

MGIC



2020 Environmental, Social and Governance Report

March 20, 2020

Table of Contents

	Page
Leadership Message	3
• A note from CEO Tim Mattke	
• About MGIC	
Strategic Initiatives	4
• Business Strategies	
• Guiding Principles	
Excellence in Governance	6
• Corporate Governance Framework	
• Information Security and Privacy Programs	
• Ethics and Compliance	
Advancing Human Capital	11
• Inclusive Diversity	
• Employee Engagement	
• Performance and Reward	
• Talent Development	
• Valuing Our People	
• Workplace Wellness	
• Employee Wellbeing	
• Honors and Recognition	
Community Engagement, Volunteerism and Sponsorship	24
Environmental Stewardship	26
Public Policy Initiatives	28

Forward-Looking Statements Certain statements in this report may be “forward-looking statements.” These statements are based on management’s current expectations and are subject to uncertainty and changes in circumstances. These statements are not guarantees of future results or occurrences. Actual results and financial conditions may differ materially from those included in these statements due to a variety of factors, including, among others, the precautionary statements included in our filings with the Securities and Exchange Commission (SEC). Any statements made, including forward-looking statements, speak only as to the date they are made, and we do not undertake to update forward-looking statements to reflect the impact of circumstances or events that arise after the date the forward-looking statements were made. In addition, while this report describes potential future events that may be significant, the significance of those potential events should not be read as equating to materiality as the concept is used in our filings with the SEC. This report does not create legal rights in any person.

A note from CEO Tim Mattke



At MGIC, the concept of home has always been central to our values and mission. We have always been committed to helping people live better lives through attainable homeownership, and we have been a generous, committed and responsible citizen of our own home, Milwaukee.

That central idea - the value we place on home - influences the way we approach our business as well as our social responsibilities. We advocate for homeownership because it's a critical element of stability and upward mobility. We volunteer in our local communities because we want the best hometown for our families, neighbors and colleagues. We champion the arts, support non-

profits, and give our time and talent to financial education programs because we know it helps to make our communities stronger and healthier. We try to be mindful of our impact on the environment, because that's everybody's home. And we invest in our people because they're the ones who make all these other things happen every day.

MGIC is more than 60 years old. Ours is a true Milwaukee story and a classic American one, born of one very smart idea supported by a group of ordinary people. This report tells more of our story, highlighting the ways we contribute to a stable and healthy home for our employees and our communities.

MGIC sits at the center of the U.S. Mortgage Insurance (MI) industry.

MGIC Investment Corporation (NYSE: MTG) is the parent company of Mortgage Guaranty Insurance Corporation (MGIC). Through MGIC and other subsidiaries, we provide private mortgage insurance, other mortgage credit risk management solutions, and ancillary services. This critical component of the country's residential mortgage finance system helps families achieve homeownership sooner by making affordable low-down-payment mortgages a reality while covering losses from homeowner defaults on mortgage loans, reducing, and in some instances eliminating, the loss to the mortgage investors. The company was founded in 1957 by Max Karl, a Milwaukee real estate attorney who invented the concept of private mortgage insurance.

We strive to conduct this business with integrity and are mindful of our role as corporate citizen, both in our hometown of Milwaukee and across the country, and as an employer. Our contributions to the community and the award-winning workplace environment we have created help us to attract new employees while enjoying an enviable retention rate.

This report demonstrates many of the ways we strive to serve our industry, customers, employees and community through responsible practices.

Strategic Initiatives



5 Business Strategies

Our goal is to advance our leadership position in the future of mortgage finance through business strategies that:

