

Responsibility  
Passion  
Engagement

# Discover Purpose

Inclusion  
Citizenship  
Impact

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# Discover Verisk

Helping customers manage risk is at the heart of what we do. Using our data and insights, tens of thousands of businesses in insurance, energy and specialized markets, and financial services can make better decisions about the risks they face—decisions that affect millions of lives each day.

Our story of growth and innovation has taken us from our roots in 1971 as a not-for-profit advisory and rating organization serving U.S. insurers to a privately held for-profit firm to the publicly held global data analytics provider we are today—serving customers from more than 30 countries around the world.

We use artificial intelligence, machine learning, automation, and other emerging technologies to collect and analyze billions of records. The breadth and depth of our unique data, deep industry knowledge of the markets we serve, and ongoing collaborations with our customers help us create long-term value for all our stakeholders.



## Discover Our Purpose

Much of what we do makes the world better, safer, and stronger. We're committed to environmental responsibility, advancing issues of global consequence, and acting with uncompromising integrity.

Headquartered in Jersey City, New Jersey, Verisk is traded on the Nasdaq exchange and listed on the Nasdaq-100 Index and the S&P 500 Index.



## Discover Our People

Our 9,000 employees include actuaries, chemists, commercial bankers, data scientists, engineers, insurance analysts, natural resources specialists, physicists, predictive modeling experts, and supply chain analysts—a highly accomplished team that helps customers succeed and remain competitive. As a certified Great Place to Work® for the fourth consecutive year, we bring to work our data analytics mindset, our drive to innovate, our customer focus, and our passion for continuous improvement. The Verisk Way™—to serve, add value, and innovate—guides how we help customers and what we expect of ourselves.



For more information, please visit [www.verisk.com](http://www.verisk.com).

For more information on Verisk's Corporate Social Responsibility Program, visit [www.verisk.com/csr](http://www.verisk.com/csr).

# A Message to Our Stakeholders



When I joined other CEOs affirming the Business Roundtable's *Statement on the Purpose of a Corporation*, I acted on my belief that Verisk's approach to corporate social responsibility and our commitment to creating value over the long term are interdependent.

Both are founded on the principles articulated in The Verisk Way™ and require visible leadership, operational excellence, spirited risk management, and effective governance. Both recognize the importance of a vibrant commercial ecosystem: It's no surprise that responsible environmental stewardship and impactful social commitment have become threshold expectations for public companies. And at Verisk, perhaps even more so than at other companies, long-term success depends on attracting and retaining talented people—through a diverse and welcoming workplace, purposeful engagement, and best-in-class opportunities for personal growth and development.

Of course, we're justifiably proud of Verisk's consistent profitability and growth. However, I know from employee surveys and town halls that our financial performance is even more meaningful to the Verisk team when considered in the context of how we conduct our business and ourselves. First among these behaviors are the numerous examples in the "Working with Purpose" section, beginning on page 4, describing how we leveraged business expertise and assets during 2019 to benefit people and communities or contributed insightful research on issues of global importance.

We appointed our first-ever chief sustainability officer, Pat McLaughlin, reporting directly to me. Pat will champion our efforts to integrate a sustainability consciousness throughout our operations and advance business and philanthropic initiatives that optimize our response to challenges ranging from human rights to climate change.

With our focus on the long-term challenges facing society, we're proud to have become a new participant in the UN Global Compact, and we're eager to align ourselves during 2020 and beyond with the UN's Sustainable Development Goals.

I'm also pleased to report that our collaboration with Energy 4 Impact, a not-for-profit organization dedicated to bringing electricity to underserved areas in Africa, produced

landmark research that caught the attention of media and investors worldwide. The absence of electricity is a major obstacle to people and communities trying to escape poverty.

Through the purchase of energy attribute certificates and carbon offsets, we again balanced 100 percent of our Scope 1, Scope 2, and Scope 3 (business air travel) emissions as reported to CDP. These investments complement the office consolidations, energy-saving improvements, and process efficiencies we've undertaken to reduce emissions throughout our operation.

In addition, we added Verisk to the list of companies supporting CEO Action for Diversity & Inclusion™ and committing to advance diversity and inclusion in the workplace.

On the governance side, we continued to strengthen our technology infrastructure: increasing security, protecting privacy, and improving efficiency. We also continued making investments that support the continuity of customer-facing operations and empower our employees to work remotely. And we're pleased to welcome Laura K. Ipsen to Verisk's Board of Directors—one of four women who've been added to our 12-person Board during the last five years.

None of this would have been achievable without the tremendous efforts of the Verisk team, represented by the people whose faces appear on the cover and inside this year's *Corporate Social Responsibility Report*. They're the DNA of our success and bring the passion to our purpose. I'm proud to be among them.

Sincerely,

Scott G. Stephenson  
Chairman, President, and Chief Executive Officer

# 2019 Highlights

## WORKING WITH PURPOSE

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We've used scientific expertise, catastrophe modeling skills, and social science research to address environmental challenges at global, national, and local levels.

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Our collaborative efforts with leading organizations have helped strengthen risk mitigation and resiliency measures in Africa, the Asia-Pacific region, Europe, and the United States.

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Verisk research continued to inform stakeholders about humanitarian and geopolitical risk.

## ENVIRONMENTAL

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Our inventory of greenhouse gas emissions was completed for the fourth consecutive year.

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Investments in energy attribute certificates and carbon offsets helped balance our greenhouse gas emissions once again.

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We celebrated Earth Day by planting 1,000 trees in areas ravaged by California wildfires.

## SOCIAL

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For the fourth consecutive year, positive feedback from employees helped Verisk earn U.S. certification from Great Place to Work® for its outstanding workplace culture.

23

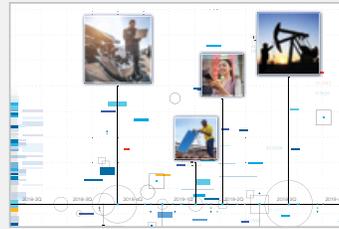
Verisk programs, tuition assistance, and online learning platforms helped drive personal growth and development opportunities for employees.

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A multiyear partnership with Energy 4 Impact produced landmark research on off-grid energy opportunities in underserved communities.

## GOVERNANCE

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Verisk's 2019 revenues topped \$2.6 billion, and adjusted EBITDA topped \$1.2 billion.

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Verisk joined the UN Global Compact, the largest sustainability initiative in the world.

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A report by the ISO Emerging Issues Team provides insight into four major trends: climate change, cybersecurity, 5G technology, and cannabis.



**WORKING WITH PURPOSE**



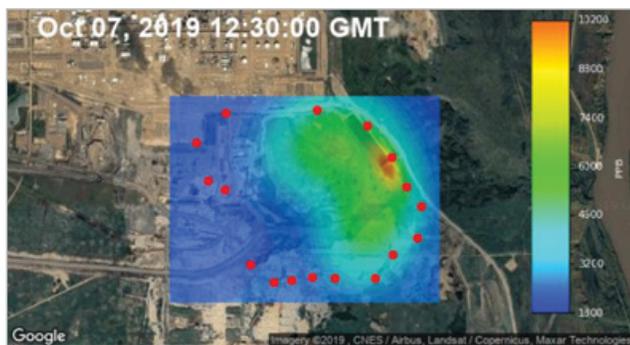
# Working with Purpose

The work we do has beneficial effects that help businesses, communities, and people and tackles key risks that have long-term consequences in an unpredictable world.

## The Environment

### New Technology Used to Quantify Emissions of Greenhouse Gases from Canadian Oil Sands

During field experiments at the Athabasca oil sands in northeastern Alberta, Canada, scientists deployed the GreenLITE™ sensor system, codeveloped by Verisk business AER, to quantify carbon dioxide and methane emissions emanating from tailings pond and open-pit mining operations. GreenLITE is an innovative system, currently in pilot phase, that takes precise measurements of greenhouse gas emissions over large areas and complex sources. It provides real-time continuous information not available from current technologies to aid in our understanding of emission sources and our long-term development of sustainable strategies to minimize emissions.



Example of GreenLITE output that shows hourly methane concentrations. The red dots represent the locations of GreenLITE instrumentation.

### Satellite Observations Evaluated to Monitor Particulate Matter in Low- and Middle-Income Countries

Funding from the World Bank supported AER research to quantify limitations on the use of satellite data for monitoring harmful airborne particulate matter such as soot, smoke particles, and dust. By comparing the satellite observations with data from ground-level particulate-monitoring networks for nine cities located in low- and middle-income countries,

the findings provided guidance to air quality managers and other stakeholders on how to weigh the usefulness of satellite data as part of a comprehensive monitoring strategy. The cities included Accra, Ghana; Addis Ababa, Ethiopia; Dakar, Senegal; Delhi, India; Hanoi, Vietnam; Kampala, Uganda; Kathmandu, Nepal; Lima, Peru; and Ulaanbaatar, Mongolia.

AER previously collaborated with the World Bank and others to assess soot emissions on South Asian glaciers and the potential impacts on freshwater sources they provide.

### Waste Generation and Recycling Indices Show U.S. Topping the List of Countries Fueling the Waste Crisis

Two new indices published by Verisk Maplecroft that measure waste generation and recycling performance across 194 countries reveal that the United States is the world's top producer of waste and falls well behind other industrialized nations in recycling its trash. While the U.S. represents 4% of the global population, it generates 12% of global municipal waste and recycles only 35% of the waste it generates. Many European countries and Canada are also disproportionately responsible for the highest levels of waste generation.

The indices present a global picture of how countries are dealing with waste at a time when the world is facing a mounting crisis and where China and many developing countries are imposing plastics import bans.

To obtain a copy of the full report, visit [www.maplecroft.com/insights/analysis/us-tops-list-of-countries-fuelling-the-mounting-waste-crisis](http://www.maplecroft.com/insights/analysis/us-tops-list-of-countries-fuelling-the-mounting-waste-crisis).

### City of Miami Beach Assesses Investments in Stormwater Management Program

Verisk business AIR is participating with the City of Miami Beach, Florida, and ICF, an internationally recognized climate adaptation planning consultant, to develop a climate change adaptation plan addressing sea level rise. The project is assessing the costs and benefits of the city's investments in its stormwater management program and is integrating multiple models to understand the effects of sea level rise on property values and insurance.

### New Claims Automation Feature Eliminates Adjuster Travel While Speeding Resolution

ClaimXperience®, developed by Verisk business Xactware, is an online portal that helps policyholders collaborate directly with insurers and repairers during the claim process. A new feature inside ClaimXperience—Damage Assessment Automation—allows high-volume, low-severity claims to be settled with minimal involvement from a human adjuster. That means less travel to and from policyholder properties, which saves time and money and helps reduce greenhouse gas emissions. The new feature also improves the claim settlement experience for policyholders: Combining the power of ClaimXperience custom forms with our estimation solution provides a settlement amount to policyholders within minutes.

## Mitigation and Resiliency

### Flood Mapping Technology Assists Organizations Following Devastating African Cyclone

Images from AER's FloodScan system helped support a post-catastrophe financing program and on-the-ground relief efforts following Cyclone Idai. The cyclone's ferocious winds, rain, and heavy flooding affected nearly 3 million people, resulting in deaths, displacements, and the destruction of infrastructure, homes, and farmland in parts of Malawi, Mozambique, and Zimbabwe.

The FloodScan system automatically maps large-scale river flooding daily across Africa and North and South America, using cloud-penetrating passive microwave satellite observations. AER operates FloodScan for African Risk Capacity, a Specialized Agency of the African Union, established to help member countries mitigate and respond to natural disasters and protect vulnerable populations. The maps



were also shared in real time with other responders, including the UN's World Food Programme, the International Organization for Migration, and the Climate Justice Fund: Water Futures Programme.

### New Partnerships Formed to Address U.S. Wildfire Risk

With more than 4.5 million properties in the United States at high to extreme risk of wildfire, Verisk business ISO is leveraging its advanced tools and analytics to collaborate with key stakeholders in support of two major initiatives aimed at understanding and addressing the threat.

