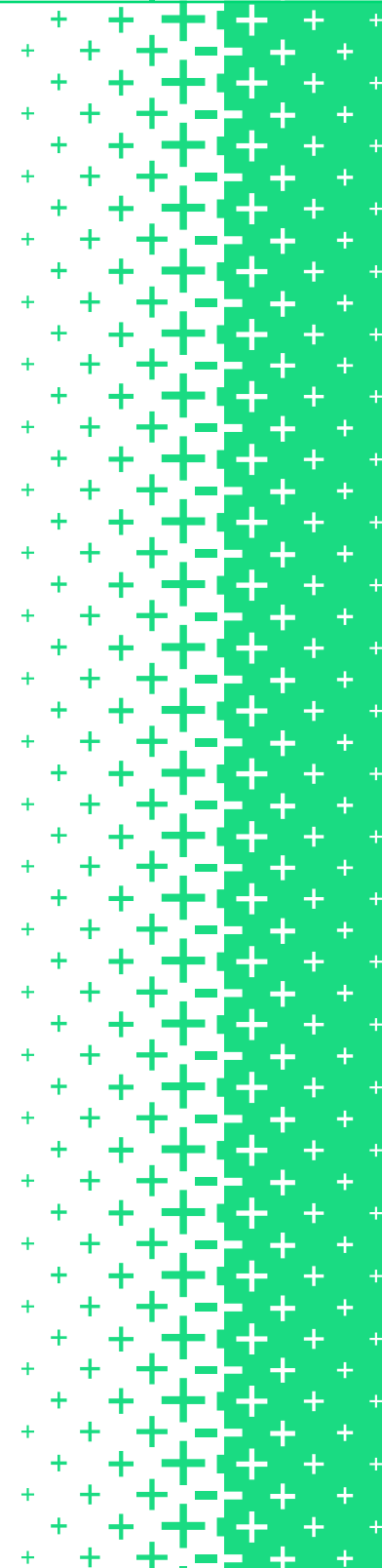
We operate in all 50 states and the District of Columbia, have long-tenured customer relationships with mortgage lenders, and are focused on responsible underwriting and prudent risk and capital management practices. We believe that our operating and technological capabilities provide superior customer experience and drive new business volume at attractive risk-adjusted returns.

3. Enact Holdings, Inc., operates principally through its wholly-owned subsidiary Enact Mortgage Insurance Corporation to provide private mortgage insurance (PMI) to mortgage lenders in the United States.

4. This report uses certain terms, including those that SASB or TCFD refer to as “material,” to reflect the key issues or priorities of Enact or its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material,” “materially,” and “materiality” as defined by or construed in accordance with filings with the Securities and Exchange Commission or other laws or as used in the context of financial statements and reporting required by laws and regulations.

About This Report

This report covers the period of our fiscal year from January 1, 2023, to December 31, 2023. It is guided by a formal Materiality Assessment⁴ that was completed in 4Q 2022, and reviewed again in 4Q 2023. Our assessments included a review of leading ESG frameworks and standards, the mortgage industry regulatory environment, and input from both internal and external stakeholders. In preparing this report, we also conducted a review of our Environmental, Human Rights, and Health and Safety policies, as well as our Code of Ethics.



Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix

ESG Materiality Matrix and Stakeholder Engagement

Introduction

Pillar I: Strengthening Our Communities

Pillar II: Driving Diversity & Inclusion and Supporting Our People

Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance

Conclusion & Looking Ahead

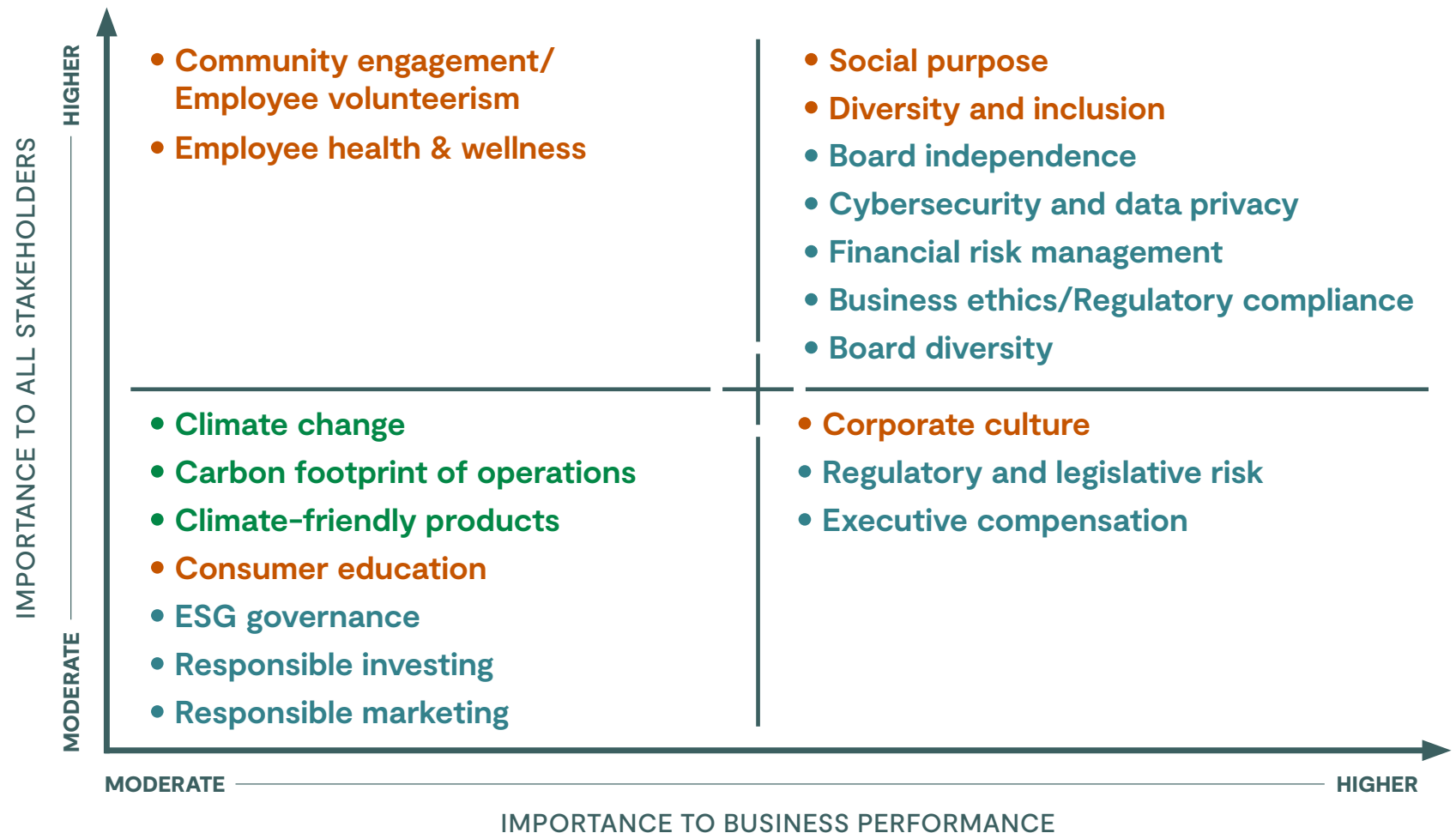
Appendix

For the past two years, we have engaged a third-party consultancy to help assess our ESG disclosures. In 2022, we conducted a formal Materiality Assessment and solicited the perspectives of our key internal and external stakeholders—including employees, Board members, customers, and shareholders. Based on this feedback and the deliberations of our ESG Council, Executive Leadership Team (ELT), and members of our Board, we identified and ranked the ESG issues that are most important to our business and to our stakeholders.

Our 2023 stakeholder engagement program included proactive engagement with a variety of stakeholders, including investors, employees, directors, customers, regulators, and community organizations. Principal topics of engagement included the role of ESG in our business strategy; corporate governance; diversity, equity, and inclusion; risk; and cybersecurity. We also continued monitoring ESG developments at the macro level in 2023, including evolving global regulation of ESG disclosures. As a result of our engagement, there were no changes to our Materiality Matrix in 2023. We value the views of our stakeholders and will continue our discussions with them to solicit feedback in 2024.

Materiality Matrix & Issues Ranking

● Environmental ● Social ● Governance



Our ESG Pillars

Our ESG objectives are prioritized into three “pillars” upon which our ESG strategy is based, focusing on the areas most germane to our business:

Introduction

Pillar I:
Strengthening
Our Communities



Strengthening Our Communities

Enact remains deeply engaged with the communities we serve by enabling more families to responsibly achieve the dream of homeownership and to create wealth, while also delivering on our commitment to employee volunteerism, philanthropy, and environmental responsibility.

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People



Driving Diversity & Inclusion and Supporting Our People

Enact encourages and incorporates varied perspectives at every level of the organization in a supportive and inclusive environment to create innovative products and services that are responsive to the diverse needs of our customers and prospective homeowners.

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance



A Focus on Responsible Business Practices & Sound Corporate Governance

Enact focuses on underwriting excellence, prudent risk and capital management, data privacy and cybersecurity, and regulatory compliance—all overseen by a diverse, experienced, and majority-independent Board.

Conclusion &
Looking Ahead

Appendix

2023 Highlights

This year, we continued our mission of providing responsible homeownership opportunities to more people. We also remained committed to making progress in creating an inclusive and supportive workplace that empowers our employees to do their best work.

> 90th Percentile

Enact scored in the >90th percentile in Gallup's overall Engagement Index, compared to all companies in Gallup's database⁵



60% of Board committee chairpersons are women



~1.3 Million households have achieved the dream of homeownership over the past five years with Enact's help



100%

of Board committee chairpersons are independent



Innovations in Diversity Award

was presented to Enact by the *Profiles in Diversity Journal* for our non-traditional credit product

5. Employee participation rate in employee engagement survey conducted by Gallup, Inc. was 88%

Introduction

Pillar I: Strengthening Our Communities

Pillar II: Driving Diversity & Inclusion and Supporting Our People

Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance

Conclusion & Looking Ahead

Appendix

Our Alignment with U.N. Sustainable Development Goals

For the first time, Enact is indexing its business activities with the most relevant U.N. Sustainable Development Goals (SDGs). As we advocate for more and better housing opportunities for families, we recognize the need for all organizations in the housing value chain to seek responsible growth. By publishing our alignment with the U.N. SDGs, we hope to enhance the transparency of our efforts to achieve this, both through our company’s actions and through our philanthropic initiatives.