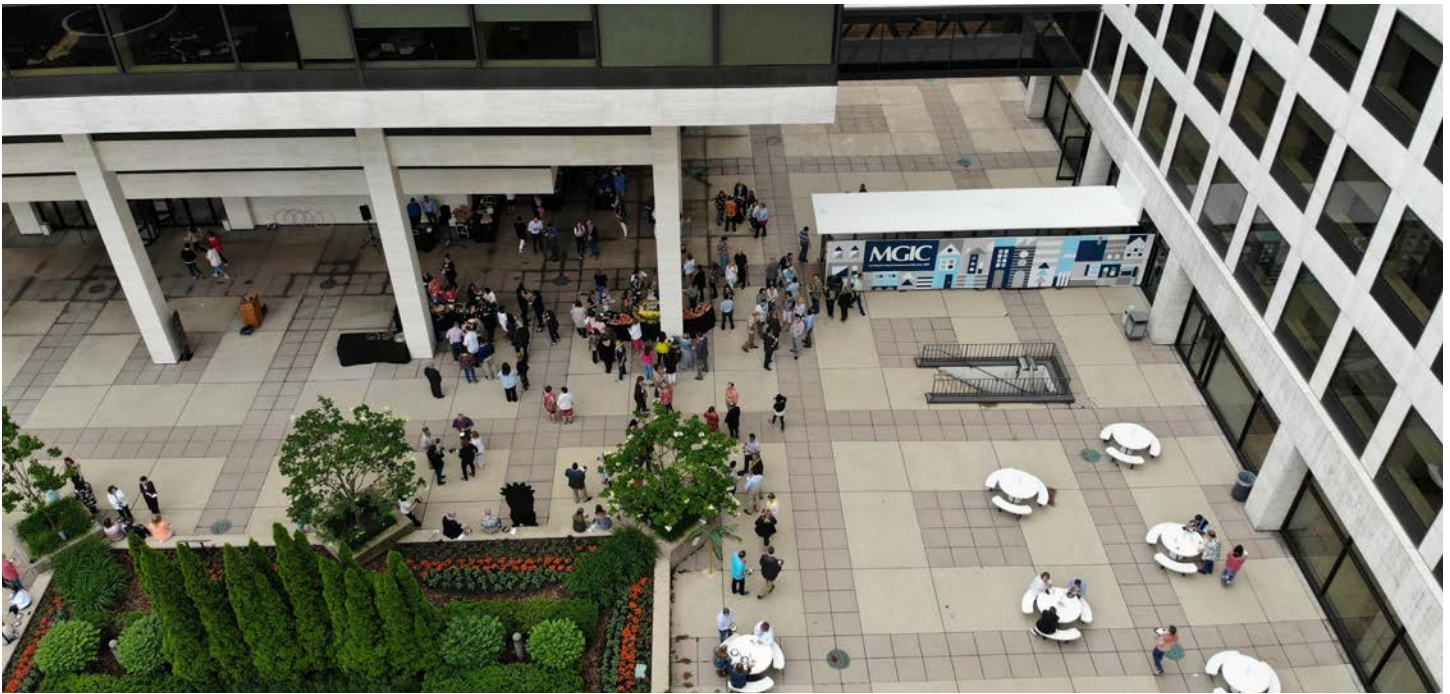
- Prudently grow insurance in force
- Pursue new business opportunities that improve our position in the market
- Preserve and expand the role of MGIC and Private MI in housing finance policy
- Manage and deploy capital to maximize our long-term value
- Foster an environment that best positions our people to succeed

Guiding Principles

MGIC's Guiding Principles focus on leadership, acknowledging that leadership is within every employee, inherent in the way he or she conducts business and engages stakeholders and peers. Every employee at MGIC is guided by these principles:

- Be obsessed about customers. Work vigorously to earn and keep customer trust. Make service to our customers your number one priority.
- Be accountable. Do the right thing. Take ownership and pride in what you do and in MGIC. Fix problems when you see them.

- Invent and simplify. Be creative. Look for new ideas everywhere. Respectfully challenge existing processes and procedures even when doing so is uncomfortable. Be open to new ways of doing things.
- Be positive. Work with positive energy to make your job productive and the workplace efficient.
- Insist on the highest standards. Give your best effort. Continually raise the bar for yourself and others to deliver high-quality results. Welcome feedback and act on it.



- Look at the big picture. Understand that your efforts affect other people, processes and systems. You are an important part of the delivery of MI to customers!
- Be trustworthy. Act with integrity. Examine your strongest convictions with humility. Be willing to change when it's the right thing to do.
- Deliver results. Take action and drive for results. Speed matters in business.

Excellence in Governance



Corporate Governance Framework

Director Independence

Our Corporate Governance Guidelines require a substantial majority of our directors to be independent. Our independence tests are generally equivalent to, or more stringent than, those of the New York Stock Exchange ("NYSE") and our Board has determined that twelve of our fourteen directors are independent.

Board Leadership

The Board believes that a leader intimately familiar with our business and strategic plans serving as Chairman, together with an experienced, independent and engaged Lead Director, is the most appropriate leadership structure for the Board at this time. Curt S. Culver, our former CEO, serves as Chairman of the Board and Kenneth M. Jastrow, II, serves as our independent Lead Director and is selected by the independent directors. The Lead Director's responsibilities include having the authority to call and lead executive sessions of directors without the

presence of any director who is an officer (or if determined by the Board, a former officer) (historically the Board has met in executive session after each of its quarterly Board meetings each year); serving as a conduit for the Board's informational needs, including proposing topics for Board meeting agendas; and being available, if requested by major shareholders, for consultation and communication.

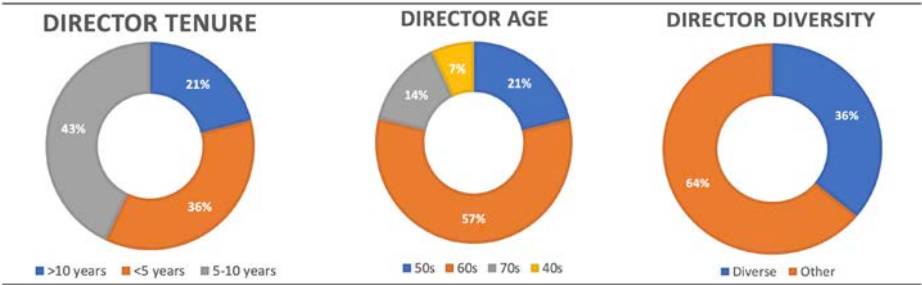
Director Selection

The Board believes that the Board, as a whole, should possess a

combination of skills, professional experience, and diversity of backgrounds necessary to oversee our business and that there are certain attributes every director should possess. Accordingly, the Board and its Management Development, Nominating and Governance Committee (the Committee) consider the qualifications of directors and director candidates individually and in the broader context of the Board’s overall composition and our current and future needs.

