



2023 SASB Disclosure

Sustainability Accounting Standards Board
(SASB) Professional & Commercial Services

About This Report

The information presented in this report follows guidance from the SASB Industry Standard: Professional & Commercial Services. The report covers the period from January 1 to December 31, 2023, for Verisk Analytics and its companies, unless otherwise noted.

Who We Are

Verisk (Nasdaq: VRSK) is a leading data, analytics, and technology provider serving clients in the insurance ecosystem. Using advanced technologies to collect and analyze billions of records, we draw on unique data assets, insurance industry knowledge, and technological expertise to provide valuable solutions that are integrated into client workflows. We offer predictive analytics and decision support solutions to clients in rating, underwriting, claims, catastrophe, weather risk, and many other fields. In the United States and around the world, we help clients protect individuals, communities, and businesses. With teams across more than 20 countries, Verisk consistently earns the [Great Place to Work® Certified™](#) company designation and fosters an [inclusive culture](#) where all team members feel they belong.

For more information, visit [Verisk.com](#) and the [Verisk Newsroom](#).

For more information on Verisk's Corporate Social Responsibility program, please visit our [CSR website](#).

To access Verisk's policies, governance documents, and annual financial and sustainability reports, please visit our [ESG Resource Library](#).

Accounting Metrics

Data Security

SASB code and accounting metric

Response

SV-PS-230a.1

Description of approach to identifying and addressing data security risks

[Verisk's Approach to Cybersecurity](#) describes our approach to identifying and addressing data security.

SV-PS-230a.2

Description of policies and practices relating to collection, usage, and retention of customer information

[Verisk's Approach to Cybersecurity](#) and its [privacy notices](#) describes our policies and practices relating to the collection, usage, and retention of customer information.

SV-PS-230a.3

(1) Number of data breaches,
(2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches,
(3) number of (a) customers and (b) individuals affected

Verisk complies with legal, regulatory, and applicable industry requirements involving customers' confidential business information, personal data breaches, and the number of customers and individuals affected. Except as a matter of public record, Verisk does not disclose this information.

Workforce Diversity and Engagement

SASB code and accounting metric

Response

SV-PS-330a.1

Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees

Gender Representation of Global Employees¹

Employee Group	Female	Male	Unreported	Total
Executive Management	35.1%	64.9%	0.0%	100%
Non-executive Management	26.1%	73.6%	0.3%	100%
Other Employees	38.1%	60.0%	1.9%	100%
Total Employee %	36.0%	62.4%	1.6%	100%

Minority Group Representation of U.S. Employees¹

Employee Group	% Minority**
Executive Management	33.0%
Non-executive Management	29.8%
Other Employees	34.0%
Total	33.1%

¹ Charts include full-time, part-time, and temporary workers only.

² The percents exclude "Not Specified" since there is no information in the system for these employees.

Definitions

- **Executive Management:** As per the SASB definition, strictly up to two levels under the CEO (including individual contributors and excluding executive administrative assistants)
- **Non-executive Management:** All other management levels (including individual contributors and excluding Executive Management)
- **Other Employees:** All others, excluding Executive Management and Non-executive Management

Verisk's commitment to achieving an inclusive and engaged workforce is supported by the following:

- The responsibilities and action plans outlined in our [Statement on Racial Equity and Diversity](#)
- Diversity and Inclusion Policy
- A Zero Tolerance for Harassment Policy
- Competitive salary and benefits, paid time off, flexible work schedules and telecommuting options, along with access to and financial support for professional development and education
- Support for nine Verisk Employee Networks, including the Accessibility Network, Asian Network, Indigenous Network, Parents Network, Pride Network, REACH Network, Unidos Network, Valor Network, and Women's Network
- An annual Employee Engagement Survey

For more information, please visit Verisk's annual Corporate Social Responsibility Report and [Our People](#) and [Our Culture](#) pages on our CSR website.

SV-PS-330a.2

(1) Voluntary and (2) involuntary turnover rate for employees

1. Voluntary Turnover Rate: 8.9%

2. Involuntary Turnover Rate: 4.3%³

³ Does not include turnover as a result of divestitures

SV-PS-330a.3

Employee engagement as a percentage

Year	Percentage
2023	78%

For more information about our employee engagement and our certifications from Great Place to Work, please see p. 22 in our 2023 CSR Report.

Professional Integrity

SASB code and accounting metric

Response

SV-PS-510a.1

Description of approach to ensuring professional integrity

Verisk sets a high and uniform standard of fair and ethical behavior for its management, employees, and suppliers. The following policies and documents outline these standards:

- [Anti-Bribery and Corruption Policy](#)
- [Code of Business Conduct and Ethics](#)
- [Statement of Policy Concerning Trading Policies](#)
- [Statement on Modern Slavery](#)
- [Supplier Code of Conduct and credentialing process](#)
- [Whistleblower Policy](#)
- [Human Rights Policy](#)

Verisk employees acknowledge covenants covering various topics, including insider trading and tipping, conflicts of interest, an obligation of confidentiality, and computer and information security.

Verisk also supports our commitment to business integrity with mandatory training for our employees across a wide range of topics.

SV-PS-510a.2

Total amount of monetary losses as a result of legal proceedings associated with professional integrity

In accordance with Securities and Exchange Commission (SEC) requirements, Verisk discloses all material legal proceedings in its annual reports on Form 10-K and quarterly reports on Form 10-Q filed with the SEC. See our [SEC Filings](#) page for additional information.

Activity Metrics

Activity Metric

SASB code and activity metric

Response

SV-PS-000.A

Number of employees by (1) full-time and part-time, (2) temporary, and (3) contract

Employee Group	Total
Full-time employees	7,293
Part-time employees	131
Temporary employees	33
Contractors	1,183

SV-PS-000.B

Employee hours worked, percentage billable

Not applicable



[verisk.com](https://www.verisk.com)