Reduce inequality within and among countries

Because homeownership is a primary wealth builder, we believe that we are contributing to the reduction of wealth inequality. We do this by providing homeownership opportunities to more people. Affordability and access are major issues—there are many individuals and families who do not have the traditional 20% down payment to purchase a home. We do not believe this should automatically preclude them from the wealth-building benefits of owning a home. Through our investment in the India Mortgage Guarantee Corporation (IMGC), we are also helping enable increased access to affordable home loans and inclusive homeownership in India. For more information on this, please visit [Pillar I: Strengthening Our Communities](#).



Make cities and human settlements inclusive, safe, resilient, and sustainable

In addition to helping address economic inequality, increased homeownership leads to strong communities made up of families and individuals who have a stake in their future. Research shows that communities with higher rates of homeownership have less crime and higher civic engagement.⁶ The children of homeowners even score higher on standardized tests.⁷ For more information, please visit [Pillar I: Strengthening Our Communities](#).



No poverty

Homeownership can contribute to financial well-being and wealth creation, as well as familial and community stability.

As such, by responsibly expanding access to home mortgages, Enact supports efforts to end poverty in the U.S. To learn more about how we benefit millions of individuals and families, please see [Pillar I: Strengthening Our Communities](#).



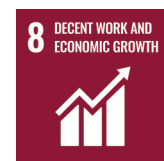
Gender equality

Women make up over half of our workforce, and Enact is committed to fair and equitable pay practices. We regularly review base pay, incentive pay, and total employee compensation, and are continually seeking ways to ensure that we have a robust pipeline of diverse leaders. To learn more, please visit [Pillar II: Driving Diversity & Inclusion and Supporting Our People](#).



Good health and well-being

We have taken strides to ensure the well-being of our workforce and to be responsive to the mental and physical health needs of our colleagues. In 2023, we opened a gym at our Raleigh, North Carolina, headquarters, and continued to offer a fitness reimbursement to employees to reinforce our commitment to helping our team members live a healthy life. Benefits also include generous time-off policies, free onsite flu and COVID vaccines, paid parental leave, and more. For more details, please see [Pillar II: Driving Diversity & Inclusion and Supporting Our People](#).



Decent work and economic growth

We believe we provide a supportive and enriching workplace at Enact. We also believe that increasing the number of Americans who can own homes—part of our core mission—has positive effects on our economy and promotes growth. For more details, please visit [Pillar I: Strengthening Our Communities](#) and [Pillar II: Driving Diversity & Inclusion and Supporting Our People](#).

6. Manturuk, K., Lindblad, M., and Quercia, R.G. “Homeownership and Local Voting in Disadvantaged Urban Neighborhoods.” Cityscape. 2009 and McCabe, B.J. “Are Homeowners Better Citizens? Homeownership and Community Participation in the United States.” Social Forces, 2013, via Habitat for Humanity International, Evidence Brief: What are the Benefits of Homeownership? <https://www.habitat.org/media/3356/download>

7. Haurin, D., Parcel, T., and Haurin, R. “The Impact of Home Ownership on Child Outcomes.” Low-Income Homeownership Working Paper Series. Published online March 15, 2000, via Habitat for Humanity International, Evidence Brief: What are the Benefits of Homeownership? <https://www.habitat.org/media/3356/download>

- Introduction
- Pillar I: Strengthening Our Communities
- Pillar II: Driving Diversity & Inclusion and Supporting Our People
- Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
- Conclusion & Looking Ahead
- Appendix

Introduction

**Pillar I:
Strengthening
Our Communities**

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix



Pillar I: Strengthening Our Communities

-
- 11 Strengthening Our Communities: At a Glance
 - 12 Enact's Social Purpose: Enabling More Households to Buy and Stay in Homes
 - 15 Volunteerism and Community Engagement
 - 18 Managing Our Carbon Footprint Responsibly

Strengthening Our Communities: 2023 At a Glance

Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix

Helped

149,100

households achieve financially sustainable homeownership with mortgage insurance

Enabled

14,400

households to refinance their homes with mortgage insurance

Named to the Points of Light

Civic 50

Greater Triangle award in recognition of our contributions to our local community

10,000+

donated meals packed during Enact's Month of Service in June

2,500+

Hours of volunteer service by Enact employees

3 miles

of the Shelley Lake shoreline in North Carolina cleaned up by Enact volunteers in honor of Earth Month

Enact's Social Purpose: Enabling More Households to Buy and Stay in Homes

Enact stays deeply engaged with the communities we serve and live in by enabling more families to achieve the dream of sustainable homeownership and to create wealth, while also delivering on our commitment to employee volunteerism, philanthropy, and environmental responsibility.

+ 400%

Research has shown a correlation between homeownership and increased wealth ... U.S. homeowners have an average net wealth that is 400% higher than that of renters with similar demographics and incomes.⁸

Our Purpose: Enabling More Families to Responsibly Achieve the Dream of Homeownership

The social element of ESG is core to our business. Increased homeownership leads to stronger, more stable communities, and allows families to get on the path to wealth creation much sooner than they otherwise would. We believe there are many people

who, while able to reliably make mortgage payments, lack the necessary 20% down payment or the necessary credit to purchase homes. Our private mortgage insurance (PMI) fulfills this need.

Our purpose inspires us to create products that allow our customers (mortgage lenders) to provide mortgages to many Americans who have traditionally not been able to enjoy the benefits of homeownership. That's because Enact has the ability to look beyond simple credit scores and available income to determine creditworthiness, thus strengthening our customers' businesses responsibly and sustainably.

Homeownership and Wealth Creation

Owning a home has long been one of the primary ways families build wealth over generations. Home equity and retirement savings make up over 60% of American households' net worth.⁹ According to the National Association of REALTORS® (NAR), the value of a median-priced home in the U.S. increased by \$190,000 between 2012 and 2022, or \$19,000 per year, on average.

Wealth creation through homeownership has a particularly powerful effect on low-income owners. The median value of homes owned by low-income households rose by 75% from 2012–2022, creating

“We have always focused on being a good corporate citizen. Our mission very much ties into the 'social' aspect of ESG, so many of the issues that underlie ESG have been key components of our core business and values for years and are reflected in the pride we have in how we serve all communities.”

— Daniel Kohl
Enact VP of Investor Relations and ESG

\$98,910 in wealth solely from home price appreciation. Home appreciation was also a powerful wealth generator for middle-income homeowners, as their homes appreciated by 68%, or \$122,070.¹⁰

Since lower-income and middle-income households are more likely to lack the funds for a traditional 20% down payment and may also have shorter or less fulsome credit histories, PMI becomes a vital tool in allowing them to enjoy the financial fruits of homeownership.

8. Habitat for Humanity, Evidence Brief: What Are the Benefits of Homeownership? 9. U.S. Census Bureau 10. National Association of REALTORS, Wealth Gains by Ethnic/Racial Group

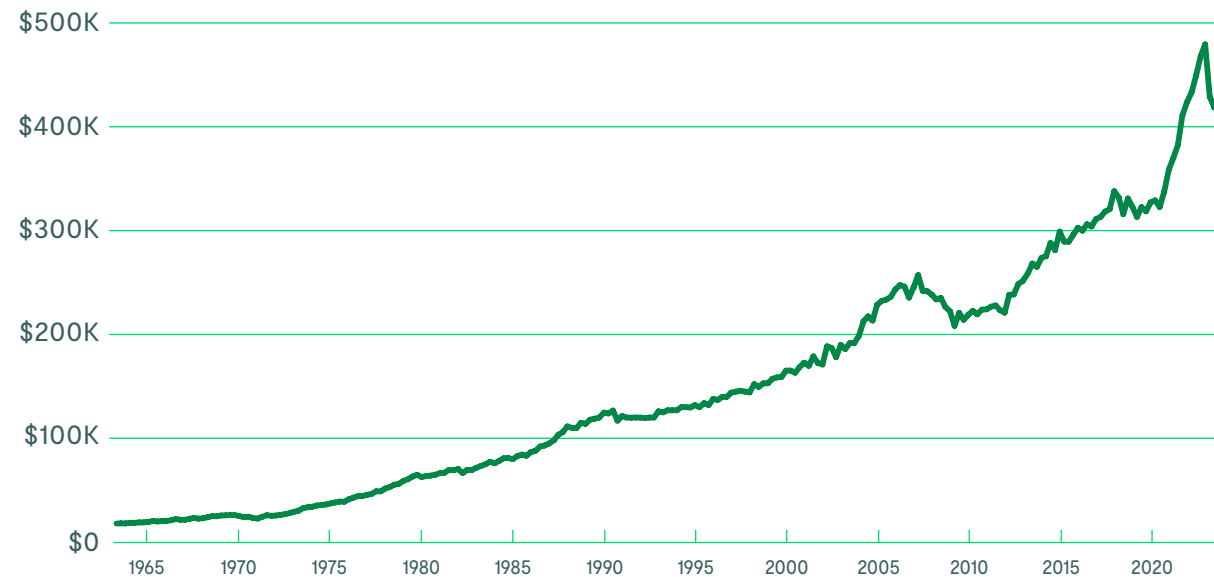


Home prices have risen over 30% since 2020

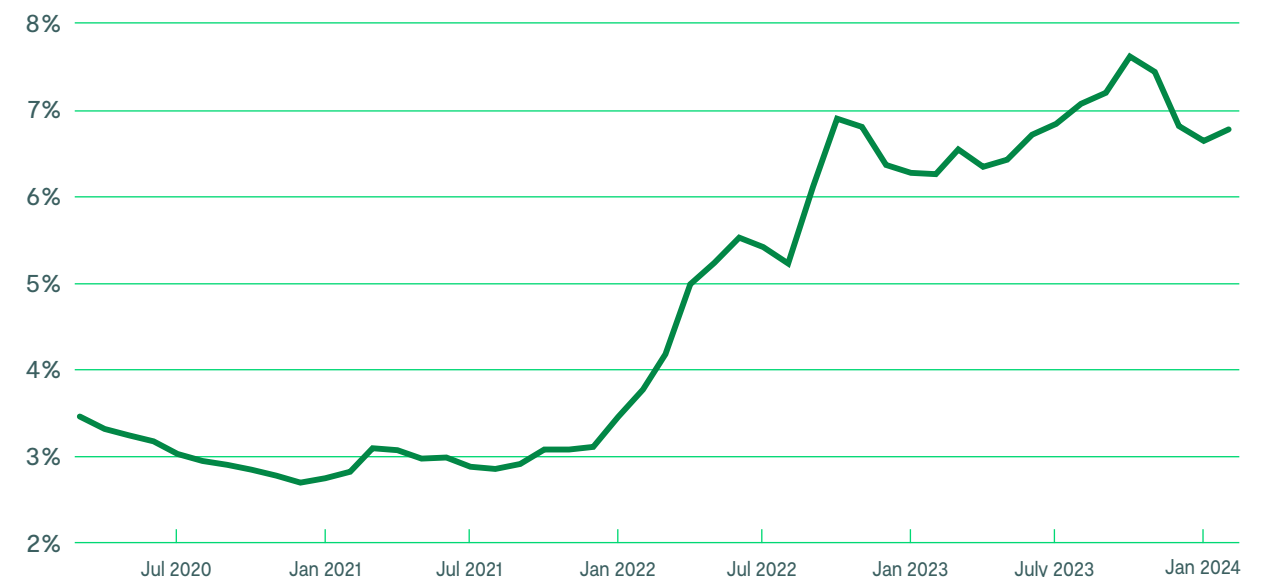
Addressing the Affordability Crisis

Rising interest rates and a dearth of affordable housing have led to the most challenging environment for first-time homebuyers in a generation. Prices have risen over 30% since 2020, while interest rates have jumped from below 3% to approximately 7%.^{11, 12}

Median House Prices in the United States¹³



Average Mortgage Rates in the United States¹⁴



Taken together, these trends have made homeownership more elusive than ever. For many, it would take decades to save up the money for a 20% down payment. This has made PMI more vital than ever. Enact has taken further steps to address this affordability crisis.