ISO and Intterra, a leading provider of software for fire departments across the United States, announced plans to partner with the Western Fire Chiefs Association, using the group's combined expertise and data from fire departments and local communities to develop case studies evaluating the effectiveness of different wildfire mitigation strategies. Deeper insights, followed by broadened educational efforts, could reshape policy and priorities to help improve outcomes.

ISO also announced a partnership with the International Association of Fire Chiefs (IAFC) to help insurers identify properties in communities participating in IAFC's Ready, Set, Go! (RSG!) Program. The RSG! Program focuses on wildland and wildland-urban interface areas, working with local fire departments and community organizations to address the wildfire hazard with proactive risk mitigation efforts. By adding the information to FireLine®, Verisk's leading wildfire risk management tool, ISO's partnership in the program will promote RSG! and encourage mitigation efforts while helping insurers better understand the protective measures

participating communities are taking toward wildfire mitigation at the individual property level.

### Leading Organizations Join ISO to Make the Case for Strong Building Codes

Communities with well-enforced, modern building codes help ensure the health, safety, and welfare of building occupants every day. And comparatively speaking, those communities fare better during catastrophic events such as hurricanes, representing an investment that ultimately saves lives and reduces property losses.

That's why experts from many leading organizations—including the Federal Alliance for Safe Homes, the Federal Emergency Management Agency, the International Code Council, the Wharton School of the University of Pennsylvania, and Verisk business AIR—contributed research, data, and case studies to the 2019 edition of ISO's *National Building Code Assessment Report*. The report analyzes data collected in conjunction with the Building Code Effectiveness Grading Schedule (BCEGS®), ISO's tool for evaluating the building codes and enforcement efforts in individual communities across the United States. It highlights results by state, providing essential information for policymakers, insurers, municipal building officials, fire and

emergency services departments, resilience organizations, and others with an interest in reducing the devastating costs and human toll of natural disasters.

To obtain a copy of the report, visit [www.isomitigation.com/siteassets/downloads/iso-bcegs-state-report-web.pdf](http://www.isomitigation.com/siteassets/downloads/iso-bcegs-state-report-web.pdf).

### Catastrophe Bonds Help Strengthen Resilience Efforts in the Philippines

Serving as risk modeler and calculation agent, AIR supported a World Bank transaction to help the Philippine government deal with the financial consequences of future natural disasters. As part of the arrangement, the World Bank issued three-year catastrophe bonds providing the country up to \$75 million for losses arising from earthquakes and \$150 million for losses from tropical cyclones.

In terms of natural disasters, the Philippines is among the most at-risk countries in the world. Using catastrophe bonds to transfer risk to capital markets helps such countries tap an immediate and reliable source of funding during an emergency.





### Collaborative Efforts Underway in Europe to Strengthen Disaster Response and Improve Cybersecurity

AIR is participating in two collaborative efforts being funded by grants from Horizon 2020, the European Union's Programme for Research and Innovation.

As a project partner with IN-PREP, AIR joins an interdisciplinary effort aimed at promoting more effective disaster preparedness and response by addressing issues associated with communications among responding agencies, the interoperability of technology, the integration of situational awareness with real-time information, and the standardization of operations across geographical and cultural boundaries. IN-PREP includes a range of public and private interests representing the fields of social science and the humanities, responsible research and innovation, engineering, and information technology.

AIR is also part of the Cyber-MAR consortium, a cybersecurity preparedness initiative covering the maritime logistics value chain. The group's efforts are directed at enhancing the capabilities of cybersecurity professionals, assessing cyber risk for operating technologies, quantifying the impact of cyberattacks, promoting development of cyber insurance markets, and enhancing collaboration and engagement among key stakeholders. AIR will contribute by leveraging its supply chain risk-modeling capabilities to assess the impact of different cyberattack scenarios on ports and the resulting impact on global businesses.

The Cyber-MAR consortium includes 13 partners from eight countries, representing interests from academia, research, and industry.

## Protecting People and Property

### New Solutions Help Clients Comply with EU Poison Centre Notification Regulations

Verisk 3E has introduced a comprehensive suite of solutions to help clients comply with new European Union regulations designed to improve the availability and consistency of hazard information available to poison centres charged with emergency health response.

Each year, more than 600,000 calls are made to poison centres across the EU, roughly half relating to incidents involving children. In nearly 40% of the calls, poison centre officials were unable to properly identify the hazardous substances or had difficulty doing so. The information gap jeopardizes health and safety and can cause unnecessary treatments, including hospitalizations.

Under the Regulation on Classification, Labelling and Packaging, companies placing hazardous chemical mixtures, such as detergents, paints, coatings, and solvents, on the European market are required to provide hazard notifications for their products. To help clients ensure effective and efficient reporting, Verisk 3E launched 3E Notify™, a cloud-based notification engine that seamlessly integrates with clients' product safety and hazard communication authoring platforms to provide an automated, optimized end-to-end solution for the generation and submission of poison centre notifications.

### Vision 20/20 Effort Challenges E-Commerce Sites about the Sale of Untested and Uncertified Detectors

Joining numerous other fire and public service organizations—including the International Association of Fire Chiefs, the International Association of Fire Fighters, UL, and the American Red Cross—ISO lent its support to efforts of Vision 20/20 to challenge major e-commerce sites that continue to sell smoke and carbon monoxide detectors not meeting current testing standards. Speaking on behalf of an unsuspecting public, Vision 20/20 urged the sellers to stop selling the offending products immediately and, to date, many have complied.





### Success Stories Reinforce Value of Cargo Theft Prevention and Recovery Network

CargoNet® helps prevent cargo theft and increases recovery rates by facilitating secure information sharing among theft victims, their business partners, and the U.S. law enforcement community.

The concept emerged from collaboration between the National Insurance Crime Bureau and ISO in 2009. CargoNet, a Verisk business, features an extensive law enforcement communication platform, theft prevention training, and cargo theft trend analytics. Success stories illustrate its value to stakeholders across the supply chain. Here are two from the past year.

During late June, a national trucking company reported that a 53-foot semitrailer had been stolen in Kansas. The vehicle had a tracking device, enabling the CargoNet team to

receive real-time latitude and longitude updates and prepare a drive-time analysis indicating the vehicle's location and potential routes. Information about the vehicle, by then traveling in Indiana, was shared with authorities who intercepted it. Further investigation tied the theft to others in Indiana, Kansas, and Pennsylvania, leading to a broader criminal probe.

The following month, a CargoNet member and large shipment broker reported that a truckload of its almond beverages was stolen in Miami, Florida. During subsequent discussions with the manufacturer, the CargoNet team learned that the product was to be shipped to Latin America for sale and, as such, was packaged differently than the same product sold in the United States. Sensitive intelligence flyers were released across Florida, containing photos of the distinctive packaging. Within two weeks, authorities discovered the location of the stolen goods and recovered the entire shipment before it could be distributed.

### New Insurance Program Helps Protect Micro and Home-Based Businesses

ISO has introduced a new insurance coverage program designed to meet the needs of microbusinesses emerging as part of the gig economy. Microbusinesses include home-based and shared-space businesses, typically with four or fewer employees and often lacking insurance coverage.

The new program includes simplified coverages and easy-to-read coverage forms tailored to the unique needs of home-based and mobile businesses. From a cost perspective, it offers an accessible gateway for businessowners who might otherwise run the risk of operating without insurance.



### Collaboration with Universities Encourages Research on Key Issues

The ISO Emerging Issues Team has begun collaborating with various colleges to give students and their professors an opportunity to contribute research and engage with industry experts on important risk management and insurance issues. The pairing encourages critical thinking, adds to the body of work about emerging challenges, and gives students a chance to present their findings publicly during an ISO-sponsored webinar or through an ISO publication.

Several projects were featured by year-end. Students from East Carolina University (ECU) highlighted the emerging risks associated with cannabis and its chemical components as they move into the mainstream—risks that range from product liability claims to questions about licensing requirements for “budtenders” who dispense cannabis at local shops.

An ECU group studying the implications of active shooters and mass shootings cited both the human toll and the costs imposed on taxpayers and businesses in the aftermath, such as the cost of litigation and settlements, repairing or rebuilding damaged property, and investments in heightened security.

In addition, students from Old Dominion University contributed research about the cyber risk of e-scooters, which includes concerns over the theft of personally identifiable information and the potential for malicious hacking that prevents the owner from unlocking the scooter or operating it safely.



## Gender Equality

### Verisk Recognized for Assisting Women in Insurance Initiative’s Leadership Survey

ACORD recognized a multidisciplinary team from Verisk with a 2019 Millennial Women’s Insurance Advancement Award for its efforts to assist the Women in Insurance Initiative (WII) in collecting and analyzing data to better understand participation rates for women in insurance industry senior leadership roles. The project complemented WII’s broader mission: ensure that the insurance industry is well positioned to be an attractive career choice for women possessing the STEM skills in greatest demand.

ISO was tasked with developing the survey instrument, structuring a secure communications channel to engage with survey participants, creating and managing a database of responses, and analyzing the results. Following the data collection effort, the team helped WII develop meaningful insights into the industry’s demographics, diversity and inclusion programs, and gender parity initiatives.

WII originated as part of Million Women Mentors, a global movement to support the future advancement of women in STEM-related careers by connecting girls with adult mentors from STEM-related fields.



## Humanitarian and Geopolitical Risk

### Human Rights Outlook Highlights Diverse Issues Bearing on Global Business Operations and Supply Chain Management

The 2019 edition of Verisk Maplecroft's annual Human Rights Outlook highlighted five diverse issues with a fundamental bearing on the way global companies conduct business or manage their supply chains. Among its findings:

- Millions living under authoritarian regimes face declining free speech and privacy rights.
- Climate change is already driving migration; as numbers surge, so does the likelihood that vulnerable migrants will be subject to exploitation, including modern slavery.
- With more than a million Uyghurs now detained in camps, the likelihood of more companies being swept into controversy over the use of forced and child labor in China's Xinjiang region is increasing.
- Issues concerning indigenous rights, labor rights, and security force violations are contributing to the rising number of socio-environmental conflicts involving mining projects in Latin America.
- A darker side to the green energy revolution may include labor rights violations associated with the production of biofuels and raw materials used in solar panels as well as land rights abuses against vulnerable communities that can occur during the development of wind projects.

To obtain a copy of the full report, visit [www.maplecroft.com/insights/analysis/human-rights-outlook-2019](http://www.maplecroft.com/insights/analysis/human-rights-outlook-2019).

### Progress on Child Labor Flatlining in World's Manufacturing Hubs

Despite high levels of economic growth and improvements in poverty and education, progress addressing child labor has stalled in the manufacturing countries most entwined with global supply chains. Those were the key findings in Verisk Maplecroft's latest annual Child Labor Index, which shows that manufacturing hubs, including China, India, Bangladesh, Vietnam, and Cambodia, have registered no tangible improvement in the ranking of 198 countries since 2016.

