

Moving Forward

2020

Corporate Social
Responsibility
Report



About Verisk



Helping customers manage risk is at the heart of what we do. Using our data and insights, tens of thousands of customers in insurance, energy and specialized markets, and financial services, including more than 70 percent of the FORTUNE 100, can make better decisions about the risks they face—decisions that affect millions of lives each day.

Our story of growth and innovation has taken us from our roots in 1971 as a not-for-profit advisory and rating organization serving U.S. insurers to a privately held for-profit firm to the publicly held global data analytics provider we are today. We now serve customers around the world from our more than 100 offices in 34 countries.

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

Our People

Our 9,000 employees include actuaries, commercial bankers, data scientists, engineers, insurance analysts, natural resources specialists, physicists, predictive modeling experts, and supply chain analysts. This highly accomplished team is dedicated to helping customers succeed and remain competitive.

As a certified Great Place to Work® for the fifth consecutive year in the U.S. and for the first time in the UK, India, and Spain, we bring to work our data analytics mindset, our drive to innovate, our customer focus, and our passion for continuous improvement. The Verisk Way™—to serve, add value, and innovate—guides how we help customers and what we expect of ourselves.

Our Purpose

Much of what we do makes the world better, safer, and stronger. We're committed to environmental and social responsibility, advancing issues of global consequence, and acting with uncompromising integrity. We foster an inclusive and diverse culture where all team members feel they belong.

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

For more information, please visit www.verisk.com

For more information on Verisk's Corporate Social Responsibility Program, visit www.verisk.com/csr

A MESSAGE TO OUR STAKEHOLDERS

For centuries, the North Star has been a fixed-point guiding the journeys of bold navigators often venturing beyond the boundaries of their known worlds. Its luminescence remains undiminished whether seas are calm or turbulent, and it's visible to all seafarers during a clear night sky regardless of ship, captain, cargo, or destination.

For today's businesses, particularly those that are publicly traded, sustainability has become a North Star. The building blocks of sustainability—represented by its environmental, social, and governance components—serve as fixed points to assess position and set course for a journey aimed at maximizing shareholder value over the long term by embracing the needs of stakeholders most likely to affect—or be affected by—the actions of the company. Those fixed points continued to serve as Verisk's North Star during 2020, distinguishing our course and marking our progress despite the combined headwinds of a pandemic and economic turbulence, social upheaval, and continuing political divisions.

Moving forward, especially under such circumstances, wasn't easy. However, years of investment in a robust technology infrastructure designed to strengthen data security and support remote working opportunities for our employees helped usher in a seamless COVID-driven transition from office to home for our 9,000 colleagues spread across 34 countries. We accepted and met the challenge of serving customers as the world became virtual, continuing to introduce innovative solutions as well as pandemic-responsive tools and approaches, efforts that undoubtedly helped the company achieve our highest net promoter scores ever. We continued to engage and support our employees—respecting them as people, encouraging them as professionals, and responding to their needs at work and at home. In turn, Verisk was recognized by the Great Place to Work Institute in the United States for the fifth consecutive year and for the first time in India, Spain, and the UK. And despite the pandemic, we fulfilled our commitments to leading not-for-profit organizations serving globally and locally.

Our 2020 *Corporate Social Responsibility Report, Moving Forward*, emphasizes the continued significance of the North Star for our journey. In a special insert following this message, we've summarized our efforts to help Verisk's stake-



holders deal with the COVID-19 pandemic. The first of the main sections, entitled "Working with Purpose," features examples of how our work during 2020 served people and communities everywhere. As a participant in the UN Global Compact, those examples also form the core of our progress.

From an ESG perspective, *Moving Forward* also includes our Climate Disclosure Report, outlining how we're embracing risks and opportunities associated with climate change, and our progress in reducing the company's greenhouse gas emissions. It highlights Verisk's Statement on Racial Equity and Diversity, adopted by our Board of Directors as an immediate call to action. In Appendix A, we set the baseline for measuring progress against the Statement's goals, reporting our diversity metrics for the first time, within the context of the Sustainability Accounting Standards Board (SASB) template for our industry. In the governance section, we report the publication of Verisk's Approach to Cybersecurity, which describes our commitment and investments to strengthen data security and data privacy.

None of what we report here is the product of one person or one business unit. It reflects a true team effort, driven by a level of continued collaboration far exceeding what might have been reasonably expected given the limits of the pandemic. It draws from all quarters—beginning with our increasingly diverse Board—and from our well-established businesses and experienced professionals to our latest acquisitions and newest employees, all of whom are enthusiastically embracing the journey guided by our North Star.

Sincerely,

A handwritten signature in blue ink that reads "Sc: Stephenson". The signature is fluid and cursive, with a long horizontal stroke at the end.

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

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2020 Disclosure:
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2020:

Year of the Pandemic

The COVID-19 pandemic reached deep into the lives of our employees and their families, the customers we serve, and the communities where we live and work. As risk professionals, our respect for the science and concern for the safety of our colleagues informed a thoughtful and thorough approach to maintaining business operations, uninterrupted. As innovators, we were inspired by the changed circumstances to find new and better ways to add value for our customers. And, as citizens of the world, including the many first responders and committed volunteers within Verisk's employee ranks, we extended a helping hand to those who helped others. Here are some of the highlights from 2020.

CARING FOR OUR EMPLOYEES

Ensuring the Safety of Workplaces

Verisk's Global Protection Services team led the company's efforts to understand the implications of the pandemic, monitor infection levels, and prepare a thorough strategy to avoid and mitigate risk. The appointment of safety management officers for every office topped a long list of safety-related initiatives that ranged from reconfiguring desk and conference room seating to employing electrostatic sprayers and other advanced methods to clean and disinfect offices. Signage and directional indicators helped maintain safe distances and direct traffic. Verisk followed national and local health guidelines in permitting employees to access offices but, even then, limited the number of employees invited to return. Those who did so were required to complete a COVID training module beforehand and submit to temperature and exposure assessments.



A customized application was made available to record arrival and departure times and manage contact tracing in accordance with applicable law. On premises, Verisk provided personal protective equipment, including hand sanitizer, disinfecting wipes, and extra masks.



Verisk Broadens Emergency Relief Policy to Help Employees Address Pandemic-Related Needs

Verisk's Emergency Relief Policy, adopted in 2014, was intended to provide interest-free loans to employees who incur unanticipated expenses arising from natural disasters. Over the years, dozens of employees used the program, most often following major windstorms such as Hurricane Harvey. With the emergence of the COVID-19 crisis, Verisk broadened the policy to cover all types of civic emergencies, including pandemics. In addition, the definition of eligible expenses was expanded—and now specifically includes costs related to housing, food, clothing, transportation, health and medical services, and childcare and eldercare, including tax consequences associated with employer-provided benefits.

The interest-free loans range up to US\$10,000 or comparable economic value based on the cost of living for the country where the employee is located. Employees have up to two years to repay the loans through regular payroll deductions. More than 50 employees have used the program to address COVID-related needs in Canada, India, the UK, and the United States.

Expanding Benefits to Meet New Needs

Employees with confirmed cases of COVID are provided up to 10 days of paid leave above their standard paid-time-off/holiday balances. The Employee Assistance Program, which provides confidential counseling, education, and resources to help employees and their families deal with a range of challenges, was expanded to cover Verisk employees globally.

Building Well-Being into Every Day

A new engagement vehicle, The Daily Dose, was a hit with employees, often featuring entertaining or inspiring employee videos, must-read articles, and important tips on personal development, health, and well-being. Verisk also introduced an original six-part self-care program, focused on personal, psychological, emotional, physical, spiritual, and professional balance. Verisk business Wood Mackenzie hosted webinars on positive psychology and how to manage a work-from-home existence while dealing with dependents. Capping off these efforts was a first-ever, company-wide Verisk Well-Being Day, where employees were encouraged to spend the day enjoying families, hobbies, physical exercise, and well-deserved rest and relaxation.



Boosting Connection, Collaboration, and Productivity

The company took advantage of a robust technology infrastructure to support full, work-from-home functionality. IT and Facilities staff ensured that



equipment, such as monitors and headsets, were shipped promptly to employees who needed them. Verisk also launched a global migration to Microsoft Teams, including Teams Live for online events, enhancing two-way dialogue and promoting team collaboration. In addition, the company introduced Compass, a new engagement platform for managing multiple operational applications, conducting online training, delivering news, and hosting employee-driven communications by locale, topic, or employee group.

Maintaining Team Spirit

In addition to virtual town halls and other corporate-wide activities, Verisk's business units organized numerous special events to promote collaboration and build camaraderie. Fintellix, a Verisk Financial business, sponsored an innovation challenge to engage individuals and energize teams in Bangalore and Mumbai, with a number of their ideas making the cut for market validation or integration into the product roadmap. Teams of employees from Verisk business Xactware volunteered in the greater Lehi, Utah, area at the end of the summer, masking up to beautify a local park, conduct a clean-up in Provo Canyon, and complete miscellaneous projects benefitting a therapeutic riding center. On the lighter side, Sequel's employees organized their first-ever Comedy Club, sponsored a Halloween quiz and costume contest, and held a virtual talent show during the holidays.

Others sponsored trivia contests, coffee chats, networking sessions, and game tournaments.

