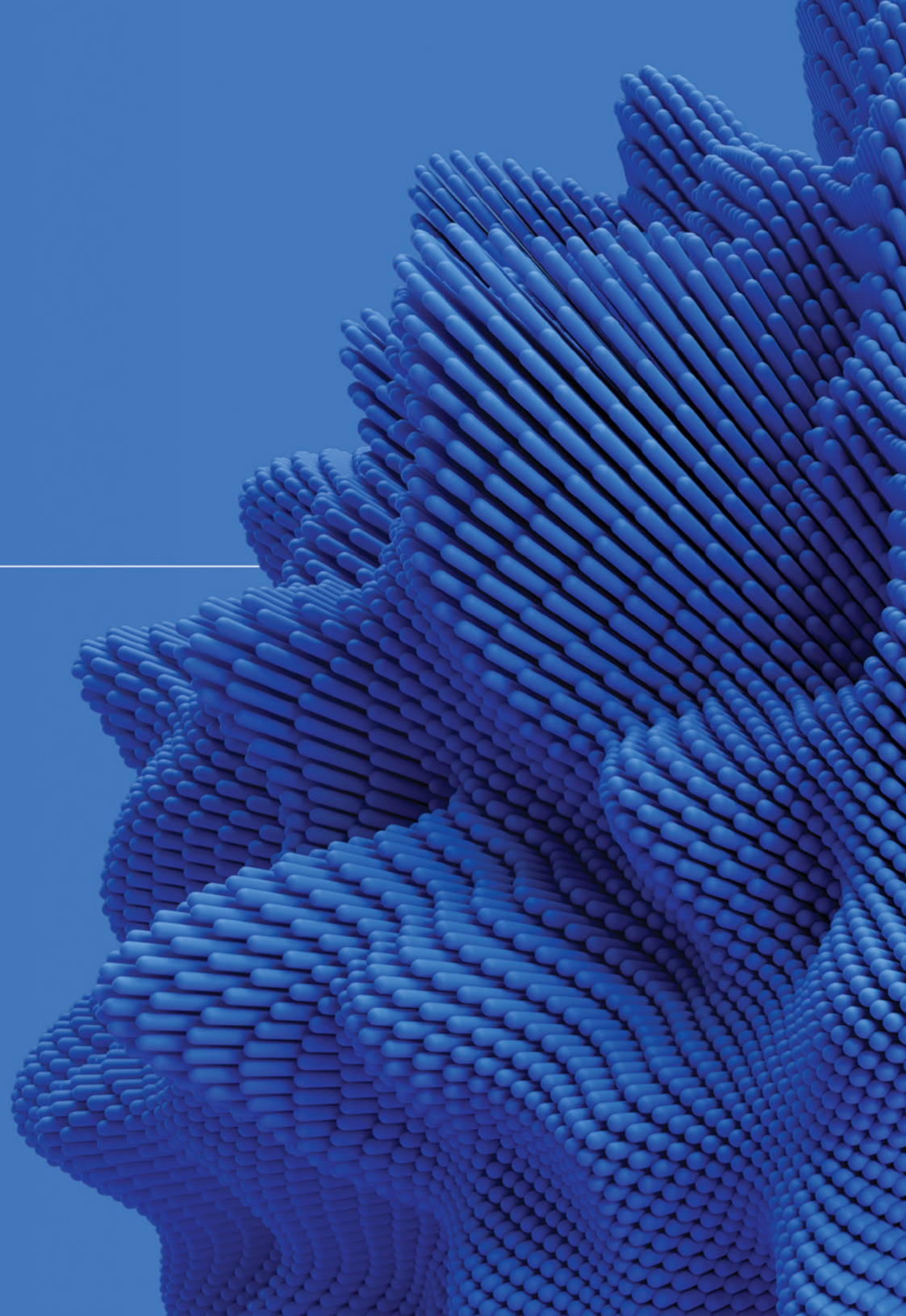




# 2024 Corporate Responsibility Report



# About Verisk

Verisk (Nasdaq: VRSK) is a leading strategic data analytics and technology partner to the global insurance industry. It empowers clients to strengthen operating efficiency, improve underwriting and claims outcomes, combat fraud, and make informed decisions about global risks, including climate change, extreme events, sustainability, and political issues. Through advanced data analytics, software, scientific research, and deep industry knowledge, Verisk helps build global resilience for individuals, communities, and businesses. With teams across more than 20 countries, Verisk consistently earns the [Great Place To Work® Certified™](#) company designation and fosters an [inclusive culture](#) where all team members feel they belong.

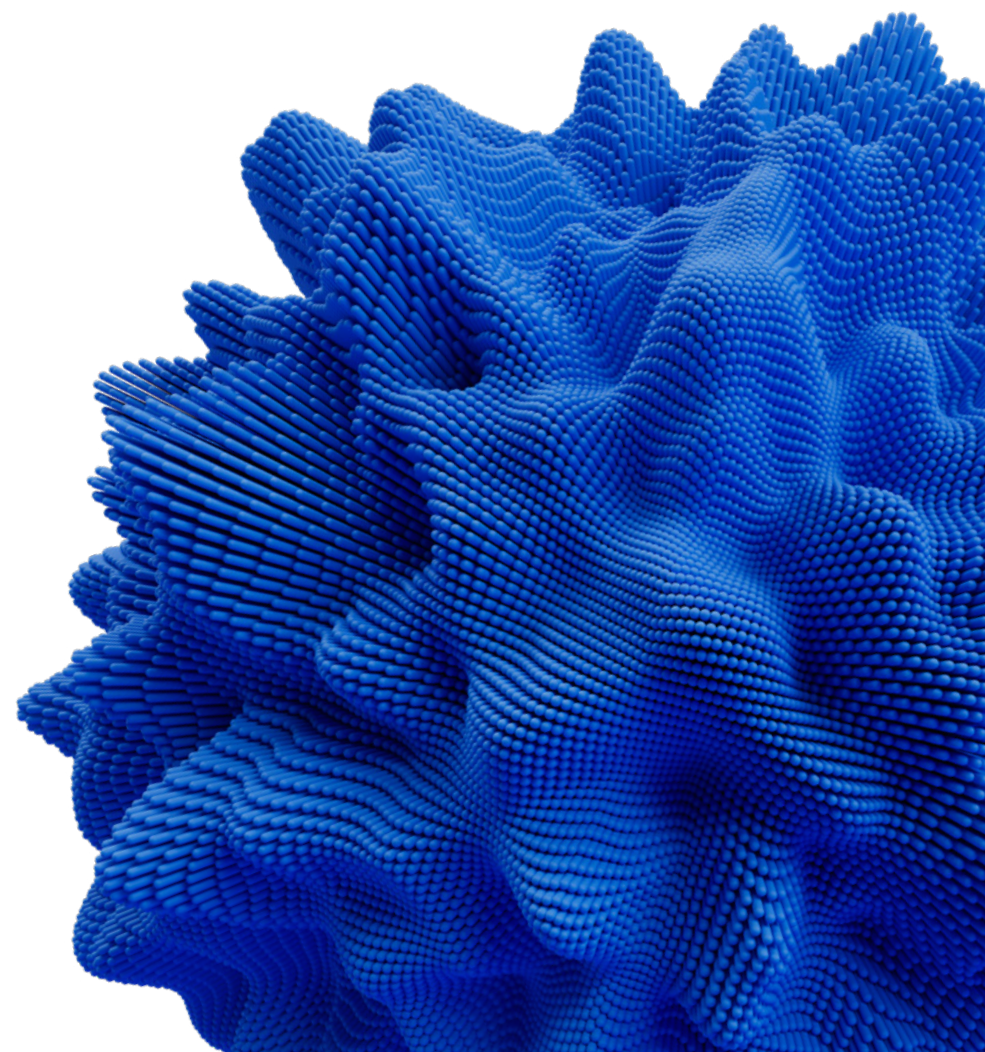
For more information, visit [Verisk.com](#) and the [Verisk Newsroom](#).

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

To access Verisk's policies, governance documents, and annual financial and sustainability reports, please visit our [Sustainability Resources and Reporting Hub](#).

For additional details about Verisk's business, including risks that may significantly impact our operations, financial health, and performance, please refer to our latest [Form 10-K](#).

This report covers activities by Verisk Analytics Inc. and all subsidiaries from January 1 to December 31, 2024, unless otherwise noted.





# A Message to Our Stakeholders

Our purpose of working together to build global resilience is not just about addressing the challenges of today but also about working with stakeholders in shaping a better tomorrow. I'm therefore pleased to share our 2024 Corporate Responsibility Report and highlight some of the incredible work of our team members.

With tragic consequences for individuals, communities, and businesses, severe weather events were seen throughout 2024, and at the start of 2025 destructive wildfires spread through much of Southern California. Verisk assisted in several ways including deploying our AI-enhanced property estimating solutions in support of the claims and rebuilding process and using our unique data and catastrophe models to inform resilience and mitigation efforts. It takes time to rebuild after such horrific events, but we are proud that our work, highlighted in the [Working with Purpose](#) section of this report, continues to contribute to mitigation and reconstruction efforts as well as the resilience of communities in California and around the globe.

Our journey of corporate responsibility is tied to our larger commitment to resiliency. As we navigate an increasingly complex and dynamic global landscape, we continue to take meaningful steps towards constant progress, meaningful connections, and accountability. Over the past year, we continued our commitment to ethical conduct, introducing our new Commitment to Ethical and Responsible AI, and

enhanced our governance structure through the establishment of a dedicated Risk Committee within our Board of Directors.

Our employees drive everything we do. To develop our team, we continued to invest in their learning and development. As examples, last year we created a new career framework and new leadership development programs. We also launched Engagement Rx, a global digital health and wellness coaching platform, to support the health, safety, and well-being of our colleagues while also continuing our two wellness days and early closure summer Fridays.

We are proud to note that as of January 2025, the Science Based Targets initiative (SBTi) has validated the science-based greenhouse gas emissions reductions targets submitted by Verisk. We have committed to near-term targets and achieving net-zero emissions by 2050.

Our dedication to social responsibility extends beyond our immediate business operations into our local communities. Verisk held our 11th consecutive Volunteer Week where over 1,000 employees across 23 locations and 7 countries came together to support various organizations. By fostering a culture of volunteerism and giving among our employees, highlighted in the [Community Impact](#) section, we amplify our positive impact and contribute to the development of our communities.

The actions we take today will shape the world of tomorrow. We look forward to the continued partnership with our stakeholders and helping the insurance industry, which plays a vital role in society, build continued resilience and long-term sustainability in 2025 and beyond.



A handwritten signature in dark ink, appearing to read 'L. Shavel'.

**Lee M. Shavel**

President and Chief Executive Officer

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# Working with Purpose







## Our Approach to Sustainability

Verisk is a leading data, analytics, and technology provider. We are shaping a future of resilience by partnering with the global insurance industry to deliver strategic insights into existing and emerging risks. Using advanced technologies to collect and analyze billions of records, we draw on unique data assets, insurance industry knowledge, and technological expertise to provide valuable solutions for our clients to protect individuals, communities, and businesses. We offer predictive analytics and decision support solutions to clients in rating, underwriting, claims, catastrophe, weather risk, and many other fields.

A list of our sustainability solutions and services can be found in [Appendix A](#).

Building resilience isn't about one single action, but rather a network of interconnected, sustainable choices—threads of resilience that, together, form something much stronger. At its core, Verisk's sustainability strategy is one of constant progress, connection, and accountability as we look to shape tomorrow.

### Sustainability Oversight

Verisk's sustainability program is managed by the Corporate Sustainability team and is overseen by the Board's Governance, Corporate Sustainability, and Nominating Committee. The Committee assists the Board in evaluating the Company's key sustainability, risks, and opportunities and provides oversight of the Company's public disclosures and shareholder engagement concerning sustainability matters. More information can be found in our [2023 Task Force on Climate-related Financial Disclosures \(TCFD\) Report](#).

## Assessment of our Sustainability Issues

In 2024, we worked with a third-party consultant to update the assessment of our priority sustainability issues. We wanted to gain a deeper understanding of our most significant impacts on people and the environment ('impact' perspective), as well as the most significant financial risks and opportunities arising from each sustainability issue ('financial' perspective)<sup>1</sup>. This assessment will not only help guide our sustainability management efforts moving forward but also support our future alignment with emerging regulatory requirements in the U.S. and worldwide.

The updated assessment largely reinforced the conclusions of our previous assessment and existing strategy.

<sup>1</sup> i.e., Impact of each issue on Verisk's financial position, financial performance, cash flows, its access to finance or cost of capital over the short-, medium- or long-term.

### Process

The assessment process was structured in a way to identify what matters most in terms of our impact on people and the environment, and related financial impacts on the company. We carried out baseline research, including peer benchmarking, a media review, sector analysis, the evaluation of external regulations and frameworks, and an examination of internal documents.

This was used to produce an updated list of relevant sustainability issues that was mapped against relevant European Sustainability Reporting Standards (ESRS) topics, sub-topics, and sub-sub-topics to ensure full coverage (where relevant). These issues were organized across five categories: business sustainability, environment, people, products and services, and society.

Each issue was then subject to separate, score-based ‘impact’ and ‘financial’ assessments using 1-5 scoring scales, with 5 being most significant. In terms of ‘impact’, we took into consideration likelihood and severity (i.e., scope, scale, and irremediability). In terms of the ‘financial’ assessment, we took into consideration likelihood and the value of the risk/opportunity. In both cases, we also considered:

- The timeframes in which each impact, risk, or opportunity was expected to manifest
- The characteristics of associated impacts (e.g., positive or negative, actual or potential, source of impact)
- The characteristics of associated financial implications for the Company (e.g., risk or opportunity, actual or potential, primary source of risk/opportunity)

After the initial list of scored/prioritized issues was developed, we engaged internal and external stakeholders (including a U.S. insurance state regulator, four major customers, and three of Verisk’s leading shareholders) to review and provide feedback on our initial assessment. This feedback was used to adjust the final results.