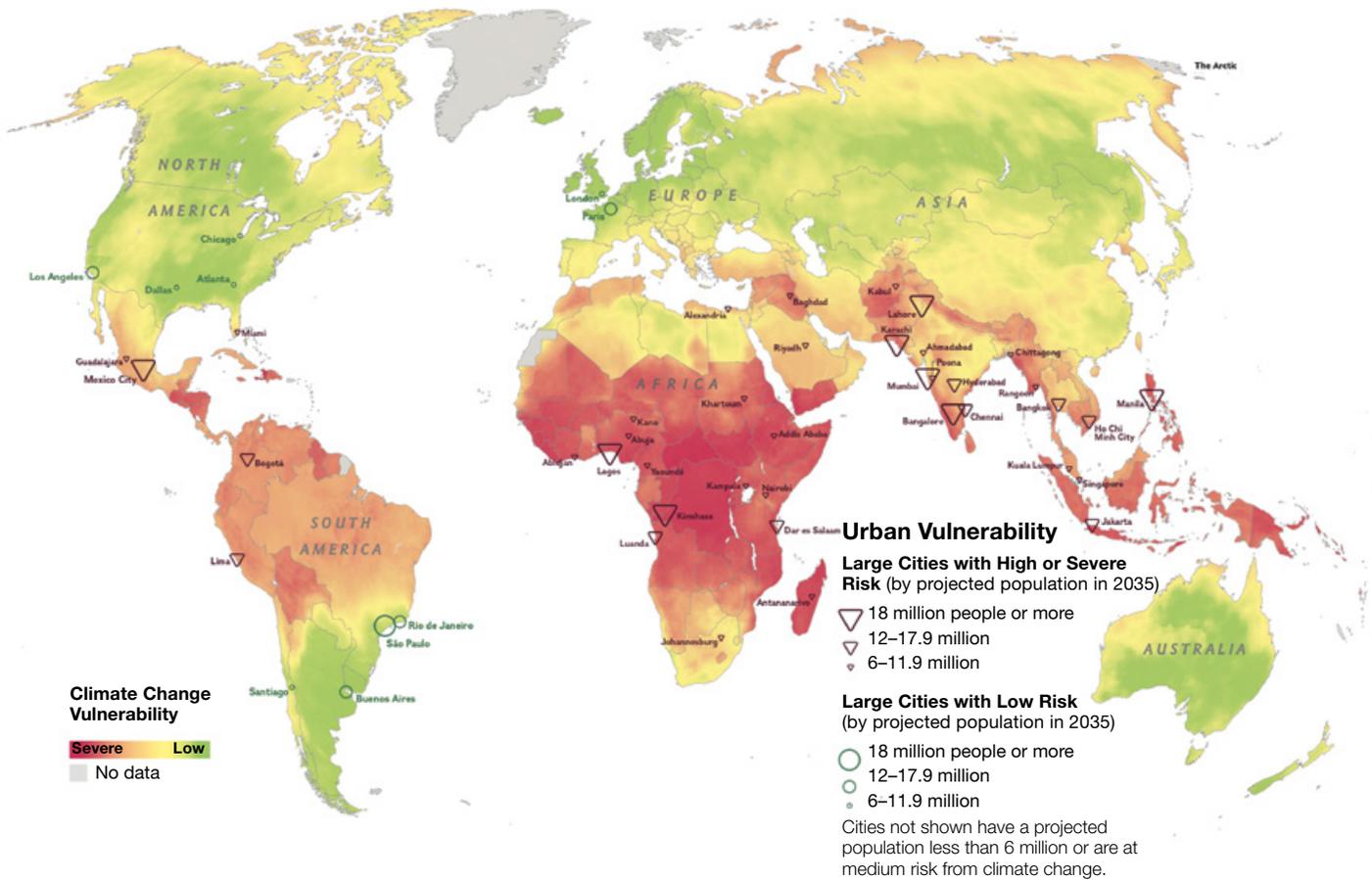
The index—developed to enable companies to identify where the risk of association or complicity with child labor is highest in their supply chains—measures the frequency and severity of violations, a country's adoption of laws and international treaties, and its ability and willingness to enforce them.

### Resource Nationalism Rises in 30 Countries

According to the 2019 release of Verisk Maplecroft's Resource Nationalism Index, a total of 30 countries witnessed a significant increase in resource nationalism risks over the prior year, including 21 major producers of oil, gas, and minerals. The index measures the risk of expropriation, the imposition of more stringent fiscal regimes, and pressure for companies to source goods and services from local providers.

The Democratic Republic of Congo and Russia were two notable movers on the list, with both downgraded to “extreme risk” in the ranking of 198 countries, joining a group of eight nations where the risks to business from government's taking greater control of natural resources is highest. The other six include Venezuela, Tanzania, North Korea, Zimbabwe, Swaziland, and Papua New Guinea.

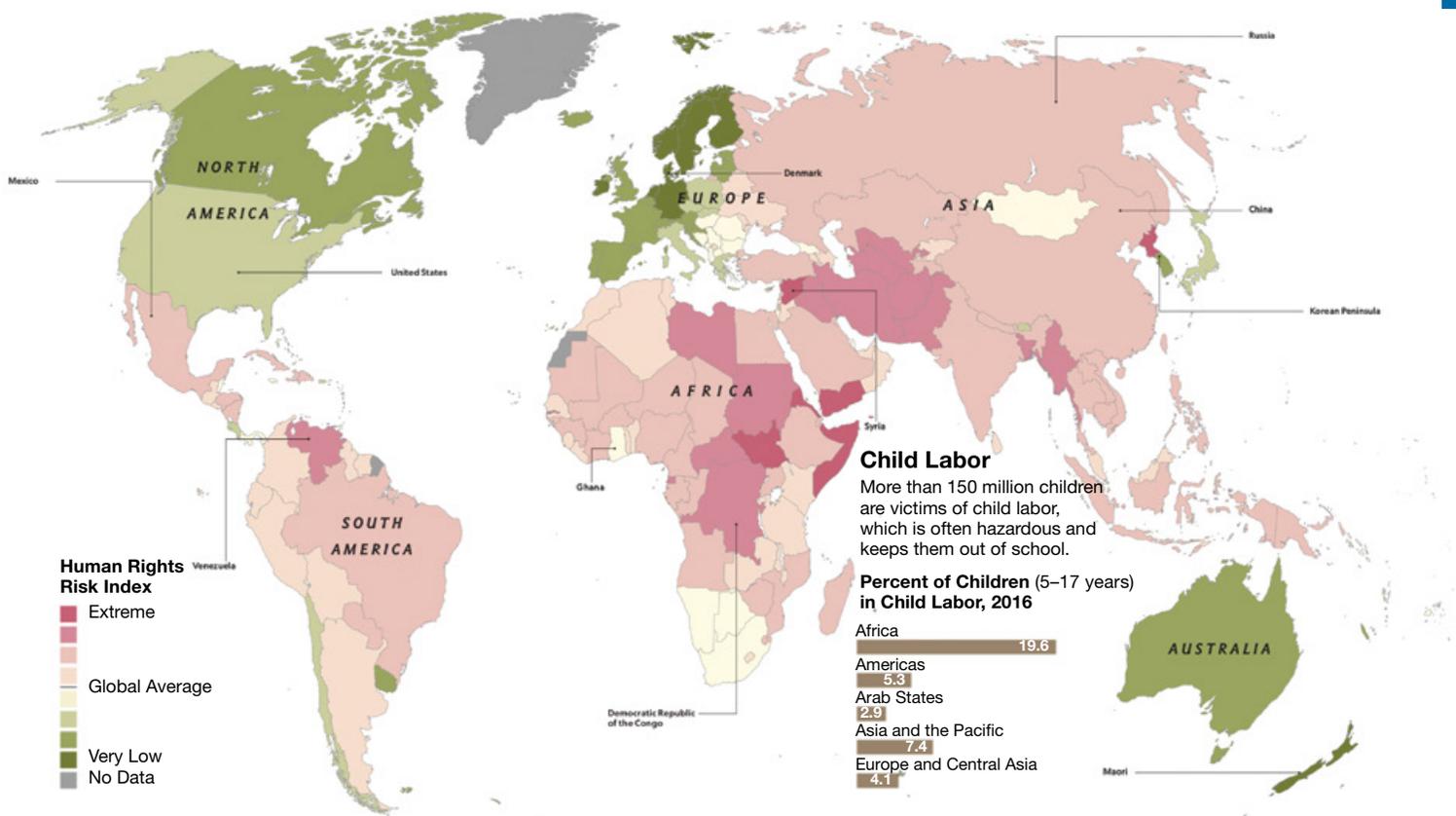
## National Geographic World Atlas Highlights Global Risk Analytics



Verisk Maplecroft contributed its data and analytics to National Geographic’s *Atlas of the World (11th Edition)* in the areas of climate change vulnerability and human rights.

### Climate Change Vulnerability

Verisk Maplecroft analyzed more than 40 social, economic, and environmental factors in the Climate Change Vulnerability Index—grouped into the key pillars of physical exposure, human sensitivity, and adaptive capacity—to determine the level of risk from climate change over the next 30 years. Locations at the greatest risk, such as Africa and Southeast Asia, are encouraged to make long-term investments in areas including education, healthcare, infrastructure, and disaster response capabilities.



Source for all maps: National Geographic World Atlas (11th edition)

### Human Rights

Verisk Maplecroft also analyzed 25 categories of human rights in terms of the risks to people and businesses in each country. The findings showed that countries with democratic governments have a lower risk of human rights abuses; but war, migration, and other challenges can affect rights anywhere. In addition, Verisk Maplecroft looked at risks to the health and freedom of women and girls, including sexual violence and exploitation, and found that these risks are extreme in more than 40% of countries around the world.





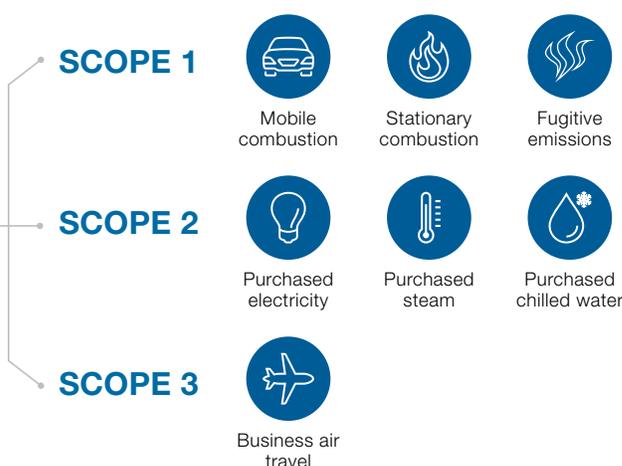
**ENVIRONMENTAL**



# Environmental

## Verisk Inventory of Greenhouse Gas Emissions 2015–2018

	2015 Location- based	2016 Location- based	2017 Location- based	2017 Market- based	2018 Location- based <sup>2</sup>	2018 Market- based <sup>2</sup>
Revenue (\$ million)	1,760.7	1,995.2	2,145.2	2,145.2	2,395.1	2,395.1
Employee Full-Time Equivalent	5,670.2	5,998.4	6,661.8	6,661.8	7,652.5	7,652.5
Scope 1 (MT CO <sub>2e</sub> )	3,800.1	3,471.1	4,607.9	4,607.9	6,830.8	6,830.8
Scope 2 (MT CO <sub>2e</sub> )	12,496.1	12,086.6	11,776.0	1,427.7	12,954.6	431.3
Scope 3 (MT CO <sub>2e</sub> )	7,735.6	8,093.8	8,152.2	8,152.2	9,775.6	9,775.6
Scope 1,2,3 Total (MT CO <sub>2e</sub> ) <sup>1</sup>	24,031.8	23,651.5	24,536.1	14,187.8	29,561.0	17,037.7
Carbon Offsets Available	n/a	n/a	n/a	26,292	n/a	21,499.0
Carbon Offsets Retired	n/a	n/a	n/a	(14,188)	n/a	(17,038)
<b>Emissions Total</b>	<b>24,031.8</b>	<b>23,651.5</b>	<b>24,536.1</b>	<b>0</b>	<b>29,561.0</b>	<b>0</b>



1. External assurance of emissions provided by PricewaterhouseCoopers LLP

2. According to CDP Technical Note: Accounting of Scope 2 Emissions, CDP Climate Change Questionnaire 2019 (p. 6) — The location-based method quantifies “Scope 2 greenhouse gas (GHG) emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries.” The market-based method quantifies “Scope 2 GHG emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with instruments, or unbundled instruments on their own.”

Refer to the inside back cover for additional notes associated with the inventory.



*Our Statement on Climate Change* describes our position, reaffirms our support for the scientific community, and commits the company to addressing environmental challenges within our sphere of influence.

Read our statement:

[www.verisk.com/csr/statement-on-climate-change](http://www.verisk.com/csr/statement-on-climate-change)

## Report to CDP Summarizes Annual Greenhouse Gas Emissions Inventory

Verisk responded to CDP's 2019 climate change questionnaire, reporting once again that investments in energy attribute certificates and carbon offsets helped balance 100% of the company's reported Scope 1, 2, and 3 (business air travel) greenhouse gas emissions for 2018.

Reported emissions totaled 29,561 metric tons of carbon dioxide equivalent (CO<sub>2</sub>e), scientific shorthand for measuring the carbon dioxide, methane, nitrous oxide, and other refrigerant gases associated with our operations that are now trapped in the atmosphere. The emissions resulted from the production of electricity needed to power our offices and data centers; gasoline used by our automobile and aircraft fleets; natural gas, oil, and refrigerants consumed by our offices; and more than 52 million miles of employee business air travel—an optional category that Verisk reports voluntarily.