11. United States Federal Reserve Bank Economic Research, St. Louis Federal Reserve, <https://fred.stlouisfed.org/series/ASPUS> 12. 30-year fixed rate, Freddie Mac, <https://www.freddiemac.com/pmms>
 13. United States Federal Reserve Bank Economic Research, St. Louis Federal Reserve, <https://fred.stlouisfed.org/series/MSPUS> 14. United States Federal Reserve Bank Economic Research, St. Louis Federal Reserve, <https://fred.stlouisfed.org/series/MORTGAGE30US>

Introduction

Pillar I: Strengthening Our Communities

Pillar II: Driving Diversity & Inclusion and Supporting Our People

Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance

Conclusion & Looking Ahead

Appendix

Driving Responsible Homeownership Through Innovation

In 2022, Enact introduced its nontraditional credit product. Our modeling and product development teams designed a product to help consumers who don't have enough credit history and therefore lack a valid credit score that could be used to underwrite a mortgage. Historically, many people without enough credit lines were penalized as nontraditional credit risks, and their mortgage products would be priced higher than mortgage loans with traditional credit scores. However, these loans actually displayed better performance than those with other risk attributes. Our new model allowed us to price our products more appropriately for these consumers and to expand our guidelines, enhancing affordability.

In 2023, the impact of this breakthrough product for consumers with unscored credit was amplified when a similar structure was adopted by Fannie Mae and Freddie Mac,¹⁵ the government-sponsored entities that underlie and support the U.S. housing market.

We also provide several flexible mortgage insurance (MI) premium structures for lenders to offer their customers, so they can help their homebuyers find a plan that works for them. Details about these plans can be found [here](#).

Enact is an active member of the Mortgage Bankers Association (MBA) Affordable Homeownership Advisory Council. The council, made up of MBA members, seeks innovative and equitable solutions to the nation's affordability crisis. Once agreed upon by council members, these solutions are recommended to the MBA's Residential Board of Governors for policy consideration.

¹⁵ [Federal Housing Finance Agency: Commingled Final Rule](#)

Borrower Education and Support: Supporting Sustainable Homeownership

First-time homebuyers are faced with new challenges, and we believe that sustainable homeownership is enhanced by providing both our customers (mortgage lenders) and borrowers (consumers) with tools, borrower benefits, and educational resources.

Among the exclusive programs we provide our customers and consumers to help enable their success are:



Finally Home!

Our partnership with Finally Home! provides low- or no-cost homebuyer education. This course includes seven chapters that cover every part of the home-buying and ownership process.

Mortgage Servicer Education

We provide customized default management training for our mortgage servicers. Additionally, we delegate our right to the customary review and approval of assistance options to the mortgage servicers to enable borrowers in need to receive relief more promptly.



NextJob

In addition, we partner with NextJob to provide career resources to delinquent unemployed and underemployed borrowers. Servicers can offer these resources to borrowers at no cost to the borrower.



Home Suite Home®

To help give borrowers peace of mind, Enact's Home Suite Home® program offers three benefits: an Appliance Home Warranty, Homeowners Insurance Deductible Reimbursement, or Identity

Theft Reimbursement & Restoration Consulting Services, adding another layer of support as they embark on their homeownership journey. Enact pays for these benefits and provides them at no cost to homeowners.

Homebuyer Privileges®

Homebuyer Privileges® is an exclusive Enact Mortgage Insurance program that provides homeowners with discounts on products and services from top retailers in their area. There is no cost to participate in this program, and new homeowners can save up to \$8,500 for the things they need most for their new home.

Homeowner Assistance

We also conduct proactive outreach to consumers who are falling behind on their mortgage payments, connecting them with their mortgage servicers to seek ways they can address issues and hopefully find solutions. In 2023, we reached out to more than 23,000 homeowners to connect them with their mortgage servicers to discuss assistance options. We also collaborated with our lending partners and mortgage servicers, creating more flexible options, including forbearances, payment deferrals, and loan modifications.

Introduction

 Pillar I:
Strengthening
Our Communities

 Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

 Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

 Conclusion &
Looking Ahead

Appendix

Volunteerism and Community Engagement

As a company, and as individuals, we are committed to working toward stronger, healthier neighborhoods.

Our products strengthen the communities in which we work and live, and we strive to make further positive contributions through volunteerism and our philanthropic endeavors.

Helping Build Community

Volunteerism is a deeply rooted component of Enact's corporate culture. We provide every employee with 40 hours of paid time off to volunteer with organizations of their choice. We also organize group activities through our Volunteer Council, an employee-led group that coordinates and amplifies volunteer projects throughout the company.

In 2023, Enact volunteers engaged in a wide variety of projects, from cleaning up the shoreline of a local lake to building homes with Habitat for Humanity. As is fitting for a company dedicated to helping families buy and stay in homes, our volunteers often focused on projects that created safe and stable spaces for people to live.

A few of these initiatives were:

Toiletry Drive with the Women's Center of Wake County

In March 2023, Enact partnered with the Women's Center of Wake County, North Carolina, which takes a holistic approach to serve "marginalized single women experiencing homelessness, with histories of severe and persistent mental illness, sexual assault, violence, and trauma." The Center provides these women with basic needs, from meals to clothing to mental and physical health care.¹⁶

Home Building with Habitat for Humanity Pride

In June 2023, Enact's employee-led DEI and Volunteer Councils led our team members' participation in Habitat for Humanity's Pride Build, which raised awareness of the housing challenges the LGBTQ+ community faces. Members of the LGBTQ+ community are far less likely to be homeowners than the general population, and LGBTQ+ youth are 120% more likely to experience homelessness.¹⁷ The Pride Build was an opportunity for Enact employees to show their support for efforts to create more inclusive housing options for the LGBTQ+ community. In addition, the Enact Foundation made a grant to help Habitat for Humanity provide affordable homes for our neighbors in Wake County, North Carolina.



Spotlight

Partnering with Our Customers to Combat Poverty



For several years, Enact volunteers have volunteered with Rise Against Hunger, a global nonprofit that seeks to end poverty. Spearheaded by Enact sales team member Chris Harrar, we invited some of our customers to participate in a meal packaging event in Charlotte, North Carolina, on Saturday, July 15, 2023. The effort was a great success—we had 18 different clients join the Enact team. It was an honor to work alongside them for a great cause.

16. The Women's Center of Wake County, <https://www.wcwc.org/>

17. Morton, M. H., Samuels, G. M., Dworsky, A., and Patel, S., "LGBTQ Young Adults Experience Homelessness at More than Twice the Rate of Peers," Chapin Hall at the University of Chicago.

Enact Day with The Green Chair Project

Every year, on Enact Day, employees come together to celebrate our culture and values, and to reconnect with each other. This year, we partnered with The Green Chair Project, donating and making essential furnishings to help neighbors in need.

These are just a few of the many volunteer initiatives that our company and employees participated in during 2023.



Since 2022, the Enact Foundation has distributed over \$425,000 in grants to over 15 nonprofit organizations.

Aiding Our Communities Through the Enact Foundation

Established in 2022, the Enact Foundation is dedicated to supporting nonprofit organizations that work to build better, more equitable communities where our employees live and work. Our philanthropic grants are focused on social issues aligned with our mission and business priorities (specifically, affordable housing, homelessness, and closing the minority homeownership gap), and are guided by the interests and passions of our employees locally and across the U.S.

Since 2022, the Enact Foundation has distributed over \$425,000 in grants to over 15 nonprofit organizations:

- Boys & Girls Club of Wake County
- Center for Volunteer Caregiving
- Clean Jordan Lake
- Food Bank of Central & Eastern North Carolina
- Habitat for Humanity of Wake County
- HomeFree USA
- InterAct
- Junior Achievement of Eastern North Carolina
- Learning Together, Inc.
- Meals on Wheels Wake County
- Morrisville CERT
- Note in the Pocket
- Rebuilding Together of the Triangle
- Resources for Seniors
- Ronald McDonald House
- The Green Chair Project
- The Women's Center of Wake County

Grant evaluation criteria include, but are not limited to:

- Alignment with Enact's mission and business priorities (affordable housing, homelessness, and closing the minority homeownership gap)
- Ability to generate sustainable and measurable outcomes
- Financial position and sources of income
- Engagement of Enact employees

The Enact Foundation funds the employee Dollars for Doers program in which employees can earn up to \$10 per hour served, up to \$400 annually for volunteering. They may donate these funds to any nonprofit of their choice. The Enact Foundation also matches employee charitable donations (100% up to \$5,000) and Board member donations (up to \$10,000).

In 2023, the Enact Foundation was proud to sponsor the Note in the Pocket's 10th Anniversary Sneaker Ball, and Rise Against Hunger's 25th Anniversary Celebration.



In October, the Enact team attended the Note in the Pocket program's 10th Anniversary Sneaker Ball, which was supported by the Enact Foundation. Note in the Pocket is an organization that mobilizes community members to donate clothing to impoverished and homeless children in Wake County.

Spotlight

Using Volunteer Hours to Help Lahaina Recover



Using her paid volunteer hours, Misty Norman traveled to Maui to help family members and others begin to rebuild.