Results

We applied a threshold score of 2.5 (out of 5) to prioritize these issues (i.e., from both an ‘impact’ perspective and from a ‘financial’ perspective), with anything at 2.5 and above determined ‘significant’. The results and findings were largely consistent with our last assessment, despite the evolution of our assessment methodology and the scope of the

assessment. Our most significant issues are listed alphabetically in Table 1 below and shown to be relevant from either an ‘impact’ or ‘financial’ perspective.

Even if an issue was not rated ‘significant’, they remain relevant and are actively managed. These issues can still impact stakeholders, reputation, or compliance and may become more significant over time.

Therefore, we will continue to monitor for any developments in this space and adapt our approach as needed to ensure we maintain a holistic and responsible approach to our sustainability strategy.

Moving forward, we will continue to focus on integrating the insights from this assessment into our strategic decision-making and ensure that our sustainability initiatives are aligned with both our business objectives and the needs of our stakeholders.

Table 1: Verisk’s most significant sustainability issues

Issue	Impact	Financial
Compliance and business ethics (including antitrust)	Yes	Yes
Cybersecurity	Yes	Yes
Employee well-being	Yes	No
Ethical data use and privacy	Yes	Yes
Government relations and policy	No	Yes
Operational and financial resilience	Yes	Yes
People relations and engagement	Yes	No
Physical and transitional climate risks/opportunities	No	Yes
Protecting people and property	Yes	Yes
Research and innovation	Yes	Yes
Talent attraction, development, and retention	Yes	Yes
Understanding climate and weather	Yes	Yes
Value creation and distribution	Yes	Yes

Descriptions of these issues can be found in [Appendix B](#).

## Highlighting our Work

Much of our work helps people, communities, and business become stronger, more resilient, and more sustainable. Here are examples from the past year on how we work with purpose in shaping tomorrow.

### Supporting the Wildfire Work in California

In early 2025, destructive wildfires spread through much of Southern California. Verisk has provided ongoing support, experience, and solutions to clients and impacted communities. These include:

- We have proactively offered access to our tools, data, and direct assistance from our teams.
- Our property estimating solutions are supporting claims adjusters and restoration contractors in the rebuilding process, and we enabled AI features so clients can deliver faster assistance to policyholders.

- Our PCS® business, which serves as an industry benchmark, provided catastrophe loss information to clients, and our extreme events business provided loss estimates for the fires (between \$28 billion and \$35 billion). These loss estimates help the industry in the near term by creating a clearer understanding of a disaster's impact, and over the long term they can help inform resilience and mitigation efforts and refine catastrophe models.

#### Verisk Wildfire Solutions

[Canadian Wildfire Grading Index](#)

[Catastrophe \(Cat\) Modeling](#)

[FireLine®](#)

[FireLine® Risk Report](#)

[Wildfire Models](#)

[Wildfire Mitigation](#)

### Verisk Benchmark Reports Streamlining Weather-Related Claims

Verisk Benchmark® Reports are now accessible through Guidewire, offering insurers precise weather verification data early in the claims lifecycle. Insurers and adjusters can use location-specific weather data to validate claims. Benchmark reports offer insights into both recent and historical weather events for most locations in the U.S. and Canada, including damage that occurred before the current policy started.

The growing number and complexity of claims due to severe weather events underscore the need for such tools. These tools enable insurers to leverage detailed, location-specific data to better assess risks and ensure claims are handled fairly and efficiently, helping communities rebuild faster after weather events.

The addition of Benchmark Reports to the Guidewire Marketplace is part of Verisk's open ecosystem strategy, enabling interoperability within the insurance industry. This partnership, which began in 2003, provides integrated solutions to simplify workflows and improve accuracy. Verisk has built more than 40 integrations for the Guidewire Marketplace, with current integrations available in [ClaimCenter](#) and [PolicyCenter](#). Discover more about the [Verisk suite of products](#) that are available in the [Guidewire Marketplace](#).





## Verisk Offers Insurers Address-Level Insights to Better Assess Fire Protection Capabilities

Verisk introduced LOCATION® Property Protection Score (PPS™), which provides insurers with a score representing fire protection capabilities at the address level, aiding in accurate rating and underwriting of homeowners' risks. Building on the industry-leading LOCATION Public Protection Classification (PPC®), used by over 250 insurers, LOCATION PPS leverages the Fire Suppression Rating Schedule (FSRS) criteria and is enhanced with inputs such as actual drive times to fire stations, property-specific characteristics, and detailed measurement of distance to water.

LOCATION PPS offers stronger predictive performance and insights for insurers on the properties they insure. Fire departments and communities can also impact LOCATION PPS scoring by updating and maintaining their fire suppression system and criteria, which in turn, builds more resilient communities.

## Government Relations Team Supports Industry Education Outreach to Policymakers on Risk Management Tools

As severe storms and catastrophes become more frequent, insurers need effective tools to manage risk and financial stability. Verisk's solutions, such as Roof Age, 360Value®, and FireLine, use imagery and analytics to help insurers make informed decisions, benefiting property owners with adequate coverage and faster claims processing. Understanding these tools is crucial for regulators.

Verisk's Government Relations team collaborated with internal product specialists to develop resources for use by the insurance industry in educational outreach to regulators and legislators on the importance of these risk management tools.

The team has also been a resource for regulators on wildfire risk management solutions. Verisk has engaged with regulators in 13 wildfire-prone western states to discuss wildfire risk and Verisk's wildfire risk management solutions like FireLine and the Verisk Wildfire Model for the United States. Meetings with Commissioners and Deputy Commissioners in states such as California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, and Washington, among others, have highlighted the importance of managing wildfire risk.

To further support education initiatives, Verisk launched a webinar series in late 2023, continuing into 2024 with topics like building codes, loss cost fundamentals, and catastrophe modeling. These webinars have been well-received, enhancing Verisk's role as a thought leader with regulators.

## Utilizing Agricultural Risk Modeling Solutions to Understand How Climate Change Impacts Crop Production and Insured Losses

At the end of 2024, Lockton Re, a leading global reinsurance broker, announced a strategic collaboration with Verisk to bring new (re)insurance products to the market. Lockton Re will use Verisk's agricultural risk modeling solutions—including Verisk's Multiple Peril Crop Insurance (MPCI) and Crop Hail

Model for the U.S.—to understand how climate change and meteorological factors are impacting crop production and potential insured losses.

Verisk's models provide scientific and stochastic insights into the risks facing the U.S. crop industry today. They are unique in that they simulate hailstorms based on 10,000-year stochastic event catalogs. Lockton Re will utilize these models for the most realistic view of loss scenarios, factoring in crop genetics, yields, prices, exposure, weather data, policy conditions, and management practices. Verisk's crop models will support Lockton Re's development of new indexed products to help (re)insurers manage the growing climate-related risks in agriculture.

More information on Verisk's agricultural risk modeling solutions [here](#).



## Impact Offshore Renewables Module — Helping the Insurance Industry Transition to Renewable Energy

In 2024, Sequel® Impact, Verisk Specialty Business Solutions's web-based risk exposure management system, added a new offshore renewable energy module. This enhancement leverages the comprehensive worldwide offshore windfarms dataset curated by the research arm of Clarksons, the world's biggest shipping services provider.

According to Clarksons, the number of active windfarms today is roughly 330 and is expected to grow to over 700 by the end of the decade. This growth underscores the need for insurers to better understand and manage renewable energy exposures, enabling them to make informed underwriting decisions and respond quickly to incidents or manufacturing defects.

In addition to the typical generation of clear exposure reports offered by Sequel Impact, the new module offers an in-depth view of each site, including turbine make, location, and size. As a result of growing demand, the data is available both as map overlay and in a table format. Users can visually identify the



location of faulty turbines and can clarify any exposure clashes and coverage limits. A specific filter layer for visualizing cables—an area of significant concern for insurers due to the high volume of related claims—offers new and valuable insights.

The offshore renewable energy module is a crucial tool for insurers, aiding in the transition to renewable energy. It provides the granular data necessary for writing new lines of business for offshore wind projects in a streamlined and cost-effective manner. Future enhancements to the module will include other renewable energy sources such as solar, tidal, or hydro.

More information on offshore renewables [here](#), and Sequel Impact [here](#).

## Business and Human Rights Navigator: Continuing to Support Human Rights Education

Verisk Maplecroft continues to host, maintain, and update the Business & Human Rights Navigator (BHR Navigator) in partnership with the United Nations Global Compact (UNGC) and the German government's Helpdesk on Business and Human Rights. The launch of the BHR Navigator began in 2022.

The BHR Navigator is a comprehensive online resource for companies to better understand and address human rights impacts in their global operations and supply chains. It provides users with clear, actionable guidance from internationally recognized experts. The website currently features in-depth analyses of several issues, ranging from child labor to freedom of association, migrant workers, occupational health and safety, and forced labor.

In 2024, a new human rights issue was added: the right to a healthy environment. This addition reflects the growing attention from the international legal community to the impacts of environmental damage on people's rights. Each topic is accompanied by due diligence recommendations as well as impactful case studies illustrating how other businesses have responsibly addressed human rights impacts.

Additionally, the BHR Navigator has expanded its language offerings by adding French, bringing the total number of languages available on the site to four.

The Business & Human Rights Navigator can be found [here](#).

## Strategic Integration with Aviva to Boost Property Claims Efficiency in Canada

Verisk and Aviva Canada, a premier provider of insurance solutions in Canada, announced in Fall 2024 that Aviva will leverage Verisk's cutting-edge property estimation technology and insights for its claims handling solutions, enhancing accuracy and efficiency in processing for its partners and customers.

Aviva will integrate Verisk's Xactware® suite of products—Xactimate®, XactAnalysis®, and XactXpert®—directly into their environment with the aim of optimizing insurers' internal processes. These tools are designed to ensure fair and accurate claims settlements, streamline operations to reduce delays and disputes, and maintain regulatory compliance. The goal is to set a new standard in claims accuracy and reliability, ultimately providing a smoother and more reliable customer experience.

Find more information on Xactimate [here](#), XactAnalysis [here](#), and XactXpert [here](#).

## Launch of Verisk Maplecroft's Asset Risk Exposure Analytics (AREA)

In July 2024, Verisk Maplecroft launched a new data solution called Asset Risk Exposure Analytics (AREA), which assesses location-specific risks to the assets of over 50,000 publicly traded companies. This tool provides investors with a comprehensive view of corporate exposure to global climate, environmental, human rights, and political risks by combining the locations of over 4 million corporate assets with geospatial risk data.

AREA features detailed data on 85 individual risk issues: 18 political risks, 30 human rights issues, 18 climate hazards, and 19 environmental risks. These issues are mapped to subnational levels to reveal hidden vulnerabilities and strengths in companies' global operations.

This enables investors to assess companies across various sizes, industries, and geographies using a consistent scoring framework, offering them a new perspective on companies' risk and sustainability profiles. The solution is applicable to all equity investing and can facilitate better risk analysis, portfolio construction, and more targeted and impactful stewardship and engagement.

More information can be found [here](#).

## Emerging Issues

Verisk's Emerging Issues team continues to monitor a wide range of developments and trends to help insurers and risk management professionals better identify and understand the risk exposures of the future.

Among the topics they spotlighted during 2024: the growing risk of land subsidence and its potential to damage hazardous waste sites, the challenges and opportunities facing America's aging electrical grid, and how some states are helping homeowners address the climate crisis by incentivizing construction to mitigate damage from high winds.

The risk of subsidence is increasing, particularly in coastal cities. Subsidence is a gradual settling or sudden sinking (e.g., sink hole) of land due to the removal or displacing of materials underground, whether by human or natural causes. This phenomenon poses a significant threat to property and critical infrastructure. Rising sea levels are adding an extra challenge to coastal areas that are experiencing subsidence, leading to more severe flooding. For example, along the U.S. East Coast, properties are sinking at a rate of several millimeters per year. Additionally, numerous hazardous waste sites in the U.S. are at risk because they are situated on or near sinking land and along coasts. Damage to these waste sites from subsidence has the potential to significantly impact people's lives and their living conditions, while also exposing insurers to substantial costs. Although reversing the natural processes driving subsidence is difficult, mitigation is possible, for example, by halting groundwater extraction and adopting land management practices that do not exacerbate subsidence.

Changing weather patterns, including hotter summers and more frequent extreme weather events, have placed intense pressure on the U.S. electrical grid. Higher temperatures typically drive a greater demand for electricity to run air conditioners. Intense storms can cause damage to transmission lines. An aging

infrastructure can increase the risk of blackouts in these situations. In addition, there is new energy demand originating from the recent surge in use of AI that requires more electricity to run models at data centers. Utilities are struggling to meet this growing electrical demand, with many needing to keep gas-fired power plants operational or building new ones to reduce the risk of blackouts. Despite these challenges, the U.S. grid has proven more resilient than initially expected, with many attributing this to the diversification of energy sources and the growth of renewable energy sources.