See the chart on page 15 for complete details as well as a history of Verisk's greenhouse gas emissions reporting.

As in past years, the company engaged independent accounting firm PricewaterhouseCoopers LLP to externally assure our 2018 emissions data. Its review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants.

### Investments in Energy Attribute Certificates and Carbon Offsets

Verisk has implemented many significant energy-saving initiatives during the recent past, including office consolidations, major renovations, and data processing efficiencies. In addition, the company invests in energy attribute certificates and carbon offsets—immediate steps to balance Verisk's global greenhouse gas emissions in the near term to a degree that the company could not achieve otherwise.

Calculated on a market basis, the company's investments in energy attribute certificates reduced its 2017 and 2018 Scope 2 emissions nearly 88% and 97%, respectively. Using three-year electricity consumption projections, Verisk has already contracted to use energy attribute certificates at least through the 2021 emissions reporting year.

At this time, energy attribute certificates are the most practical option for a company of Verisk's size and circumstances: an energy load decentralized among locations in approximately 20 countries with office space leased, not owned, and very often situated in multi-tenant buildings. Of the nearly 100 spaces leased by Verisk at year-end 2018, approximately 65% measured less than 10,000 square feet.

For 2018, Verisk purchased energy attribute certificates representing more than 34,000 megawatts of electricity, supporting renewable energy projects—wind, hydro, solar, or biomass—in almost every country or region where we have offices. The largest of these purchases was associated with the Prairie Breeze Wind Energy Farm in the United States, the Burn of Whilk Wind Farm in Scotland, the Bhandardara and Chuzachen hydroelectric plants in India,

and the St. Leon Wind Farm in Canada. Numerous other projects throughout Europe and in Brazil, China, Israel, Japan, Malaysia, and the United Arab Emirates contributed to the total. AIR made a similar purchase for its Boston headquarters through a Massachusetts energy provider, representing more than 1,200 megawatts of renewable energy.

Verisk also purchased carbon offsets to balance more than 17,000 metric tons of CO<sub>2</sub>e. The offsets were generated by efforts to reduce emissions at landfills in New York, Utah, and West Virginia.

Third parties, including Green-e Climate, Green-e Energy, and the Climate Action Reserve, verified and certified all projects according to international standards.



### Emissions Trend

Our 2018 emissions included full- or partial-year reporting associated with 19 acquisitions that Verisk integrated since first establishing its emissions baseline in 2015. When viewed in the context of the company's growth and calculated using a revenue-based intensity calculation required by CDP (which excludes business air travel), Verisk's emissions are approximately 11% lower than what we reported four years ago.

This favorable trend reflects the composite effect of multiple energy-saving projects completed or underway during 2015–2018, such as:

- A major renovation at Verisk's New Jersey headquarters—representing approximately 23% of the company's total leased space around the world—featured the installation of motion-detection and daylight-harvesting LED lighting, the recalibration and recommissioning of HVAC systems, installation of water-saving fixtures, procurement of new ENERGY STAR-rated equipment and appliances, and the use of recycled content and low-emitting materials, among other items. An application for LEED certification, Commercial Interiors, is currently pending.
- Verisk transferred core IT operations from its New Jersey headquarters to two LEED-certified (Gold) facilities on the East and West Coasts of the United States. The two facilities represent nearly 14% of the company's total leased space around the world. A third data center, in India, is in a building recognized by the Indian Green Building Council's LEED rating system as a Gold property.
- Verisk continued migration of data processing activities from individual offices to data centers and increased the use of processing efficiencies offered by cloud services.
- The company consolidated operations where possible, including various smaller offices in London, New York, San Francisco, and Singapore during 2017–2018, representing a total reduction of nearly 15,000 square feet.
- Renovations at AIR's headquarters in Boston and Verisk Maplecroft's headquarters in Bath, UK, included the installation of LED lighting.
- Fuel efficiency in Verisk's automobile fleet improved year over year.



In addition, we accomplished the following in 2019:

- LED lighting covering 10,000 square feet of space was installed at Verisk 3E's headquarters in Carlsbad, California. Verisk 3E also closed a small office in Tennessee.
- Approximately 1,000 physical and virtual servers were migrated to the cloud from Verisk's on-premise data centers.
- With the rollout of new devices, approximately 350 laptops were refurbished and sold to Verisk business Wood Mackenzie staff at discounted prices. Other refurbished laptops were donated to charities serving children in England and Nigeria.
- Argus, a Verisk Financial business, launched its "No Planet B" initiative at its headquarters in White Plains, New York, eliminating disposable cups and straws and reducing yearly plastic usage by more than 2,600 pounds.

## Celebrating Earth Day 2019

Verisk celebrated Earth Day with a gift to Earth Day Network, planting 1,000 trees in areas ravaged by the 2018 wildfires in California.

The gift is symbolic of the company's professional efforts to understand and address the consequences of climate-related risk, promote resilience, and provide intelligence regarding sustainable energy solutions. It also recognizes the contributions of Verisk employees to the scientific and public policy communities and the efforts of those who've served or serve currently as first responders.

In prior years, the company helped plant native trees in El Yunque National Forest in Puerto Rico, following massive damage caused by Hurricanes Irma and Maria, and fruit trees in northern India to help communities sustain themselves and their local economies.



Source: Earth Day Network



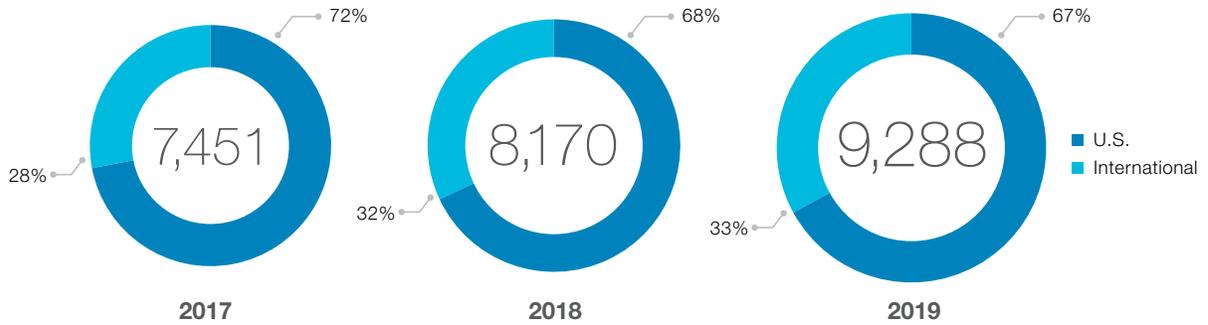
**SOCIAL**



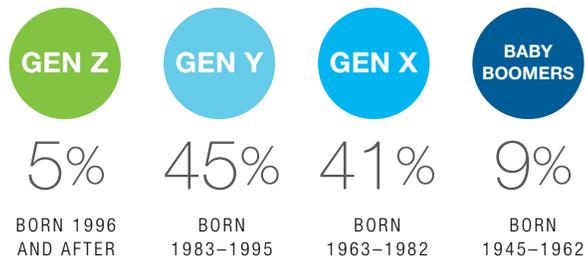
# Social

## Our Global Talent: A Foundation for Growth and Innovation

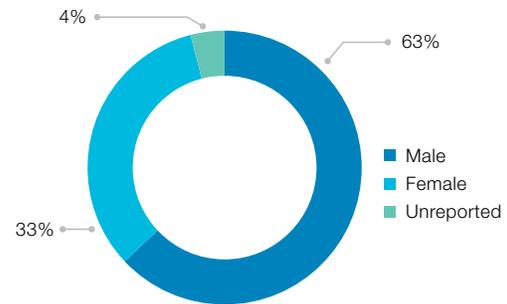
Headcount



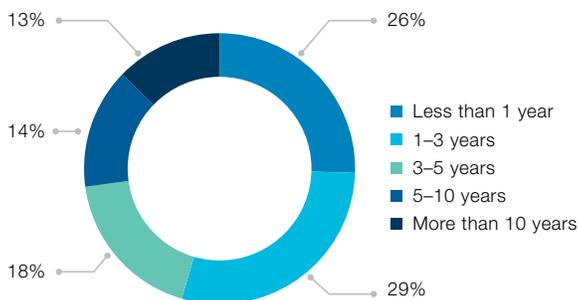
Generation



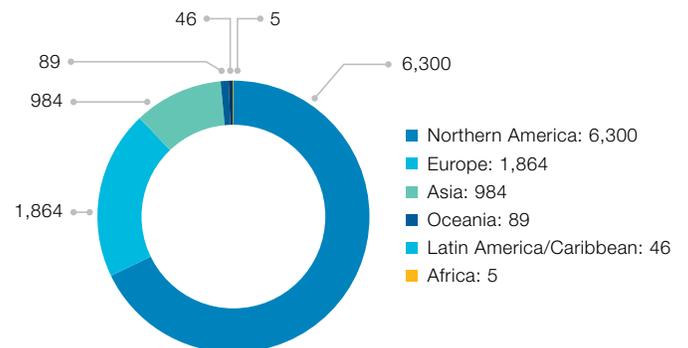
Gender



Tenure



Employees by Region

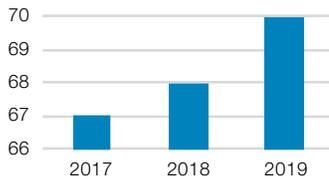


## Discover Engagement

### Verisk's Annual Survey Shows Employee Engagement Increasing

As a key component of our efforts to be a responsive employer, Verisk annually surveys employees to assess the level of connection, motivation, and commitment they feel toward the company and their work. Employee engagement is on an upward trend, increasing 3 percentage points since 2017.

Employment Engagement on the Rise



#### COMMITMENT TO CUSTOMERS

85%

My organization is committed to customer satisfaction.

89%

I understand how I contribute to the satisfaction of our end customers.



#### INVOLVEMENT

87%

I know how my work contributes to the goals of my organization.



#### CORPORATE VALUES

84%

I understand my organization's corporate values.



#### MANAGEMENT

85%

My manager genuinely cares about my well-being.

### Another Year of Great Place to Work® Recognition

For the fourth consecutive year, Verisk received U.S. certification from Great Place to Work® for its outstanding workplace culture. The certification was based on feedback from more than 2,000 U.S. Verisk employees selected at random. The Great Place to Work Institute is a global authority on high-trust, high-performance workplace cultures.



#### What employees said about Verisk

Work/life balance is excellent.

Verisk does a good job of constantly talking about and demonstrating corporate values.

It's easy to see how my work is used and its effect, which is rewarding.

Verisk's commitment to customer satisfaction is one of the reasons I decided to join the company.

### 2019 Tuition Assistance Program

~\$450,000

Verisk supported employees with tuition assistance totaling nearly \$450,000 for completing role-related courses offered for credit or certification by colleges, universities, and external training providers.

## Discover Learning

### Promoting Development Excellence at All Levels

Verisk's leadership development programs continue to grow and expand, providing a larger number of employees at all levels with leadership development opportunities.

In 2019, nearly 600 Verisk colleagues worldwide participated in leadership programs, making this group the largest yet—46% of the total 1,288 participants for all programs since inception.

#### LEADERSHIP EXCELLENCE PROGRAM

In partnership with Harvard Corporate Learning and the University of Virginia School of Business, senior executives are enabled to collaborate, network, and develop skills aligned to Verisk's business strategy.

- 35 weeks
- Requires 3–5 hours of self-study per week

#### EXPERIENCED LEADER PROGRAM

In partnership with Harvard Corporate Learning, this journey is specifically designed for time-stretched leaders who work at the juncture of strategy and execution.

- 16 weeks, self-paced
- Requires 2–4 hours of self-study per week

#### FOUNDATIONS OF LEADERSHIP EXCELLENCE

In partnership with Harvard Corporate Learning, this program helps newer managers make a successful transition from manager to leader.

- 15 weeks, self-paced
- Requires 2–4 hours of self-study per week

#### ASPIRING LEADER PROGRAM

Begin to learn and model the core capabilities of great leaders at Verisk.