Supporting the Parents Among Us

Verisk and its business units made available a suite of resources to support working parents, including a volunteer tutoring program, home-study materials, assistance for children with special needs, and more. The White Plains chapter of Verisk's Parents Network helped lead the way, organizing multiple child-friendly activities and providing a much-needed respite for colleagues balancing work and family demands. The team distributed materials for nearly 10 monthly crafts projects involving Earth Day, Diwali, and other themes; conducted virtual story times featuring diverse and inclusive content; and held a movie screening for Hispanic Heritage month.



ASSISTING OUR COMMUNITIES



Source: London Ambulance Service

Stepping up to Help the Needy

As the economic consequences of the pandemic devastated communities worldwide, individual Verisk business units and local employee networks participated in a range of fundraising efforts to help those in need. For example, employees in the Boston metropolitan area partnered with YouGiveGoods to deliver food and other essentials to three local organizations during the holidays, including the Greater Boston Food Bank, Cradles to Crayons, and Victory Programs. Verisk supported the employee-driven efforts by matching the value of the purchased goods with cash donations to the three organizations.

Continuing a Mentoring Program for High School Girls in a Virtual Environment

A creative reset to a virtual environment enabled volunteers from Verisk Financial to continue mentoring high school

women for the fourth consecutive year. The program, Her Honor 2.0, sponsored by the Eileen Fisher Foundation, helps mentees envision a professional future and acquire the necessary guidance to make it possible. While the pandemic prevented the customary in-office activities, virtual participation enabled a broadened curriculum including financial literacy and life skills training modules.

Helping the London Ambulance Service

With the onset of the pandemic in London, Sequel stepped in with an emergency loan of 35 laptops to equip doctors and nurses of the London Ambulance Service challenged to treat patients remotely. The London Ambulance Service, part of the UK's National Health Service, is one of the busiest emergency ambulance services in the world.

SUPPORTING OUR CUSTOMERS



Providing a Complimentary Tool to Gain Deeper Insight into COVID Projections

In response to the growing crisis, Verisk business AIR Worldwide launched the complimentary global Verisk COVID-19 Projection Tool and later added a U.S. state-level projection component, designed to help governments, reinsurers, and communities gain a better understanding of how the pandemic could evolve in the near term. The interactive tool provides a range of total worldwide COVID-19 case and death projections at the country level, and in the United States at the state level, on a four-week rolling basis. It leverages data from an existing AIR catastrophe model built specifically to estimate the impact of global pandemics. In 2020, these dashboards received nearly 25,000 unique views.

Analyzing the Impact of COVID-19 on Consumer Spending Patterns

Launching a COVID-19 Consumer Sales Impact Tracker, Verisk Financial helped clients adapt their business models and product strategies to the pandemic by providing updates on daily changes in consumer spending.

The tool enabled users to conduct tailored analyses of their markets by filtering details according to spend category and geography and incorporating corresponding information about COVID case rates and more.

Analyzing the Impact on Energy Supply Chains

Verisk business PowerAdvocate created a new solution for its energy sector customers, helping them analyze and mitigate the potential consequences of the pandemic on their supply chains. The initial phase consisted of overlaying epidemiological information across the North American energy supply network, providing a county-level assessment of COVID cases, and highlighting areas where the impact was most severe. As economic fallout increased, the risk analysis was enhanced by the addition of county-level unemployment data, helping customers direct spending and support to local areas most in need of stimulation and development. These initial efforts have since been commercialized, with plans to add additional risk domains, such as extreme weather event information.

Protecting Clients and Consumers from COVID-Related Fraud

At the onset of the pandemic, Verisk Financial created a rapid response team to help protect payment providers, e-marketplaces, and consumers from COVID-related fraud associated with a dramatic rise in online scams offering compensation, loans, medicines, and other healthcare treatments. The team rescanned millions of URLs in client data sets to help identify potential violators and added safeguards to onboarding processes to help prevent new scammers from entering clients' portfolios. The team also tracked COVID-related issues, including regulations promulgated by the U.S. Food and Drug Administration and Federal Trade Commission, to separate bad actors from pandemic-related innovators.



Implementing a Customer-Facing Communications Infrastructure

With the elimination of in-person contact and collaboration due to COVID-19, Verisk business ISO launched a series of integrated communications measures to help keep P&C insurance industry stakeholders continually up to date on important market developments. A new, publicly accessible website



Verisk digital engagement platforms allowed collaboration for virtual inspections and property coverages

highlighted relevant ISO service announcements, insights, and analyses from the ISO Emerging Issues team, and featured a robust database that organized and distilled the deluge of new state legislative and regulatory developments with COVID-related implications for the industry. The website was accompanied by a daily e-mail alert delivering legislative and regulatory updates directly to individual customers. Using remote technology, ISO also sponsored industry roundtables providing insight on the spread of COVID, commentary from legislative and regulatory experts, and updates on various insurance coverage and pricing-related issues.

Providing Access to Digital Engagement Platforms in lieu of Onsite Inspections

When the pandemic first escalated during the spring, Verisk offered complimentary access to its OneXperience™ and ClaimXperience® digital engagement platforms, enabling insurance companies and their policyholders to collaborate about property insurance coverages and claims without the need for an on-site inspection. The solutions provided a range of tools, including video, to help identify and verify property characteristics and contents, as well as determine the scope of damages and estimate repairs. To support the program, Verisk substantially scaled up its capacity to stream and store video and supporting data.

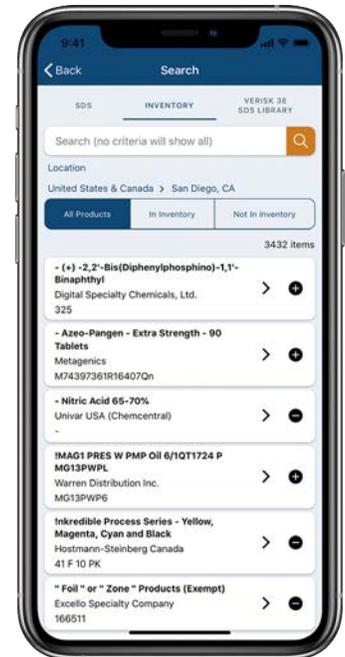
In addition, the company added remote training and support options for insurance professionals and shifted key resources to help them implement the platforms.

Providing Free Access to Important Safety Information

With a surge in demand for cleaning supplies, Verisk 3E helped companies keep employees, families, and communities safe by providing free online access to Safety Data Sheets for cleaning products approved for use by regulatory authorities in the U.S. and Canada.

Managing COVID Exposure and Incident Response for Customers

Verisk 3E's EHS (Environmental Health and Safety) Call Center provided live incident notification hotline support for potential COVID-19 exposures. The hotline is staffed by trained EHS specialists dedicated to protecting the health and safety of workers in facilities worldwide. In addition, in the event of a potential exposure to COVID-19 or other infectious diseases at a facility in the United States or Canada, Verisk 3E's Emergency Response Network can provide incident management support by dispatching a pre-screened emergency response contractor 24-7-365.



Companies used the 3E Protect mobile application to get free access to approved cleaning products.



WORKING WITH PURPOSE

We derive tremendous satisfaction putting the principles of The Verisk Way™ into practice. Those principles—representing core values such as integrity and passion, or exemplifying behaviors such as acting with a data analytics mindset—benefit not only Verisk’s customers but all of our stakeholders. We’re especially proud of those instances where our work has had beneficial consequences for people or communities, aligned with the UN’s Sustainable Development Goals (SDGs), or otherwise contributed to the greater good. Here are examples of Verisk teams “working with purpose” during 2020.

IDENTIFYING HUMAN RIGHTS AND GEOPOLITICAL RISK

Pandemic, Tightened Security Measures Underlie Emerging Threats in Annual Human Rights Analysis

Impacts associated with COVID-19 and the restrictive effects of new governmental measures designed to increase surveillance and security in certain countries are among the emerging threats highlighted in Verisk Maplecroft's Human Rights Outlook 2020.

According to the report, the risks of modern slavery are on the rise in Asia's manufacturing hubs—including China, India, Bangladesh, Cambodia, Indonesia, and Vietnam—where millions of workers, newly unemployed due to COVID, are turning to more exploitative forms of work just to stay afloat. At the same time, travel restrictions have limited the ability of companies to audit their supply chains, potentially increasing reputational risks to their brands.

Outside of Asia, the report found that meeting the spiraling demand

for hand sanitizer—and its key ingredient, ethanol—is likely to come at the expense of human rights in the production of sugarcane, needed to distill ethanol. Child labor, forced labor, and the destruction of habitats already represent a significant risk in seven of the nine largest sugarcane-producing countries. Similarly, the report cited fluctuating demand and falling prices for coffee, tea, and cocoa as creating fertile ground for the increased use of child labor in countries such as Ethiopia, Côte d'Ivoire, and Kenya.

The rights to privacy and free expression have also been affected by the pandemic, where extreme security measures and unchecked governmental powers have been implemented to combat the health crisis, particularly in Asia. The report warns that these actions are likely to be extended and eventually become permanent fixtures of state governance, where unrestricted access to personal data



raises numerous social, political, and commercial implications.

The report cites human rights as the most significant issue facing Hong Kong, where China imposed a new national security law to crush dissent. The rollbacks affecting civil and political rights mean that multinational companies could face the potential for the politicized detention of their employees as China targets companies for the actions of their home governments in a deteriorating geopolitical environment.

First-Ever Dataset Identifies Human Rights Exposure at the Subnational Level

Verisk Maplecroft has released the world's first and only Subnational Human Rights Dataset, a tool that enables multinational organizations and financial institutions to undertake risk assessments of their global operations, supply chains, and investments in more granular detail than has been possible to date.