Destructive high winds and hail from hurricanes and thunderstorms pose significant risks to lives and property, costing the insurance industry billions annually. The climate crisis has increased the frequency and severity of these storms. Efforts have increased in recent years to develop—and incentivize—residential and commercial construction capable of withstanding powerful windstorms. Building standards developed by the Insurance Institute for Business & Home Safety (IBHS), for instance, recognize a variety of building methods that exceed traditional building codes to protect structures against hurricanes and high winds. However, high construction costs and supply chain disruptions could limit homeowners' ability to fortify their homes with these methods. Research suggests that while these mitigation efforts may be costly initially, they offer long-term benefits for property owners.



# Responsible Business



Verisk serves as a trusted partner, positioned at the forefront where people, data, and advanced technology converge. In 2024, we made significant strides to further enhance our governance strategy, demonstrating our commitment to responsible business practices.

### Verisk Enhances Risk Management with Dedicated Board Committee

To better organize and delineate oversight of specific risk categories, the Board formed a new Risk Committee in early 2024 which, in coordination with the Audit Committee, oversees risk assessment and risk management of the Company; reviews with management matters relating to the policies, practices, and outcomes of the Company associated with risk management such as cyber and information security; and oversees the Company's Enterprise Risk Management (ERM) function.

### Completion of Declassified Election Terms for Directors

Verisk's Board became fully declassified in 2024 with all 11 director nominees standing for election at the 2024 Annual Meeting for one-year terms. Having all directors stand for election annually for one-year terms—rather than at staggered intervals for multi-year terms—is intended to advance the interests of accountability and help promote Board refreshment.

Highlights of our governance practices:

**Fully declassified  
Board and 1-year  
terms**

**Mandatory director  
retirement age of  
75**

**No poison pill**

**Annual  
Say-on-Pay  
vote**

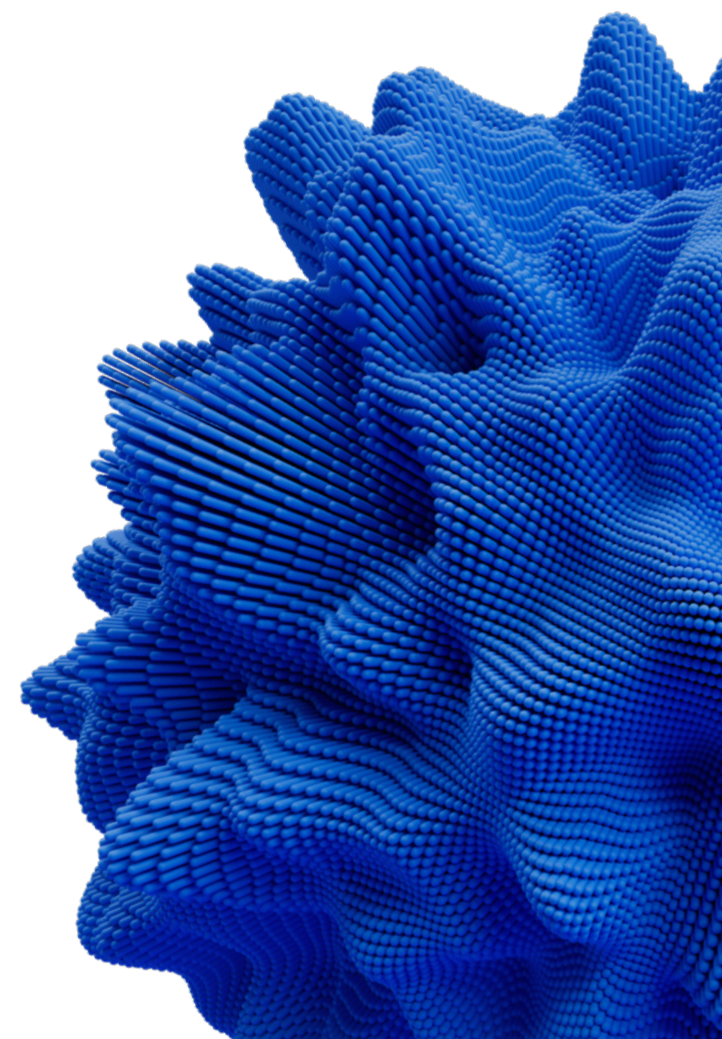
**Proxy access for  
qualifying  
shareholders to  
nominate directors**

**Annual Board and  
Committee  
evaluations**

**Majority voting in  
uncontested  
director elections**

**Separate roles of  
Independent Chair  
and CEO**

**Board refreshment  
with eight new  
directors  
nominated since  
2022**



## Verisk Strengthens Clawback Policy

In 2024, Verisk expanded the Company's Clawback Policy which was first introduced in 2023. In addition to the Nasdaq-compliant non-discretionary clawback of executive compensation in the event of a financial restatement, the Board now has the discretionary ability to recoup covered compensation in the event of executive misconduct that results in material financial, operational, or reputational harm to the Company. This policy expansion reinforces the Company's culture of ethical conduct by establishing the appropriate tone at the top.

## Verisk Increases Transparency with New Political Contributions Disclosure

To increase political transparency in 2024, Verisk disclosed a new **Report on Company Payments, 2021-2023: Political Contributions, Trade Associations, and Lobbying Related**. In compliance with Verisk's Anti-Bribery and Corruption Policy ("ABC Policy"), the Company made no payments to candidates for political office, political parties, and political committees during the calendar years 2021 through 2023.

The Company provided additional information on payments of over \$10,000 made to trade associations and the non-deductible lobbying interest payment made to those organizations during calendar years 2021 through 2023. This information was previously disclosed in Verisk's federal tax returns.

The new disclosure is intended to promote transparency with our shareholders about how the Company's spending promotes and protects shareholder value. An updated version of the report will come out in 2025 and will be added to our [Sustainability Resources and Reporting Hub](#).

You can access the report [here](#).

## Verisk's Commitment to Ethical and Responsible Artificial Intelligence (AI)

As a global data, analytics, and technology company, Verisk responsibly leverages AI to drive innovation, complement human capabilities, and enhance efficiency internally and for our clients. In 2024, Verisk publicly issued its *Commitment to Ethical and Responsible AI*, which details our comprehensive and consistent governance framework that empowers our teams to capitalize on opportunities AI offers while maintaining our commitment to ethical conduct, fairness, and transparency in a rapidly transforming space.

The Commitment details our human-centered values and approach to AI development, our ethical AI principles, AI governance structure, AI standards, and the AI review processes, among other items. The framework is consistent with our core corporate governance processes to implement strategy, operations, and risk management practices throughout the organization.

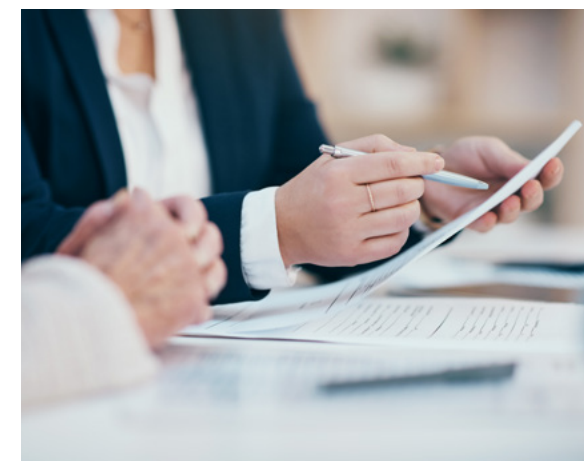
The commitment is available [here](#).

## Commitments Month 2024

Commitments Month is an extensive, mandatory training initiative designed to promote risk awareness and compliance. Held in March - April, it includes a variety of courses that are tailored to specific roles and locations under the themes of General & Regulatory Compliance, Data Privacy & Information Security, and Employee Safety & Relations. Additionally, all Verisk workforce members are required to complete policy acknowledgements.

To ensure accessibility, most training courses and policy acknowledgements are available in multiple languages, including English, German, French Canadian, Chinese, Spanish, and Polish.

The training requirements apply to all levels of the company, including Verisk's CEO and senior business leaders. As of the end of the year, nearly 7,000 employees and 700 contractors successfully completed the training, achieving an impressive completion rate of 99.8%.





## Verisk Continues to Issue Annual Statement on Modern Slavery

Verisk issued a 2024 Statement on Modern Slavery in accordance with legislation in the United Kingdom. The statement, available in eight languages, highlights Verisk's low exposure to modern slavery risks, as the Company is a professional services organization. Verisk does not engage in manufacturing operations, and none of our Tier 1 procurement spending is directed at industries frequently associated with a high risk of modern slavery, such as agriculture or extractives.

Verisk takes proactive measures to emphasize employee awareness and training, including adopting an organization-wide human rights policy, prohibiting forced labor in our Code of Business Conduct and Ethics and Supplier Code of Conduct, and requiring employees to undergo annual training on modern slavery and Verisk's Human Rights policy.

The 2024 Statement on Modern Slavery is accessible [here](#).

## Responsible Procurement

As sustainable procurement becomes increasingly crucial for businesses worldwide, Verisk made several changes to policies and practices in 2024 to align with this trend. We updated our Supplier Code of Conduct (SCoC) to reflect our strong business ethics and the expectations of our clients. To integrate these changes into our supplier agreements, we revised the "Doing

Business with Verisk" clause, simplifying the process for auditing suppliers on sustainability initiatives and ensuring compliance with our SCoC.

In 2025, we plan on launching a new vendor self-registration portal, which will enhance our due diligence processes and allow us to capture sustainability profiles for our vendors. This initiative will support our broader vendor strategy, ensuring alignment with our sustainability goals. Our procurement team works closely with the sustainability department to ensure this strategy supports our corporate objectives.

Verisk looks forward to collaborating with our supply chain in 2025 and beyond to strengthen both our own and our vendors' sustainability efforts.

## 2024 SASB Report

For the fifth consecutive year, Verisk has published a report in accordance with the Sustainability Accounting Standards Board (SASB) disclosure framework for professional and commercial services companies. The framework helps companies identify and report on the sustainability-related risks and opportunities that the SASB deems to be most relevant to the financial performance of companies in the sector. Verisk's 2024 SASB Report is attached as [Appendix C](#) and is also available in Verisk's [Sustainability Resources and Reporting Hub](#).

For more information on our policies, procedures, and measures taken to be a responsible business, visit Verisk's:

1

[Governance Documents](#) page: highlights various policies (e.g., Code of Business Conduct and Ethics, Anti-Bribery and Corruption Policy), Committee Charters, and our Corporate Governance Guidelines, to name a few.

2

[2025 Proxy Statement:](#) provides essential information about the 2025 Annual Meeting of Shareholders, corporate governance updates from the previous year, and details on our Board of Directors and Executive Officers.

3

[Sustainability Resources and Reporting Hub:](#) find information about Verisk's policies, governance documents, and annual financial and sustainability reports.

# Our Employees



Our employees are at the heart of what we do. Our global workforce is united by our mission to serve, add value, and innovate for customers. We continue to invest in our people worldwide by encouraging all employees to reach their full potential through a focus on learning, providing competitive compensation and benefits, and a culture anchored in our purpose-driven values of caring, learning, and results.

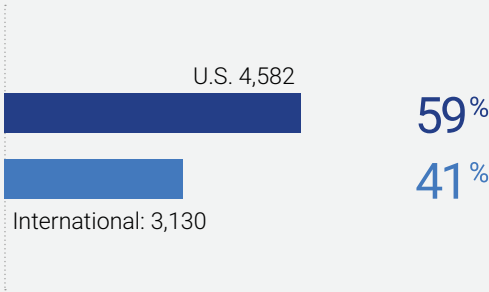
We value:

**Caring.** We care about growing our business, our capabilities, and our skills and about helping our customers and communities grow with resilience.

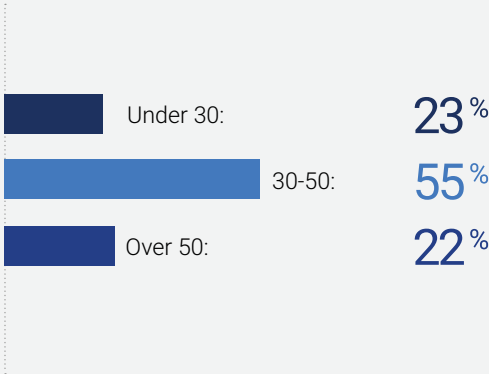
**Learning.** Our deep domain expertise enables us to invent the future for the industry and our clients.

**Results.** As good stewards, we continually innovate processes and technologies that deliver productivity and cost-effectiveness at scale.

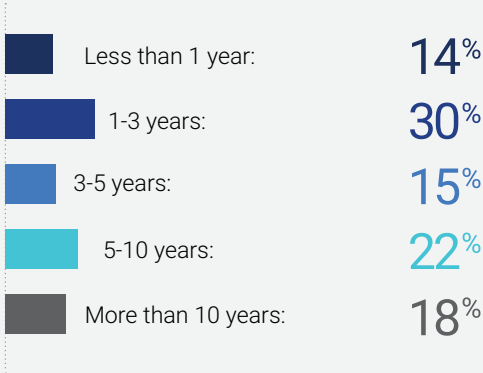
Headcount (# and %)



Employee Age Groups (%)

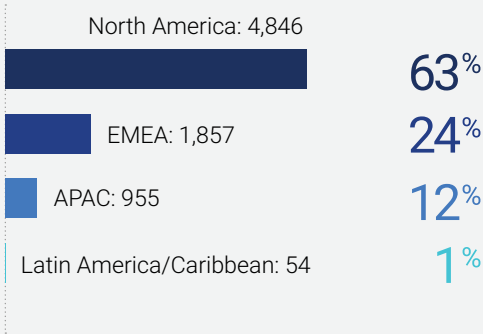


Tenure (%)



For employees who join Verisk through an acquisition, their tenure calculation starts from the date of acquisition

Employees by Region (# and %)



Percentages are based on a total employee population of 7,712 as of 12/31/2024.