The membership criteria include an inquiring and independent mind, sound and considered judgment, high standards of ethical conduct and integrity, well-respected experience at senior levels of business, academia, government or other fields, ability to commit sufficient time and attention to Board activities, anticipated tenure on the Board, and whether an individual will enable the Board to continue to have a substantial majority of independent directors. The Committee seeks a variety of occupational and personal backgrounds on the Board in order to obtain a range of viewpoints and perspectives and enable the Board to have access to a diverse body of talent and expertise relevant to our activities.

The following charts reflect the tenure, ages and diversity of our Board members.



Board Oversight of Risk

Our senior management is charged with identifying and managing the risks facing our business and operations. The Board is responsible for oversight of how our senior management addresses these risks to the extent they are material. In this regard, the Board seeks to understand the material risks we face and to allocate, among the full Board and its committees, as discussed below, responsibilities for overseeing how management addresses the risks, including the risk management systems and processes that management uses for this purpose.

Committees

The Board has the five standing committees described below. With the exception of the Executive Committee, each of our committees consists entirely of independent directors.

Audit Committee

The Audit Committee assists the oversight by the Board of the

its system of internal controls; the qualifications, independence and performance of its independent accountants; the performance of its internal audit function; and its compliance with legal, regulatory and non-financial GSE requirements. The Audit Committee also oversees our processes for assessing risks (other than risks overseen by other committees) and assists the Board in overseeing the following key Company risks: compliance risk; cybersecurity risk; and operational risk related to information systems, finance and legal matters. All members of the Audit Committee meet the heightened independence criteria that apply to Audit Committee members under SEC and NYSE rules. The Board has determined that five of its seven members are “audit committee financial experts” as defined in SEC rules.

Management Development, Nominating and Governance Committee

The Management Development, Nominating and Governance

Committee is responsible for overseeing our executive compensation program, including approving corporate goals relating to compensation for our CEO, determining our CEO's annual compensation and approving compensation for our other senior executives. The Committee also makes recommendations to the Board regarding the compensation of directors, evaluates the annual performance of the CEO, oversees the CEO succession planning process, makes recommendations to the Board to fill open director and committee member positions, reviews our Corporate Governance Guidelines and oversees the Board's self-evaluation process. The Committee evaluates the incentives and risks associated with our compensation philosophy and programs, and oversees operational risks related to human resources.

All members of the Management Development, Nominating and Governance Committee meet the heightened independence criteria that apply to compensation committee members under SEC and NYSE rules.

Risk Management Committee

The Risk Management Committee assists the Board in overseeing the Company's enterprise risk management framework, including the Company's risk appetite on an enterprise-wide basis, and

in overseeing the following key Company risks: mortgage credit; capital risk related to the required amount of capital; non-investment portfolio counterparty risk; model risk; operational risk related to underwriting, servicing, claims, risk and sales; and macroeconomic business risk.

Securities Investment Committee

The Securities Investment Committee oversees management of our investment portfolio and the investment portfolios of the Company's employee benefit plans by those persons (employees of the Company or external asset managers) who are managing such assets on a day-to-day basis. The Committee also makes recommendations to the Board with respect to our retirement benefit plans that are available to employees generally, capital management (other than external reinsurance), including repurchase of common stock and debt, and external funding. The Securities Investment Committee oversees risks related to our investment portfolio and capital management, which includes market risk; investment portfolio counterparty risk; capital risk related to our capital structure, access to capital and credit rating; and liquidity risk.

Executive Committee

The Executive Committee provides

an alternative to convening a meeting of the entire Board should a matter arise between Board meetings that requires Board authorization. The Committee is established under our Bylaws and has all authority that the Board may exercise with the exception of certain matters that under the Wisconsin Business Corporation Law are reserved to the Board itself.

Shareholder Outreach

In each of 2019 and 2020, we invited shareholders owning 70% of our common stock to meet with us to discuss important topics such as performance against our business strategies; environmental, social and governance matters; and our executive compensation program. In 2019 and 2020, we met with shareholders owning 23% and 12%, of our common stock, respectively. We value the views of our shareholders and intend to continue to engage with them and solicit their feedback.

Information Security Policy

MGIC has developed an information security and privacy framework designed to meet the needs of our business and our customers. Our framework includes an Information Security Policy (ISP) designed with the purpose of establishing specific

requirements to protect MGIC's information assets, which may include personal information. The ISP establishes controls, procedures and considerations necessary to maintain the integrity, confidentiality and availability of MGIC's information assets.

Our ISP includes guidelines on:

- Asset clarification and controls
- Personnel with access to confidential information
- Physical and environmental security
- Communications and operations management, including security audit logs and monitoring, protection from malicious software and computer, network and communication security
- Access control, including user identification and authentication
- Systems development and maintenance
- Business continuity management

Information Security Training

As part of our framework for information security and privacy, our Security Awareness Policy is designed to ensure our employees, contractors and consultants understand the importance of information security and their responsibilities and accountability for that security.

All new hires receive a security orientation session and must acknowledge receipt of our Information Security Handbook and the ISP. We also conduct ongoing training and education regarding information security through annual recertifications, security training sessions, security newsletters, phishing testing and general security awareness events regarding good security practices.

