

Charter of the Compensation Committee Enact Holdings, Inc.

The Compensation Committee (the “Committee”) of the board of directors (the “Board”) of Enact Holdings, Inc. (the “Corporation”) shall consist of at least three directors, each of whom shall meet The Nasdaq Stock Market LLC (“Nasdaq”) standards for independence applicable to directors and compensation committee members in accordance with the timing set forth in Nasdaq rules, including exemptions for “controlled companies” and related transition periods. From and after such time as the Corporation ceases to qualify as a “controlled company” under the Nasdaq rules and following the applicable Nasdaq transition rules, members of the Committee shall also qualify as “non-employee directors” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934 (the “Exchange Act”). Members of the Committee and its chairperson shall be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee and may be removed by the Board in the Board’s discretion.

The Committee shall meet as often as may be deemed necessary or appropriate, in its judgment, and at such times and places as the Committee or its chairperson shall determine. The presence of a majority of the Committee members shall constitute a quorum.

The purpose of the Committee shall be to carry out the Board’s overall responsibility relating to executive compensation and succession planning.

In furtherance of this purpose, the Committee shall have the following authority and responsibilities:

1. To assist the Board in developing and evaluating potential candidates for executive positions, including the chief executive officer, and to oversee the development of executive succession plans.
2. To review and approve on an annual basis the corporate goals and objectives with respect to compensation for the chief executive officer. The Committee shall evaluate at least once a year the chief executive officer’s performance in light of these established goals and objectives. Based upon these evaluations, the Committee shall determine and approve or recommend to the Board for approval, as appropriate, the chief executive officer’s annual compensation, including salary, bonus, incentive and equity compensation. The chief executive officer of the Corporation may not be present during any portion of a Committee meeting in which deliberation or any vote regarding his or her compensation occurs.
3. To review and approve on an annual basis the evaluation process and compensation structure for the Corporation’s other executive officers. The Committee shall evaluate the performance of the Corporation’s executive officers and shall approve or recommend to the Board for approval, as appropriate, the annual compensation, including salary, bonus, incentive and equity compensation, for such executive officers.

4. To review on an annual basis the form and amount of compensation of directors for service on the Board and its committees and recommend changes in compensation to the Board as appropriate.

5. To develop, adopt and monitor policies for executive compensation recovery or clawback.

6. To review the Corporation's variable incentive compensation and other stock-based plans, if any, and recommend changes in such plans to the Board as needed. From and after such time as the Corporation ceases to be a controlled company, the Committee shall have and shall exercise all the authority of the Board with respect to the administration of such plans.

7. To review and approve or recommend to the Board employment and severance arrangements for executive officers, including employment agreements and change-in-control provisions, plans or agreements.

8. To regularly review and assess the structure and composition of the leadership of the Corporation, including review of the results of organization and leadership reviews.

9. To (i) annually review and discuss with management the Corporation's Compensation Discussion and Analysis (the "CD&A"), and, based on such review and discussion, recommend to the Board that the CD&A be included in the Corporation's annual report on Form 10-K and annual proxy statement, and (ii) produce the compensation committee report as required by the SEC to be included in the Corporation's annual report on Form 10-K and proxy statement.

10. To assess the results of the Corporation's most recent advisory vote on executive compensation ("say-on-pay votes") and to recommend the frequency of say-on-pay votes to the Board when required under the SEC rules.

11. To oversee the assessment of the risks related to the Corporation's compensation policies and programs applicable to officers and employees, and report to the Board on the results of the assessment.

12. To determine whether the work of any compensation consultant who had any role in determining or recommending the amount or form of executive or director compensation raised any conflict of interest, giving consideration to the Committee adviser independence factors identified below.

13. To oversee the Corporation's strategies and policies related to human capital management, including with respect to matters such as diversity, equity, and inclusion, workplace environment and culture, and talent development and retention.

14. To discharge such other responsibilities as the Board may from time to time assign to the Committee.

The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate in its sole discretion.

Notwithstanding anything herein to the contrary, until such time as the Committee is comprised solely of members who qualify as “non-employee directors” within the meaning of Rule 16b-3 under the Exchange Act, the Board shall retain the authority to approve grants of stock-based awards under the Corporation’s stock-based plans that are granted to officers who are subject to the reporting obligations of Section 16 of the Exchange Act and to members of the Board. Alternatively, the Board may authorize the creation of a subcommittee consisting solely of two or more directors who qualify as “non-employee directors” within the meaning of Rule 16b-3 under the Exchange Act to approve such grants.

The Committee shall have authority, in its sole discretion, to retain or obtain the advice of an independent compensation consultant, legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, outside legal counsel or other adviser retained by the Committee.

The Corporation will provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, outside legal counsel or any other adviser retained by the Committee.

The Committee may select or receive advice from a compensation consultant, legal counsel or other adviser to the Committee (other than in-house legal counsel) only after taking into consideration, all factors relevant to that person’s independence from management, including the following:

- (a) The provision of other services to the Corporation by the person that employs the compensation consultant, legal counsel or other adviser;
- (b) The amount of fees received from the Corporation by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- (c) The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- (d) Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- (e) Any stock of the Corporation owned by the compensation consultant, legal counsel or other adviser; and
- (f) Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the compensation consultant, legal counsel or other adviser with an executive officer of the Corporation.

The Committee shall report regularly to the Board and shall conduct and present to the Board an annual performance evaluation of the Committee. The Committee shall review at least annually the adequacy of this charter and recommend any proposed changes to the Board for approval.

Effective August 21, 2024