Percentages are rounded to nearest whole value and may not total 100%



## Talent Attraction and Engagement

Verisk's shared purpose, which employee feedback helped shape, guides the company's commitment to invest and continuously assess how to best foster a work environment that focuses on the security, satisfaction, and well-being of its colleagues, clients and communities. By prioritizing a positive workplace experience, Verisk has created a culture that attracts and retains top talent, driving innovation and excellence across the business.

Verisk's culture of learning, caring, and results is sustained and strengthened by people with diverse experiences, backgrounds, and perspectives working together toward common goals.

### Engagement Survey

The company gathers employee feedback at key stages: during onboarding, after 90 days, through an annual engagement survey, and in exit interviews. This feedback loop drives continuous engagement, feedback, action, and improvement.

All employees are encouraged to take part in our annual engagement survey, conducted by an independent third party, which is confidential and voluntary to ensure impartial results. It assesses employee sentiment on past events, present experiences, and future expectations, covering areas such as learning and development, leadership

effectiveness, alignment with purpose values, feedback and recognition, and well-being. The survey's insights guide our annual action planning to enhance the employee experience.

Verisk's employee engagement score for 2024 was 78%. Over the past four years, employee engagement scores have consistently ranged between 76% and 78%. While the overall engagement score remained consistent from 2023, we achieved meaningful progress in most of our focus areas, with improvements of 1 to 3 percentage points.

### Highlighting our Award-Winning Culture

For the ninth consecutive year, Verisk received certification from Great Place To Work® for outstanding workplace culture in the United States.



Verisk received fifth-time certification in the United Kingdom, Spain, and India, and third-time certification in Poland. Collectively, these countries represent approximately 87.4% of our global workforce.

Great Place To Work is a global authority on workplace culture and the impact of employee experience on revenue, talent acquisition and retention, and innovation. To achieve certification, Verisk employees are surveyed on the extent to which they reported a consistently great workplace experience—considering factors such as company leadership, values, inclusivity, and innovation.

Verisk was also recognized by Great Place To Work on multiple Best Workplaces™ lists.

For the fourth consecutive year, Great Place To Work UK named Verisk among **Best Workplaces in the UK™** (for large organizations); **UK's Best Workplaces for Women™**, an award recognizing the fair representation of women in the workforce and in management; **UK's Best Workplaces in Tech™**, celebrating companies that excel in creating collaborative environments that drive innovation and personal growth for their employees, and **UK's Best Workplaces for Well-being™**, which assesses company support for the work-life balance, fulfillment, job satisfaction, psychological safety, and financial security of its employees. Verisk was also recognized on the inaugural **UK's Best Workplaces for Development™** list.

Also, for the fourth consecutive year, Great Place To Work Spain named Verisk among **Best Workplaces in Spain™** and **Best Workplaces in Málaga™**. For the second year, Verisk was recognized for **Great Place To Work: Best Workplaces in Poland™** (medium-sized organizations). For the first time, Verisk was named to **India's Great Mid-size Workplaces™** 2024 list. And for the third time, the Company was recognized for **Fortune Best Workplaces in New York™**.

Other awards include:

- Verisk was also recognized in **Fortune's 2024 Future 50** list, which looks at companies that are best positioned for future growth and success due to their abilities to adapt and innovate.
- Morning Data won **Technology Innovation of the Year—Service Provider** at the Insurance Times Tech & Innovation Awards: Read more [here](#).

- Specialty Business Solutions and Whitespace won the **London Market Technology/Innovation Supplier of the Year Award** at the 2024 London Market Forums: Read more [here](#).
- Newsweek's
  - **America's Greenest Companies 2024**
  - **America's Greatest Workplaces for Mental Well-being 2024**
- **Wall Street Journal's Best-Managed Companies**
- **Investor's Business Daily (IBD) 2024's 100 most Sustainable Companies**
- **USA Today: America's Climate Leaders 2023 & 2024**



## Benefits

We strive to recruit, develop, and retain top talent through an array of attractive compensation and benefits programs. We offer competitive salaries, short and long-term incentives, and the opportunity for advancement. Additionally, our comprehensive benefits package is highly competitive and flexible, allowing employees to choose options that best meet their needs. Our Benefits program is designed to enhance our employees' well-being, offering paid time off (PTO), flexible work arrangements and telecommuting options, and a 401(k) program with a generous 100% company match (up to 6%). We provide comprehensive health insurance plans, no-cost life insurance equivalent to annual salary (with the option to purchase additional coverage), and a discounted stock purchase program. Additionally, we offer a wide range of resources to support our employees' physical, mental, and financial well-being. Terms vary by business unit and country.

In addition to the benefits mentioned above, Verisk offers a comprehensive range of support for our employees including but not limited to the following:

- PTO covering vacation, illness, compassionate leave, military service, jury duty, and more.
- Two companywide well-being days.
- Continuing hybrid work program and flexible schedule.
- Health insurance for all full-time and part-time employees.
- Early Friday dismissals in the summer.
- U.S. Parental Leave—up to 10 weeks of 100% paid leave for the birth or adoption of a child for both birth and non-birthing parents.
- Access to online mental health service providers (U.S.).
- Employee Assistance Program (EAP)—a global program offering mental health counseling, crisis support, grief counseling, and assistance with workplace challenges.
- Engagement Rx—a global digital health and wellness coaching platform.
- Wellness rooms at all locations, which can be utilized as lactation rooms.
- Financial Planning Tools available through our 401(k) platform (U.S.).
- FSA programs to set aside pre-tax dollars for healthcare and childcare.
- Charitable Giving—Matching gifts program (more information [here](#)).
- Ongoing and annual performance evaluations.
- Tuition support for job-related continuing education.
- Commuter benefits for Parking and Transit.
- Discounted gym memberships in many locations.
- Verisk Volunteer Week (more information [here](#)).
- Learning opportunities (more information [here](#)).
- Verisk's Disaster Relief Program—offers interest-free loans to support employees facing a financial loss due to natural disasters.
- Opportunities for learning, development, and mentoring.
- 8 hours of paid volunteer time.

More details on some of these benefits can be found in the [Health, Safety, and Well-Being](#) section of this report.

## Improving Processes

In addition to innovating for the long-term health of the insurance industry and optimizing the day-to-day for our clients, we are also looking to do the same in-house with our own internal systems. Our Human Resources (HR) teams across Verisk spent 2024 on the preparatory work needed to move to a new Human Resources Information System (HRIS) system in the beginning of 2025. The work included data cleanup efforts, launching of various new and updated policies, and a consolidation of external HR vendors to streamline processes and systems.

The move to a new HRIS system will benefit both employees and new joiners by having one central system where HR transactions can be completed, and employees can see and update relevant information with ease and efficiency. This effort will help align systems and processes across the various Verisk businesses and drive a more positive user experience for managers and employees in 2025 and beyond.



## Learning and Development

As a knowledge-based business, we carefully develop and integrate the skills and talents of our global employees. Most of our highly credentialed team holds advanced degrees and professional certifications specializing in actuarial science, chemistry and physics, commercial banking, and finance, commodity analytics, data science and artificial intelligence, economics, engineering, GIS mapping, meteorology, natural resources, predictive analytics, supply chain, and other fields.

Verisk takes a multi-tiered approach to help employees grow as people and professionals, with programs encompassing leadership development, mentorship, career mobility, on-demand learning, organized learning breaks, and support for professional certification and continuing professional education across multiple disciplines.

In addition to the voluntary learning and development programs described below, Verisk also requires employees and contractors to complete an extensive curriculum of mandatory training programs to promote risk awareness and avoidance. Our Commitments Month is described [here](#).

### Supporting Career Development

In 2024, we continued to prioritize career development across the company by utilizing an employee-centric strategy based on feedback from employees and managers. We further developed a Career Framework and supporting tools and training, to provide clarity on

jobs across all our businesses and functions. This enables employees to envision their next career steps and explore career pathways and development opportunities within the company.

By actively listening to both employees and managers, we identified key enhancements including skills and proficiency levels aligned to each of our job functions (over 2,000 skill/job combinations), and new tools and training for employees to navigate. Our 2024 Career Framework education sessions were attended by 3,306 colleagues, providing them insights on how to navigate their careers at Verisk.

## Performance Management

Our approach to performance management is about continuous conversations. Each quarter, employees and managers participate in quarterly check-ins and are prompted to review and discuss goals, progress, and ways to grow and develop. We supported managers by offering targeted training around having productive career conversations. We saw 854 people leaders attend our Career Conversations education sessions in 2024. Also, during each of our quarterly check-ins, we asked employees to answer a question to track progress against a leadership goal assigned to all people managers. By tracking employee answers, we know over 76% of employees discussed goals by the end of Q1, over 93% of employees report receiving feedback in Q2, and 76% report having career conversations with their manager in Q3. This is a strong measure of employee perceptions of managers due to the high level of participation in quarterly reviews (Over 90% of employees participate in quarterly reviews).

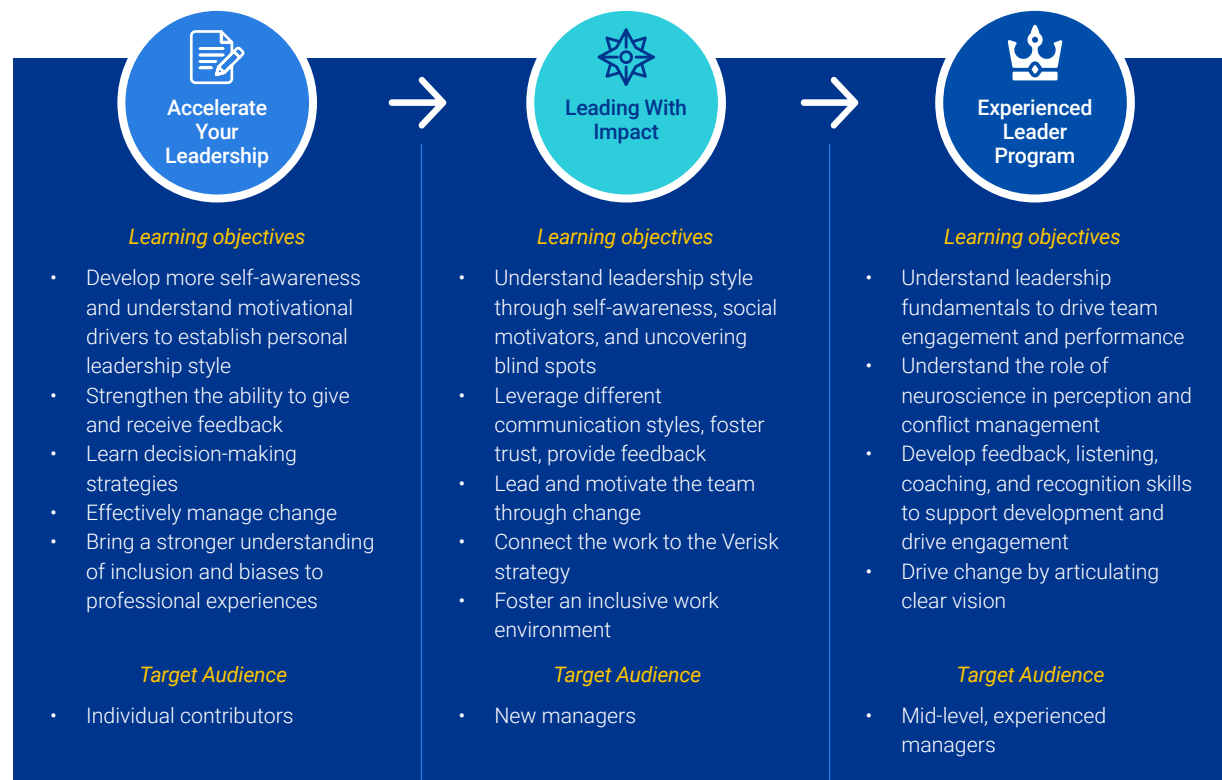


## Leadership Development

Our leadership development programs are targeted at rising professionals, first-time managers, and, new for 2024, experienced leaders.

Our new Experienced Leader Program ran a pilot with 35 global leaders and had a successful fall 2024 cohort with 87 global leaders participating. In 2024, we saw a large increase in participation for our rising professionals leadership program, Accelerate Your Leadership, which saw 455 colleagues enroll for the program this year. This was a 185% increase in participation compared to 2023.

In addition to our leadership development programs, we host an annual leadership meeting for senior leaders across the company. The 2024 Leadership Meeting brought together 114 senior leaders, fostering an understanding of business strategy, visibility, and alignment on the year's key priorities. Moreover, our high-potential development program gave 52 "rising stars" access to Verisk's senior leaders and Board of Directors, opportunities to network across business lines, and access to an executive coaching experience.





## Professional Development

Verisk supports a range of programs for employees interested in developing professional expertise and advancing their careers. Two of the leading programs are described below:

Verisk's **Actuarial Program** is designed for employees wishing to gain a thorough understanding of actuarial science and the property/casualty insurance industry. The program offers an actuarial career path structured to lead to a potential fellowship in the Casualty Actuarial Society, as well as a business analyst career path, which includes much of the same training. For its part, Verisk offers participating employees a combination of incentives including payment for courses, study aids, exam fees, paid time off to prepare for exams, paid time off to take exams, bonuses for passing exams, incremental adjustments in salary, recognition for milestones, and payment of fees

associated with memberships in professional societies. At year-end 2024, approximately 140 employees were part of the Actuarial Program, including 36 Fellows and 44 Associates of the Casualty Actuarial Society, and approximately 80 employees were engaged as business analysts.