Commitment to Compliance with Laws and Regulations

It is MGIC's policy to comply with all applicable federal, state, and local laws governing the conduct of its business. Many of these laws and regulations are complex. It is expected that employees will become familiar with the laws and regulations pertaining to their areas of responsibility and to seek assistance from the Chief Compliance Officer or the Legal Department with questions about application or interpretation of a law or regulation.

Code of Business Conduct

MGIC is firmly committed to maintaining our position as a leading provider of residential mortgage insurance, other mortgage credit risk management solutions, and related services. As part of this commitment,

MGIC has long emphasized and adhered to a high standard of conduct, and it is important that all employees and board members maintain this standard by avoiding activities and affiliations which might conflict with their duties to MGIC or lead to the involvement of the Company or its employees in any unlawful or unethical practice. The guidelines and rules in our Code of Business Conduct have been approved by MGIC's Board of Directors and apply to all employees. Beyond the strictly legal standards, however, employees are expected to observe the Company's high standard of business conduct, confidentiality, and personal ethics through honesty and integrity in all aspects of dealing with employees, customers, suppliers, government and the public.

The MGIC Code of Business Conduct addresses:

- Conflicts of Interest
- Confidential and Competitive Information
- Compliance with Legal and Regulatory Requirements (political activity, Antitrust and unfair trade practice laws, securities law compliance and insider trading, Real Estate Settlement Procedures Act (RESPA) and similar state laws, improper payments, and copyright and patent laws)
- Employment Matters (harassment, unlawful

discrimination and affirmative action)

- Government Requests for Information
- Internet and Email Usage

are required to take the online harassment prevention course within their first 60 days.

Harassment Prevention Policy and Awareness

MGIC is committed to creating an environment that is free from harassment and discrimination. The Harassment Prevention Policy is addressed in the Employee Handbook and the MGIC Code of Business Conduct which new employees receive upon hire, and all employees review annually. MGIC's policies with regard to sexual harassment, equal employment opportunity and other employment matters are communicated in the Employee Handbook. The Company provides and promotes a third-party Compliance Hotline where employees can submit harassment information or complaints (anonymously, if they choose).

Training

All employees complete required online training regarding our Code of Business Conduct, including about how to recognize, prevent and report harassment. All employees also complete a required biannual harassment-specific online course with enhanced training for managers and officers. All new managers

Inclusive Diversity



Business Resource Group
MGIC employees have the opportunity to participate in an active Business Resource Group focused on inclusion, diversity and professional growth. The BRG meets regularly and provides learning and networking opportunities. 311 employees, approximately 40% of our home office staff, actively participate in the BRG.

Manager Accessibility
MGIC’s Open Door Policy encourages all employees to share their concerns, seek

information, provide input, and resolve problems and issues through their immediate manager, or when appropriate, through their manager’s manager, or another manager. We expect managers to listen to employees’ concerns, encourage their input, and seek resolutions to problems and issues raised. Unlawful discrimination or retaliation will not be tolerated against any employee who in good faith brings concerns to his or her manager, or any other manager.

MGIC employees by the numbers:*
724 regular employees
Average tenure: 15 years
Average age: 49 years
New hires in 2019: 41
Employee gender: 62% female, 38% male
Manager gender: 66% female, 34% male
Officer gender: 30% female, 70% male
Board of Director gender: 29% female, 71% male

*As of Dec. 31, 2019

Employee Engagement



Employee Insight Survey

MGIC values insights and feedback from employees and conducts an Annual Employee Insights Survey to give all employees an opportunity to express what they think is working well and areas for improvement. Average survey participation rate for the past three years was 77%. From 2009 through 2019, MGIC participated in the Top Workplaces survey administered by the Milwaukee Journal Sentinel in partnership with Energage, LLC. MGIC is one of 13 companies in southeastern Wisconsin to earn a Top Workplaces Award for 10 consecutive years.

Networking Events

MGIC provides networking events with senior management throughout the year to foster engagement and to express employee and volunteer appreciation.

Performance and Reward



Profit Sharing

MGIC profit sharing contributions recognize the impact our employees have on the success of our Company and contribute to a secure future retirement for our employees. The amount of profit sharing contribution, if any, is made on an annual basis. When a contribution is made, all employees receive the same percentage of their annual eligible earnings. Regular full-time, part-time, on-call and temporary employees are all eligible for a profit-sharing contribution. Vesting begins after 2 years, with 100% vesting after 4 years of service.

Performance Maximization

Performance Maximization is an ongoing process that supports and improves performance by discussing what work was achieved and how behaviors impacted outcomes. Employees share their accomplishments with their managers so that they may reflect on the past, recognize success and focus on the future.

Goal Setting

MGIC has a goal-setting process that cascades from the business

strategies to defined and aligned goals and objectives established within each function. Monthly meetings are recommended for managers and employees to track goal progress, acknowledge accomplishments and coach to higher performance. Human Resources provides guidance to managers and employees about how to write goals and how to have productive conversations about them.

Upward Feedback

An annual Upward Feedback survey gives employees an



opportunity to provide feedback about their relationship with their managers. Average participation rate for the past three years was 82%.

Incentives

MGIC's Performance Maximization Incentive program is a variable pay program designed to strengthen the connection between strong individual and company performance and rewards. For non-exempt employees, a Performance Maximization Award program provides the opportunity for immediate recognition and may be awarded for strong individual or team performance.