The Dataset, which encompasses risk scores for 3,600 states and

administrative regions in 198 countries, can be used by companies and asset managers to accurately map their exposure to 10 key human rights issues, such as arbitrary arrest and detention, child or forced labor, freedom of assembly, kidnappings, migrant workers, and occupational health and safety.

The Dataset combines data science with expert derived judgments and existing methodologies from Verisk Maplecroft's internationally recognized country-level human rights

indices. In addition to fine-tuning the approach to risk management, the Dataset can also simplify compliance with emerging supply chain legislation and provide greater assurance to responsible investors and ethically conscious consumers that companies are taking the extra steps necessary to minimize their human rights impact.

UNDERSTANDING CLIMATE AND WEATHER

Collaboration with National Geographic Helps Map Future Climates for the World's Populated Areas

Data analytics and expertise from Verisk Maplecroft has helped National Geographic create Your Climate, Changed, an interactive site that educates users about the impact of climate change by allowing them to explore the climate profiles of 2,500 cities, 50 years into the future. National Geographic is one of the world's leading geography, nature, and scientific publishers.

The project draws on Verisk Maplecroft's Climate Change Vulnerability Index, alongside projected data for precipitation,

heat events, and temperatures. Using these and other indicators, the site shows how cities look now, and what they could look like in the future if carbon emissions continue to rise under worst-case scenarios. For example, users learn that, in the year 2070, London's climate will be more like that of Sovicille, Italy—approximately 1,000 miles southeast of London—with resulting summer temperatures about 4°C higher and another 52 millimeters of precipitation during the winter. Summers in Boston will feel more like Bardwell, Kentucky—approximately 1,200 miles to its southwest—with maximum temperatures 5°C hotter on average and an additional 49 millimeters



of rain. For Hanoi and 90 other cities, users learn that future climate profiles will be unlike any that exist on earth today.

Advances in Hail Modeling Helping Weather Forecasters in Multiple Countries

A multi-year research effort involving scientists from Verisk business AER and the National Severe Storms Laboratory in Norman, Oklahoma, helped develop a hail prediction model now being used by weather forecasters in the United States, many European countries, and Israel.

The model, known as CAM-HAILCAST, produces forecasts of hail size, density, and its velocity as it falls to earth—factors that determine its destructive impact on vegetation and structures, as well as its threat to aircraft, cars, livestock, and people.

With the help of key stakeholders, including the Earth Systems Research Laboratory, the Storm Prediction

Center, and the National Center for Atmospheric Research, the CAM-HAILCAST model has been integrated into the U.S. High Resolution Rapid Refresh model—a real-time atmospheric model operated under the jurisdiction of the U.S. National Oceanic & Atmospheric Administration. As a result, a national, publicly available hourly hail size forecast is now produced for the benefit of forecasters and the general public across the United States.



AER has also worked with the Swiss national meteorological service, MeteoSwiss, to incorporate CAM-HAILCAST into the European Consortium for Small-scale Modeling (COSMO) model. The resulting hail size forecasts from COSMO are now available for national meteorological services operating in Germany, Greece, Israel, Italy, Poland, Romania, Russia, and Switzerland.

Addressing Wildfire Exposure

Verisk continues to be at the forefront of educating stakeholders about the issues associated with wildfire. A 2020 report entitled *Wildfire Risk Insight*, analyzing property exposure and wildfire damage that occurred during 2019, highlighted how climate change and human encroachment in wildland-urban interface (WUI) areas are impacting wildfire frequency in the United States and elsewhere. The report presented data illustrating the global scope of the exposure, recapped the effects of seven major California wildfires that occurred during 2019, and stressed the continuing importance of collaborative efforts to develop and promote informed mitigation strategies. Those efforts include Verisk's current partnerships with leading organizations such as the International Association of Fire Chiefs, the Western Fire Chiefs Association, and others.

In California, where recent wildfire seasons have been the deadliest and most destructive on record, Verisk experts have consistently emphasized the science of wildfire risk and the importance of data-driven approaches, as well as the role of insurance and capital markets in managing and transferring risk. The AIR U.S. Wildfire Model served as an input into the design of the California Wildfire Fund, which was enacted during 2019 to support utilities held liable for wildfire damage. Estimates from the model were used along with the historical data in determining the size of the fund.

Recognizing the growing exposure, Verisk is also committed to contributing to advances in wildfire detection and characterization. AER is working with scientists at the U.S. Forest Service and the Space and Missile Systems Center of the U.S. Space Force to develop tools and techniques that



enhance wildfire detection and better assess the spatial extent and intensity that determines its characterization. While the capability of using satellites to detect wildfires has existed for decades, the new approach fuses data from military and civilian satellites to produce a product that exceeds the capabilities of using civilian data sets alone.

Timely AER Research Helps Broaden Scientific Perspectives on Key Issues

Understanding the Effects of Wind Turbines on Local Surface Temperatures

With wind power representing a scalable approach to reducing carbon emissions, the number of wind farms and the amount of land surface used to support them could increase substantially. That's the backdrop for a recent study by AER examining the effect of wind turbines on local surface temperatures—the first step in understanding how to manage any potential impacts.

Using satellite data to examine the surface warming effects on the lee side of wind turbines, the study found that operational wind turbines redistribute atmospheric heat down to the surface. The results range from a 2 to 5 degree Celsius surface warming effect for several kilometers downwind. Although the turbines are not adding heat, and the warmer surface temperatures are



not related to climate change, the impact of the process over increasingly larger swaths of land dedicated to wind farms bears monitoring.

Learning from the Flash Drought of 1936

During 1936, the concurrent effects of a flash drought and severe heat wave led to an agricultural disaster in the north central United States, laying waste to farmland, decimating livestock, and killing people.

A flash drought is the opposite of a flash flood. Combined with a heat wave, a flash drought can cause disproportionate amounts of damage to ecosystems and infrastructure and increase levels of mortality. That's a concern to scientists, led by AER, now examining the 1936 flash drought to better understand how it evolved, whether it might be repeated, and its potential impact on communities and people.

PROMOTING MITIGATION AND RESILIENCY

Increasing the Financial Resilience of Vulnerable Countries Threatened by Drought

With the frequency and severity of extreme climate-related events expected to worsen during coming decades and a recent report by the United Nations indicating that the threat of world hunger is again on the rise, a consortium of leading organizations is working to help low-income countries increase their financial resilience to the devastating consequences of drought.

Under an initiative coordinated by the World Bank, experts representing

Columbia University's International Research Institute for Climate and Society, the International Water Management Institute, and AIR are focused on developing a robust drought index and set of indicators that can monitor risk and trigger effective financial instruments to help support farmers and sustain farm-based economies. As part of its contribution to an initial case study involving Senegal, a country in West Africa, AIR developed stochastic catalogs for precipitation, vegetation, and soil moisture, addressing the challenge of limited data with the advantages of its probabilistic method.



Ultimately, the consortium hopes to expand the geographic reach of its work by establishing a replicable and scalable approach for quantifying drought risk that meets the needs of key stakeholders and enables policymakers to evaluate appropriate financial responses.

New U.S. Resilience Program Weighs ISO's BCEGS® Classification to Help Channel Grants

A community's classification under ISO's Building Code Effectiveness Grading Schedule (BCEGS®) will be one of the key technical criteria used by the Federal Emergency Management Agency (FEMA) to award grants under a new program to help build resilient communities across the United States.

The program, Building Resilient Infrastructure and Communities (BRIC), is designed to shift the focus away from reactive disaster spending by the federal government towards a more research-driven, proactive approach to investing in communities that demonstrate a commitment and strategy to strengthen their resilience. Community applicants can leverage their efforts at adopting and enforcing strong building codes, as measured by BCEGS, to better their chances of receiving BRIC grants. Underlying ISO's BCEGS program is the acknowledgment that communities



Source: fema.gov

with well-enforced, modern building codes help ensure the health, safety, and welfare of building occupants every day. Comparatively speaking, data reinforces the proposition that those communities fare better during catastrophic events such as hurricanes, realizing a return on their investment measured by saved lives and reduced property losses.

In addition to administering the BCEGS program, ISO Community Mitigation

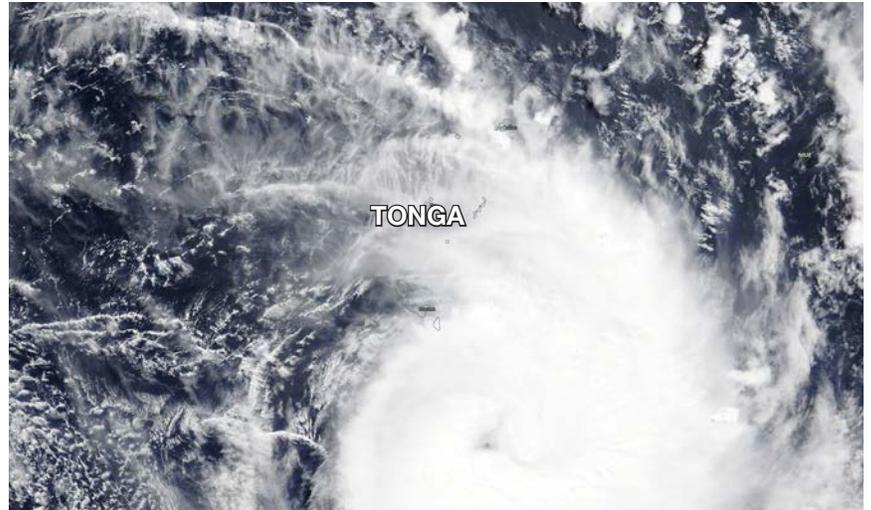
staff across the United States evaluate municipal fire suppression capabilities under ISO's Public Protection Classification (PPC®) Program, a program used by many communities to plan, budget for, or justify improvements or changes to local fire protection. ISO specialists also provide technical support to the National Flood Insurance Program's Community Rating System, helping communities improve their flood mitigation efforts.