Verisk's **Insurance Education Program** is designed for employees wishing to increase their insurance knowledge by pursuing a course of study leading to one of the industry's professional designations such as those offered by the Insurance Institute of America, as well as Chartered Property Casualty Underwriter (CPCU), Insurance Data Management Associate, Project Management Professional, Registered Professional Liability Underwriter, and Workers' Compensation Professional. Verisk's support differs by program but includes a combination of payments that may cover preparatory classes, study aids and exam fees, paid time off for study and exam days, bonuses associated with the successful completion of exams

and programs, recognition for milestones, and payment of fees associated with memberships in professional societies. At year-end 2024, Verisk was represented by over 145 employees who had earned such designations.

Verisk also encourages and supports employees pursuing and maintaining professional designations or best-practice certifications across a wide range of associated disciplines, including but not limited to cybersecurity (e.g., ISC2's Certified Information Systems Security Professional, GIAC's Certified Incident Handler, and Offensive Security's Offensive Security Certified Professional), and human resources (e.g., Society for Human Resource Management SHRM-Certified Professional and SHRM-Senior Certified Professional).

## Additional Learning and Training Opportunities

### Mentoring

Our Mentoring Program supports our commitment to caring, learning, and results by pairing experienced individuals with team members who would like to develop themselves and build their network across Verisk. In 2024, the program provided one-on-one learning and growth opportunities to a record 464 participants, more than double the number in 2023.

### Learning Break

Learning Break provides all employees with the opportunity to learn new habits or refine existing skills through 30-minute Verisk-led live webinars provided each month. In 2024, 2,400 attendees joined at least one of our monthly "Learning Breaks" on topics that included leadership, motivation, feedback, creativity, and learning. This represented a total attendance per month increase of 25% over 2023.



### [LinkedIn Learning](#)

All employees are encouraged to take advantage of Verisk's On-Demand Learning Program, which the Company makes available through LinkedIn Learning. Courses are self-selected and self-paced. During 2024, nearly 6,300 employees consumed more than 15,000 hours of training. Among the most popular courses: "SQL Essentials," "Excel Essentials," and "Build a Personal Learning Plan and Stick With It."

### [Lean Six Sigma: Empowering Employees to Drive Efficiency](#)

The aim of Verisk's Lean Six Sigma program is to promote greater efficiency, better service, and increased satisfaction for both internal and external clients. Employees participate on a voluntary basis. More than 2,600 current employees have earned "yellow belt" certifications, which cover fundamental principles and skills. Since the program was launched at Verisk in 2017, 169 employees have earned "green belt" certifications, attesting to the organization's growing capability in undertaking process improvement initiatives through upskilling and empowering our talent base.

Over the years, certified employees have completed more than 1,250 successful projects, large and small, that save time, reduce costs, improve quality, and improve the employee and customer experience alike. During 2024, Verisk's Lean Six Sigma team led or supported multiple global initiatives that are helping Verisk grow while saving more than 74,200 hours companywide.

## Health, Safety, and Well-Being

Verisk is deeply committed to the health, safety, and well-being of its employees. We aim to create a supportive work environment where each team member feels valued and empowered to thrive. Through health and safety programs, regular wellness initiatives, and resources designed to promote mental, physical, and financial well-being, we ensure our employees have the tools and support they need to succeed both at work and in their personal lives.

### Employee Health and Safety

Ensuring the health and safety of our employees working and traveling throughout the world is essential to our day-to-day business. Our [Employee Health and Safety Policy](#) describes our commitment to offer programs and institute processes that promote the welfare of our workforce beyond the statutory and regulatory requirements applicable to the jurisdictions where we operate.

Verisk evaluates employee safety on multiple levels, all of which include the appropriate provisioning of personal protective equipment (PPE), training, assessments, and policies and procedures:

1. **Building safety**
2. **Workplace safety**
3. **Safety on the job**
4. **Vehicle safety**

Employee safety is overseen by our Global Protection Services (GPS) team. The team addresses issues involving physical security, crisis management, and employee safety.

The team provides physical security assessments for current and proposed Verisk offices to highlight possible threats and weaknesses and makes recommendations to business unit management to avoid or mitigate potential risks to health, safety, and business operations.

In terms of workplace safety, Verisk's zero-tolerance policy for violence includes but is not limited to inappropriate physical conduct, threats, intimidation, coercion, or brandishing weapons of any kind. All incidents involving workplace violence shall be immediately reported to Verisk's GPS and HR departments, will be promptly investigated, and will be referred to civil authorities, if appropriate.

The GPS team prepares for and responds to numerous safety and security events, including major weather events, wildfires, earthquakes, and civil unrest. It combines intelligence feeds from private and public sources to assist in timely and holistic preparation, response, and mitigation efforts. It has also implemented a mass communication system that enables robust administration and rapid communication with employee populations during an emergency. The team also monitors and notifies employees of risks that may be associated with their business travel. For instance, GPS employs a service that helps coordinate medical and security assistance for team members that travel globally.

## Employee Well-Being

At Verisk, we recognize that the health, safety, and overall well-being of our employees are essential to achieving both individual and collective success. We are dedicated to fostering a holistic wellness culture that supports every aspect of our employees' lives.

Our comprehensive wellness and benefits program is designed to enhance physical, mental, and financial well-being, offering a wide array of resources and initiatives to help our team members achieve optimal health. From nutrition and fitness programs that encourage healthy lifestyles, to emotional and psychological support that fosters resilience and social balance, we are committed to nurturing the whole person. Additionally, our financial wellness initiatives equip employees with the tools they need to achieve both short-term stability and long-term financial security. This commitment to well-being is seamlessly integrated with our robust health and safety programs, ensuring that our employees are not only safe at work but also supported in maintaining a balanced, fulfilling life.

By empowering our team members with the resources and care they need, we cultivate a thriving, engaged workforce that propels our company forward.

A detailed list of benefits can be found in our [Benefits](#) section.

In 2024, we continued to work to improve our employees' health, safety and well-being through initiatives such as:

- In the U.S., access to online mental health service providers is available seven days a week for employees and their dependents enrolled in a Verisk medical plan. The initial video visit with the provider and subsequent treatment appointments can be scheduled as needed.
- Launch of Engagement Rx, a global digital health and wellness coaching platform that offers online wellness courses, stress management resources, mental health awareness, and support for maintaining a healthy weight and lifestyle.



# Shaping our Environmental Journey





Reducing our environmental impact is an ongoing journey. As a professional services company, we don't have a significant environmental footprint, but we are in the business of risk management. Therefore, we recognize the importance of continually minimizing our environmental and climate impacts and risks while enhancing efficiencies. This commitment aligns with our vision of shaping a resilient future and adds value to our clients and communities.

A significant milestone of note occurred in early 2025 –Verisk's net zero targets have been validated by the Science Based Targets Initiative (SBTi). More information [here](#).

## Climate Disclosure

### Climate Governance

As previously stated in the [Sustainability Oversight](#) section above, Verisk's governance framework includes a Board of Directors and Board-level committees responsible for the evaluation of major financial and operational risks to the enterprise and oversight of the Company's sustainability strategy, including public disclosures. Specifically, the Governance, Corporate Sustainability, and Nominating Committee oversees the Company's corporate sustainability program and evaluates our key sustainability risks and opportunities. The CEO and senior leadership team set strategic

priorities to mitigate risk, capitalize on opportunities, and promote resource stewardship. More information on our climate governance can be found in our [2023 TCFD Report](#).

### Strategy

As detailed in our 2023 TCFD Report, we conducted quantitative and qualitative climate scenario analyses looking at physical and transitional risks. Upon completion of the analyses, the Company concluded that it faces a low level of exposure from the standpoint of physical climate-related risk. A similar conclusion was reached regarding proposed transition risk impacts, which are largely mitigated by Verisk's business sector and business model resiliency.



## Risk Management

Verisk Enterprise Risk Management (ERM) collaborates with senior management and corporate functions to identify the Company's most critical risks. It then conducts an annual Risk Survey, engaging these managers and other stakeholders to assess the risks with the highest likelihood and potential impact. The results of the survey are used to facilitate risk discussions between the Enterprise Risk Management Committee and Risk Committee of the Board of Directors. For risks that are deemed mission-critical by management, scenarios are developed, and metrics are reported to the Risk Committee.

Under the ERM function, Enterprise Information Security (EIS) also performs information technology risk assessments aligned with the National Institute of Standards and Technology framework. GPS conducts business continuity planning, location-specific facility risk assessments, and is also responsible for physical security, employee health and safety, and travel advisories.

## Metrics and Targets

### Emissions Reporting

Calculated on a market basis, the lower emissions, coupled with the impact of Verisk's investments in renewable energy credits (RECs) and the application of carbon offsets, helped Verisk balance 100% of its CDP-reported Scope 1, 2, and 3 (business air travel and downstream leased assets) emissions for the seventh consecutive year.

Investing in RECs has been a practical option for a company of Verisk's circumstances, which leases its space in multi-tenant office buildings, making it difficult to produce or purchase renewable energy directly. Together with carbon offsets, they represent an immediate contribution as Verisk continues to reduce its absolute emissions over time.

Table 2 below summarizes absolute emissions for the four-year period 2020–2023. The inventory covered 100% of Verisk's global operations, including three newly acquired businesses that began reporting the first full month following their acquisition. Emissions for Verisk's former Wood Mackenzie business were also included in the inventory for the months prior to its divestment, which was during the first quarter of 2023.

An independent third party provided external assurance over certain greenhouse gas (GHG) emissions metrics, and their Report of Independent Accountants as well as Verisk's management assertion can be found [here](#).

Verisk reports emissions on both a location and market basis. Absolute Scope 1 and 2 emissions calculated on a location basis—that is, before RECs are applied—indicate that Verisk has exceeded its target to reduce such emissions 21% by 2024, compared to a 2019 baseline. The 21% target was calculated by Ecometrica, a CDP-accredited solutions provider, using Science Based Targets guidance aligned with a 1.5°C global future.

Verisk's Scope 1 emissions are largely attributable to the Company's vehicle fleet in the United States, as well as refrigerants and emissions from generators. Our Scope 2 emissions are attributable to the purchased electricity, chilled water, and steam used in offices and data centers. Measured on a location-basis, Verisk's total 2023 Scope 1 and 2 emissions decreased by more than 22% from the prior year.

Our Scope 1 emissions decreased approximately 10% as several locations with supplemental air conditioning units were closed or divested. Additionally, the space reduction in our Lehi, Utah office saw the decommissioning of our western data center and associated cooling units, as well as our generators. Scope 2 emissions decreased 27.5% as the Company continued its strategic consolidation and downsizing of offices and the transition of data processing activities to more energy-efficient cloud-based platforms. For instance, our Lehi office reduced its footprint by nearly 85,000 square feet from 2022 to 2023, and the additional decommissioning of its data center resulted in energy savings of more than 2,000 MWh. There was also the reduction in usage of our Eastern Data Center, which saw its eventual decommissioning in early 2024.

Table 2: Verisk's Inventory of Greenhouse Gas Emissions (MT CO2e) 2020-2023

	2020		2021		2022		2023	
	Location-Based	Market-Based	Location-Based	Market-Based	Location-Based	Market-Based	Location-Based	Market-Based
Revenue (\$ million)	2,785	2,785	2,999	2,999	3,034	3,034	2,728	2,728
Employee Full Time Equivalent (average)	8,758	8,758	9,367	9,367	8,999	8,999	7,457	7,457
Scope 1 (MT CO2e)	2,608	2,608	2,913	2,913	2,595	2,595	2,332	2,332
Scope 2 (MT CO2e)	9,539	432	7,911	392	6,555	414	4,750	406
<b>Scope 1 &amp; 2 Total (MT CO2e)</b>	<b>12,147</b>	<b>3,039</b>	<b>10,824</b>	<b>3,305</b>	<b>9,150</b>	<b>3,008</b>	<b>7,082</b>	<b>2,738</b>
Scope 3 (Cat 6, 13) (MT CO2e)	1,928	1,929	688	693	3,204	3,212	3,800	3,776
Business Air Travel	1,902	1,902	648	648	3,156	3,156	3,620	3,620
Downstream Leased Assets	26	28	40	45	48	56	180	156
<b>Scope 1, 2, 3 Total (MT CO2e)</b>	<b>14,074</b>	<b>4,968</b>	<b>11,512</b>	<b>3,999</b>	<b>12,354</b>	<b>6,220</b>	<b>10,883</b>	<b>6,514</b>

Full details of the table can be found here: [Verisk Inventory of Greenhouse Gas Emissions](#)

Values are rounded



### Net-Zero Targets

As of January 2025, the Science Based Targets initiative (SBTi) has validated that the science-based GHG emissions reductions targets submitted by Verisk conform with the SBTi Corporate Net Zero Standard. Verisk has committed to reach net-zero GHG emissions across the value chain by 2050 and set near-term science-based targets:

#### Near-Term Targets:

- Reduce absolute scope 1 and 2 GHG emissions 58.8% by 2034 from 2022 base year
- Reduce absolute Scope 3 GHG emissions from purchased goods and services and capital goods 58.8% within the same timeframe
- Reduce Scope 3 GHG emissions from business travel 63.8% per FTE within the same timeframe

**Long-Term Net-Zero Target:** Commit to reduce absolute Scope 1, 2, and 3 GHG emissions 90% by 2050 from 2022 base year.