Talent Development



Organizational Learning and Development Training

MGIC is committed to expanding and developing the talents of our people to achieve our Business Strategies. We have created Leadership, Employee and Inclusion & Diversity frameworks that support learning. Each of these frameworks offer learning in a variety of ways, some through experiences (e.g., on-the-job, stretch assignments, projects); and/or exposure opportunities and some through education (e.g., internally or externally offered

workshops, higher level education, online, self-study). Our focus in any one of these has been to enhance leadership, self-awareness, competency development and change management.

Onboarding at MGIC takes a multi-faceted approach. It begins before a new employee's start date with information about the company, benefits, policies, and workgroups. Orientation is delivered throughout the first weeks and months by the hiring manager and team colleagues and includes job-specific training, department procedures and

rituals, and expectations. In addition to online and print resources, new employees based at the Milwaukee headquarters attend several group sessions during their first six months. These sessions include opportunities for an employee to interact with leaders and colleagues across departments, and introduce the employee to the company culture, guiding principles, structure, history, business strategies, and products. New managers receive a one-on-one onboarding meeting with Human Resources.



Assessment Tools

MGIC leverages a variety of assessment tools to enable our organization to select, promote, develop and coach our employees at all levels to achieve our organizational business goals. Our selection process uses a behavioral assessment tool that determines the unique motivators for workplace behavior and provides hiring managers with objective data. We use self-reporting assessment tools for individual leadership development and coaching.

responsibility. Succession planning enables all managers to identify individuals who are currently ready to replace them and/or individuals who might be viable candidates with continued development.

75% of our senior management team (defined as our CEO and his direct reports) were promoted to their current position from within the organization. The total promotion rate for all employees in 2019 was 15%.

Succession Planning

Through our succession planning process, we perform talent reviews to assess our employees' potential for success in positions of greater

Valuing our People



401(k) Matching

MGIC contributes a 4% match for employees' 401(k) or 401(k) Roth plan contributions. All employees are immediately eligible for the matching contributions, and are 100% vested.

Pension

Reflective of MGIC's commitment to the financial health of its employees, the Company continues to provide a Pension Plan, paying the entire cost of the benefits provided by the Plan. Each employee receives

an employer contribution equal to at least 4% of their annual eligible earnings credited to a cash balance account that earns interest. All employees are immediately eligible for the Pension Plan and are 100% vested in their pension benefit after 3 years.

Health Savings Account Funding

MGIC contributes to the Health Savings Accounts for eligible employees who elect MGIC's medical plan. The contributions are

made annually: \$1,000 for families and \$500 for single coverage. MGIC encourages employees to view their Health Savings Accounts as another retirement planning resource, providing financial guidance resources for their account investing.

Service Awards

MGIC enjoys strong retention metrics and celebrates the milestone anniversaries of employees in increments of 5, 10, 15, 20, 25, 30, 35, 40 and 45 years. Employees are celebrated at a special event and gifted an item of

their choosing, commensurate with their tenure with the Company.

Tuition Assistance

At MGIC, we offer a broad range of in-house Talent Development programs. We also support employees seeking higher education that is applicable to their career. Tuition assistance is available for non-degree, undergraduate and graduate coursework.

MGIC Scholarship Program

MGIC has established a scholarship program to assist children of MGIC employees to continue their education in college or vocational school programs. Scholarships are offered each year for full-time study at an accredited institution of the student's choice.

Adoption Expense Reimbursement Program

MGIC offers an adoption expense reimbursement program for expenses associated with an employee's adoption of a child under 16 years of age. Regular full and part-time employees are eligible for this benefit.

Employee Parking Discounts and Commute Support

MGIC provides employees with numerous discounted options for transportation to and from its downtown Milwaukee headquarters. It provides discounts on Milwaukee's bike share program, the Milwaukee County Transportation System bus program and discounted parking both in our own secure parking garage and in a public garage near our building.

Sporting and Cultural Event Discounts

MGIC is committed to being a good corporate citizen, supportive of local cultural events and programming. Our employees may purchase discounted tickets to sporting and theater events through our employee discount program.

On-site, Discounted Food Services

MGIC has an onsite restaurant that provides a variety of breakfast and lunch options. The Plaza Café has adopted several environmentally conscious initiatives including bio-degradable paper cups, recyclable plastic containers, compostable plastics and reusable food baskets. All MGIC employees are eligible for a 25% discount on all

purchases. A small convenience shop, offering a wide variety of snacks, beverages, greeting cards, laundry services, MGIC-branded merchandise, and other convenience items, is located in the building lobby. A vending area in the larger employee lounge space offers a variety of grab-and-go food items using a unique on-your-honor purchasing system that is available 24/7.

MGIC Mortgage Insurance Premium Reimbursement Program

Full and part-time employees have the opportunity to receive a one-time reimbursement of up to \$500 for MGIC mortgage insurance premiums they or their lender has paid for a first mortgage loan for which the employee is a borrower and the loan is secured by the employee's primary residence.

Workplace Wellness



Onsite Wellness Partner

Employee wellness is a priority and focus at MGIC, and we employ a full-time, on-site Wellness Partner to oversee our broad menu of programming related to health and wellness, from on-site flu shots and biometrics to fitness classes and health management programs.