Helping Tonga Address the Aftermath of Cyclone Harold

AIR's role in a catastrophe risk financing arrangement driven by the World Bank helped the government of Tonga access a \$4.5 million insurance payout designed to support response and recovery efforts in the immediate aftermath of Tropical Cyclone Harold. The cyclone, a Category 5 event that hit the South Pacific in April, passed within 100 kilometers of Tongatapu, Tonga's main island, causing widespread damage to coastal communities.

AIR served as calculation agent for the payout, which was issued by the Pacific Catastrophe Risk Insurance Company, an entity established under the World Bank's Pacific Catastrophe Risk Assessment and Financing Initiative.

For more than a decade, AIR has been supporting catastrophe risk financing



initiatives under a series of projects sponsored by the World Bank, the Asian Development Bank, and other partners. The projects help governments respond to the economic shocks of natural disasters. They are particularly important in areas such as

the South Pacific, which is home to more than 12 million people living in remote island nations and significantly exposed to natural hazards, including earthquakes, floods, and tropical cyclones.

Expanded Crop Insurance Models Help Agricultural Markets in China and India

AIR's multi-peril crop insurance model for China has been expanded to support a more comprehensive view of agricultural risk. Crop insurance helps agricultural producers protect against loss of or damage to crops, forests, and livestock, or against natural disasters and other uncertainties that may adversely affect the prices of such commodities in the future.

Building on a model for mainland China first introduced a decade ago, the expanded version now assesses all of the country's major crops against a wide range of weather-related causes, damage to forests from pests and disease, and potential losses caused by extreme weather and disease affecting livestock.

The expanded model reflects China's position as a leading global producer of wood and paper products. It also

recognizes the potential for extreme livestock losses. For example, an outbreak of African swine fever—a highly infectious and deadly disease—started impacting pigs in China in 2018, resulting in a loss of half of China's 400 million pigs, or 40% of the world's total agricultural pig population as of the first half of 2020.

The modeling work for China follows the late-2019 introduction of the multi-peril crop insurance model for India. The model for India helps support probabilistic assessments of insurance claims caused by yield shortfalls for 11 major crops across India's two main crop-growing seasons. Inherent in the model are numerous variables ranging from the vulnerability to stressful environmental factors at each crop's developmental stage to the existence of irrigation, which can lessen or eliminate the negative effects of precipitation shortfall on crop yields.

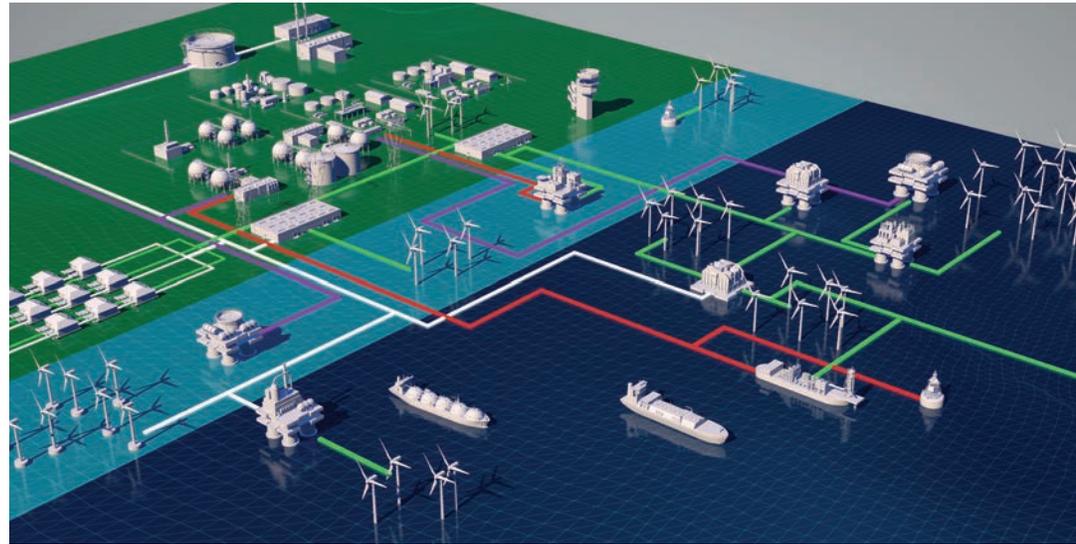


SUPPORTING THE ENERGY TRANSITION

Developing a Technology Roadmap for a Net Zero North Sea

In a project completed for the UK's Oil and Gas Technology Centre (OGTC), Wood Mackenzie developed a technology roadmap to support the UK energy industry and UK and Scottish governments and identify the technologies critical to delivering on the UK's 2050 net zero commitments. The UK's legacy offshore oil and gas industry, in addition to the rapidly expanding offshore wind sector (largest installed offshore wind capacity globally), make the UK continental shelf critical to achieving the national net zero target.

The project analyzed the component sectors of the integrated energy system of the future—oil and gas; offshore renewables; hydrogen; and carbon capture, utilization, and storage—identifying key technologies and technical challenges that must be addressed to meet the targets. The resulting road-



map was supported by sector economic analyses addressing the level of required investment, total economic impact, and resulting employment. In its report for the OGTC, entitled *Closing the Gap: Technology for a Net Zero North Sea*, Wood Mackenzie also noted that timely investments made in

furtherance of the plan will help increase opportunities for the UK to export the resulting low carbon technologies, products, and expertise.

To learn more, visit:

http://go.woodmac.com/technology_for_a_net_zero_north_sea

Powering 50% of the U.S. Grid from Renewable Sources by 2030

Using research conducted by Wood Mackenzie, the American Clean Power Association (ACPA) announced that a strategy of targeted Executive-branch actions and changes to federal legislative policies could help the United States power 50% of its electric grid from renewable sources by 2030.

Wood Mackenzie found that achieving such a milestone relies on a combination of factors—including an improvement and expansion of the transmission infrastructure, greater flexibility regarding access to federal lands and waters, smooth integration of offshore wind

into the nation's energy portfolio, various technology advancements, and legislative policies that incentivize the use of clean energy.

In addition to potentially reducing U.S. carbon emissions by more than 60%, Wood Mackenzie estimated that the plan could drive \$1 trillion in capital investment into the American economy over the next decade, and support nearly one million new well-paying jobs throughout the energy sector and its supply chain, while helping stabilize wholesale energy prices.

The ACPA announced the strategy during December as the newly elected Biden Administration was signaling

plans to recommit the United States to efforts addressing climate change.



Assessing Climate Reduction Targets for the Gold Industry

In collaboration with energy and mining specialists at Wood Mackenzie, the World Gold Council published a report examining opportunities for the gold

mining sector to decarbonize its power sources and evaluate the scale and speed of emissions reductions necessary to meet the 1.5 degrees Celsius target contemplated by the Paris Climate Agreement.



Based on the current status and anticipated plans of the gold mining industry, Wood Mackenzie concluded that the emissions intensity of power used in gold production could fall an estimated 35% by 2030. The reduction depends on several factors, including a transition within the sector from direct site-generated electricity using fossil fuels to electrical grids already growing their reliance on renewable sources, as well as substantially reduced production from high emissions mines. Wood Mackenzie further estimated that if plans to transition to lower carbon power sources become commonplace across the sector over the next decade, an additional 9% reduction could be realized by 2030, putting the Paris target within reach.

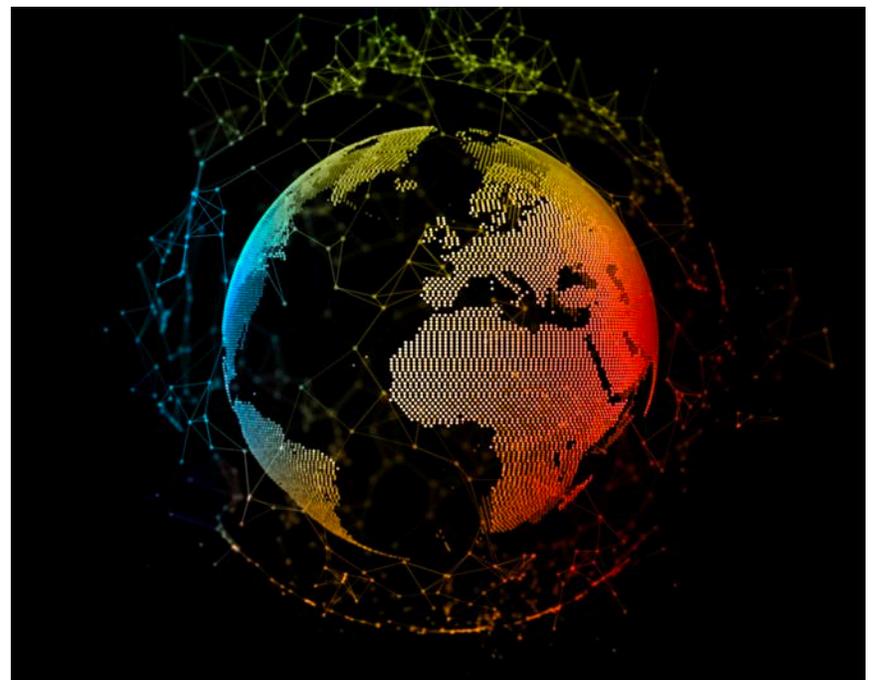
To learn more, visit:

www.gold.org/goldhub/research/gold-and-climate-change-the-energy-transition

2020 Energy Transition Outlook: Will the Energy Transition Survive Coronavirus?

With national governments spending feverishly to address the consequences of the pandemic—delivering vaccines, rebuilding public health systems, restarting economies, and reducing unemployment—is there still a pathway to achieve the goals contemplated by the 2015 Paris Climate Agreement?