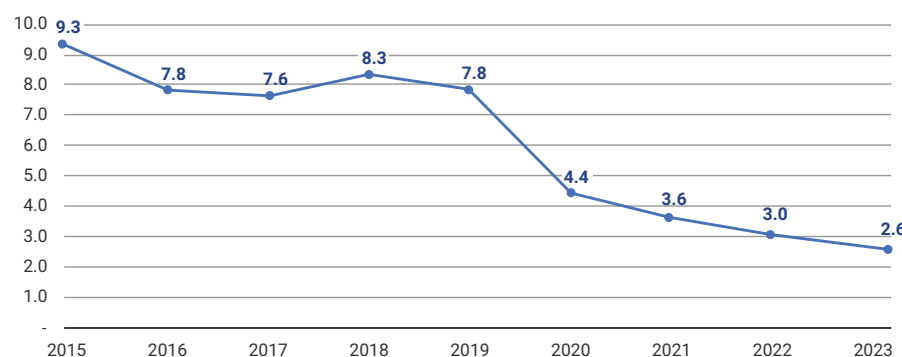
### Emissions Intensity

Verisk has remained focused on a multiyear strategy that increases operational efficiency and lowers costs while delivering meaningful emissions reductions across its data-processing activities, real estate footprint, and on-site services. Emissions measured per unit of revenue and per full-time equivalent employee (FTE) are key indicators of Verisk's efforts to reduce emissions and improve operational efficiency.

Graphs 1 and 2 illustrate trends in Verisk's location-based emissions intensity (Scope 1 and 2) measured on the basis of revenue (per \$ million) and employee counts (per average annual FTE). The trends are measured from 2015, the year of the Company's first emissions inventory, and are unadjusted for the effects of acquisitions and divestments.

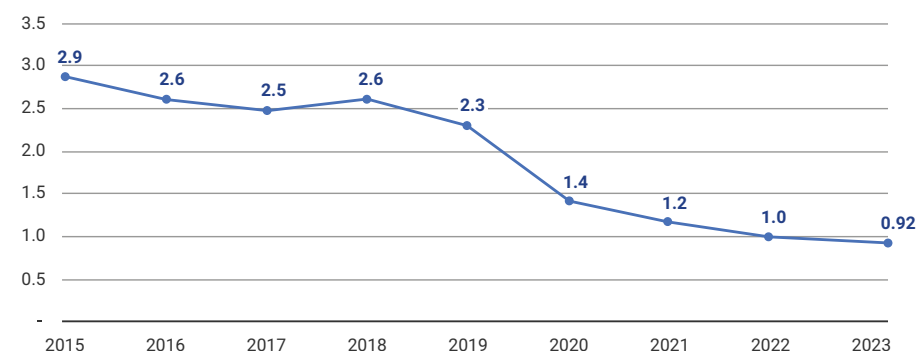
Graph 1 - Emissions Intensity: Revenue (MT CO2e/Revenue (\$ Millions))

Values are rounded



Graph 2 - Emissions Intensity: Average Annual Full-Time Equivalent Employees (MT CO2e/Average Annual FTE)

Values are rounded



### Emissions Reduction Strategy

Verisk has remained focused on a multiyear strategy that increases operational efficiency and lowers costs while delivering meaningful emissions reductions across its data processing activities, real estate footprint and building features, and vehicle fleet.

#### Processing Efficiency

- We continued efforts to capitalize on the cost and efficiency benefits offered by cloud-based processing platforms.
- The lead provider of Verisk's cloud-based services utilizes 100% renewable energy.
- The movement away from in-house data processing operations has enabled Verisk to eliminate its mainframe computers and reduce the number of servers, the amount of storage, the volume of operating and cooling power, the use of refrigerants, and the need for back-up generators.
- During 2023, Verisk decommissioned its western data center, dismantling the operating environment, and reselling or recycling 100% of the hardware.
- The Eastern Data Center was decommissioned in 2024.

#### Effective Space Utilization

- Verisk has managed its office footprint by closing or consolidating offices, reducing office square footage under lease, and taking advantage of environmentally friendly features associated with new properties.
- During the period 2019-2023, approximately 40 such offices were closed and/or consolidated, exclusive of divestments.
- We have already consolidated offices in and around Boston and London to modern, energy-efficient business centers.
- On a smaller scale, the closings and consolidations also translate to fewer servers, printers, and appliances and a corresponding reduction in power consumption.

#### Vehicle Fleet

- Globally, we had approximately 630 vehicles, with roughly 600 in the U.S. for our field professionals who collect and analyze on-site information that helps serve the rating and underwriting needs of hundreds of insurer clients.
- While total Scope 1 emissions associated with Verisk's fleet can fluctuate with changes in client demand, overall fuel efficiency has increased annually since 2015 (first year of GHG reporting).
- The Company expects gains in fuel efficiency to reoccur as the transition from older to newer vehicle models, including hybrids, continues.
- Verisk's independent fleet manager is monitoring developments in the market for electric vehicles, but current mileage ranges and employee access to the charging infrastructure are insufficient for Verisk's business needs.

#### Sustainable Building Features

- When evaluating new or existing locations, we incorporate sustainable building features wherever possible to enhance energy, water, and waste efficiency.
- Bicycle racks and electric vehicle (EV) charging stations are provided at many locations to promote eco-friendly commuting practices.
- In 2023, over 50% of Verisk's office portfolio by square feet utilized LED lighting.
- Several of our offices are LEED- and BREEAM-certified buildings.

## Resource Use

As a professional services company, we don't use or consume natural materials in any type of industrial process. Our products and services are largely automated and, in many cases, promote economies of scale and provide opportunities for shared services among clients. This approach reduces environmental stress and saves resources for everyone. Water use and waste generation are primarily confined to our office spaces and, as such, aren't considered to be material issues for our core operations. Nevertheless, we remain committed to resource conservation.

Although we are still in the relatively early stages of our journey, many offices have already incorporated several resource conservation practices. For water efficiency, many offices have installed low-flow fixtures and toilets, along with automatic sensor faucets, to reduce consumption. For waste reduction, recycling programs are in place across most locations and we promote digital workflows to minimize paper usage. We also work with shredding contractors to dispose of and recycle our confidential documents.

As part of our ongoing commitment, we will continue to seek out ways to reduce our resource consumption.

## Biodiversity

### Verisk Conducts Its First Nature Risk Assessment

Verisk is aware of the increased scrutiny around natural capital and risk. Regulators, investors, and customers are focusing on nature risk amid a rising tide of legislation and a broader recognition of the materiality of aspects such as biodiversity and deforestation to an organization's commercial, brand, and operational performance.

As an initial step, Verisk conducted its first high-level nature risk assessment at the beginning of 2025, with the goal of better understanding the risk to our office footprint in the context of natural capital. Verisk Maplecroft, a Verisk business with deep expertise in climate and environmental risk, conducted the desktop exercise. Verisk Maplecroft's Environmental Risk Data, specifically their data on natural capital, provided a comprehensive view of Verisk's exposure to risks today related to air quality, terrestrial biodiversity and protected areas, deforestation, water pollution, and water stress for all ~55 Verisk offices in operation as of December 31, 2024.

Verisk Maplecroft's industry-leading Environmental Risk Data, available across 198+ countries, provides granular subnational information for 22 risk factors covering the state of the natural environment, the legislative situation, and physical threats. Organizations can use the results of these

assessments to review risk exposure, highlight resilience gaps, identify opportunities to reduce impacts and dependencies, and report those risks and exposures in line with international benchmarks.

The results show that Verisk's offices are primarily located in areas at low exposure to biodiversity and deforestation risk. Image 1 below provides a snapshot example of the Americas, showing our office locations overlaid on Verisk Maplecroft's Biodiversity and Protected Areas (Terrestrial) Index. However, Verisk sites are typically more highly exposed to water stress and water pollution, with water stress being the most significant. This is illustrated in Image 2, which provides a high-level global overview of our sites and the level of risk from water stress they face. Most of our sites are at high or very high risk of water stress. Verisk Maplecroft experts attributed the higher risk exposure to the fact that the Company's offices are typically located in urban areas, which often have higher exposure to pollutants and where water demand takes up a far greater proportion of overall supply.

Verisk's water consumption is minimal and is primarily for standard office functions, including sinks, toilets, water fountains, and dishwashers. As a result of this assessment, Verisk is considering additional methods to track and report in-office water use.

Verisk is still evaluating the results from this assessment. We hope that the findings will enable Verisk to identify key risk areas and start the process of working internally to further investigate, assess, and mitigate nature risks moving forward.

Visit Verisk Maplecroft's [website](#) for more information on their products and services.



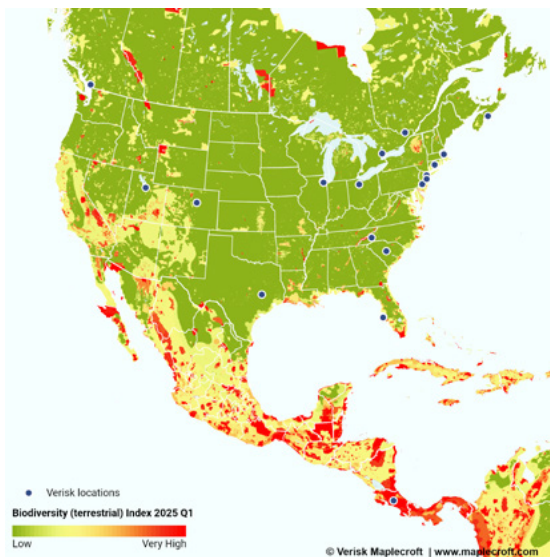


Image 1: snapshot of our North and Central American offices on Verisk Maplecroft's Biodiversity and Protected Areas (Terrestrial) Index

## Verisk Continues Tree Plantings in Recognition of Earth Day

For the eighth consecutive year, Verisk celebrated Earth Day by partnering with The Canopy Project®, an initiative sponsored by [EARTHDAY.ORG](https://www.earthday.org) (EDO). It's the third consecutive year that Verisk has made a gift to sponsor mangrove planting in India's Sundarbans region to support climate resilience efforts.

The Sundarbans riverine estuaries, a UN world heritage site and haven for diverse flora and fauna, is endangered by a rising sea level and frequent cyclones and storms. In 2024, EDO supporters helped plant 2,027,400 mangroves covering 20.1 hectares in Jharkhali Gram Panchayet.

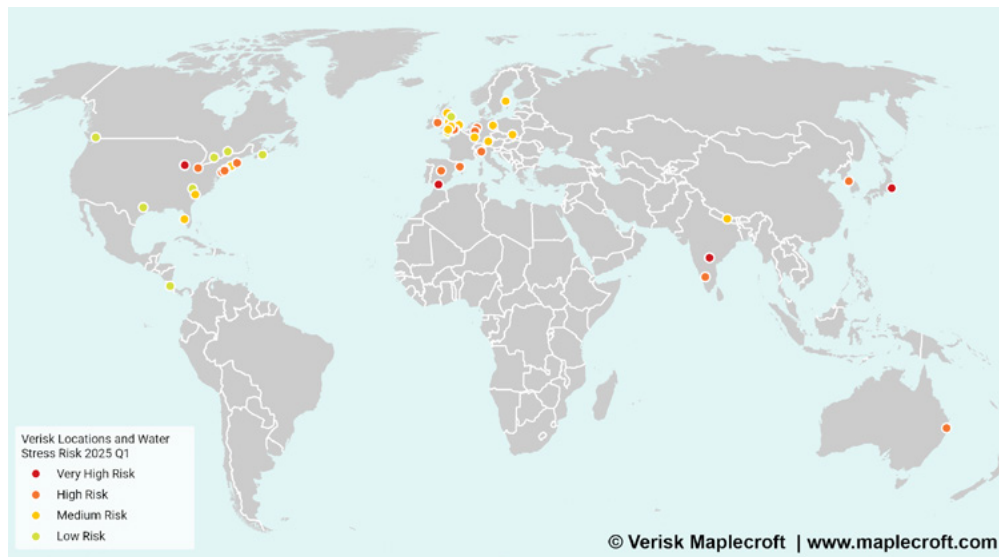


Image 2: Overview of Verisk's global locations and risk of water stress.

Mangroves are trees and shrubs that grow in saline coastal sediment and their restoration is an effective way to mitigate the effects of climate change. Mangrove swamps safeguard communities against erosion, storm surges, and tsunamis. They are also effective carbon sinks, capturing about 100 tons of CO2 per hectare, about ten times more than terrestrial forests.