- 16 weeks
- Requires 1–3 hours of self-study per week



DISCOVER LEARNING CONTINUED

**Coursera**

Verisk offers employees the opportunity to pursue certification in ten data science specializations from leading universities through Coursera.



11,123

HOURS OF LEARNING



397

COURSES COMPLETED



**UNIVERSITIES GRANTING CERTIFICATION**

Johns Hopkins University  
University of Colorado  
University of Illinois  
University of Michigan  
University of Washington



**TOP CERTIFICATIONS RECEIVED**

Data Science  
Deep Learning  
Applied Data Science with Python  
Data Mining  
Data Warehousing for Business Intelligence

**LinkedIn Learning**

Through the Verisk Learning Center, employees have access to LinkedIn Learning, which delivers industry-leading content in a personalized learning experience.



16,200

HOURS OF LEARNING



7,575

COURSES COMPLETED



252,880

VIDEOS COMPLETED



**TOP TECHNICAL SKILLS COURSES**

Learning Python  
SQL Essential Training



**TOP "SOFT" SKILLS COURSES**

Developing a Service Mindset  
Diversity and Inclusion in a Global Enterprise

**Lean Six Sigma at Verisk in 2019**

Verisk's Lean Six Sigma program began in 2017. The Lean Six Sigma methodology fosters a culture of continuous improvement across Verisk—promoting greater efficiency, better service, and increased customer satisfaction. Implementing data-driven Lean Six Sigma processes also complements our skilled people and helps us drive value and innovation.

- **13%** of employees Verisk-wide participated in Yellow Belt training, with **42%** in total since program inception
- **91** "Just Do It" process improvements executed and documented, with **136** improvements since the program began
- **14th** Green Belt class graduated

# 2019 Verisk Citizenship Award Winners

Verisk presents the Verisk Citizenship Award each year to a select group of employees who model the exceptional character and behavior for which we strive. The award celebrates employees who demonstrate the core values of The Verisk Way™ and its mission to serve, add value, and innovate.

Candidates are nominated by their peers and demonstrate respect for the individual, integrity, passion, persistence, confidence and humility, excellence, and teamwork. They also display characteristics that enhance their personal performance, influence the work of their colleagues, and help move the company forward. Read more about our winners at [www.verisk.com/csr/social/our-people](http://www.verisk.com/csr/social/our-people).

## Gavin Andrews

Director of Product Management,  
Verisk Financial | G2



Chris Lundquist, president, Verisk Financial | LCI, and award winner Gavin Andrews

**CORE VALUE: PASSION**

## Jomarie Garcia

Senior Regulatory Research Analyst,  
Verisk 3E



Patricia Iscaro, manager of regulatory research, Verisk 3E, and award winner Jomarie Garcia

**CORE VALUE: EXCELLENCE**

## Lisa Gillespie

Principal,  
Wood Mackenzie



Award winner Lisa Gillespie, and Alan Kenny, vice president, Sales, Wood Mackenzie

**CORE VALUE: INTEGRITY**

## Cagdas Kafali

Senior Vice President,  
AIR Worldwide



Award winner Cagdas Kafali, and Jay Guin, executive vice president, AIR

**CORE VALUE: RESPECT FOR THE INDIVIDUAL**

## Alexandru Mican

Director, Specialty Lines  
Product Development, ISO



Award winner Alex Mican, and Rich Della Rocca, president, ISO Claims Analytics

**CORE VALUE: PERSISTENCE**

## Joseph Palombo

Integration Associate,  
Verisk Corporate Finance and Strategic Planning



David Grover, controller and chief accounting officer, Verisk, and Amanda Manente, finance integration and project manager, Verisk, with award winner Joe Palombo

**CORE VALUE: PASSION**

## Megan Ro

Senior Business Analyst,  
ISO



Neil Spector, president, ISO, and Mike Lenczewski, director, Analytical Data Management, ISO, with award winner Megan Ro

**CORE VALUE: TEAMWORK**

## Discover Inclusion, Diversity, and Belonging

### Strengthening Our Connections

In 2019, Verisk launched two more Employee Networks, the Asian Network and the Unidos Network, bringing the total to seven. Formed by employees, these grassroots groups help support diversity-related programs and events and promote an inclusive community at Verisk.

In May, the Asian Network held its inaugural event in Jersey City, featuring a fireside chat with Verisk Asian American executives, who shared their perspectives on building a career. Other events included a Diwali celebration, Ten Teas and a Ted Talk, and mentoring children at the Center for All Abilities.

The Unidos Network launched in November with a celebration of Hispanic and Latinx heritage, featuring music, food, trivia, and a fund-raiser for HOPES Community Action Partnership. The new group also held a breakfast meet and greet to give employees an opportunity to chat with the network’s core members and learn more.

## Promoting Opportunity

Verisk engages with community stakeholders to provide career opportunities.

### Returnship Program

Verisk provides return-to-work internships to professionals who’ve been out of the workplace acting as full-time caregivers to children or parents.

#### RETURNSHIPS

**6** in 2019  
**18** since 2017

#### RETURNEES HIRED FULL-TIME

**4** in 2019  
**9** since 2017

### Year Up Program

Verisk helps close the opportunity divide by partnering with Year Up, a national program helping urban young adults develop career skills and experience.

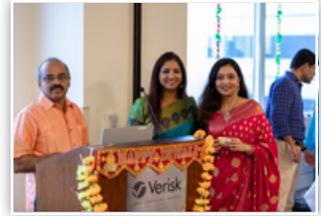
#### INTERNSHIPS

**5** in 2019  
**18** since 2015

#### INTERNS OFFERED FULL-TIME EMPLOYMENT

**3** in 2019  
**12** since 2015

Est. 2019



Est. 2018



Est. 2017



## Discover Giving

Giving and Volunteering Framework			
	Verisk	Business Units	Employees
Giving	Corporate Partnerships	Community Giving	Matching Gifts
Volunteering	Verisk Volunteer Week	Volunteering in Local Communities	Exceptional Volunteer Recognition

### ■ Corporate Partnerships

#### Multiyear Partnership with Energy 4 Impact Produces Landmark Research on Off-Grid Opportunity

The combination of Wood Mackenzie’s leadership in the field of commercial energy intelligence and the field research perspective of the energy access organization Energy 4 Impact produced a landmark and widely cited research study reporting developments and quantifying strategic investments in the off-grid energy sector. The study was cited by numerous news outlets and publications, including CNBC’s *Street View*, Vox Markets, India’s *Economic Times*, and *Solar Magazine*, among others.

With nearly 1 billion people lacking access to electricity today—and the likelihood of connecting to traditional grids undermined by prohibitive costs, geographic isolation, or regional violence—providing access to clean and reliable energy for off-grid populations is a prerequisite for economic development and represents a fundamental but significant opportunity within the energy transition.

Between 2010 and 2017, more than 400 million people globally gained access to electricity from off-grid solar solutions. According to the report, investment in the sector has been rising steadily and surpassed \$500 million during 2018.

Energy 4 Impact is a UK-registered nonprofit that seeks to reduce poverty through accelerated access to energy, providing technical, commercial, and financing advice to off-grid energy businesses in sub-Saharan Africa. Verisk, through

Wood Mackenzie, has provided funding and professional expertise to Energy 4 Impact since 2016.

To download the report, visit [www.woodmac.com/news/feature/how-off-grid-energy-access-is-shaping-the-energy-transition](http://www.woodmac.com/news/feature/how-off-grid-energy-access-is-shaping-the-energy-transition).

#### Verisk Supports GeoHazards International Project to Quantify Earthquake Risk and Make Buildings Safer in Bhutan Capital

With financial support from Verisk and technical support from AIR, GeoHazards International (GHI) has launched the first phase of a program aimed at quantifying earthquake risk of buildings in Bhutan’s capital, Thimphu. The goal: collect data that will be useful in identifying and prioritizing measures to make the buildings safer. This follows a previous multiyear project, funded by Verisk, that helped place earthquake-protective desks in Bhutan’s at-risk schools.

Situated in the earthquake-prone Himalayas between China and India, Bhutan is at high risk for a damaging seismic event. Many people live, work, and attend school in vulnerable rammed-earth and stone masonry buildings. Moderate earthquakes in 2009 and 2011 damaged hundreds of homes, schools, health facilities, and government buildings in Bhutan. A strong earthquake affecting Thimphu could cause major challenges for the entire country. The Royal Government of Bhutan wants to improve the nation’s ability to withstand and recover from damaging earthquakes.

The project leader, GHI, is a California-based not-for-profit organization whose mission is to end preventable death and suffering from natural disasters. Project partners include various agencies within the Royal Government of Bhutan—the Department of Engineering Services, Department of Geology and Mines, and Department of Disaster Management—as well as municipal government officials from Thimphu. AIR is contributing its predictive modeling expertise, developing damage and loss estimates from two earthquake scenarios.

Once Phase 1 activities are completed, a second phase will focus on identifying and assessing potential mitigation actions, working with local agencies and stakeholders to incorporate them.



Top: GeoHazards International in Thimphu  
Above: Energy 4 Impact in Africa



International Rescue Committee in  
at-risk countries

### Continued Support from Verisk Helps the International Rescue Committee Address Humanitarian Emergencies

Financial support from Verisk, including complimentary access to certain of Verisk Maplecroft’s global risk information services, continues to help the International Rescue Committee (IRC) respond to humanitarian crises around the world.

Since 2017, the IRC has considered Verisk Maplecroft’s Global Risk Analytics and Country Monitoring Service and consulted directly with Verisk Maplecroft country experts in formulating its annual Emergency Watchlist. The Emergency Watchlist—highlighting the countries at greatest risk of experiencing the worst humanitarian crises over the coming year—informs the IRC’s strategic decision making and resource deployment.

The IRC was organized in 1933 and is recognized globally for its work to help people not only survive but recover and rebuild their lives. Among other things, the IRC aids refugees fleeing war and violence and supports vulnerable populations with food, medical services, clean water and sanitation, education, business and occupational support, and resettlement.

### Verisk Helps Newly Independent Girl Stats Gain Financial Footing

Verisk has continued its commitment to Girl Stats, helping the organization gain its financial footing after becoming a UK-registered charitable incorporated organization last year. The support enables Girl Stats to continue developing relationships and partnerships independent of Verisk and engage in fund-raising to broaden the scope of its work.

Girl Stats publishes global interactive data and analytics to help companies understand how their operations affect adolescent girls and young women and where their engagement and investments will have the most positive impact. Information from the Girl Stats platform, including case studies and country narratives, also highlights opportunities to identify and implement sustainable solutions that facilitate more inclusive economic growth, reduce gender inequality, and improve the lives of girls in global operations, supply chains, and local communities.

Companies can also use Girl Stats to help shape their human rights agendas and align themselves with the UN’s Sustainable Development Goals (SDGs) (see page 40 for more information on SDGs).

### Estimating Tools Help Team Rubicon Assess Value of Disaster Response and Recovery Efforts

Support from Verisk—including access to Xactware business consultants and a suite of claims estimating and replacement tools—is helping Team Rubicon gain greater insight into the value of its property-level response and rebuilding efforts.

The arrangement includes access to Xactimate®, the insurance industry’s most powerful and comprehensive tool for property claims estimation. Building Xactimate into workflows helps Team Rubicon quickly assess the value of services such as a “muck out”—its term for addressing flood damage by stripping out and disposing water-damaged floors, walls, and furnishings—and calculate preliminary estimates of the cost to repair damage. Accurately assessing the value of its services and the cost of repairs is a critical element in computing operational efficiency and quantifying impact for donors.

Team Rubicon serves communities by mobilizing veterans to continue their service, leveraging their skills and experience to help people prepare, respond, and recover from disasters and humanitarian crises.

During 2019, they served in seven countries and 40 states, undertaking 101 operations and deploying nearly 4,000 volunteers. Xactware tools provide claims estimating, contents replacement, claims management, and property maintenance solutions for desktop, mobile, and online platforms.