Financial Education

MGIC considers financial health to be a core component of an employee's overall wellness and therefore provides financial education in the form of one-on-one financial planning and/or

pre-retirement planning sessions with a third-party financial advisor at no cost to the employee and financial education webinars. Our programs have been recognized as award-winning by Pension and Investments Magazine.

Exercise Programs

We offer a variety of instructor-led cardio, strength and mind/body group exercise classes in MGIC's onsite fitness classrooms. A monthly, discounted class pass is available to all employees, who are encouraged to take classes during lunch or before/after work.

Diabetes Program

Because MGIC recognizes the profound health risks associated with Type 2 diabetes, we support employees' efforts to reduce their risk. Completing an approved diabetes program contributes toward employees earning a health insurance premium discount.

Employee Assistance Program

An Employee Assistance Program (EAP) is available to all MGIC employees and their dependents and provides professional and

confidential assistance for personal problems such as depression, marital problems, drug and alcohol abuse, problems with children and eating disorders. The Work-Life Services component of the EAP offers four specialized services including child care consultation, information and referral; elder care information and referral; budget and debt management; and legal consultation.

Health Coaching

Confidential, personal health coaching sessions are available to employees to help them stay focused on their health and keep them on the right path.

Onsite Fitness Center

Our free, onsite Fitness Center is available 24/7 and gives employees the ability to get a full-body workout with cardio and weight-lifting equipment. A locker room with showers and towel service is also available.

Gym/Fitness Club Discounts

We offer employee, spouse and retiree discounts on membership rates from any Wisconsin Athletic club (WAC) and YMCA facilities. YMCA membership enhancements include free adult fitness classes, personal fitness plans, family programs and priority registration.

Tobacco Cessation Programs

Approved tobacco cessation programs, such as Quit for Life, are offered to employees which contribute toward earning a health insurance premium discount.

Weight Management Programs

Approved weight management programs, such as Weight Watchers® and Real Appeal®, are offered to employees which contribute toward earning a health insurance premium discount.

Wellness Education

Employees are invited to attend a variety of wellness seminars and workshops offered at MGIC's Home Office headquarters each year.

Health Rewards Program

All MGIC employees and spouses have the opportunity to participate in our voluntary Health Rewards Program to earn a significant health insurance premium discount.

Employee Wellbeing



Standard Workweek and Flexible Scheduling

MGIC has a standard 37.5 hour workweek. Flexibility in scheduling is managed on a case-by-case basis between employees and their manager.

Working Remotely

Occasionally, there may be a need to work from a remote location. This is defined as performing normal work responsibilities from a location other than an employee's work station and is approved at manager discretion. In some

situations, an employee may be able to work from a remote location on a regular basis.

Parental Leave

In addition to our standard maternity benefits that may be available, regular full and part-time employees are eligible for five days of paid parental leave, to be used within one year of the birth or adoption of their child.

Bereavement Leave

Regular full and part-time employees are eligible for up to 5

days of paid leave in the event of the death of a relative.

Honors and Recognition



Well Workplace Platinum Award

MGIC received a 2018 Well Workplace Platinum Award from the Wellness Council of America (WELCOA). The Platinum Award is the highest honor WELCOA presents and is awarded to an organization recognized for its leadership and innovative commitment to the health and well-being of its employees. In 2018, MGIC was one of 10 companies nationwide to attain the standards required for the Platinum Award level. To attain Platinum status, MGIC had to meet

seven benchmarks set by WELCOA and local affiliate Wellness Council of Wisconsin (WCWI). MGIC scored almost perfect points, satisfying criteria such as: strong CEO support of wellness initiatives, appropriate health interventions, effective data collection and evaluation, a supportive, health-promoting environment and a strategic operating plan for health and wellness. The WELCOA certification stands for 3 years, through 2021 for MGIC.

EDDY Awards

The international publication

Pensions & Investments (P&I) recognized MGIC in 2019 and 2020 with first place awards for the financial education programs and tools offered to employees. P&I cited MGIC's annual Total Rewards Portfolio, which includes detailed retirement income projections, as well as the expansion of our financial wellness program to help employees create a personalized plan for retirement income, and broad support for their retirement planning process (including up to 6 hours of personal financial planning for individuals within one year of retirement). MGIC was further recognized by P&I as



“cutting edge” for the flexibility the company offers in the MGIC Profit Sharing and Savings Plan that supports employees’ retirement income. MGIC was also highlighted by P&I for promoting Health Savings Accounts (HSAs) as an investment option and a long-term retirement savings account, and the company was recognized for its Total Retirement Modeler online tool that projects total retirement income using an employee’s actual 401(k) plan balance, projected pension benefit and an estimate for Social Security.

businesses that have at least three women directors. The organization measures gender diversity in director and executive roles at the 50 largest public companies in the state of Wisconsin.

Milwaukee Women, Inc. 20% by 2020

In January, 2020, MGIC was recognized by Milwaukee Women, Inc. for being among a group of

Community Engagement, Volunteerism and Sponsorship



Habitat for Humanity

MGIC was founded on the principle of helping people become homeowners and we are passionate about our support of Habitat for Humanity. Our employees volunteer in the Habitat retail store and on crews during Habitat Build Days.

encourages employee volunteers to give time to this program.