That was a key question underlying Wood Mackenzie's 2020 Energy Transition Outlook, which explores whether the twin challenges of rebuilding the global economy and tackling the threat of climate change can be addressed together. The report provides expert analysis of the world's future energy needs, the forecasted mix of hydrocarbons and renewables in overall world energy supply, and the significance of policy commitments and progress in China and the United States. The conclusion: Based on current information and trends, an



emissions pathway consistent with a “2 degrees or lower” objective remains a herculean task.

To read the free executive summary of the report, visit:

www.woodmac.com/news/feature/what-the-coronavirus-means-for-the-energy-transition/

PROTECTING PEOPLE AND PROPERTY

New Technology Helps London Fire Brigade Address Communication Challenges in Fighting High-Rise Fires

Protecting a large urban area dominated by high-rise structures requires seamless communications to initiate the proper firefighting strategy while ensuring the safety of the building occupants and the first responders. The challenge becomes even more complex when the incident occurs in a residential tower and multiple occupants have called emergency telephone services seeking immediate advice or assistance.

New technology developed by Sequel in consultation with the London Fire Brigade is designed to improve the flow of information between the physical location of a fire and the mobilizing control center. The system allows commanders at the scene to view emergency calls on a tablet device, enabling them to prioritize the deploy-

ment of rescue crews to individual flats based on conditions and occupancy. The deployment status is then relayed to the control center, where it's used to provide various dashboard views. It's also shared with senior officers and associated operational staff to facilitate situational awareness.

With this enhanced level of information and control, the London Fire Brigade and fire services throughout the UK will be better prepared to respond to fires in high-rise buildings, dispense more accurate advice to the occupants, and ultimately minimize the number of casualties that may arise.

The new technology represents the latest step in Verisk's long-running commitment to help municipal fire departments, such as the London Fire Brigade, improve safety and operational effectiveness. The London Fire Brigade, which is one of the largest fire services in the world, manages



more than 5,500 personnel and serves a population of more than nine million people.

CargoNet® Team Helps Pharmaceutical Manufacturing Members Prepare for Vaccine Transport

Leveraging its cargo theft trend analytics and expertise in theft prevention training, Verisk's CargoNet® team helped its members from the pharmaceutical industry assess and mitigate risks associated with the transport of coronavirus vaccines throughout North America.

Months before the first inoculations were given, the teams assessed their pharmaceutical members network of distribution hubs and shipment routes using detailed CargoNet theft data by location, location-type, and commodity.



The data was also used to train employees and contract truckers, raising their awareness about avoiding situations and places where hijacking, pilfering, and related crimes might be more likely to occur.

The effort highlighted not only the value of stringent cargo security protocols using both reactive and proactive methods, but also why stakeholders across the supply chain—including victims and their business partners, and the law enforcement community—find value in their collaboration with CargoNet.

EHR Triage Engine Helps Speed Approval for Life Insurance Applicants

A new solution from ISO is using data from consumer-authorized electronic health records (EHRs) to help life insurers speed the purchase process for the vast majority of applicants.

The EHR Triage Engine bypasses manual workflows, leveraging advanced predictive analytics and automation to digitally ingest and analyze EHRs. It can evaluate 95,000 medical impairments in a minute or less, so life insurers can qualify as many as 85% of applicants for coverage with minimal or no underwriter review. By automating this segment of the process—and potentially cutting decision time from weeks to minutes—insurance carriers can provide a streamlined customer experience for lower risk applicants, enabling underwriters to focus their energy on more complex cases. By introducing such process efficiencies, implementing the EHR Triage Engine can also reduce underwriting costs while supporting a greater throughput of low-risk applicants.



Research shows that half of all life insurance shoppers are more likely to buy if they can forego the most intrusive and time-consuming element—a required physical exam. Moreover, recent findings from LIMRA suggest that about 19 million life insurance

shoppers start the buying process but never finish. The EHR Triage Engine helps address those challenges in an innovative way, an effort supported by a team of Verisk experts in biostatistics, data science, medicine, regulatory compliance, and data privacy.

Verisk 3E Helps DuPont Advance Commitment to Sustainability with Chemical Awareness Toolkit

Data from Verisk 3E is helping DuPont power its Chemical Awareness toolkit (CAT), a free web application designed

for product stewards, chemists, researchers, and others to understand and manage chemical hazards. CAT provides insight into chemical data for informed decision making, enabling users to improve health and safety in the workplace and the environment.

CAT is a useful resource for applications, including alternatives assessments to evaluate green, sustainable replacements for existing chemicals, pollution prevention and control, and identification of potential issues with chemicals in the supply chain.



Verisk and Insurers Help States Recover Delinquent Child Support Payments

A service that makes it easy for ISO ClaimSearch® customers to comply with legal requirements underlying government efforts to collect child support payments from delinquent obligors has helped in the recovery of billions of dollars for deserving families and children.

The ISO ClaimSearch Child Support Enforcement Agencies reporting service enables insurers to verify whether claimants owe past-due child support before paying claims. It features programs interfacing with the Child Support Lien Network (CSLN) database, connecting agencies in 30 states, and the federal Office of Child Support Enforcement (OCSE) database, which include all states. Matches



in either database trigger notice to the appropriate authorities and may result in a lien being placed on the claim.

More than 1,800 insurers participate in the program, which Verisk administers at no additional fee.

ADVANCING DIVERSITY

Employees Spur Innovative Approach Benefitting Diverse Suppliers

Following the deaths of George Floyd, Breonna Taylor, and others, employee support for a broader commitment to racial equity and diversity inspired PowerAdvocate to use its knowledge of the energy supply chain to help create more opportunities for diverse suppliers.

While many of PowerAdvocate's customers already have economic development initiatives in place, they are often stymied by the ability to identify qualified suppliers meeting the specialized requirements associated with serving utilities and managing, maintaining, and expanding America's power grid. With PowerAdvocate's industry expertise and database of diverse energy suppliers—including minority-, women-,



and veteran-owned businesses, among others—customers now have a reliable source to channel their investments in ways that benefit their companies and

their suppliers by expanding bidding pools and earning credit for their diversity spend.

ANTICIPATING EMERGING RISK

Latest Release of *Verisk Perspectives Highlights Research on Emerging Risks*

Multidiscipline collaboration across Verisk and a contributing network of nearly 200 industry participants makes *Verisk Perspectives* a must read for insurers and risk management professionals trying to better identify and understand the risk exposures of the future. During 2020, *Verisk Perspectives*, the capstone report of the year's research curated by ISO's Emerging Issues team, explored potential consequences associated with air pollution, obesity, civil unrest, and more.

Among the report's observations:

- Worsening air quality, disrupted ecosystems, exacerbation of an already-growing clean water issue, and other subtle impacts produced by a gradually changing climate should serve as additional motivation to strive for societal changes to help minimize climate change.



- Obesity has long been a leading cause of preventable death in the United States and worldwide. The potential similarities between obesity and tobacco litigation is a cause for concern facing companies along the food supply chain—as well as their liability insurers.
- As socioeconomic fallout from COVID-19 mounts, it's likely that

the ranks of global protesters will swell over the next two years, with unrest sweeping across developed, emerging, and frontier markets alike.

To access *Verisk Perspectives*, visit:

www.verisk.com/insurance/campaigns/verisk-perspectives/

Collaboration with Universities Features Student-Led Research on Key Issues

ISO is continuing to provide exciting opportunities for members of the academic community to share their research with insurance industry professionals as part of ISO-sponsored webinars or publications.

Continuing a program that began during 2018-2019, the collaboration has yielded interesting and insightful deliverables. For example, students from East Carolina University hosted a webinar highlighting the range of considerations that correspond with monitoring and preventing human trafficking in the transportation and hospitality industries.

Two research papers prepared by students at Old Dominion University—addressing the burgeoning eSport and e-scooter industries—were published on the ISO Emerging Issues website. The former heightened awareness about gender discrimination in the eSport world and highlighted the surprising injuries and physical toll affecting eSport participants. The latter addressed cyber risks associated with e-scooters.

ISO also used the program to help three risk management students at Illinois State University, who, like so many others, lost internship opportunities due to the pandemic. For two months, ISO experts met weekly with the students to guide their research about risks associated with 5G, the obesity epidemic, and eSports. This



collaboration was featured in Verisk's *Visualize* newsletter, affording the students public recognition of their accomplishments.



ENVIRONMENTAL STEWARDSHIP

Our work, strategy, and investments are helping address a high degree of stakeholder interest in understanding and mitigating the implications of climate change on people, property, and financial assets.