## Volunteering

### How we spent Verisk Volunteer Week 2019



More than  
**1,400**  
**VOLUNTEERS**



Contributed  
**5,200+**  
**HOURS**



In  
**60**  
**COMMUNITIES**



Across  
**16**  
**COUNTRIES**



With  
**100**  
**CHARITABLE ORGANIZATIONS AND INITIATIVES**

#### BETHESDA, MARYLAND **VERISK 3E**

Comfort Cases: Volunteers put together backpacks and duffel bags filled with essential items for distribution to children in foster care.



#### BOSTON, LEXINGTON, AND NORTH READING, MASSACHUSETTS **AER, AIR WORLDWIDE, ISO, POWERADVOCATE**

Dress for Success: Volunteers helped with the organization's semiannual inventory liquidation sale.

#### BOSTON, MASSACHUSETTS **POWERADVOCATE**

The Esplanade Association: Colleagues spent the day raking leaves, picking up litter, and removing invasive plants along the Charles River Esplanade.



#### BRYAN, TEXAS **iiX**

Brazos Valley Food Bank: Staff sorted and boxed fresh vegetables and other groceries for families needing assistance.

JERSEY CITY, NEW JERSEY  
**VERISK AND ISO**

Hoboken Homeless Shelter: Staff members helped prepare and serve lunch to the shelter guests.



LITTLETON, COLORADO  
**XACTWARE**

Project C.U.R.E.: Volunteers organized donations and sorted medical supplies for shipment to Africa and the Middle East.



SURREY, ENGLAND  
**VERISK RISK RATING**

Whitely Village Retirement Community: The group helped residents with painting, gardening, exercise classes, and bingo.



KATHMANDU, NEPAL  
**VERISK NEPAL**

Nepal Children's Organization: Verisk Nepal colleagues helped prepare dinner for more than 100 orphans.



PERTH, AUSTRALIA  
**WOOD MACKENZIE**

Native Animal Rescue: Volunteers spent the day painting the center's new training and education room.



WHITE PLAINS, NEW YORK  
**VERISK FINANCIAL | ARGUS**

Habitat for Humanity: Volunteers spent the day installing and painting siding at a two-family home construction site.

Our employees generously gave their time to many other charitable initiatives and organizations during this year's Verisk Volunteer Week:



#### SUPPORTING PARKS AND WILDLIFE

- Drumlin Farm Wildlife Sanctuary (AER)
- Foundation for National Parks and Wildlife at Middle Head (Verisk Financial and Verisk Risk Rating)
- Jersey City Parks Coalition (Verisk and ISO)
- Portland Air Line Trail (ISO)
- Pro-Bosque (Verisk Maplecroft and Wood Mackenzie)



#### SERVING THE NEEDY

- Banco de Alimentos (Geomni)
- Citymeals on Wheels (Wood Mackenzie)
- Community Servings (AIR)
- Food Bank for the Heartland (AER)
- Food Bank Itabashi (Wood Mackenzie)
- Food Lifeline (Verisk Financial)
- Greater Chicago Food Depository (ISO ClaimSearch® and Wood Mackenzie)
- Madrid Food Bank (Geomni)
- North Reading Food Pantry (ISO Claims Partners)
- Project Open Hand (ISO and PowerAdvocate)
- Road Runner Food Bank (AER)
- San Francisco-Marin Food Bank (ISO)
- St. Mary's Food Bank (ISO)
- St. Vincent de Paul Soup Kitchen (ISO)
- STEP Food Shelf (ISO)
- The Greater Boston Food Bank (PowerAdvocate)



#### DONATING BLOOD

- Aarohi Blood Bank (AIR)
- Alcorcon Hospital Foundation (Geomni)
- Gulf Coast Regional Blood Center (iiX)



### HELPING ANIMALS

- Bath Cats and Dogs Home (Verisk Maplecroft)
- Freedom Service Dogs of America (Xactware)
- Liberty Humane Society (Verisk and ISO)
- Northeast Animal Shelter (ISO Claims Partners)



### MEETING THE NEEDS OF CHILDREN

- Bal Vikas Kendra Orphanage (Verisk Nepal)
- Boys and Girls Club (Verisk and ISO)
- Cradles for Crayons (AER)
- Nachiketa Vidya Mandir School (AIR)
- PS/MS 188, The Island School (Wood Mackenzie)
- Traverse Mountain Elementary School (Xactware)
- T-Rexplorers (ISO)
- Wentworth RAMP Summer Program (AIR)



### ASSISTING SOCIAL SERVICE ORGANIZATIONS

- Elder-Aid (iiX)
- Dress for Success (ISO Claims Partners and Xactware)
- FareShare (Verisk Risk Rating and Wood Mackenzie)
- Fisher House Foundation (AER)
- Habitat for Humanity (ISO and Xactware)
- Interfaith Community Services (Verisk 3E)
- Mountain Shadows Support Group (Verisk 3E)
- Operation Gratitude (ISO Claims Partners)
- Primary Children's Hospital (Xactware)
- Project Linus (Verisk and ISO)
- Sacred Heart Mission (Verisk Financial)
- Special Olympics Texas Fall Classic (iiX)
- The Bowery Mission (Verisk and ISO)

## ■ Community Giving

### 2019 Business Unit Giving Recipients

Verisk empowers our individual businesses to support organizations serving the communities where our offices are located or addressing challenges of importance to our employees. In some cases, Verisk also matched group fund-raising initiatives for deserving organizations. Among the many recipients were:

- La rue des Femmes
- Wentworth Institute of Technology
- White Plains Library Foundation
- Candlelighters Childhood Cancer Family Alliance
- Federal Alliance for Safe Homes
- American Sickle Cell Anemia Association
- International Association of Women in Fire and Emergency Services
- Edinburgh Children's Hospital
- Rancho Damacitas
- Global Giving
- Museum of Science, Boston
- Canadian Cancer Society
- Fisher House
- Liberty Science Center
- Twin City Mission
- Scotty's House
- LGBT Youth Scotland
- New City Kids
- Junior Achievement
- Waverley Care
- Greater Boston Food Bank
- Rosie's Place
- Spitafield's Crypt Trust
- Habitat for Humanity
- Stark County Mental Health and Addiction Recovery
- Asociación AVOI
- Cystic Fibrosis Trust
- Animal Care España
- Florida Fire Chiefs' Foundation
- Energy 4 Impact
- United Way of Utah County
- Intermountain Healthcare Foundation
- Cradles to Crayons
- Wounded Warriors Family Support
- Team Walker
- Leukemia and Lymphoma Society of Canada
- San Francisco-Marin Food Bank
- Special Olympics of Southern California
- Can Do Canines
- University of Miami Firefighters Cancer Initiative
- Good 360
- St. Jude's Research Hospital
- Action for AIDS Singapore
- World Wildlife Fund
- New England Center and Home for Veterans
- Live for Levi Foundation
- Golden Gate Park Foundation
- Fondazione per la Ricerca sulla Fibrosi Cistica-Onlus
- Trinity Academy Hartford
- Feeding Westchester
- The Actuarial Foundation
- Brothers Helping Brothers
- Elder-Aid
- America's Freedom Festival
- Hartford Food System
- Project Open Hand
- A Better Choice Women's Center
- Glide Foundation
- Habitat for Humanity ReStore
- Fuller Center for Housing of Greater New York City
- Dalhousie University
- Allendale Association
- Wildland Firefighter Foundation
- Still Creek Ranch
- Jersey City Medical Center
- Golden Gate National Parks Association
- Salt Lake City School District
- Alpine School District Foundation
- HelpAge India

### Matching Gifts Program

Under our long-standing Matching Gifts Program, Verisk has helped support thousands of qualifying charitable and educational organizations by matching individual gifts made by employees, retirees, and directors or their respective spouses and domestic partners. This year, Verisk contributed to several hundred organizations serving a wide range of educational, medical, civic, social, cultural, environmental, and catastrophe-related causes. Here's a sample:

- American Cancer Society
- Autism Speaks
- Citymeals on Wheels
- Covenant House
- Doctors Without Borders
- Farm Sanctuary
- Gay Men's Health Crisis
- Houston Food Bank
- Johns Hopkins University
- National Multiple Sclerosis Society
- National Wildlife Federation
- Rotary International
- Smile Train
- Southern Poverty Law Center
- St. Jude Children's Research Hospital
- UNICEF
- Waltham Philharmonic Orchestra
- Wounded Warrior Project

**Verisk Businesses Volunteer in Local Communities**

Throughout the year, employees from Verisk businesses around the globe volunteered their time to a variety of charitable organizations and initiatives. From volunteering at a STEM career event for young women to making blankets and princess wands for children at a local hospital, Verisk employees generously gave back by volunteering. Here's a sampling of the many volunteering activities and projects in 2019.

**BELLEVUE, WASHINGTON  
VERISK FINANCIAL | G2**

Employees volunteered at Juanita Beach Park during Earth Week, removing invasive plants such as blackberry bushes and ivy.



**BOSTON, MASSACHUSETTS  
AIR**

Colleagues served as mentors at the Women in Science and Engineering (WISE) mentoring evening at the Museum of Science, Boston.

**COLUMBIA, SOUTH CAROLINA  
ISO CLAIMS PARTNERS**

Volunteers in South Carolina helped fill Christmas stockings and collect donations for the American Red Cross.



**LEHI, UTAH  
XACTWARE**

During Xactware's Founders Week, employees volunteered more than 100 hours at Tibble Fork Reservoir in American Fork Canyon, clearing up the trails and repairing fences.

**LEXINGTON, MASSACHUSETTS  
AER**

For the 21st consecutive year, AER staff participated in the Annual Run of the Charles Canoe Race, which raises funds and awareness for the Charles River Watershed Association.



**ABU DHABI, UNITED ARAB EMIRATES  
WOOD MACKENZIE**

Kishoore Jehan of Wood Mackenzie's Abu Dhabi office traveled to Nigeria to volunteer with the SOS Children's Village. Every SOS Children's Village offers a permanent home in a family-style environment to orphaned or abandoned children.

### Recognizing Verisk's Exceptional Volunteers

For the second consecutive year, Verisk recognized approximately 25 employees for their exceptional volunteer service, making cash grants to the organizations they serve. The grants ranged up to \$1,000 and were made in the employee's name.

#### Meet the winners recognized with \$1,000 grants:

##### ALLERTON FIRE FIGHTERS ASSOCIATION

Allerton, Iowa (USA)

**Honoree:** Randall Downs, ISO



Allerton Fire Fighters Association

##### BACKCOUNTRY OFFROAD ADVENTURE RALLY

Lehi, Utah (USA)

**Honoree:** Brian Twyman, Xactware

##### CASA CUNA LA PAZ

Colonia Condesa, Ciudad de Mexico (Mexico)

**Honoree:** Josefina Maritza Ramirez Vera, Wood Mackenzie

##### THE LIONHEART SCHOOL

Alpharetta, Georgia (USA)

**Honoree:** Kyle Caswell, ISO Claims Analytics

##### CEDAR PARK CITIZENS POLICE ACADEMY

##### ALUMNI ASSOCIATION

Cedar Park, Texas (USA)

**Honoree:** Scot Stockstill, ISO

##### DIVE RESCUE SPECIALISTS

Peckville, Pennsylvania (USA)

**Honoree:** Fred Bales, ISO

##### EXTOLLO EDUCATIONAL FOUNDATION

Chicago, Illinois (USA)

**Honoree:** Joseph Wodark, ISO Claims Analytics

##### GOLF FOR ALL

Wellesley, Massachusetts (USA)

**Honoree:** Jack Tully, AIR Worldwide

##### HER HONOR MENTORING

Irvington, New York (USA)

**Honoree:** Patrick Barrett, Verisk Financial | Argus

##### HOPE LOVES COMPANY

Pennington, New Jersey (USA)

**Honoree:** Tracey Vasile, ISO

##### LEDYARD CHAIN

Ledyard, Connecticut (USA)

**Honoree:** Cindy Willis, ISO

##### BOOKFEEDING PROJECT

Aberdeen, Scotland (UK)

**Honoree:** Romana Adamcikova, Wood Mackenzie



Bookfeeding Project

##### NORTH JERSEY NAVIGATORS

Bayonne, New Jersey (USA)

**Honoree:** Maria Guimaraes, Verisk Finance

##### NORTHAMPTONSHIRE COUNTY SCOUTS

Northamptonshire, England (UK)