In early August, a series of wildfires spread across Hawaii, predominantly on the island of Maui. Over 2,200 buildings were destroyed and more than 100 people were killed.



For Enact sales team member Misty Norman, these events were personal. Misty used to live in Hawaii and has family there who lost their homes. She also covers Hawaii in her sales role and has customers who live on Maui.

Misty felt she needed to help, not just with a donation, but also personally, on the ground. Using her volunteer time off, she traveled to Maui to support relief efforts. “This was such a humbling and rewarding experience,” she says. “For eight hours a day, I helped assemble ‘necessities bags’ and passed them out to local residents. We worked in the blazing sun, helping people obtain basic needs, things that we take for granted every day.”

Misty says she was inspired both by her fellow volunteers and the courageous, resilient people of Lahaina. “We shared tears with some and laughs with many. Their strength and resilience are incredible, and they still radiate the aloha spirit, even in the midst of such a tragic time. This experience has given me perspective on how blessed I am and all that I am grateful for.”

We believe Misty’s service is exemplary of the spirit of volunteerism that suffuses our culture here at Enact.



Managing Our Carbon Footprint Responsibly

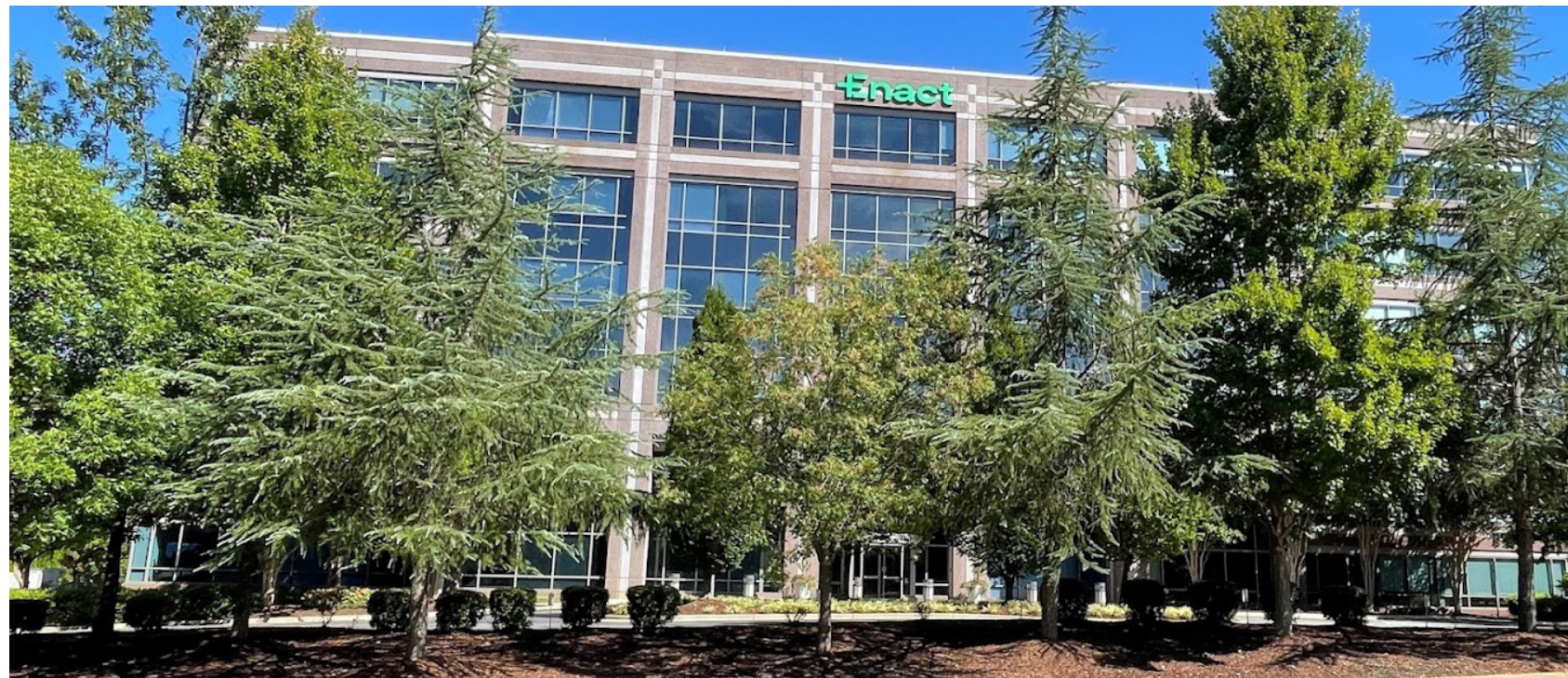
We believe that all companies and individuals have a role to play when it comes to creating a more sustainable future. While Enact is not a major emitter of greenhouse gases, we recognize our responsibility to mitigate our carbon footprint and to take as many steps as are practically possible to minimize our environmental impact.

We measure and seek to limit our emissions at our two company facilities—our Raleigh-based headquarters building and our Washington, D.C., offices. Our headquarters building is Gold LEED certified and uses 30% less water than buildings of similar size. We have taken steps to lower our electricity use by shifting to

efficient LED lighting and other measures; we encourage electric vehicle usage by our employees by providing charging stations on our parking deck. Our heating is provided by electric strips to avoid the use of natural gas. Further, we utilize a Building Management System (BMS) to optimize our HVAC system and reduce our CO₂ output.

2023 Total Scope 1 and Scope 2 Emissions¹⁸

Our Scope 1 and Scope 2 emissions in 2023 were slightly lower year-over-year. The majority (77%) of our overall emissions were from electricity we purchased (Scope 2).¹⁹ The majority of our Scope 1 emissions came from mobile sources (owned and leased vehicles).



Total Emissions

In metric tons CO₂e

■ Scope 1 ■ Scope 2

2023



2022



18. Definitions: Scope 1 - GHG emissions from GHG sources owned or controlled by the organization; Scope 2 - GHG emissions that are a consequence of an organization's operations and activities, but that arise from GHG sources that are not owned or controlled by the organization.

19. Data reflects combined emissions for Enact's Raleigh and Washington, D.C., offices

- Introduction
- Pillar I: Strengthening Our Communities
- Pillar II: Driving Diversity & Inclusion and Supporting Our People
- Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
- Conclusion & Looking Ahead
- Appendix



Pillar II: Driving Diversity & Inclusion and Supporting Our People

-
- 20 Driving Diversity & Inclusion and Supporting Our People: At a Glance
 - 21 Diversity and Employee Engagement: Keys to Our Continued Success

Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix

Driving Diversity & Inclusion and Supporting Our People: At a Glance

Introduction

Pillar I: Strengthening Our Communities

Pillar II: Driving Diversity & Inclusion and Supporting Our People

Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance

Conclusion & Looking Ahead

Appendix

54% of our employees identify as women

40% increase in ethnically/ racially diverse employees over the last five years

> 90th percentile in Gallup Overall Employee Engagement Index²⁰

20. 2023 Enact Employee Survey conducted by Gallup. For Gallup's Overall Engagement Index, Enact scored in the 93rd percentile compared to all companies in Gallup's database.



Stevie® Award winner
Bronze, Best Reward & Recognition Strategy



Diversity and Employee Engagement: Keys to Our Continued Success

At Enact, we strive to create a culture that encourages collaboration and creativity.

Our colleagues have ranked maintaining a diverse and inclusive environment as one of their top ESG priorities. We also know that employee engagement and satisfaction are vital to productivity and talent retention. Therefore, Enact prioritizes a corporate culture that celebrates and benefits from pluralism—along with a workforce that shares a sense of mission and purpose, and is supported with benefits and a foundation that enables our success as individuals and as a business.

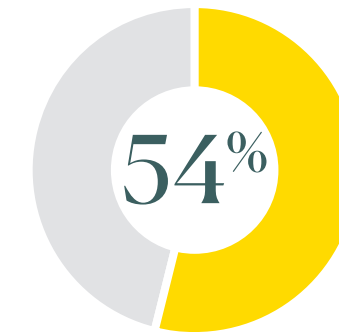
Driving Diversity and Inclusion

Enact believes that, to properly serve our customers and their borrowers, our teams should reflect the communities we serve. We also believe that, to do their best work, our employees need to have the ability to be themselves at work, and to have the opportunity to learn from others with varied backgrounds. Finally, we believe that only by drawing from the widest possible pool of candidates will we be successful in hiring the very best. These tenets drive our diversity and inclusion initiatives.

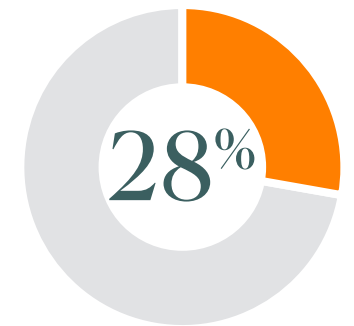
Of Enact's 465 employees, 54% identify as women. Over the last five years, the percentage of employees who are racially or ethnically diverse has risen from 20% to 28%.

Diversity has also emerged as an important factor in recruitment. Many prospective employees consider a company's commitment to diversity and inclusion as an important consideration when deciding where to work. Therefore, diversity is not only essential to our understanding of the communities we serve, but it is also essential in order for Enact to remain competitive in recruitment and retention.

465
Employees



Women



Racially or
Ethnically
Diverse

Promoting Diversity, Equity, and Inclusion

Our Diversity, Equity, and Inclusion Council coordinates DEI initiatives throughout our company. Comprising employees from every department across different levels of the company, the DEI Council amplifies programming and raises awareness of DEI issues in powerful ways.

The DEI Council collaborates with employee advocates to:

- **Celebrate** – Commemorating cultures, talents, and contributions of diverse populations
- **Educate** – Fostering a culture of diversity, equity, inclusion, and belonging
- **Advocate** – Enhancing and supporting the communities we serve

The Council also works closely with the Enact Employee Volunteer Council to match diversity programming with community volunteering opportunities.

In June 2023, we launched a Spanish version of our First-Time Homebuyer resources online to better serve our customers and their borrowers.

Seeking Connection Through Differences

At Enact, we seek out and incorporate diverse views to strengthen our outcomes, and we educate ourselves through the experiences and perspectives of others, acknowledging and celebrating our differences with special events and corporate programming.

Celebrating Hispanic Heritage Month

To celebrate Hispanic Heritage Month, the Enact DEI Council organized a panel event where several of our Hispanic and Latinx colleagues shared their culture, traditions, and experiences as immigrants over good food and potluck desserts from the panelists.