CLIMATE DISCLOSURE REPORT

Verisk continues to make progress aligning our governance practices and reporting processes with the guidelines recommended by the Task Force on Climate-related Financial Disclosures (TCFD). The following presentation describes these efforts, explains why the company is not now facing material risks associated with climate change, and discusses how we're continually evaluating and poised to address such risks and opportunities in the future. It concludes with a summary of our actions and commitments to reduce emissions.

CLIMATE GOVERNANCE

As a company, Verisk exists to help customers manage a broad spectrum of risk with greater precision, efficiency, and discipline. We strive for a high-level of strategic and functional integration, and our core capabilities and data assets are structured, shared, and deployed to support risk-related activities of all types performed by business units operating across multiple verticals in insurance, energy, and financial services. Unlike most companies, weather- and climate-related analyses have been embedded in our core solutions for decades and constitute one of many indistinguishable components driving strategy and investment for the company's risk-centric activities described below. It's against this historical evolution as a company that Verisk takes a holistic approach to governance.

Understanding and Managing Risk

Verisk professionals in multiple disciplines conduct research to

better understand the global and hydrometeorological environment, including the impacts of climate change, and develop sophisticated simulation models to capture how natural catastrophes such as wind-storm, wildfire, and flood behave and affect the built environment. We perform research on related subjects, including how the physical risks posed by climate change affect agricultural crop yields. Advisory insurance pricing and coverage information, a staple of our business for 50 years, helps P&C insurance markets protect clients from economic loss caused by numerous perils.

Promoting Resilience

We help governments and NGOs identify vulnerabilities in critical infrastructure, understand potential social and economic impacts, and inform risk transfer and mitigation strategies to strengthen emergency management programs. We also assess building codes throughout the United States and grade com-

munities on adoption and enforcement—proven ways to help reduce financial losses and the social impact of natural disasters on communities.

Providing Energy Intelligence and Supporting the Transition to Renewables

We provide independent, objective analyses of assets, companies, markets, economics, prices, and trends to help energy companies, financial institutions, governments, and other stakeholders make more informed strategic decisions. Verisk has expanded its presence in the next-generation electricity and renewables sector by acquiring market-leading companies with unique knowledge of supply chains and investment trends in areas such as solar and wind power, energy storage, and smart grids.

Responsibility for governance as it affects the company's entire spectrum of risk-centric activities, including climate-related matters, is structured as follows:

Board of Directors

- Reviews and approves the company's annual operating budgets and material acquisitions and investments.
- Annually evaluates major financial and operational risks to the enterprise, as a part of a structured "Value at Risk" exercise.
- Actively engages with senior executives on business growth strategies, including those related to climate change and the energy transition.
- Actively monitors internal operational strategies, including those related to the security of data, vulnerabilities associated with office and work environments, and the safety of employees.

Audit Committee of the Board

- Reviews the results of Verisk's annual greenhouse gas emissions inventory, with particular emphasis on trends indicated by the associated intensity metrics.

Chairman and Chief Executive Officer

- Engages the Board at its quarterly meetings, and on an ad hoc basis, to address a broad range of topics encompassing business and operational strategies, including acquisitions.
- Participates in the annual "Value at Risk" exercise and meets quarterly with business unit leadership to set strategy for operational priorities and assess business opportunities.
- Champions critical investments in corporate infrastructure, including investments designed to mitigate the potential consequences of weather- and physical-related events, such as those leading to Verisk's ISO 27001 certification.
- Promotes responsible environmental stewardship, allocating resources to the measurement and disclosure of carbon-related emissions and the purchase of renewable energy certificates (RECs) and carbon offsets.

Senior Vice President, Enterprise Risk and Compliance

- Appointed by the Board and reports to the general counsel.
- Leads the annual "Value at Risk" exercise, and works with senior leadership to strengthen corporate infrastructure, protecting data and intellectual property, offices, and people from the consequences of risk, whatever the cause.

Chief Sustainability Officer

- Appointed by the Board and reports to the chief executive officer.
 - Provides leadership in aligning corporate priorities with the expectations of stakeholders.
 - Chairs the Sustainability Council; leads the company's annual emissions inventory; arranges the purchase of RECs and carbon offsets; and communicates Verisk's environmental stewardship commitments and progress to internal and external audiences.
-

STRATEGY

During 2020, Verisk's Sustainability Council assessed the potential impacts of climate-related risks and opportunities on the organization's businesses, markets, operations, and people.

The Sustainability Council includes professionals from multiple disciplines—including our global resilience practice; power and renewables group; P&C insurance services; geopolitical risk consultancy; and enterprise risk and compliance, law, finance, and human resources departments—and is chaired by the chief sustainability officer. The assessment was presented to the company's CEO and senior executive team and, ultimately, the Board of Directors.

Risk Assessment

Nine risk areas were included in the assessment: Economic/Market, Financial, Human Resources, Litigation/Regulation, Operational, Physical, Reputation, Supply Chain, and Technology.

The Sustainability Council concluded that none of the aforementioned areas currently constitute a material risk to Verisk. The Council also concluded that even the four most likely risks to occur would do so well into the future and have a low likelihood of posing a material risk to Verisk, noting that the company has already taken many steps to mitigate their consequences should they arise. The top four risks ranked as follows:

Litigation/Regulation Risk

This category ranges from regulatory action imposing mandatory emissions reduction targets across various business sectors to litigation associated with insurance coverages.

Note: Risks emerging from litigation and regulation are not unfamiliar to Verisk. For decades, the company has monitored litigation and claims trends through various reporting services and customer panels. During a typical year, Verisk analyzes more than 25,000 proposed or enacted laws and regulatory actions, many of which affect customers' abilities to market, underwrite, and price insurance risks accordingly.

Technology Risk

Technology threats exist today but may become more acute as desperate actors seek information, including commercial energy intelligence.

Note: Verisk's Approach to Cybersecurity, describing the company's commitment and investments strengthening data security and data privacy, can be found here: www.verisk.com/csr/governance/managing-and-protecting-data/

Economic/Market Risk

Transition-related risk—whether regulatory, market, technological, legal, or otherwise—could result in market withdrawals, mergers, and liquidations, or otherwise affect clients' spending and investment priorities. Though not material to Verisk's business overall, economic/market risk could affect each of the company's verticals—insurance, energy, and financial services—in different ways.

Note: For the insurance vertical, such risk may emerge gradually, vary by geography, and affect clients differently. Transition in the energy vertical is already underway; Verisk's response is discussed in the "Opportunity Assessment" section on page 26.

Financial Risk

All companies are likely to incur increased costs attributable to climate change, whether such costs arise from avoidance and mitigation; compliance

with laws and regulation; taxing schemes; fluctuations in resource availability and demand, potentially increasing benefits costs due to climate-related illnesses; and other costs passed through the supply chain.

Note: Verisk is always looking for ways to strengthen operating margins and expects to continue doing so even as climate-related challenges emerge. The need to reduce the company's energy consumption is discussed in the "Opportunity Assessment" section on page 26.

A complete presentation of the risk factors affecting Verisk's business can be found in the *Verisk Analytics 2020 Annual Report* on Form 10-K.



Opportunity Assessment

As noted above, risk-centric activities already form the core of Verisk's business: understanding and managing risk, promoting resilience, providing energy intelligence, and supporting the transition to renewables. Thus, the challenge of identifying and capitalizing on opportunities that drive growth and profitability is already underway.

In terms of climate change and its consequences, such opportunities are illustrated by the examples that follow:

Diversifying Business Activities to Access New and Emerging Markets: Supporting the Energy Transition

The energy transition represents a significant opportunity for Wood Mackenzie—already a market leader in the field of commercial energy intelligence—to serve the emerging renewables sector. As such, Verisk has initiated and remains committed to a long-term strategy of acquiring and integrating renewable energy assets and expertise that make the opportunity viable. The company's initial acquisitions formed the basis of Wood Mackenzie's Power and Renewables Group, launched in 2018, which now provides solar, wind, storage, and grid edge market intelligence services.

Development of Climate Adaptation, Resilience, and Insurance Risk Solutions

Underlying Verisk's business strategy is a commitment to continue developing a steady stream of innovative climate adaptation, resilience, and insurance risk solutions. The commitment is illustrated by periodic releases of updated or expanded catastrophe models addressing the risk of inland flood, extratropical cyclone, hurricane, and other perils, as well as multi-peril models that assist national governments in administering crop insurance programs. Verisk's data and expertise also supports partnerships with fire service organizations and others to evaluate the effectiveness of different wildfire mitigation strategies. In addition, the company has collaborated with a leading real estate entity to launch a scorecard that provides location-specific intelligence on climate change and ESG exposure.

Development of New Products or Services through R&D or Innovation

The company continues to invest in people and infrastructure, strengthening four core capabilities essential to innovation: large-scale data integration, advanced analytics and interpretation of remote sensed data, visualization of data and analytics, and predictive analytics. Using that foundation, Verisk

recently introduced a new automation feature that allows high-volume, low-severity insurance claims to be settled with minimal involvement from a human adjuster—meaning less travel to and from policyholder properties, which saves time and money and helps reduce greenhouse gas emissions. In addition, the company developed a new hail model with the (U.S.) National Oceanic and Atmospheric Administration's (NOAA) National Severe Storms Laboratory, which was incorporated into a NOAA forecast system—a major component of the U.S. national forecast capability. The work will improve forecasting of hail size and large hail risks.