**Honoree:** Dean Smith, ISO Claims Analytics



Andalimpia

**ANDALIMPIA**

Malaga (Spain)

**Honoree:** Jonas Laveyne, Sequel

**NORTH BONDI SURF LIFE SAVING CLUB**

Bondi Beach, New South Wales (Australia)

**Honoree:** Talbot Henry, ISO



North Bondi Surf Life Saving Club

**RONALD MCDONALD HOUSE HOUSTON**

Houston, Texas (USA)

**Honoree:** Joshua Atkins, Wood Mackenzie

**TUESDAY'S CHILDREN**

New York, New York (USA)

**Honoree:** Joseph Palombo, Verisk Finance

**MENDING ARROW RANCH**

Cleveland, Tennessee (USA)

**Honoree:** Jennifer Graham, ISO

Mending Arrow Ranch



**UPLIFT HUMANITY INDIA**

Basking Ridge, New Jersey (USA)

**Honoree:** Aparna Das, Verisk Information Systems & Technology

**Meet the winners recognized with \$500 grants:**

**ASION**

Madrid (Spain)

**Honoree:** David Puente, Geomni

**CONNECTICUT CYCLING ADVANCEMENT PROGRAM**

Middletown, Connecticut (USA)

**Honoree:** Eric Price-Glynn, ISO

**DEUTSCHE GESELLSCHAFT ZUR RETTUNG SCHIFFBRÜCHIGER**

Bremen (Germany)

**Honoree:** Christian Joerg, Verisk 3E

**FAITHFUL SERVANT MISSIONS**

Jacksonville Beach, Florida (USA)

**Honoree:** John Chitty, ISO Claims Analytics

**HARLEYSVILLE JAYCEES**

Harleysville, Pennsylvania (USA)

**Honoree:** Gary Koslov, ISO

**HOLOCAUST MUSEUM HOUSTON**

Houston, Texas (USA)

**Honoree:** Daniel Pickelner, Verisk Law & Corporate Center

**OKLAHOMA FALLEN AND LIVING FIREFIGHTERS MEMORIAL**

Oklahoma City, Oklahoma (USA)

**Honoree:** Amy Miller, ISO

**RANCHO GIRLS SOFTBALL LEAGUE**

El Cajon, California (USA)

**Honoree:** Melissa LaBanc, Verisk 3E

**ST. JOHN'S PARISH**

Columbia, Maryland (USA)

**Honoree:** Renessa Leonard, Verisk Finance

# GOVERNANCE

## Selected Financial Data

The following is a reconciliation of net income to adjusted net income:

	2019	2018
	(in millions)	
Net income	\$ 449.9	\$ 598.7
Amortization of intangibles	138.0	130.9
Income tax effect on amortization of intangibles	(29.0)	(27.5)
Litigation reserve	125.0	—
Income tax effect on litigation reserve	(29.9)	—
Acquisition-related costs and interest expense (earn-outs)	75.1	6.4
Income tax effect on acquisition-related costs and interest expense (earn-outs)	(4.7)	(1.2)
Loss from disposition	6.2	—
Income tax effect on loss from disposition	(1.5)	—
Interest income and gain on subordinated promissory note receivable	—	(20.4)
Income tax effect on interest income and gain on subordinated promissory note receivable	—	4.8
<b>Adjusted net income</b>	<b>\$ 720.1</b>	<b>\$ 691.6</b>

The following is a reconciliation of net income to adjusted EBITDA:

	2019	2018
Net income	\$ 449.9	\$ 598.7
Depreciation and amortization	323.7	298.1
Interest expense	126.8	129.7
Provision for income taxes	—	—
Litigation reserve	—	—
Acquisition-related costs (%)	—	—
Loss from disposition	—	—
Interest income and gain on subordinated promissory note receivable	—	—
<b>Adjusted EBITDA</b>	<b>\$ 900.2</b>	<b>\$ 1,026.5</b>

## Corporate Leaders

**Note regarding the use of non-GAAP financial measures:**  
The company has provided card have been recalculated to conform with GAAP and may be different from measures, such as EBITDA, adjusted earnings, and adjusted net income, and results of operations, in our budgeting and performance evaluation. For definitions and descriptions, please refer to our quarterly press releases as filed.

**Scott G. Stephenson**  
Chairman, President,  
and Chief Executive Officer

**David J. Grover**  
Controller and  
Chief Accounting Officer

**Mark V. Anzures**  
Chief Operating Officer

**Melissa K. Hendricks**  
Chief Marketing Officer

**Yang Chen**  
Corporate Development and Strategy

**Mark S. Magath**  
Risk and Compliance

**Nicholas Duffan**  
Chief Information Officer

**Vincent de P. McCarthy**  
Executive Vice President

## Board of Directors

**Scott G. Stephenson**  
Chairman of the Board  
Executive Committee (Chair)

**Bruce E. Hanson**  
ID Analytics (retired)  
Audit Committee (Chair);  
Compensation Committee;  
Executive Committee;

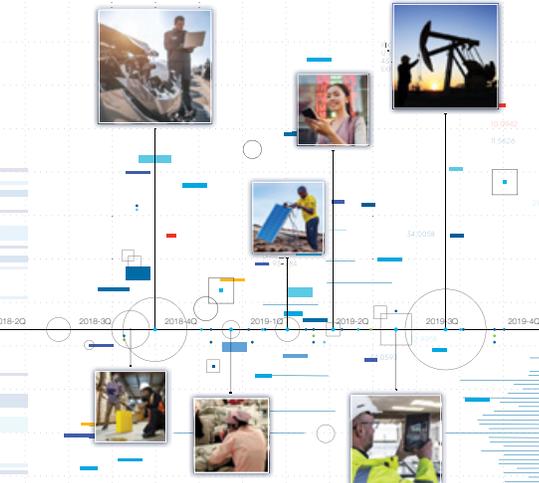
**Christopher M. Foskett**  
Fiserv  
Executive Committee (Lead Director);  
Finance and Investment Committee

**Kathleen Hogenson**  
Zone Oil & Gas, LLC  
Finance and Investment Committee;  
Nominating and Corporate Governance  
Committee

**Annel R. Bay**  
Marathon Oil Corporation (retired)

**Andrew G. Mills**  
Archegos Capital Management  
Audit Committee;  
Finance and Investment Committee

Value  
Purpose  
Innovation  
**Discover Verisk**  
Insights  
Resilience  
Growth



2019 Annual Report

## Selected Financial Data

	Years Ended December 31,		
	2019	2018	2017
	(in millions, except for per share data)		
<b>Operations</b>			
Premium	\$ 1,855.5	\$ 1,705.9	\$ 1,550.6
Specialized Markets revenues	573.6	513.3	444.6
Other revenues	178.0	175.9	150.0
Operating expenses	\$ 2,627.1	\$ 2,395.1	\$ 2,145.2
Operating income	\$ 1,915.2	\$ 1,661.0	\$ 1,344.0
Income tax expense	\$ 606.9	\$ 834.1	\$ 891.2
Income before income taxes	\$ 1,308.3	\$ 826.9	\$ 452.8
Income tax expense	\$ 725.1	\$ 691.6	\$ 623.0
Adjusted earnings per share	\$ 4.38	\$ 4.11	\$ 3.89
EBITDA	\$ 984.2	\$ 914.2	\$ 844.0
Specialized Markets	173.3	155.4	133.6
Other	81.0	60.0	58.4
EBITDA margin	\$ 1,224.1	\$ 1,192.2	\$ 1,026.0
EBITDA margin	47.0%	47.2%	48.3%

## UNITED STATES AND EXCHANGE COMMISSION

Washington, D.C. 20549

### FORM 10-K

ANNUAL REPORT  
PURSUANT TO SECTION 13 OR 15(d)  
OF THE ACT OF 1934

OR  
PURSUANT TO SECTION 13 OR 15(d)  
OF THE ACT OF 1934

ANALYTICS, INC.  
(name of registrant as specified in its charter)

26-299423  
U.S. Employer  
Identification No.  
NJ  
07310-1486  
(NJ)  
(201) 409-3000  
Telephone number, including area code

Trading Symbol: **VRIS**  
Name of each exchange on which registered: **NASDAQ Global Select Market**

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act.  Yes  No  
Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act.  Yes  No  
Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days.  Yes  No  
Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (17 CFR 232.405) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files).  Yes  No  
Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company" and "emerging growth company" in Rule 12b-2 of the Exchange Act.  Large accelerated filer  Accelerated filer  Non-accelerated filer  Smaller reporting company  Emerging growth company

Please visit our investor site, <http://investor.verisk.com>, to download the *Verisk Analytics 2019 Annual Report*.

Executive Committee;  
Finance and Investment Committee

**Laura K. Ispen**  
Elucidian  
Audit Committee

**David B. Wright**  
Innovative Capital Ventures, Inc.  
Audit Committee;  
Compensation Committee

As of February 14, 2020, there were 163,075,567 shares outstanding of the registrant's Common Stock, par value \$300.

### DOCUMENTS INCORPORATED BY REFERENCE

Certain information required by Part III of this annual report on Form 10-K is incorporated by reference to our definitive Proxy Statement for our 2020 Annual Meeting of Stockholders, which will be filed with the Securities and Exchange Commission not later than 120 days after December 31, 2019.

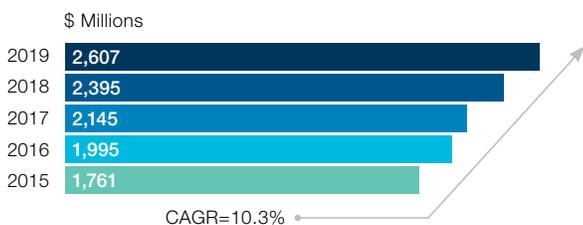
# Governance

2019 revenues were \$2.6 billion, and adjusted EBITDA was \$1.2 billion

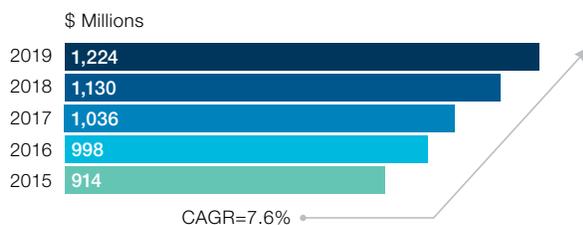
From 2015 to 2019, Verisk revenues increased at a compound annual growth rate (CAGR) of 10.3%. Adjusted EBITDA<sup>1</sup> increased at a CAGR of 7.6%.

## Financial Highlights

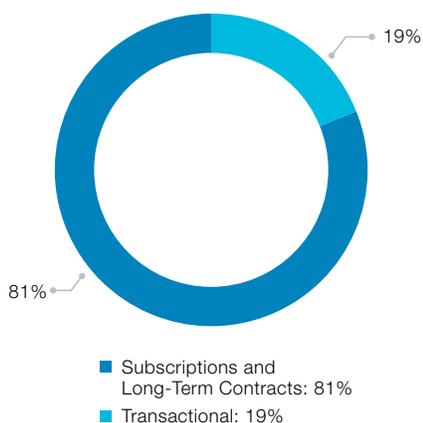
### Revenues



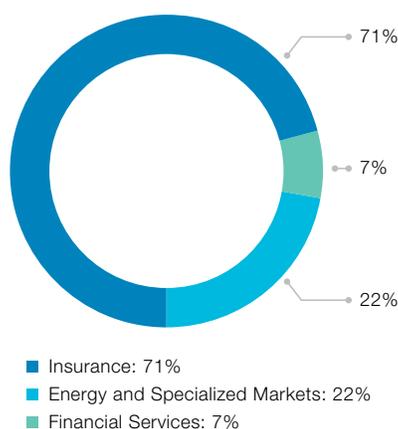
### Adjusted EBITDA



### 2019 Revenue Types



### 2019 Revenues by Vertical Market



1. Adjusted EBITDA represents GAAP net income adjusted for (i) depreciation and amortization of fixed assets, (ii) amortization of intangible assets, (iii) interest expense, (iv) provision for income taxes, (v) acquisition-related costs (earn-outs), (vi) gain/loss from dispositions (which includes businesses held for sale), (vii) nonrecurring gain/loss, and (viii) interest income on the subordinated promissory note.