SecureFutures

MGIC volunteers serve as tutors for this organization that provides financial education to local Milwaukee teens.

Junior Achievement

This nonprofit is dedicated to giving young people the skills they need to own their economic success. MGIC supports and

Channel 10 Auction

MGIC volunteers take fundraising calls to receive pledges during this local public television on-air event.

Annual Charitable Giving

- **United Way:** This organization is committed to improving the health, education and financial stability of people in our community and MGIC employees support the annual United Way fundraising drive.
- **UPAF / United Performing Arts Fund:** UPAF is an umbrella organization that raises funds to support 15 of southeastern Wisconsin's most prominent performing arts groups. MGIC employees support the annual

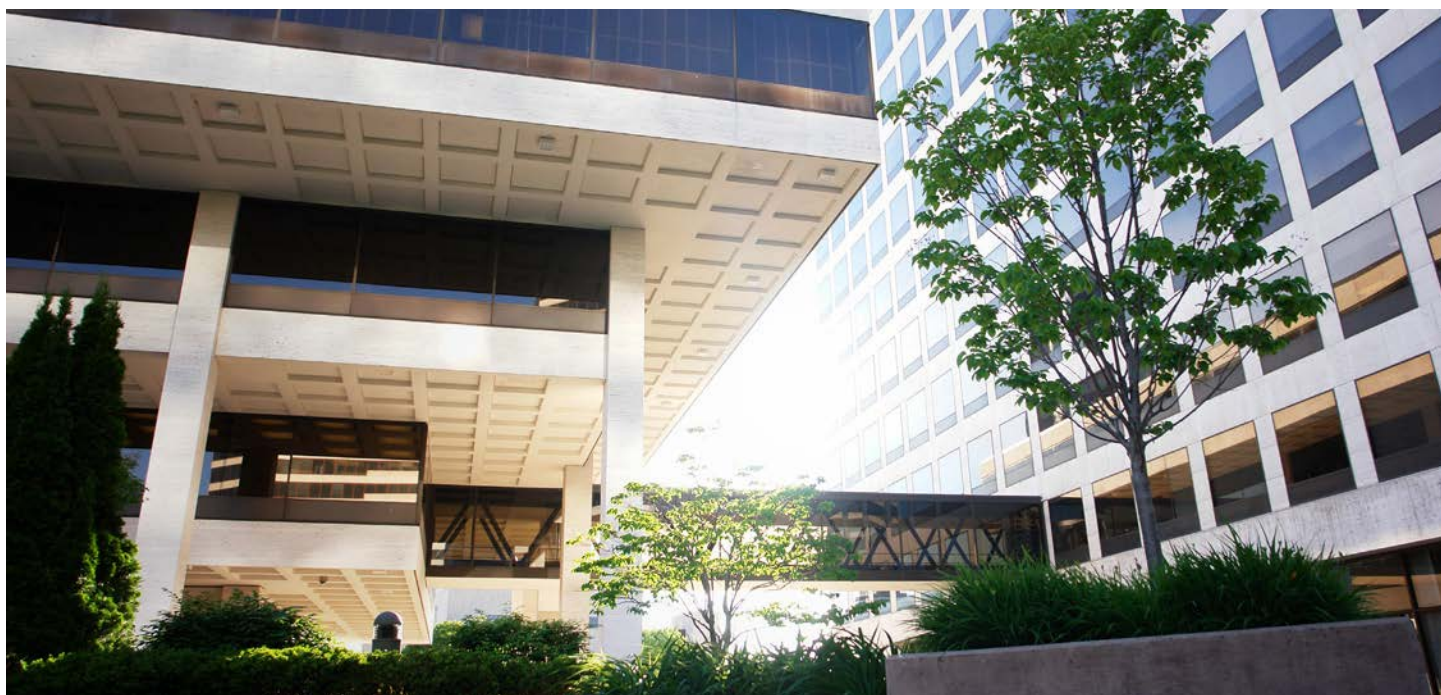
UPAF fundraising drive and board service.

- **Fuel Milwaukee:** Our FUEL sponsorship is part of our commitment to professional development and to the City of Milwaukee. FUEL helps Milwaukee professionals connect with the community through networking, leadership and social programs.
- **Matching Gifts:** MGIC encourages employees' charitable giving as well as their participation in run and walk events by matching or reimbursing donations for eligible causes.
- **BublR Bikes:** MGIC is proud to sponsor Milwaukee's nonprofit bike share program, with a rack of bicycles located outside our Home Office headquarters buildings.
- **Doors Open Milwaukee:** MGIC serves as sponsor and host during this public celebration of Milwaukee's art, architecture, culture and history organized by Historic Milwaukee, Inc.
- **Cristo Rey Jesuit High School Internship Opportunities:** MGIC is proud to support this work-study program, providing valuable work experience and coaching to students from a socio-economically disadvantaged Milwaukee high school.
- **Sculpture Milwaukee:** As sponsor of Sculpture Milwaukee, MGIC helps

bring new, sculptural public art to enhance the streets of downtown Milwaukee.