Reduced Consumption of Energy

Verisk is focused on enterprise-wide and business-specific initiatives to reduce the company's consumption of energy. Progress achieved during the recent past (described in the Metrics and Targets section) ranges from the consolidation of various operations to efficiency gains associated with the company's information processing. Lessons learned during the pandemic, particularly around our ability to seamlessly transition to and support remote working environments, are likely to drive expanded stewardship efforts.

RISK MANAGEMENT

Verisk's annual "Value at Risk" exercise is the company's most comprehensive examination of material risk. It begins at the business unit level, culminates with Board-level review, and produces action plans that are subject to later audit.

As noted on page 25, Verisk's Sustainability Council conducted a parallel assessment during 2020, specifically considering the consequences of climate change and presenting its findings to the company's senior executive team and Board of Directors.

Verisk also conducts Information and Technology Risk Management Assessments and a Location Risk Assessment. Each is described below.

Annual "Value at Risk" Exercise

This process is facilitated by an independent risk management firm, working in conjunction with Verisk's Enterprise Risk and Compliance Department.

An initial risk assessment is conducted by each of Verisk's business units. Unit management identifies the top risks within the context of their likelihood and impact, with the potential "Value at Risk" for the business unit estimated in U.S. dollars. Unit management further identifies relevant risk mitigation actions that are in place or could be taken, with the goal of recommending whether and to what extent the risk can be avoided or mitigated. If such steps fail to reduce the level of residual risk to acceptable levels, management will explore how the offending risk can be transferred or the activities terminated.

Once the respective business unit analyses have been completed, results are reviewed, consolidated, and prioritized by the company's senior management team. Those risks representing the most significant threats to the company—along with their associated risk trajectories and detailed action plans—are presented to the Board for review and

discussion. Following the incorporation of any Board-recommended changes, the action plans are implemented. Periodic reports on progress are provided to the Board, and the action plans are subject to audit.

Those risks identified by the business units but not included among the corporate priorities presented to the Board are still subject to monitoring through the business unit's operational meetings with senior management.

Sustainability Council Presentation on the Consequences of Climate Change on Verisk

A first-time, parallel exercise for describing and prioritizing risk, recommending avoid/mitigate strategies, and identifying high-level opportunities was modeled on Verisk's traditional "Value at Risk" approach and focused exclusively on climate-related risks defined by CDP. The exercise was conducted by Verisk's Sustainability Council. Based on the Sustainability Council's work, specific questions relating to climate change risk will be added to the company's annual "Value at Risk" exercise beginning in 2022.

Information and Technology Risk Management

As a leading information services provider, Verisk has made major investments to protect against threats that exploit the vulnerabilities of intellectual assets, potentially compromising their confidentiality, integrity, or availability. These threats emanate from a variety of sources, including weather- and climate-related events.

ISO/IEC 27001 Certification

Verisk maintains an ISO/IEC 27001 certification, an internationally recognized best practice framework for information security management systems, which organizations rely on to manage the security of their data



assets. A critical step in the ISO/IEC 27001 process involves identification of threats to information security—including threats posed by climate-related hazards. To achieve certification, the organization must adopt the controls warranted by the level of risk.

NIST Cybersecurity Framework

Verisk follows the NIST (National Institute of Standards and Technology) cybersecurity framework. This voluntary framework consists of standards, guidelines, and best practices to manage cybersecurity-related risk, regardless of its cause. Its prioritized and flexible approach helps ensure the protection and resilience of critical infrastructure.

Location Risk Assessment

During 2018, the company completed a systematic process of assessing weather- and natural-disaster risk at key office locations. The process combined data quantifying exposure to natural hazards with information about infrastructure maturity and the reliability of public services. The output informs risk mitigation actions at a strategic and operational level and helps refresh business interruption plans.

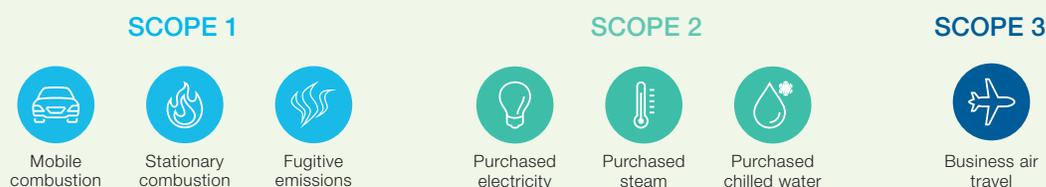
The Location Risk Assessment will be updated on a periodic basis.

METRICS AND TARGETS

Verisk responded to CDP's 2020 climate change questionnaire, reporting that purposeful energy-saving initiatives and investments in renewable energy certificates and carbon offsets helped balance 100% of the company's reported Scope 1, Scope 2, and Scope 3 (business air travel) greenhouse gas emissions for the third consecutive year.¹

Despite such investments, Verisk continues to disclose its emissions on both a location- and market-basis to provide greater transparency. In the following reporting summaries,

100% of the units conducting business within the Verisk family of companies are included for the respective reporting years. Results are presented on an unadjusted basis—that is, the results reflect emissions associated with the full integration of 19 acquisitions made through 2018, and partial integration of the four acquisitions made during 2019, all of which occurred during the second half of the year. The results also reflect one small divestiture occurring during 2019.



Verisk Inventory of Greenhouse Gas Emissions MT CO₂e

Location-Basis Summary

	2015	2016	2017	2018	2019
Scope 1	3,800.1	3,471.1	4,607.9	6,830.8	8,721.2
Scope 2	12,496.1	12,086.6	11,776.0	12,954.6	11,649.1
Scope 3	7,735.6	8,093.8	8,152.2	9,775.6	9,998.4
TOTAL	24,031.8	23,651.5	24,536.1	29,561.0	30,368.7

Market-Basis Summary²

	2017	2018	2019
Scope 1	4,607.9	6,830.8	8,721.2
Scope 2	1,427.7	431.3	138.6
Scope 3	8,152.2	9,775.6	9,998.4
Total	14,187.8	17,037.7	18,858.2
Carbon Offsets Retired	(14,188.0)	(17,038.0)	(18,859.0)
BALANCE	0	0	0

1. As in past years, the company engaged independent accounting firm PricewaterhouseCoopers LLP to externally assure our 2019 emissions data. Its review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants.

2. Verisk began purchasing renewable energy certificates and carbon offsets in 2017.



Scope 1 emissions began increasing during 2017 with the integration of remote-sensing aircraft to capture detailed post-event imagery from hurricanes, wildfires, and other natural disasters, complementing Geomni's vast database of high-quality images of homes and commercial structures. During 2020, Verisk's imagery-sourcing assets were acquired by Vexcel Imaging. Consequently, Scope 1 emissions are likely to trend toward 2016 levels, absent further organizational changes.

On a location-basis, Verisk's Scope 2 emissions declined over the 2015-2019 period, despite the integration of 23 acquisitions described on page 28. The decrease in 2019 is attributable to less consumption on our part and the residual benefit of purchasing electricity from utilities transitioning to cleaner fuels and renewable sources. Several multi-year initiatives also helped lower consumption:

- The completion of major renovations at our Jersey City headquarters, leading to a LEED (Gold) designation for Commercial Interiors
- The continued migration of data processing activities to Verisk's eastern and western data centers, both LEED (Gold) certified facilities; more efficient internal processing; and increased utilization of the efficiencies offered by third-party cloud services

- The consolidation of operations where possible, including various offices in Asia, Europe, and the United States
- Office renovations involving the installation of LED lighting and other energy-saving features
- Increased fuel efficiency of Verisk's auto fleet

When calculated on a market-basis, Verisk's 2019 Scope 2 emissions total approximately 139 MT CO₂e, (compared to 11,649 MT CO₂e reported on a location-basis). As noted above, the difference is attributable to the company's investment in RECs: tradeable, nontangible energy commodities representing 1 megawatt hour (MWh) of renewable energy. Verisk purchased RECs representing nearly 35,000 MWh of electricity during 2019, supporting renewable energy projects—wind, hydro, and solar—in almost every country or region where we have offices.

The largest projects included the Persimmon Creek Wind Farm in the United States, the Twin Rivers Wind Farm in England, the Chuzachen Hydroelectric power project in India, and the St. Leon Wind Farm in Canada.

Investments in RECs are a practical option for a company of Verisk's size and circumstances: an energy load decentralized among smaller locations

in many countries, with office space leased not owned, and almost always situated in multi-tenant buildings. At year-end 2019, nearly two-thirds of our offices worldwide measured less than 10,000 square feet.

As in 2017 and 2018, the company also purchased carbon offsets to balance our 2019 CDP-reported market-based emissions for Scopes 1 and 2, and 100% of our emissions associated with Scope 3 (business air travel). Carbon offsets support emissions reductions that take place outside the company's operations, each one representing a metric ton of carbon and carbon-equivalent emissions avoided or reduced. For 2019, Verisk used them to offset nearly 19,000 metric tons of emissions. The offsets were generated by efforts to reduce emissions at landfills in Illinois, Montana, and West Virginia.

Third parties, including Green-e Energy, the International REC Standard, and the Climate Action Reserve, certified all projects generating RECs and carbon offsets.