### Verisk Joins the UN Global Compact

Verisk has joined the UN Global Compact, a voluntary leadership platform for the development, implementation, and disclosure of responsible business practices.

The UN Global Compact encourages companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption ([www.unglobalcompact.org/what-is-gc/mission/principles](http://www.unglobalcompact.org/what-is-gc/mission/principles)). As a participant, Verisk further commits to help address challenges embodied by the UN's Sustainable Development Goals (<https://sustainabledevelopment.un.org/sdgs>).

Launched in 2000, the UN Global Compact is the largest sustainability initiative in the world, with more than 9,500 companies and 3,000 nonbusiness signatories across 160-plus countries.

Verisk's participation in the Global Compact is an extension of the principles represented by The Verisk Way™ and an appropriate calling card as the company's operations embrace all geographies, cultures, and people. Even before formal participation, several Verisk businesses had been engaging with UN-sponsored initiatives addressing human rights and climate/weather issues by contributing data analytics, professional insight, and scientific expertise.

### Fourth Woman Elected to Board of Directors

Laura K. Ipsen has been elected to Verisk's Board of Directors. She becomes the fourth woman on the 12-person Board.

Ipsen has more than 25 years of experience as a technology executive. She's currently president and chief executive officer of Ellucian, which provides software and services that power more than 2,500 higher education institutions in more than 50 countries. In addition to prior corporate experience at leading technology companies such as Oracle, Microsoft, and Cisco, she formerly chaired the board of the Washington, D.C.-based Information Technology Industry Council.

### Change to Bylaws Allows Proxy Access for Qualifying Shareholders to Nominate Directors

At its February 2019 meeting, the Board amended Verisk's bylaws to allow qualifying shareholders to nominate the greater of two directors or 20% of the Board and have such nominations included in the proxy materials. The new provision may be exercised provided that the shareholder(s) and

nominee(s) otherwise satisfy the qualifications and requirements of nomination stated in the bylaws.

Qualifying shareholders include one or a group of shareholders who, in the aggregate, own shares continuously for a period of at least three years, such shares representing at least 3% of the voting power entitled to vote in the election of directors.

### Corporate Policies Amended to Prohibit Corporate Political Contributions

Verisk's Board of Directors has amended the company's Code of Business Conduct and Ethics and Anti-Bribery and Corruption Policy to expressly prohibit political contributions made by or on behalf of the company.

The policies define political contributions as:

"A payment of money or other thing of value directly made on behalf of Verisk to any political candidate, any political party, or any political association with the intent to influence any election of any federal, state, or local public office."

The amendments to prohibit such contributions codify what has existed in practice at Verisk for at least five years.



### Statement on Modern Slavery Highlights Employee Awareness and Training, Supplier Diligence

For the third consecutive year, Verisk published a Statement on Modern Slavery in accordance with its obligations under UK law.

Verisk's Statement, which can be found at [www.verisk.com/about/verisk-analytics-statement-on-modern-slavery](http://www.verisk.com/about/verisk-analytics-statement-on-modern-slavery), highlights the company's most recent efforts to educate employees about modern

slavery risk and screen Tier 1 suppliers to learn whether they've been implicated in unlawful activity, including modern slavery or other human rights abuses.

Verisk's mandatory training program is required of all employees serving in countries with a higher risk of modern slavery and all procurement-related staff and human resources staff regardless of location. During 2019, Verisk supplemented that training with a voluntary program available for any employee regardless of location or position. In addition, for the second consecutive year, the Verisk Women Network at the company's New Jersey headquarters hosted an educational event for employees featuring Nomi Network, a global nonprofit organization that helps fight human trafficking through economic empowerment.

Generally, the term "modern slavery" encompasses forced labor, human trafficking, and other abhorrent practices that exploit workers. The legislation was enacted to promote business practices and policies that protect employees from abuse by their employers or within the employer's supply chain.



### **New Climate Risk & Resilience Scorecard Provides Asset-Level Intelligence on How Well Real Estate Investors Manage Climate Risk and ESG Exposures**

GRESB, the global ESG (environmental, social, and governance) benchmark for real assets, and Verisk Maplecroft, the leading provider of global ESG, climate, and political risk analytics, jointly launched the Climate Risk & Resilience Scorecard. Combining Verisk Maplecroft's global risk analytics with GRESB's geo-coded asset data and adaptation measures, the scorecard provides location-specific intelligence on climate change and ESG exposure to create a unique risk-adjusted and asset-level benchmark of global real estate investment.

The methodology was developed to evaluate how well real estate funds, companies, and direct real estate investors manage risks related to climate change, ESG, and natural hazards once their underlying risk exposures are considered.

### **Commitment to Data Responsibility**

Verisk's vision is to be the world's most effective and responsible data analytics company in pursuit of our customers' most strategic opportunities. Read *Our Commitment to Data Responsibility* to learn how we safeguard our data, invest in a strong internal governance process, and act responsibly: [www.verisk.com/about/data-responsibility-commitment](http://www.verisk.com/about/data-responsibility-commitment).

### **Report Spotlights Issues Challenging Property/Casualty Insurers**

*Verisk Perspectives*, a new report by the ISO Emerging Issues Team, provides insight into four major trends that experts across Verisk have been studying:

- Climate change, including pressing questions about the evolving climate crisis, such as the climate's influence on jet streams and how rising sea levels may impact coastal flooding
- Cybersecurity, including the increased vulnerability represented by reliance on a wide range of third-party business partners and how the introduction of quantum computers threatens today's most complicated encryption algorithms
- 5G technology and how its deployment may be ushering in a Fourth Industrial Revolution of technological innovation as well as a new era of cyber risk
- Cannabis, including the uncertainty associated with permissive use and the challenges regarding drug and pesticide interactions



To download a copy of the report, visit [www.verisk.com/insurance/campaigns/verisk-perspectives-a-report-by-iso-emerging-issues](http://www.verisk.com/insurance/campaigns/verisk-perspectives-a-report-by-iso-emerging-issues).

## Corporate Leadership



**Scott G. Stephenson**  
Chairman, President, and  
Chief Executive Officer



**Mark V. Anquillare**  
Chief Operating Officer



**Yang Chen**  
Corporate Development  
and Strategy



**Nicholas Daffan**  
Chief Information Officer



**David J. Grover**  
Controller and  
Chief Accounting Officer



**Melissa K. Hendricks**  
Chief Marketing Officer



**Mark S. Magath**  
Risk and Compliance



**Vincent de P. McCarthy**  
Executive Vice President



**Patrick McLaughlin**  
Chief Sustainability Officer



**Lee M. Shavel**  
Chief Financial Officer



**Kenneth E. Thompson**  
General Counsel and  
Corporate Secretary



**Vikas Vats**  
Chief Analytics Officer

## ■ Employees on the Cover

### SMALL PHOTOS ON FRONT COVER: BY COLUMN, FROM TOP TO BOTTOM

**Jasmine Bullock**, Digital Marketing Analyst  
Verisk Corporate Marketing, Jersey City, New Jersey

**Sidney Wong**, AVP, Policy  
ISO Claims Analytics, North Reading, Massachusetts

**Christine Donovan**, Team Leader—Analytics  
ISO Underwriting, Warwick, United Kingdom

**Judah Cohen**, Principal Scientist  
AER, Lexington, Massachusetts

**Javier Sanchez**, Computer Vision Automation Developer  
Geomni, Alcorcon, Spain

**Irina Mamieva**, Quality Assurance Team Lead  
Sequel, Malaga, Spain

**Hannah Barnhart**, Field Representative  
ISO Underwriting, Jersey City, New Jersey

**Carla Yianni**, Client Services Support  
Wood Mackenzie, London, United Kingdom

**Joseph Jorgensen**, Director of Security & Compliance  
Verisk Financial | LCI, Burlingame, California

**Greg King**, Data Engineer  
Verisk Financial | Argus, White Plains, New York

**Adam Petersen**, AVP of Marketing Operations & Analytics  
Xactware, Lehi, Utah

**Yannan Chen**, Marketing Specialist  
Verisk Financial | G2, Bellevue, Washington

**Stelios Minas**, Risk Consultant  
AIR, Singapore

**Mihaela Stoyanova**, Product Safety Specialist  
Verisk 3E, Sofia, Bulgaria

### SMALL PHOTOS ON BACK COVER: BY COLUMN, FROM TOP TO BOTTOM

**Ivette Santiago**, Finance Specialist  
ISO Underwriting, Jersey City, New Jersey

**Gerald Luneke**, Account Executive  
iiX, Bryan, Texas

**Angela Wolfe**, Medical Director  
ISO Claims Partners, North Reading, Massachusetts

**Leah-Ann Watt**, Legal & Contracts Advisor  
Verisk Law & Corporate Center, London, United Kingdom

**James Jumper**, Customer Success Manager  
PowerAdvocate, Boston, Massachusetts

**Evgeniy Kim**, Director of Cloud Architecture  
Verisk IS&T, Jersey City, New Jersey

**Sarah Nortz**, Director of Operations  
Verisk Financial | G2, Bellevue, Washington

**Heather Carlone**, VP of Employee Experience  
Verisk Human Resources, Jersey City, New Jersey

**Ben Sempala-Ntege**, Head of Client Success  
Verisk Maplecroft, Bath, United Kingdom

**Megan Zimmerman**, Senior Scientist & Seismologist  
AIR, Boston, Massachusetts

**Vicente Bautista Cano**, Database Architect  
Xactware, Malaga, Spain

### Verisk Inventory of Greenhouse Gas Emissions (page 15) Notes:

Organizational boundary covers 100 percent of the units conducting business within the Verisk family of companies for the years ending December 31, 2015, 2016, 2017, and 2018.

- The 2015 and 2016 emissions of Verisk Health, divested by Verisk during 2016, aren't included in the inventory. The emissions of two companies acquired by Verisk during November 2015—Infeld and PCI—were added to the inventory for the months of November and December 2015.
- The 2016 emissions of five companies acquired by Verisk during 2016 have been added to the inventory for the months indicated: Analyze Re (November and December 2016), GeoInformation Group (December 2016), Greentech Media (August through December 2016), MarketStance (December 2016), and Risk Intelligence—Ireland (May through December 2016).
- The 2017 emissions of seven companies acquired by Verisk during 2017 have been added for the months indicated: Healix (March through December 2017), Fintellix (April through December 2017), MAKE (June through December 2017), Geomni (July through December 2017), G2 Web Services (September through December 2017), LCI (September through December 2017), and Rebmark (December 2017).
- The 2018 emissions of five companies acquired by Verisk have been added for the months indicated: Service Software (January through December 2018), PowerAdvocate (January through December 2018), Marketview (February through December 2018), Business Insight (March through December 2018), and Validus-IVC (July through December 2018).

In conjunction with the 2016 inventory, reported 2015 emissions for business air travel were restated, reflecting a change in calculation methodology necessary to allow an appropriate comparison between both years.

Scope 3 reporting is optional. Verisk's annual Scope 3 inventory totals represent emissions from business air travel and downstream leases. The percentage attributable to business air travel is 96.9 percent (2015), 99.3 percent (2016), 99.7 percent (2017), and 100 percent (2018). Totals are rounded.

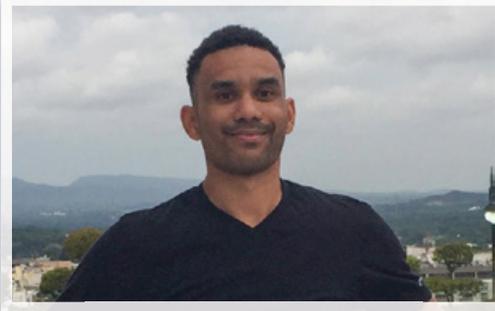
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Dario Pereira, Systems Engineer | Verisk Financial | Argus  
White Plains, New York



Neil Spector, President | ISO  
Jersey City, New Jersey



Indigo Ellis, Head of Africa Research  
Verisk Maplecroft  
London, United Kingdom



Gavin Law, Head of Gas, LNG & Carbon Consulting  
Wood Mackenzie  
Edinburgh, United Kingdom