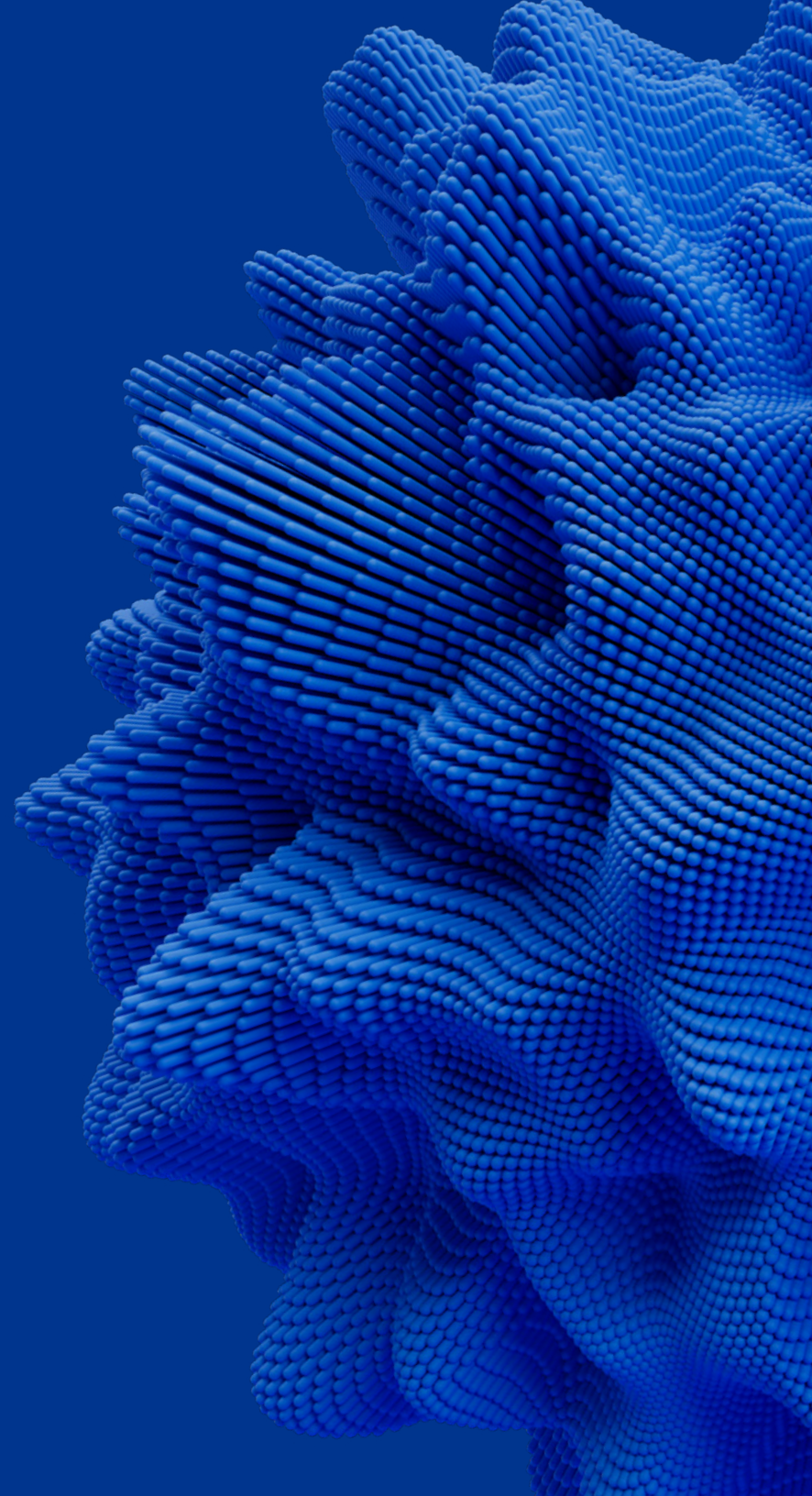
These plants also help bring ecological balance back to the region by fostering a diverse ecosystem with many animals finding shelter in the roots and branches of mangroves.

Going forward, EDO has put together a monitoring plan where a member of the local community will be employed to help protect the sites from grazing, fishing, and encroachments. Additionally, a local partner will monitor the plants' growth, health, and survival rates.

This is the fourth project sponsored in India. Previous donations have gone to supporting projects in Brazil, California, Cameroon, and Puerto Rico.

Additional information on the project can be found [here](#).

# Community Impact



Verisk's approach to giving reflects the Company's mission to help people, communities, and businesses become stronger, more resilient, and more sustainable. It operates in four tiers:



At the corporate level



At the business level



Through an employee matching gifts program



Support for employee volunteering



## Corporate Giving

We seek opportunities with organizations addressing issues of global and local significance, whose missions and activities complement our professional expertise and brand, and where a combination of our unique data analytics, tools, professional expertise, and financial assistance can help recipients maximize the impact and reach of their efforts. Corporate gifts are typically made to support specific projects or purposes.

Part of these corporate gifts include our Good Neighbor Awards, which support local organizations within the Jersey City community, where our headquarters is based. Moreover, we foster a culture of purposeful giving by encouraging prospective employees and new joiners to help us give back.

Below is a selection of our corporate partners, though please note this is not an exhaustive list:

- International Rescue Committee
- Team Rubicon
- GeoHazards International
- Liberty Science Center
- Insurance Industry Charitable Foundation
- New City Kids
- EARTHDAY.ORG
- Hoboken Shelter

## Purposeful Giving: Prospective Employees & New Joiners

Our purposeful giving campaign, "Who Needs Swag? Let's Give Instead," invites prospective employees to join us in an initiative to give back. Instead of handing out swag on campus and at career fairs, we provide attendees with a code where they can select a charity that we donate to in celebration of meeting them. Then, once hired, we invite new joiners to choose one of our partner charities to receive a charitable donation to celebrate joining the team. In 2024, we enhanced our purposeful giving campaign to offer more options that better represent the communities where we operate. The partner charities included:

- International Rescue Committee
- CRY (Child Rights and You)
- Hospice for Children in Lesser Poland
- Médecins Sans Frontières
- GeoHazards International



## Business Unit Level

Each year, a percentage of Verisk's charitable funds are allocated to the Company's business units to support organizations that serve the communities where we live and work or are of special interest to our employees. During 2024, gifts were made to the following organizations – not an exhaustive list:

- Alzheimer's Society
- Blood Cancer (UK)
- Cathartic Arts CIC (UK)
- Casa Ronald McDonald
- Cruz Roja
- Dorset and Somerset Air Ambulance Charities (UK)
- Federal Alliance for Safe Homes
- Fisher House Foundation
- Fundacion La Vicuna (Spain)
- Habitat for Humanity of Utah County
- International Association for Women in Fire and Rescue
- Kids Chance of America
- St. Columbus Hospice
- Success in Education Foundation



## Matching Gifts

Verisk's Matching Gifts program is another way we strengthen employee engagement and support our communities. Our program consists of:

- Employee gift matching
- Auto-payroll deductions
- Team matching

Supporting the causes that matter to our employees is just one way we demonstrate our commitment to caring. The company matches donations made by employees to reputable charitable organizations worldwide. Matches are made at 100% of the donation amount, subject to program limits, with an annual cap of \$5,000 per employee. Employee contributions have supported a diverse range of causes, including disaster relief, environmental protection, animal welfare, poverty alleviation, and education.

## Volunteer Efforts

Verisk encourages volunteerism. Employees receive eight hours of paid time annually to participate in our annual global Volunteer Week event or use their time throughout the year to support a cause of their own choosing. We also highlight employees that continue to give back even after work hours through our exceptional volunteer award program.

- Annual 8-hour Volunteer Paid Time Off
- Global Volunteer Week
- Exceptional Volunteers

## Verisk Volunteer Week

In 2024, our 11th consecutive Volunteer Week, over 1,000 Verisk employees across 23 locations and 7 countries registered volunteer hours during Verisk Volunteer Week. Global efforts included a Rise Against Hunger event with over 86,000 meals packed by over 500 colleagues from across the U.S. and UK, donation drives, and local community cleanup activities to name several. Here are highlights from several countries:



## India

Over 100 of our colleagues in Hyderabad and Gurugram demonstrated their unwavering commitment to giving back to their communities, dedicating more than 200 hours to a variety of service projects. These activities included serving lunch to students at three different schools, donating blood at a blood drive in partnership with Aarohi Blood Bank, and collecting items for donation to Goonj Organization, a nonprofit helping those in need across India.



### Nepal

Our colleagues at Verisk Nepal have a dedicated vision and mission to work collaboratively with communities and partners to improve the natural environment through restorative and sustainable practices; create opportunities for economic growth and social progress through education, skill development, and resource management; and implement initiatives to advance health and wellness. In recognition of World Environment Day (celebrated annually on June 5), employees organized a tree planting event, planting 29 Ashoka trees near the office. For Verisk Volunteer Week 2024, the team volunteered at a school for children with special needs where they distributed meals and connected with the students and teachers. They also organized a community blood donation in partnership with Hamro Life Bank.

### Spain

Verisk team members in Malaga, Spain donated blood and volunteered at Ángeles Malagueños de la Noche providing food to those most in need.

### United Kingdom

Team members in the UK volunteered with F.A.I.T.H. Animal Rescue Centre in Norwich, helped paint and garden the grounds to support upkeep of the Robert Stewart Memorial Church in Newcastle, and assisted Every Life Has a Purpose (ELHAP) in updating their adventurist outdoor playground in London, which is specifically designed to provide disabled and disadvantaged children and young people the opportunity to play and explore outside.



### Poland

Our colleagues in Krakow took the time to help in an animal shelter, support in the cleaning and gardening of a childcare facility, provided meals to the homeless, and organized a bake sale where the proceeds went to a family in need.

### United States

Connecticut:

Other team members volunteered with the Middlesex Land Trust in Connecticut to clear invasive plants and help with maintenance on the organization's trails.

Georgia:

A team of Verisk colleagues helped at St. Vincent DePaul of Georgia by stocking shelves and assisting families in need with shopping for essential food items in the organization's service center store.

Florida:

The team in Bradenton, Florida, partnered with their local Meals on Wheels food bank to support senior citizens in their community. Together, they carefully quality-checked 360 shoeboxes filled with essential items, ensuring every package was ready to be delivered to the seniors who depend on this vital service.

Illinois:

Our colleagues in Oakbrook Terrace, Illinois, helped at the DuPage Pads Interim Housing Center to bring and serve lunch to the residents, build shelves, unpack walls full of donated bags of supplies, and organize and stock the new shelves.

New Jersey:

Verisk team members volunteered with the Cedar Run Wildlife Refuge in Medford, New Jersey, an organization dedicated to preserving the state's wildlife and habitats through education, conservation, and rehabilitation. The group helped to maintain and enhance the area by raking leaves, painting structures, and performing trail maintenance.

**North Carolina:**

Our colleagues in Asheville, North Carolina, went to Marshall, North Carolina, a town that was hit hard by Hurricane Helene. The team focused their efforts on the local high school, which serves as a vital hub for the community. Volunteers worked tirelessly to clean up water-damaged wood floors, remove sand and sediment left by the floodwaters, and restore the building to a safe and usable condition.

**Utah:**

Colleagues in Lehi, Utah, partnered with Lifting Hands International to pack 100 boxes of kits for those across the U.S. who were severely impacted by this year's hurricane season.

**Recognizing Our Exceptional Volunteers**

The Exceptional Volunteers Award Program celebrates team members who give back, embody our commitment to caring, and help build resilience for the communities in which they live and work.

In 2024, Verisk selected 10 employees who were deemed exceptional volunteers in their communities measured by time, tenure with the organization, and impact. Verisk recognized their efforts by making a \$2,500 donation to the organizations they serve.

This year's class included employees across the globe who volunteered for some of the following:

- **Cruz Roja**  
Supporting the unhoused in Marbella, Spain
- **Austin Center for Grief and Loss**  
Grief therapy services

- **The Rob Hill Foundation**  
Back to Kindness Rucksack Appeal—Kindness backpacks for the unhoused in the UK
- **Camp Impact**  
Camp for kids in underserved communities
- **Seeing Eye**  
Training guide dogs for people with sight disabilities
- **Action 2**  
Organizing community events, clothing, and food donations and ESL
- **Keyport Garden Club**  
Public gardening, art, and lectures
- **Hounds in Pounds**  
Animal rescue services
- **Handshake Partners**  
Community mentoring services
- **Indian Community of Needham**  
Cultural, educational, and financial literacy





# Appendices



## Appendix A

# Our Sustainability Solutions and Services

Verisk supports our clients with an array of climate, weather, and resiliency services including global risk-assessment indices, extreme event models, individual risk and portfolio management tools, event response and claims management platforms, and more. The Company also publishes research and commentary, provides thought leadership on emerging trends, and sponsors stakeholder forums addressing topics relating to climate change.

**Sustainability and Resilience:** Achieve unparalleled insight into the global environmental, political, and human rights risks that are key to the future sustainability and resilience of your business through industry-leading data-sets and predictive models.

**Extreme Event and Catastrophe Risk:** Understand and quantify the risk you face from extreme events with sophisticated catastrophe risk modeling, global loss indexes, and advanced analytics.

**Claims Solutions – Weather Response and Analytics:** Stay prepared for weather events and accelerate your claims process with our comprehensive data insights. Access real-time national catastrophe loss data and proactively manage your weather-related risks using our tailored solutions.

**Emerging Issues:** Emerging risks such as generative AI, 3D printing, electric vehicles, climate change, cannabis, PFAS, robotics, and cybersecurity are evolving rapidly. Your business may face dozens of emerging risks at any time, requiring close monitoring and careful research, which can strain your resources. Stay ahead of the competition with original analysis, curated newsfeeds, webinars, and more.