Supporting LGBTQ+ Equality

As proud allies of the LGBTQ+ community, Enact joined the Gay & Lesbian Alliance Against Defamation's (GLAAD's) pledge of support, along with more than 50 other leading organizations. We're standing with our allies to reaffirm our unwavering commitment to the community and to help forge a more diverse, inclusive, and equitable world for everyone.



During Pride Month in June, our colleagues learned from each other about the LGBTQ+ community and how to be better allies. And they put it into practice by volunteering with the Human Rights Campaign at the 2023 Out! Raleigh Pride event.

Introduction

 Pillar I:
 Strengthening
 Our Communities

 Pillar II:
 Driving Diversity
 & Inclusion and
 Supporting Our People

 Pillar III:
 A Focus on Responsible
 Business Practices
 & Sound Corporate
 Governance

 Conclusion &
 Looking Ahead

Appendix



In January 2023, our DEI Council organized a Chinese New Year celebration. Over 80 Enact team members participated, enjoying an authentic Chinese meal and a trivia contest.

Honoring AAPI Heritage

In May, Enact celebrated Asian American Pacific Islander (AAPI) Heritage Month, treating our team to lunch from the Bulkogi Korean BBQ Food Truck in Raleigh. Participants shared some friendly competition over Asian board games, and our DEI Council also hosted a trivia challenge to help educate employees about the AAPI community.

Addressing the Racial Homeownership Gap with NAMMBA

The minority homeownership gap is larger today than it was 50 years ago before housing discrimination was made illegal. Enact partners with the National Association of Minority Mortgage Bankers of America (NAMMBA) to address the ongoing inequities in the housing market.

In 2023, Enact was a title sponsor at the NAMMBA Conference (NAMMBA Connect) and for NAMMBA's four-part webinar series, *Bridging the Homeownership Gap Together*.

We've also partnered with NAMMBA to offer our lenders 25% off NAMMBA's Accredited Social Impact Lender (ASIL) Program, which aims at increasing minority homeownership.



Recognition for Our Diversity Initiatives

We were honored with several diversity awards in 2023. Among them were:



Triangle Business Journal's Leaders in Diversity



Profiles in Diversity Journal's 2023 Innovations in Diversity Award



NMP Magazine's 2023 Diversity Leaders



- Introduction
- Pillar I: Strengthening Our Communities
- Pillar II: Driving Diversity & Inclusion and Supporting Our People
- Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
- Conclusion & Looking Ahead
- Appendix

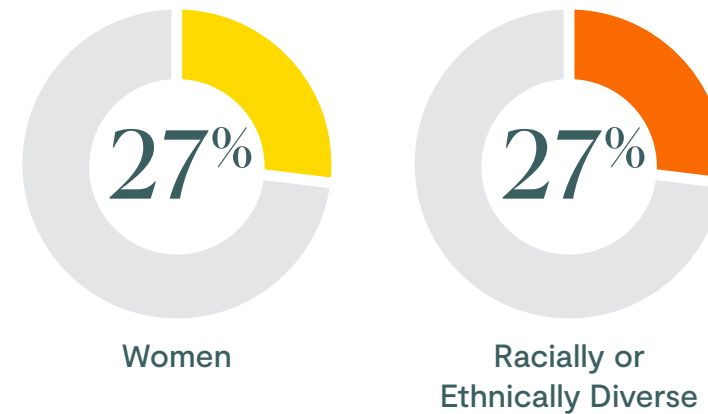
Diversity in Leadership

As of the end of 2023, 20% of our executive leadership team were women, and 20% were ethnic or racial minorities. Of our Board members, 27% were women, and 27% were racially or ethnically diverse. Also, 60% of our Board committee chairpersons were women, and 20% of the Board committee chairpersons were racially or ethnically diverse. We recognize the value of diversity at the executive and Board levels of our company, and we are focused on ensuring it.

Executive Leadership



Board Members



Board Committee Chairpersons



Developing Our Next Generation of Leaders

At Enact, we are committed to the professional development of our employees and are actively building a pipeline of diverse future leaders. We offer a comprehensive suite of learning options, including structured development programs, instructor-led classes, on-demand lessons, and internal and external workshops. Through these programs, employees can enhance their performance, prepare for the next phases of their careers, and further develop a technical skillset. We also have a

curriculum dedicated to managers to ensure that our leaders are armed with the knowledge and tools they need to foster an engaged and productive workforce.

As needed, we will send employees and leaders to external executive programs. Enact also conducts mentorship programs that enable senior leaders to share their experience and expertise with their junior colleagues, as well as provide reverse mentoring.

“Our employees are our strategic resource. Our priority here is attracting them, retaining them, developing them, engaging them, and allowing them to give their best selves to their company.”

— **Sheila Hooda**
Enact Board of Directors Member

- Introduction
- Pillar I: Strengthening Our Communities
- Pillar II: Driving Diversity & Inclusion and Supporting Our People
- Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
- Conclusion & Looking Ahead
- Appendix



Spotlight

Providing Experience and Inspiration: The Enact Mortgage Industry Development Program

“The Enact MIDP is about educating, supporting, and inspiring the next generation of leaders. When young individuals from minority communities see professionals who look like them succeeding in certain fields, such as mortgages, it inspires them with aspirations and possibilities for their own future careers,” says Alexis Anderson, a senior at the Jesse H. Jones School of Business at Texas Southern University in Houston. Alexis, a Dean's List finance major, is one of the 41 students in Enact’s 2023 MIDP cohort. In addition to her participation in the MIDP, she’s been awarded numerous scholarships, including participation in the Goldman Sachs HBCU Possibilities Program, and has contributed to her community through organizations like the Thurgood Marshall College Fund’s Leadership Institute.



Alexis Anderson
Enact MIDP Student

“Before [MIDP], I didn’t know anything about the mortgage industry,” Alexis says. Now, she notes that, because of this program, coupled with research she did on her own, it’s “an industry that I’d be interested in getting into after I graduate.”

We want the mortgage industry to be a career path that students can get excited about, and it’s critical to have programs such as the MIDP to identify high-potential students. In doing so, we will not only bring more diverse perspectives into the mortgage business, but we will also begin to create a virtuous cycle that will create a workforce that better reflects the communities we serve.

As Alexis says, “Having a diverse workforce that reflects the racial and ethnic composition of society is crucial. People from different backgrounds bring unique perspectives, experiences, and insights that can address the needs of diverse communities.”

We conduct a deep Succession Planning exercise annually, and regularly review and revise our plans, including input from the Compensation Committee, for employees at the executive level. By identifying high-potential internal talent, we are constantly developing candidates for critical roles and ensuring a strong pipeline of leaders.

The Mortgage Industry Development Program (MIDP) elevates opportunities within the mortgage industry by bringing mortgage training to students of Historically Black Colleges and Universities (HBCUs). This program was developed in 2021 in partnership with the HomeFree-USA Center for Financial Advancement.™ This program exposes students to the many career opportunities in the mortgage industry and gives them the foundation they need to begin a successful career in the field. Students can also earn a mortgage industry certificate, and the MIDP provides students with career development support as they begin their professional journey in the mortgage industry.

Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix

Measuring and Valuing Employee Sentiment

Understanding our employees' perspectives about our corporate culture is a critical aspect of our commitment to maintaining an engaging work environment where our teams are at their best. For the last two years, we have partnered with the leading global analytics firm, Gallup, to measure employee engagement.

Engaged employees, as defined by Gallup, are highly involved in, and enthusiastic about, their work and workplace. They are psychological "owners," driving performance and innovation, and moving the organization forward.

Gallup defines engagement as the involvement and enthusiasm of employees in both their work and workplace. Employees confidentially responded to a 12-item survey assessing agreement in behaviorally predictive areas such as whether their opinions are heard, their managers are supportive, they receive appropriate recognition for their work, and the company's mission makes their job feel important.



6%

increase in response rate to our employee survey year-over-year, continuing to be well above the Gallup average

Over 85% of Enact employees participated in the survey. Enact scored highly (95th percentile or higher, compared to all companies in Gallup's database) in employee responses to statements, including:

- This last year, I have had opportunities at work to learn and grow.
- My associates or fellow employees are committed to doing quality work.
- In the last six months, someone at work has talked to me about my progress.
- My manager, or someone at work, seems to care about me as a person.

All managers of the company have elicited feedback from their teams on survey results and have formulated action plans to address at least one area where engagement can be improved. After communicating this goal to their teams, each manager will track progress in a formalized process.

Balancing the Benefits of In-Person and Remote Work

We also continued our transition to a hybrid work schedule in 2023, with our colleagues generally spending three days working in the office and two days working remotely per week. In making this transition, we elicited employee opinions through small-group meetings and focus groups. This transition, while not easy, has been successful. Since we changed to a hybrid work schedule, we have received positive anecdotal and quantitative feedback from our colleagues.



Points-Based Peer Recognition: Colleagues Celebrating Colleagues

In August 2022, we implemented an innovative and powerful new way for our team members to recognize their co-workers' good work. It's an online, intuitive platform that mimics a social media platform. Points awarded have a dollar value attached that employees can spend on perks like Amazon purchases, gift cards, and more. Employees have a monthly point allowance to recognize anyone who goes above and beyond. Additionally, for each five-year work anniversary, employees receive an extra award complete with a public shoutout.

This recognition program has provided a common connection point for all employees, allowing recognition to be shared between departments, offices, and employees both in-person and remote.

Since implementation, we have continued to refine our recognition strategy to address employee feedback. Managers now have additional points to reward direct reports, and senior leaders receive even more in their point bank, allowing more employees to be recognized.

Since implementing this new recognition platform (August 2022 – December 2023), Enact users have given more than 18,000 total shoutouts and over 1,400,000 total points.



97%

We're proud to say that 97% of all employees have given shoutouts through the new recognition program.

Inclusive Care

In 2023, Enact also offered inclusive care benefits to LGBTQ+ employees. These benefits included:

- Access to specially trained Health Educators who, working with clinicians, can identify medical doctors and behavioral health professionals who are familiar and sensitive to the needs of LGBTQ+ individuals; our Health Educators can also help locate community programs and other resources for further support
- A searchable LGBTQ+ provider directory in which employees can find behavioral health professionals who have experience with LGBTQ+ issues
- A gender affirmation surgery concierge who can connect people interested in exploring sex reassignment surgery to the Inclusive Care team for confidential counseling and guidance through the process



Empowering Our Employees

We recognize that our employees are our most important resource and our biggest differentiator. Therefore, we do as much as we can to allow them to be at their best, helping them achieve and maintain mental, physical, and financial well-being.