- **ACTS Housing:** Another nonprofit whose mission aligns with our own, ACTS Housing helps low-income families become homeowners in Milwaukee and Beloit, Wisconsin, and we are happy to provide sponsorship.
- **Goodwill Industries:** MGIC sponsors this nonprofit that provides job training, employment placement services and other community-based programs for people who have barriers preventing them from obtaining employment.
- **Red Arrow Park/Slice of Ice:** MGIC is a corporate sponsor of Milwaukee's annual winter ice skating park in Red Arrow Park outside of MGIC's headquarters building. MGIC provides landscape maintenance and upkeep costs of this Milwaukee County-owned park.

Environmental Stewardship



Sustainability Policy

As an industry leader in private mortgage insurance, we remain committed to do the right thing for our shareholders, policyholders, employees and the environment. MGIC works with energy management consultants, utility companies and a variety of contractors that support the Company's sustainability objectives, improve current efforts and uncover new sustainability opportunities. Current and recent initiatives include:

Commuting Options / Mass Transit

MGIC supports employee transportation and commuting programs to reduce vehicle emissions and promote opportunities for employees to realize a positive impact on air quality. Generous mass transit discounts are available for employee use.

Efficient lighting

LED lights were installed in the office interior over the past 3 years. Light schedules and interior

motion sensors reduce overall lighting demand after regular business hours. Metal Halide lights on the building exterior were replaced with LED lights in 2019.

Energy Monitoring

Electrical monitoring devices are programmed into the building automated systems for energy usage awareness and response times. Building analytics convert electric and steam usage into actionable intelligence to identify energy saving opportunities.

Reflective Roof

The MGIC buildings have white roof surfaces which are inspected and cleaned on a regular basis to maintain a high level of solar reflectance and thermal emittance for energy savings.

Efficient Windows

All exterior single pane windows were replaced with double pane thermo glass as part of a major building remodel effort in 2016 – 2018 which resulted in energy savings and improved employee comfort.

Energy Star Appliances

Water heaters, refrigerators, coolers and other kitchen appliances throughout the facility have been replaced with high efficiency, Energy Star rated appliances.

Indoor Air Quality

New energy efficient HVAC controls, motors and blowers have increased overall energy efficiency. MGIC uses a high efficiency MERV 10 prefilter and MERV 15 primary filter in all Air Handling Units. The higher value MERV rating equates to finer filtration, allowing fewer dust particles and other airborne contaminants to pass through the filter. All Air Handling Units include UV lighting which decontaminates the air flowing through the HVAC system. This

added feature can aid in the prevention of communicable diseases.

Recycling

Recycling is a continuous effort at MGIC. Company-wide communications have increased employee recycling awareness. An onsite Recycle Center serves as a general collection point for a wide variety of items including glass bottles, plastics, fluorescent bulbs and lamps, rechargeable batteries, ink cartridges and cell phones. Recycle receptacles are available in kitchenettes and employee lounges throughout the facility. Recycle containers are in every workstation and office, serving as a temporary holding receptacle for discarded documents. Used office furniture and construction materials have been repurposed (donated or sold) or recycled when possible as part of the recent office refresh effort.

Reduced Paper Usage

Paper documents are scanned, and information is retained electronically when possible. It is the Company's policy to shred all paper documents that are not required to be stored by the Company and would otherwise be discarded. Requiring all paper documents to be shredded, regardless of content, ensures proper controls associated with document security and results in recycling of almost all used paper.

Video Conferencing

Video conferencing and advanced AV technology is available in meeting spaces throughout the facility to maximize the customer experience and allow remote employees to stay connected with onsite employees. Media boards located on every floor provide effective employee communications.

Natural Lighting

As part of the recent office refresh effort, the number of offices and interior walls was greatly reduced. The new standard floor plans include glass panels and glass doors on offices and meeting rooms to maximize the natural light throughout the entire office space. All workstations were replaced and now include adjustable height desks and lower panel walls to allow all employees to enjoy exterior views and maximize the availability of natural light.

Efficient Floor Plans

MGIC's recently remodeled office space utilizes a standard open office floor layout with large conference rooms located in building corners' maximizing outdoor views and natural light, huddle rooms, collaboration spaces and kitchenettes on every floor to bolster morale and create a positive work environment.

Public Policy Initiatives



Public Policy Engagement

One of our business strategies is to preserve and expand the role of MGIC and private mortgage insurance in housing finance policy. MGIC is actively involved in public policy advocacy at the federal and state levels. The evolving landscape of federal housing policy and extensive state-based regulation of insurance compels MGIC to seek and help shape sound public policy.

MGIC supports research associations, social welfare groups, industry trade associations, nonprofit organizations, advocacy professionals, and other groups to advance key priorities.

The priorities include topics such as ensuring a healthy regulatory system and promoting private market solutions to federal housing policy. We may not agree with every position taken by a specific organization, candidate, or committee.

Oversight and Contribution Governance

Subject matter experts and government relations professionals in the Company are responsible for working with organizations and associations that the company supports. Proposals related to the

Company's financial involvement in public policy matters are approved by senior management.

The Mortgage Guaranty Insurance Corporation Political Action Committee is a voluntary, nonpartisan political action committee (PAC) comprising eligible individual employees and directors. These personal contributions support candidates for federal office. Individual candidate contributions made by the PAC are approved by the Board of Directors of the PAC. The Audit Committee of MGIC receives reports summarizing the PAC's activities.