# Appendix B

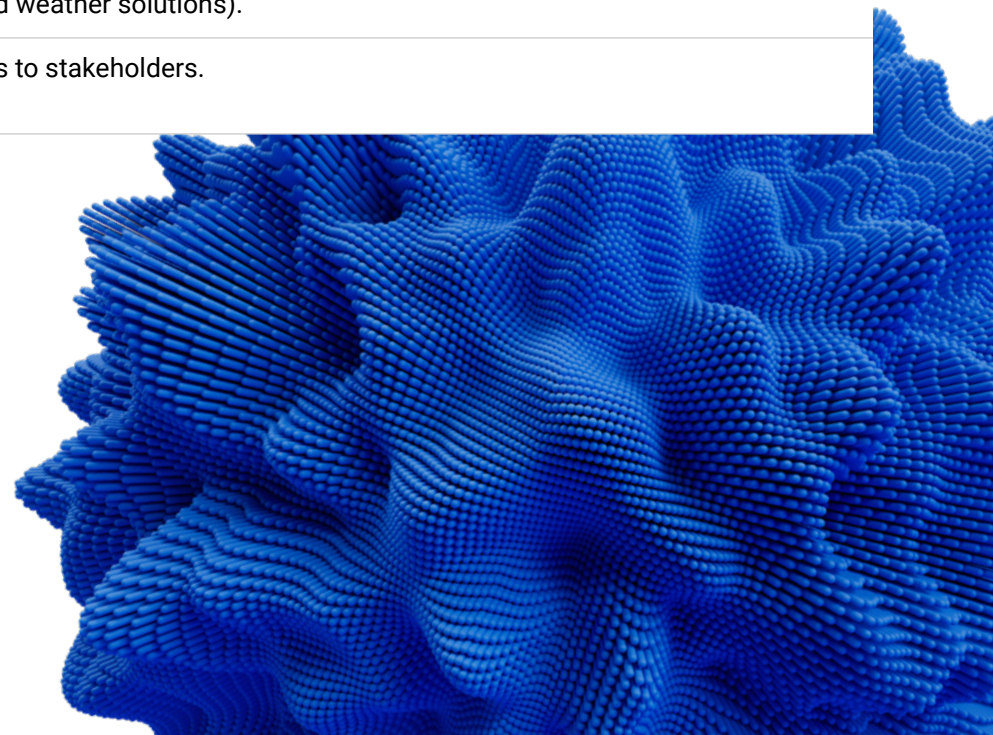
## Assessment of Sustainability Issues

### Descriptions Glossary

Sustainability Issue	Description
Compliance and business ethics	Anti-bribery and corruption, legal compliance, whistleblowing, antitrust, international sanctions, etc. Plus, efforts to establish, develop and promote a corporate culture/apply policies that support ethical and lawful business conduct.
Cybersecurity	Maintaining the confidentiality, integrity, and availability of proprietary and third-party data. This includes proactive efforts to protect the company's systems and data from attack by malicious actors, theft, and accidental harm.
Employee well-being	All aspects of employee well-being, extending beyond 'traditional' occupational health and safety issues (which may be faced by a minority of 'in-field' workers), to include more holistic issues of relevance to white collar office-based personnel such as public health issues, mental/social well-being, work-life balance, healthy lifestyles, external societal conditions.
Ethical data use and privacy	Covers multiple facets of responsible data management/use, including responsible storage, respect for confidentiality, compliance with the GDPR (and equivalent personal data/privacy regulations), the ethical application of AI and Big Data, and the avoidance of inadvertent discrimination (or other forms of unfair treatment of data subjects/consumers) as a result of relevant data methodologies/approaches.
Government relations and policy	Policy consultation, legitimate lobbying, party donations, and civic engagement.
Operational and financial resilience	The maintenance of Verisk's operational and financial resilience. This includes: (1) Liquidity/access to credit; and (2) Operational continuity, succession planning and physical integrity - as well as interaction with the external operating environment. (Note: this does not include cyber-related disruptions which are covered separately under 'Cyber'.)



Sustainability Issue	Description
People relations and engagement	Employee engagement/morale plus company interactions with employees (surveys, consultation, engagement with representatives), as well as the protection of rights relating to freedom of association/collective bargaining.
Physical and transitional climate risks/opportunities	Transition and physical risks and opportunities related to climate change, including market, financial, regulatory, operational, and weather-related factors, as well as how these are managed.
Protecting people and property	Impact of Verisk products/services on the sustainability performance of customers/broader market (relating to our solutions around protecting people and property).
Research and innovation	R&D into (1) New/enhanced products and services; and (2) Enhanced internal business/operations processes, practices, and platforms. This directly supports the 'strategic' resilience of the business. Note that this is connected to both 'Customer engagement' and to all 'Product and services' categories.
Talent attraction, development, and retention	Recruitment, training and skills development, incentivization, career progression, and turnover.
Understanding climate and weather	Impact of Verisk products/services on the sustainability performance of customers/broader market (relating to our climate and weather solutions).
Value creation and distribution	Revenue generation and payments to stakeholders.



# Appendix C

## 2024 SASB Disclosure

### Sustainability Accounting Standards Board (SASB) Professional & Commercial Services

#### About this Report

The information presented in this report follows guidance from the SASB Industry Standard: Professional & Commercial Services. The report covers the period from January 1 to December 31, 2024, for Verisk Analytics and its companies, unless otherwise noted.

#### About Verisk

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

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

For more information on Verisk’s Corporate Sustainability program, please visit our [website](#).

To access Verisk’s policies, governance documents, and annual financial and sustainability reports, please visit our [Sustainability Resources and Reporting Hub](#).

Data Security	
SASB code and accounting metric	Response
<b>SV-PS-230a.1</b> Description of approach to identifying and addressing data security risks	<a href="#">Verisk’s Approach to Cybersecurity</a> describes our approach to identifying and addressing data security risks.
<b>SV-PS-230a.2</b> Description of policies and practices relating to collection, usage, and retention of customer information	<a href="#">Verisk’s Approach to Cybersecurity</a> and its <a href="#">privacy notices</a> describe our policies and practices relating to the collection, usage, and retention of customer information.
<b>SV-PS-230a.3</b> (1) Number of data breaches, (2) percentage that (a) involve customers’ confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Verisk complies with legal, regulatory, and applicable industry requirements involving customers’ confidential business information, personal data breaches, and the number of customers and individuals affected. Except as a matter of public record, Verisk does not disclose this information.

Human Capital and Engagement

At Verisk, we have a longstanding commitment to an inclusive culture, where colleagues, clients, and partners feel they belong. Welcoming different backgrounds, perspectives, and experiences is fundamental to our culture, our company values, and how we solve our clients’ biggest challenges. It’s part of everything we do—from how we serve our clients to how we build our workforce. We believe that having varied perspectives helps generate innovative ideas to solve the complex problems of a rapidly changing world.

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

- A Zero Tolerance for Harrassment Policy

- Competitive salary and benefits, paid time off, flexible work schedules and telecommuting options, along with access to and financial support for professional development and education
- An annual Employee Engagement Survey

For information on Verisk’s workforce demographics, please see our [EEO-1 Report](#).

For more information on Verisk’s human capital and engagement, please visit:

- [Verisk’s annual Corporate Responsibility Report](#)
- [Our People](#) and [Our Culture](#) pages on our CSR Website
- [Inclusion and Culture](#) page on Verisk’s website

SASB code and accounting metric Response

SV-PS-330a.2

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

1. Voluntary Turnover Rate: 7.4%
2. Involuntary Turnover Rate: 4.6% <sup>1</sup>

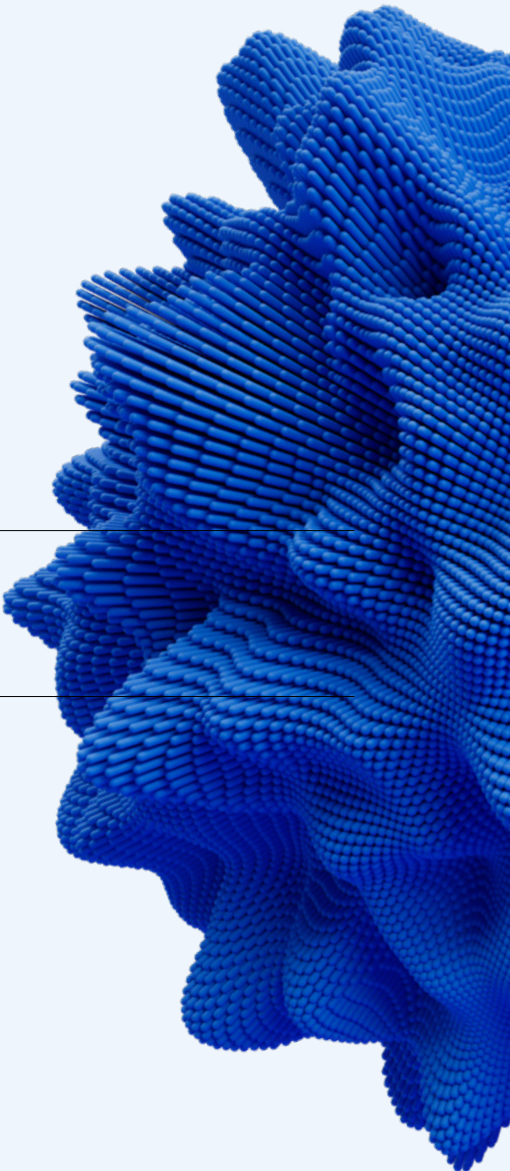
<sup>1</sup>Does not include turnover as a result of divestitures

SV-PS-330a.3

Employee engagement as a percentage

Year	Percentage
2024	78%

For more information about our employee engagement and our certifications from Great Place To Work™, please see [p.18](#) in our 2024 Corporate Responsibility Report.





Professional Integrity

SASB code and accounting metric    Response

<b>SV-PS-510a.1</b> Description of approach to ensuring professional integrity	<p>Verisk sets a high and uniform standard of fair and ethical behavior for its management, employees, and suppliers. The following policies and documents outline these standards:</p> <ul style="list-style-type: none"><li>• <a href="#">Anti-Bribery and Corruption Policy</a></li><li>• <a href="#">Code of Business Conduct and Ethics</a></li><li>• <a href="#">Statement of Policy Concerning Trading Policies</a></li><li>• <a href="#">Statement on Modern Slavery</a></li><li>• <a href="#">Supplier Code of Conduct</a> and credentialing process</li><li>• <a href="#">Whistleblower Policy</a></li><li>• <a href="#">Human Rights Policy</a></li></ul> <p>Verisk employees acknowledge covenants covering various topics including insider trading and tipping, conflicts of interest, an obligation of confidentiality, and computer and information security.</p> <p>Verisk also supports our commitment to business integrity with mandatory training for our employees across a wide range of topics.</p>
<b>SV-PS-510a.2</b> Total amount of monetary losses as a result of legal proceedings associated with professional integrity	<p>In accordance with Securities and Exchange Commission (SEC) requirements, Verisk discloses all material legal proceedings in its annual reports on Form 10-K and quarterly reports on Form 10-Q filed with the SEC. See our <a href="#">SEC Filings</a> page for additional information.</p>

Activity Metrics

SASB code and activity metric    Response

<b>SV-PS-000.A</b> Number of employees by (1) full-time and part-time (2) temporary, and (3) contract	<table><tr><th>Employee Group</th><th>Total</th></tr><tr><td>Full-time employees</td><td>7,465</td></tr><tr><td>Part-time employees</td><td>200</td></tr><tr><td>Temporary employees</td><td>47</td></tr><tr><td>Contractors</td><td>1,110</td></tr></table>	Employee Group	Total	Full-time employees	7,465	Part-time employees	200	Temporary employees	47	Contractors	1,110
Employee Group	Total										
Full-time employees	7,465										
Part-time employees	200										
Temporary employees	47										
Contractors	1,110										
<b>SV-PS-000.B</b> Employee hours worked, percentage billable	Not applicable										

# Leadership



# Corporate Leadership



**Lee M. Shavel**  
President and  
Chief Executive  
Officer



**Yang Chen**  
Head of Corporate  
Development and  
Strategy



**Sunita Holzer**  
Chief Human  
Relations Officer



**Maroun S. Mourad**  
President, Claims  
Solutions



**Doug Caccese**  
Co-President,  
Underwriting  
Solutions



**Nick Daffan**  
Chief Information  
Officer



**Saurabh Khemka**  
Co-President,  
Underwriting  
Solutions



**Rob Newbold**  
President,  
Extreme Event  
Solutions



**Kathlyn Card Beckles**  
Chief Legal  
Officer



**Melissa Hendricks**  
Chief Marketing  
Officer



**Elizabeth Mann**  
Chief Financial  
Officer



**Tim Rayner**  
President,  
Specialty Business  
Solutions



# Board of Directors

**Bruce Hansen** [Independent Chair](#)

Retired Chairman and Chief Executive Officer,  
ID Analytics

*Executive Committee (Chair)*

**Vincent Brooks**

Retired Four-Star General, U.S. Army

*Risk Committee; Talent Management and Compensation Committee*

**Jeffrey Dailey**

Retired Chief Executive Officer, Farmers Group, Inc

*Executive Committee; Finance and Investment Committee;  
Talent Management and Compensation Committee (Chair)*

**Gregory Hendrick**

Chief Executive Officer, Vantage Group

*Talent Management and Compensation Committee*

**Kathleen A. Hogenson**

President and Chief Executive Officer,  
Zone Oil & Gas, LLC

*Audit Committee (Chair); Executive Committee;  
Risk Committee*

**Wendy Lane**

Experienced Board Director, Insurance  
and Global Information Services Industries

*Finance and Investment Committee; Talent Management and Compensation Committee*

**Samuel G. Liss**

Principal, WhiteGate Partners LLC

*Audit Committee; Executive Committee; Governance,  
Corporate Sustainability, and Nominating Committee (Chair)*

**Lee M. Shavel**

Chief Executive Officer, Verisk Analytics

**Olumide Soroye**

President and Chief Executive Officer,  
Intelligent Operating Solutions, Fortive Corporation

*Executive Committee; Finance and Investment Committee  
(Chair); Risk Committee*

**Kimberly S. Stevenson**

Retired Executive, Technology and  
Global Information Services Industries

*Executive Committee; Governance, Corporate Sustainability,  
and Nominating Committee; Risk Committee (Chair)*

**Therese M. Vaughan**

Retired Chief Executive Officer,  
National Association of Insurance Commissioners

*Audit Committee; Governance, Corporate Sustainability, and  
Nominating Committee*



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