In addition to robust healthcare coverage, some of our notable benefits include:

- Generous choice time-off policy
- Twelve paid holidays
- Hybrid work schedule
- Forty hours of paid volunteer time off
- Time off to vote on election days
- Tuition reimbursement and student loan repayment
- Paid family leave and adoption assistance program
- Flexible spending accounts
- Personal financial counseling
- 401(k) with up to 5% company match
- Fitness and emotional wellness reimbursements



Supporting Personal Wellness at Enact

There are many components of personal wellness, and, at Enact, we strive to support employee wellness holistically. In recognition of this fact, in 2023, we opened an employee fitness center at our headquarters in Raleigh, North Carolina. As most employees returned to a hybrid work schedule, we worked to ensure that the effect that this shift had on many families and individuals was considered. Providing conveniences—like our on-site, state-of-the-art gym—was part of that effort. In addition, Enact provides reimbursements for fitness center memberships, classes (such as Pilates, yoga, and aerobics), personal trainers, virtual fitness memberships, online fitness platforms, and apps and subscriptions.

With a full cardio lineup, free-weight area, a full-body circuit, a yoga room, a stretch room, and a hydromassage room, our new fitness center in Raleigh has a range of options for employees to work into their personal fitness and wellness routines.



Introduction

 Pillar I:
 Strengthening
 Our Communities

 Pillar II:
 Driving Diversity
 & Inclusion and
 Supporting Our People

 Pillar III:
 A Focus on Responsible
 Business Practices
 & Sound Corporate
 Governance

 Conclusion &
 Looking Ahead

Appendix



Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance

31 A Focus on Responsible Business Practices & Sound Corporate Governance: At a Glance

32 Doing the Right Thing for All Our Stakeholders

Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix

A Focus on Responsible Business Practices & Sound Corporate Governance: At a Glance



Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

**Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance**

Conclusion &
Looking Ahead

Appendix

161%

Private Mortgage Insurer Eligibility Requirements (PMIERS) sufficiency²¹

21. At the close of 2023, Private Mortgage Insurer Eligibility Requirements (PMIERS) are set by Government Sponsored Entities Fannie Mae and Freddie Mac. For more information about PMIERS, see this Fact Sheet from U.S. Mortgage Insurers Association, or this Federal Housing Finance Agency page.

A-

Long-term issuer credit rating from S&P Global²² after our third rating increase since our initial public offering (IPO) in 2021

22. S&P Global credit rating issued January 8, 2024

73%

of our Board members are independent, including the chairperson²³

23. 8 of 11 members of our Board of Directors are independent.

100%

of our Board Committee chairpersons are independent

> \$178 million

of green, social, and sustainability linked bonds held by Enact

Doing the Right Thing for All Our Stakeholders

Our sense of mission extends to responsible oversight and ethical behavior.

While Enact operates in a highly regulated sector, regulatory requirements are only the starting point for us when it comes to ethical and responsible corporate behavior. From our diverse, experienced, and highly independent Board to our best-in-class underwriting and risk management, to our emphasis on data privacy and cybersecurity, we are continuously focused on ensuring that our corporate behavior aligns with our company's Code of Ethics.

Emphasizing Independence: Our Board of Directors

The chairperson and each committee chairperson of our Board of Directors are independent, ensuring responsible oversight of all aspects of our operations. While we qualify as a “controlled company,” a supermajority of our directors (eight out of 11) are independent (as defined under the Nasdaq listing requirements), which is higher than in most controlled companies.

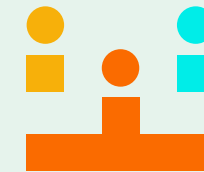
“What most Board members, including myself, see is that ESG is just a lens for good business, for good governance. We may have associated it with these three letters, but it's really about good business and good governance.”

— **Sheila Hooda**
 Enact Board of Directors Member and
 Chairperson of the Nominating and Corporate Governance Committee

Our Board members’ diverse qualifications and skills complement each other; their broad array of experience and expertise ensures that issues facing our company are examined from multiple perspectives. As shown in the chart on page 33 of this report, in key areas like risk management, our Board boasts a wealth of experience.

Enact believes that diversity at the Board level also provides us the benefits of varied perspectives. Of our Board chairpersons, 60% are women, and 20% are ethnically diverse. Board diversity metrics can be found in the [Driving Diversity & Inclusion and Supporting Our People](#) section of this report.

Our directors are also highly engaged, attending more than 75% of all Board and Committee meetings in 2023.



75%+

Our directors attended more than 75% of all Board and Committee meetings in 2023.

Our Board of Directors' Experience Matrix

Skills²⁴

	Dominic J. Adesso	Michael A. Bless	John D. Fisk	Rohit Gupta	Sheila Hooda	Thomas J. McInerney	Robert P. Restrepo Jr.	Debra W. Still	Westley V. Thompson	Jerome T. Upton	Anne G. Waleski	
President/CEO President or CEO of a public company, a significant operating business segment of a public company with its own P&L, or a privately-held company with annual revenues in excess of \$100M	●	●	●	●		●	●	●	●			8/11
Accounting/Financial An applicable degree (e.g., MBA, CPA) or significant experience with finance, public company financial reporting, financial statements, and auditing processes	●	●	●	●	●	●	●		●	●	●	10/11
Other Public Company Board Experience	●	●	●	●	●	●	●	●	●	●	●	11/11
Insurance/Re-Insurance Managerial experience within the insurance industry, with insurance transactions, or insurance regulatory or accounting regimes	●		●	●	●	●	●	●	●	●	●	10/11
Capital Markets/Investments Managerial experience overseeing or executing capital market transactions and investment strategy	●	●	●	●	●	●	●	●		●	●	10/11
Risk Management Managerial or other public company board committee experience specific to risk, e.g., senior leadership role in a risk organization or a company engaged in managing risk as a primary business line, and/or other public company board risk committee service	●	●	●	●	●	●	●	●	●	●	●	11/11
Government/Public Policy Direct experience engaging with regulators and legislators; having a significant role within a trade or industry group directly involving public policy; or experience as a regulator or legislator	●	●	●	●		●	●	●	●		●	9/11
IT/Cybersecurity Managerial or oversight experience, e.g., senior leader with direct responsibility or significant experience managing IT or cybersecurity or the response to cyber-incidents; or other public company board committee service with oversight responsibility for IT/cybersecurity	●	●	●					●	●			5/11
Mortgage/Financial Services Managerial experience for a company within the mortgage and/or financial services industry	●		●	●	●	●	●	●		●		8/11
Marketing Operating experience with developing or executing on sales and marketing plans, including digital marketing	●			●		●	●		●			5/11

24. As of March 15, 2024

Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix

Managing Risk Responsibly

Our core business capabilities involve gauging and managing risk, and that extends to the fine-tuning of our risk profile and the proper management of capital risk. We often go above and beyond what is required of mortgage insurance companies. For example, for several years, we have maintained well over the reserves required by government-sponsored entities' Private Mortgage Insurer Eligibility Requirements (PMIERS). At the close of 2023, our PMIERS sufficiency stood at 161%.

Day-to-day risk management is spearheaded by the Risk Management Team (RMT), chaired by our chief risk officer. Our standing Governance, Risk, and Compliance (GRC) Council, a subcommittee of the RMT led by our director of risk management, further supports our risk management efforts by "initiating cross-functional discussion of organizational initiatives and existing and emerging risks, and serves an important role in assessing and ensuring adequate risk coverage."²⁵ The GRC Council includes members of the enterprise risk team; our chief information security officer (CISO); our chief compliance officer (CCO); and leaders in operations, finance, human resources, and information technology (IT). Together, the Management Risk Committee (MRC) and GRC Council ensure that any new or emerging capital and/or ESG risks in any part of the business are recognized, addressed, and/or raised to the ELT or Board when necessary. These cross-functional teams ensure visibility and accountability at the highest levels of the company.

25. Enact Governance, Risk, and Compliance Council charter

A-

Since our IPO in 2021, Enact's credit rating was raised multiple times by multiple agencies, including three times by S&P Global Ratings, to A-.²⁶

Enact senior management regularly reviews our risk levels and confirms compliance with approved limits and our risk appetite, and regularly briefs and consults with our Board's Risk Committee.

In 2023, we completed our sixth mortgage insurance linked note (ILN) credit risk transaction as part of our Diversified Credit Risk Transfer (CRT) Program. This transaction secured \$248 million of fully collateralized excess of loss reinsurance coverage through the issuance of an ILN transaction. It provides coverage on a portfolio of existing seasoned mortgage insurance policies written from July 1, 2022, through June 30, 2023.

Furthermore, in the first quarter of 2024, we entered into one quota share and one excess of loss reinsurance agreement with broad panels of highly rated reinsurers. These transactions further improve our risk profile and allow us to confidently pursue high-quality new business. Overall, 90% of our risk in force is being covered by credit risk transfers.

26. S&P Global credit rating issued January 8, 2024

"The success of our CRT program demonstrates our ability to access the capital markets, and it further enhances the flexibility, stability, and efficiency of our capital structure for the benefit of our customers, borrowers, and shareholders."

— Rohit Gupta
Enact President and CEO

Managing Our Investments Responsibly

Meeting our fiduciary duty to our policyholders is a core tenet of our sustainability platform and is non-negotiable. The management of our investment portfolio is guided by this paramount consideration. ESG is one part of our investment strategy, and our ESG Investment Council uses a proprietary ESG scoring system to allow our Investment Committees, ELT, and Board to have insight into ESG-related risks and opportunities. Among the ESG factors considered prior to final decision making are governance, market developments, climate exposure, and regulatory requirements.



\$178M+

Enact holds more than \$178,700,000 of green, social, and sustainability linked bonds—just one part of our well-balanced approach to portfolio management.

- Introduction
- Pillar I: Strengthening Our Communities
- Pillar II: Driving Diversity & Inclusion and Supporting Our People
- Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
- Conclusion & Looking Ahead
- Appendix

Advancement and Oversight of Our ESG Strategy

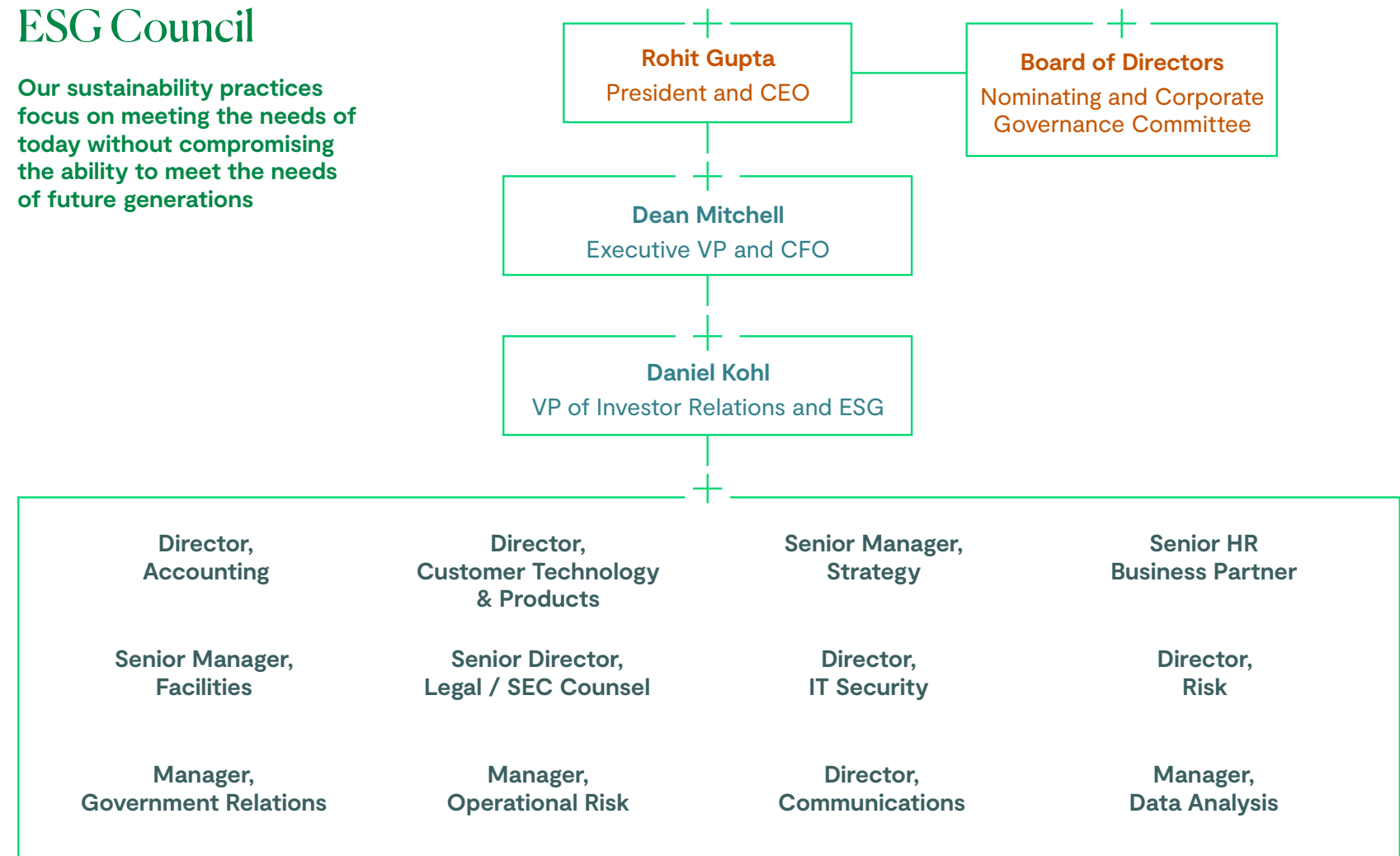
Enact’s ESG strategy is overseen by our diverse, cross-functional ESG Council, a standing committee consisting of representatives from key functions across the organization, including investor relations, legal, human resources, risk and compliance, finance, IT, government relations, facilities, and product management. The ESG Council collaborates closely with Enact’s DEI Council, which was formed in 2022. The leader of our DEI Council also sits on the ESG Council.

The leadership of Enact’s ESG Council briefs the Board’s Nominating and Corporate Governance Committee quarterly on ESG policies, developments, and risks. As of 2023, the full Board now receives regular updates on ESG issues.

Human capital, culture, and DEI initiatives are overseen by the Board’s Compensation Committee, and oversight of our enterprise risk management practices is performed by the Board’s Risk Committee, while the Board’s Risk and Audit committees oversee compliance with relevant legal and regulatory requirements. These controls are foundational components of our sustainability and governance platform.

ESG Council

Our sustainability practices focus on meeting the needs of today without compromising the ability to meet the needs of future generations



Cybersecurity: Learning to Expect the Unexpected

Over the past five years, Enact has engaged in dynamic cybersecurity simulations designed to replicate significant cyber incidents, evaluating the agility and effectiveness of our cybersecurity incident response strategy and plan. Our cybersecurity team crafts detailed scenarios that simulate “worst-case” conditions, unveiling both known and emerging threats. On November 14, 2023, we introduced enhanced unpredictability into our exercises, challenging participants—including senior leadership—with no forewarning about the timing and nature of the simulated breach. Key members of the senior leadership team were not informed that the event was fabricated. This approach resulted in an exceptionally lifelike cybersecurity drill, yielding valuable insights into our readiness and incident response processes. These insights are instrumental in refining our response protocols and enhancing our cybersecurity training for employees. Given the mortgage industry's recent history with substantial cyber threats, such rigorous simulations are essential, enabling Enact to maintain its commitment to safeguarding against the constantly shifting cybersecurity landscape.

Ensuring Data Privacy and Mitigating Cybersecurity Threats

Enact’s information security program is risk-based and anchored in industry-standard cybersecurity frameworks designed to safeguard the confidentiality, integrity, and availability of its information resources, including sensitive nonpublic data. Enact is committed to bolstering its cybersecurity resilience through comprehensive measures designed to prevent, detect, and respond to cybersecurity events and technical security vulnerabilities. Central to this strategy is the pursuit of a zero-trust security model, which necessitates rigorous authentication of all identities and devices, both interactive and programmatic, and mandates encryption of all data in transit across any network, trusted or untrusted. This approach is reinforced through annual Sarbanes-Oxley (SOX) and System and Organization Controls 2 (SOC 2) audits focusing on security, confidentiality, and availability—ensuring that Enact’s practices align with industry-accepted practices and regulatory expectations.

Complementing its proactive security measures, Enact’s risk management function, acting as the second line of defense, dedicates itself to enhancing the quantification and communication of risk to our ELT and Board members. Simultaneously, Enact’s internal audit team

serves as an independent third line of defense, rigorously assessing and mitigating cybersecurity and privacy risks across the organization. Guided by the principle of conducting all business within the secure bounds of the corporate network, Enact upholds a risk-averse, yet pragmatic, cybersecurity posture that values the end-user experience and does not compromise on business resiliency or data privacy.

Primary oversight of privacy and cybersecurity matters is entrusted to our Board’s Risk Committee, which is briefed quarterly.



The secure management of customer and borrower data, alongside proactive measures against the ever-changing cybersecurity threat landscape, stands as Enact’s foremost concern.

Introduction

 Pillar I:
Strengthening
Our Communities

 Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

 Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

 Conclusion &
Looking Ahead

Appendix

Introduction

 Pillar I:
Strengthening
Our Communities

 Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

 Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

 Conclusion &
Looking Ahead

Appendix

Protecting Borrower Privacy

Generally, Enact relies upon borrower information that our customers (mortgage lenders) provide us, and does not obtain nonpublic personal information (NPI) from other sources, except from a consumer reporting agency to supplement and confirm the information that our customers have provided to us. Enact does not share borrowers' NPI with affiliated companies or third parties, except as permitted by applicable federal and state privacy laws and regulations, and as further described in our [Privacy and Security Policy](#). Enact's Privacy Program is overseen by Enact's chief privacy officer, who also serves as our chief compliance officer and reports to the general counsel.

Periodically, borrower data that is not personally identifiable may be shared with third parties, including consultants, regulators, and industry trade groups for risk management, industry reporting, or other analytical purposes. Additionally, we share borrowers' personal information as required by applicable federal and state laws and regulations, including as required to comply with subpoenas, regulatory inquiries, or examinations. We may also share borrower data with Fannie Mae and Freddie Mac in the course of administering the insurance coverage for loans where those entities are the beneficiaries of our insurance.

“We recognize our duty to safeguard data privacy and security. There is no greater responsibility than the trust placed in us by our customers, and, in turn, borrowers.”

— Rohit Gupta
Enact President and CEO

Borrowers have the right to obtain a copy of the personally identifiable information we maintain concerning them, and they may request correction or deletion of any disputed information pursuant to a process described in the North Carolina Insurance Information and Privacy Protection Act or other applicable state privacy laws. Consumers may make a request to know the personal information that Enact has collected or maintains about them, or request to delete their personal information, by using the online form on our website or by calling our ActionCenter.

Preparing Our Company for the Impact of Climate Change

More and more, Americans are experiencing severe weather events that have inevitable impacts on their property. While Enact's master policy protects the company from paying claims on defaults that arise from physical damage attributed to these events, we recognize the importance of a thorough assessment of potential transitional climate-related risks to our business.

In 2023, we continued the process of assessing our portfolio's concentration in areas susceptible to climate-related risk. This analysis considers both acute physical risks from hurricanes, floods, and wildfires, as well as chronic climate risks from water stress, heat stress, and sea level rise. The data shows that our insured portfolio has a relatively low level of risk related to climate change. We will continue to monitor climate-related risks and perform additional analyses as our approach continues to mature and additional data becomes available.

Conclusion & Looking Ahead

At Enact, we believe that corporate responsibility goes hand-in-hand with our business objectives, and helps enable continued growth as a company. Simply put, having a diverse workforce, an independent board and sound corporate governance, while also delivering on our mission to make homeownership more accessible to more families is good business.

We believe that the inclusive environment we have created for our employees will allow them to do their best work—work that provides a tangible societal benefit. As affordability continues to be a hurdle for many prospective homeowners, we will continue to seek innovative ways to help more families buy homes in a financially responsible manner. Together with our customers and borrowers, we believe we can continue to help make American communities stronger and more vibrant.



Introduction

Pillar I:
Strengthening
Our Communities

Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

Conclusion &
Looking Ahead

Appendix



Appendix

40 SASB Disclosures

43 TCFD Disclosures

SASB Disclosures

The Sustainability Accounting Standards Board (SASB) provides a framework for companies to disclose relevant sustainability information that is "most likely to affect an entity's cash flows, access to finance and cost of capital over the short, medium or long term and the disclosure topics and metrics that are most likely to be useful to investors." SASB has published 77 industry-specific standards; below are our disclosures pursuant to the SASB Insurance Industry framework (FN-IN).²⁷

SASB Topic	Metrics	Code	Response
Transparent Information & Fair Advice for Customers	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers	FIN-IN-270a.1	We disclose material legal matters in our Annual Filing (10K). In 2023, we did not incur any losses attributed to legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers.
	Complaints-to-claims ratio	FIN-IN-270a.2	We do not calculate a complaints-to-claims ratio. As a business-to-business company, our customers are banks, non-banks, credit unions, and other businesses and not individual consumers. In 2023, there were no complaints filed with state insurance departments.
	Customer retention rate	FIN-IN-270a.3	In 2023, the origination market saw a number of lenders decrease through consolidation or dissolution. Despite this contraction, we were able to add over 150 new customers in 2023 and achieved an 88% customer retention rate.
	Description of approach to informing customers about products	FIN-IN-270a.4	Our customers include large money center banks, non-bank lenders, national and local mortgage bankers, community banks, and credit unions. We believe that our success in establishing strong, sustained relationships and our ability to capture new customers is attributable to our comprehensive value proposition. We offer customers a competitive price along with differentiated offerings and services. Additionally, by maintaining an ongoing dialogue with our customers, we are able to develop an understanding of their needs, offer customized solutions for their challenges, advise them on portfolio composition and trends, share market perspectives and industry best practices, and provide product development support and training, as necessary. We distribute our mortgage insurance products through a dedicated sales force located throughout the United States, our home-based in-house sales representatives, and a digital marketing program designed to expand our reach beyond our sales force. We utilize all three of these channels to ensure our customers are informed of all aspects of our products, with our website serving as a central point of access of resources related to our Master Policy, underwriting guidelines, credit policy bulletins, servicing guides, information related to our products and services, and on-demand training. Our distributed and in-house sales teams and our ActionCenter also work directly with customers to answer questions about different aspects of our products and have consultative discussions to propose ways our customers can best leverage our products and services to their benefit.

27. <https://sasb.org/about/>

- Introduction
- Pillar I: Strengthening Our Communities
- Pillar II: Driving Diversity & Inclusion and Supporting Our People
- Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance
- Conclusion & Looking Ahead
- Appendix

SASB Topic	Metrics	Code	Response
Incorporation of ESG Factors in Investment Management	Total assets invested by industry and asset class	FIN-IN-410a.1	Please refer to our Annual Filing (10K , Footnote 3) and our Quarterly Financial Supplements (QFS) located on the Quarterly Results page of our Investor Relations website —our website for disclosures regarding our investments disclosure and the total assets invested by industry and asset class.
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment management processes and strategies	FIN-IN-410a.2	<p>In 2022, the Enact Board delegated oversight for Enact’s investments to newly formed, management-level committees. On May 3, 2022, the Enact subsidiaries, EMICO, and Enact Mortgage Insurance Corporation of North Carolina entered into investment management agreements with Genworth for the management of their investment portfolios. Separately, Enact Holdings, Inc. entered into an investment management agreement for its investments with an independent third party. We have incorporated environmental, social, and governance (ESG) factors in investment management processes and strategies into our overall investment strategy. Among other things, the Enact Investment Committee reviews ESG-related investment risks, governance, market developments, and regulatory requirements to inform ultimate decisioning by the Enact Investment Committee.</p> <p>Enact holds more than \$178 million of green, social, and sustainability-linked bonds.</p> <p>For more information, please see page 34 of this report. You can find additional investment information in our Annual Filing (10K, Footnote 3) and our Quarterly Financial Supplements (QFS) located on the Quarterly Results page of our Investor Relations website—our website for disclosures regarding our investments disclosure and the total assets invested by industry and asset class.</p>
Policies Designed to Incentivize Responsible Behavior	Net premiums written related to energy efficiency and low carbon technology	FIN-IN-410b.1	We do not collect net premiums written related to energy efficiency and low carbon technology, as we do not originate mortgages and only collect information relevant to the underwriting of mortgage insurance.
	Discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors	FIN-IN-410b.2	As we do not originate mortgages, we do not have a discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors. We have policies and procedures and required training on fair lending to ensure that Enact fully complies with the Fair Housing Act, Equal Credit Opportunity Act and related regulations, and state and local laws, and does not illegally discriminate in mortgage insurance decisions for pricing, underwriting, workout, credit policy, support, marketing, and other decisions throughout the life of the mortgage insurance.

Introduction

 Pillar I:
Strengthening
Our Communities

 Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

 Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

 Conclusion &
Looking Ahead

Appendix

SASB Topic	Metrics	Code	Response
Environmental Risk Exposure	Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes	FIN-IN-450a.1	We are not a Hazard Insurance Company. Therefore, we do not calculate Probable Maximum Loss (PML) of insured products from weather-related natural catastrophes. Additionally, we are not liable for claims on defaults that principally arise from physical damage under our Master Policy.
	Total amount of monetary losses attributable to insurance payouts from modeled natural catastrophes (net of reinsurance)	FIN-IN-450a.2	We are not a Hazard Insurance Company. Therefore, we do not calculate the total amount of monetary losses attributable to insurance payouts from modeled natural catastrophes (net of reinsurance). Additionally, we are not liable for claims on defaults that principally arise from physical damage under our Master Policy.
	Total annual losses attributable to insurance payouts from modeled natural catastrophes (gross of reinsurance)	FIN-IN-450a.2	We are not a Hazard Insurance Company. Therefore, we do not calculate the total annual losses attributable to insurance payouts from modeled natural catastrophes (gross of reinsurance). Additionally, we are not liable for claims on defaults that principally arise from physical damage under our Master Policy.
	Total annual losses attributable to insurance payouts from non-modeled natural catastrophes (net of reinsurance)	FIN-IN-450a.2	We are not a Hazard Insurance Company. Therefore, we do not calculate the total annual losses attributable to insurance payouts from non-modeled natural catastrophes (net of reinsurance). Additionally, we are not liable for claims on defaults that principally arise from physical damage under our Master Policy.
	Total annual losses attributable to insurance payouts from non-modeled natural catastrophes (gross of reinsurance)	FIN-IN-450a.2	We are not a Hazard Insurance Company. Therefore, we do not calculate the total annual losses attributable to insurance payouts from non-modeled natural catastrophes (gross of reinsurance). Additionally, we are not liable for claims on defaults that principally arise from physical damage under our Master Policy.
	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	FIN-IN-450a.3	We are not a Hazard Insurance Company. Therefore, we do not incorporate environmental risks into: (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy. Additionally, we are not liable for claims on defaults that principally arise from physical damage under our Master Policy.
Systemic Risk Management	Total potential exposure to non-centrally cleared derivatives	FIN-IN-550a.1	Not Applicable
	Total fair value of acceptable collateral posted with the Central Clearinghouse	FIN-IN-550a.1	Not Applicable
	Total potential exposure to centrally cleared derivatives	FIN-IN-550a.1	Not Applicable
	Total fair value of securities lending collateral assets	FIN-IN-550a.2	Not Applicable
	Description of approach to managing capital- and liquidity-related risks associated with systemic non-insurance activities	FIN-IN-550a.3	Not Applicable; we do not engage in systematic non-insurance activities.

Introduction

 Pillar I:
Strengthening
Our Communities

 Pillar II:
Driving Diversity
& Inclusion and
Supporting Our People

 Pillar III:
A Focus on Responsible
Business Practices
& Sound Corporate
Governance

 Conclusion &
Looking Ahead

Appendix

TCFD Disclosures

In 2015, the G20’s Financial Stability Board (FSB) appointed the Task Force on Climate-related Financial Disclosures (TCFD) to develop a framework for companies to provide investors and other stakeholders with relevant information about their climate-related risks and opportunities. Below, we have provided a table mapping TCFD’s disclosure recommendations to the relevant sections in this report.

In 2017, the Task Force on Climate-related Financial Disclosures (TCFD) created a framework for companies which was “designed to help companies provide better information to support market transparency and more informed capital allocation.”²⁸ In 2023, the TCFD, having completed this remit, was disbanded. Now that the framework is in place, company disclosures using the TCFD framework will be monitored by the International Sustainability Standards Board (ISSB). Below, we have utilized the TCFD framework to provide a roadmap to our climate-related disclosures in the preceding report.

Pillar	Recommended Disclosures	Report Disclosure Location
Pillar I: Strengthening Our Communities	Describe the board's oversight of climate-related risks and opportunities	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 35 of this report).
	Describe management's role in assessing and managing risks and opportunities	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 34 of this report).
Pillar II: Driving Diversity & Inclusion and Supporting Our People	Describe the climate-related risk and opportunities the organization has identified over the short, medium, and long term	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 34 and pg. 37 of this report).
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 20C or lower scenario	Not Disclosed
Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance	Describe the organization's processes for identifying and assessing climate-related risks	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
	Describe the organization's processes for managing climate-related risks	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Not Disclosed
Conclusion & Looking Ahead	Describe the organization's processes for identifying and assessing climate-related risks	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
	Describe the organization's processes for managing climate-related risks	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
Appendix	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Please see Pillar III: A Focus on Responsible Business Practices & Sound Corporate Governance, Doing the Right Thing for All Our Stakeholders (see pg. 37 of this report).
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Not Disclosed

28. <https://www.fsb-tcfd.org/about/>

Pillar	Recommended Disclosures	Report Disclosure Location
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Not Disclosed
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Please see Pillar I: Strengthening Our Communities, Managing Our Carbon Footprint Responsibly (see pg. 18 of this report).
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Not Disclosed

Cautionary Note:

This report contains certain “forward-looking statements” within the meaning of the United States Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by words such as “expects,” “anticipates,” “intends,” “plans,” “believes,” “seeks,” “estimates,” “will” or words of similar meaning and include, but are not limited to, statements regarding the outlook for future business and financial performance of Enact Holdings, Inc. (“Enact”) and its consolidated subsidiaries. Forward-looking statements are based on management’s current expectations and assumptions, which are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict. Actual outcomes and results may differ materially due to global political, economic, business, competitive, market, regulatory, and other factors and risks, including those discussed at the end of this presentation, as well as in the risk factor section of Enact’s Annual Report on Form 10-K, filed with the United States Securities and Exchange Commission (SEC) on February 29, 2024, Enact undertakes no obligation to publicly update any forward-looking statement, whether as a result of new information, future developments, or otherwise.

Introduction

 Pillar I:
 Strengthening
 Our Communities

 Pillar II:
 Driving Diversity
 & Inclusion and
 Supporting Our People

 Pillar III:
 A Focus on Responsible
 Business Practices
 & Sound Corporate
 Governance

 Conclusion &
 Looking Ahead

Appendix



Thank you for reading our Environmental, Social, and Governance Report.

For more information, please visit our [ESG hub](#).

2023