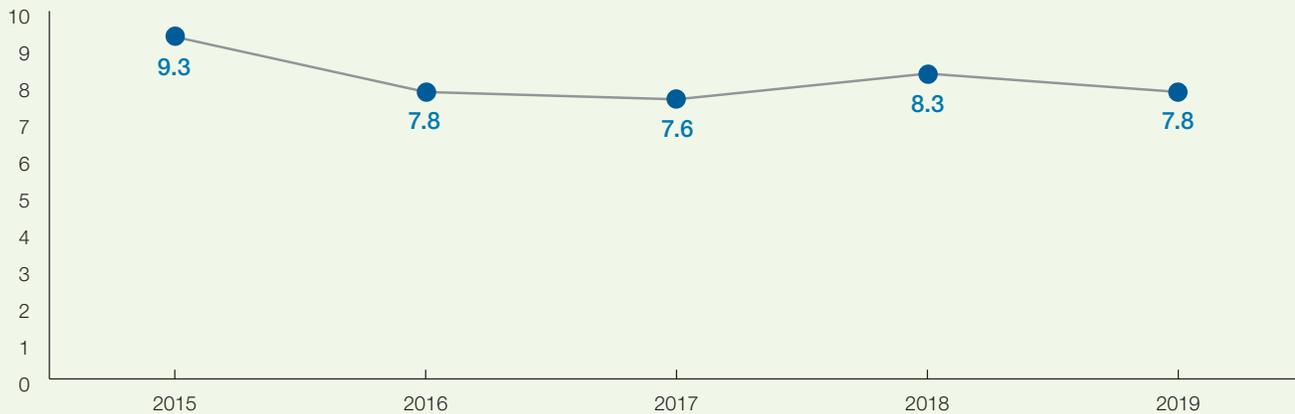
To see Verisk's emissions history, please visit:

<https://www.verisk.com/siteassets/media/greenhouse-gas-emissions.pdf>

Emissions Intensity (Location-Basis)

Scopes 1 and 2

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



Emissions Intensity: Average Full-Time Equivalent Employees MT CO₂e / Average FTE



Verisk's Scope 1 and 2 location-based emissions, measured on a revenue-intensity basis, are more than 15% lower now than calendar year 2015—despite the associated acquisition activity. When the same emissions are measured on the basis of annual average full-time equivalent employees, the decrease is even greater: more than 20% lower than calendar year 2015.

Prospective Commitments and Targets

Although the risks and opportunities of climate change are implicit in Verisk's business model, the company is committed to ensuring that such considerations remain at the forefront of planning analyses, incorporated into the annual "Value at Risk" exercise, and subject to appropriate governance oversight.

In addition, Verisk is currently reviewing potential emissions reduction targets using 2019 emissions as a baseline, adjusted to reflect two divestitures that occurred in 2020 (associated with the imagery-sourcing assets discussed on page 28, as well as the criminal records business of IntelliCorp).

Verisk remains committed to investing in renewable energy certificates and carbon offsets to balance its emissions for Scopes 1 and 2, and Scope 3 (business air travel).

CELEBRATING EARTH DAY



Supporting Reforestation Efforts in Brazil

For the fourth consecutive year, Verisk celebrated Earth Day with a gift enabling Earth Day Network to plant 2,000 trees in Brazil, where rainforest fires and political divisions have threatened the ecological balance. Working with reputable local organizations, Earth Day Network

is supporting community-related projects to reforest land destroyed by unsustainable slash-and-burn farming methods.

In past years, Verisk has supported Earth Day Network projects to plant fruit trees in India, restore native trees in the El Yunque National Forest in Puerto Rico following massive damage caused

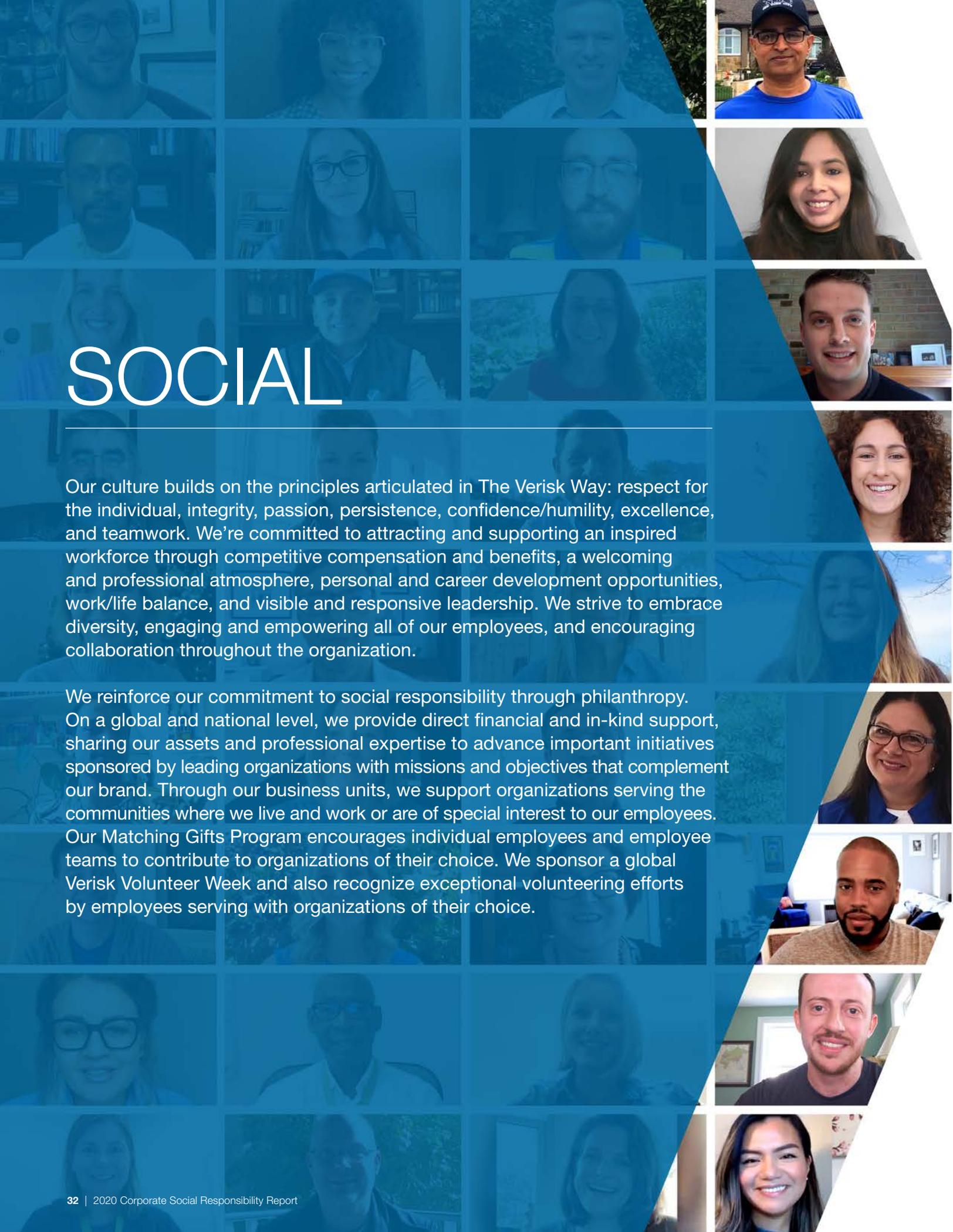
by Hurricanes Irma and Maria, and restore land and replant trees in areas damaged by wildfires in California.

Once the trees reach maturity, Earth Day Network estimates that each one will be capable of sequestering 48 pounds of carbon dioxide per year.



Planting Trees in Scotland

In addition to Verisk's annual Earth Day tree planting, members of Verisk's procurement team in Edinburgh, Scotland, volunteered to plant trees at an event benefitting the Woodlands Trust, the UK's largest woodland conservation charity. They were part of a business-customer contingent that planted 3,750 native trees at Kinclaven Bluebell Wood during March to help balance offsite printing associated with Verisk's operations in the UK.



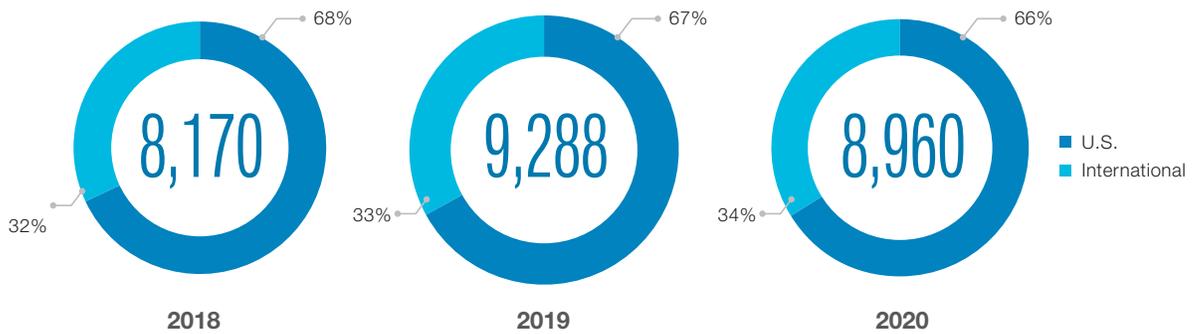
SOCIAL

Our culture builds on the principles articulated in The Verisk Way: respect for the individual, integrity, passion, persistence, confidence/humility, excellence, and teamwork. We're committed to attracting and supporting an inspired workforce through competitive compensation and benefits, a welcoming and professional atmosphere, personal and career development opportunities, work/life balance, and visible and responsive leadership. We strive to embrace diversity, engaging and empowering all of our employees, and encouraging collaboration throughout the organization.

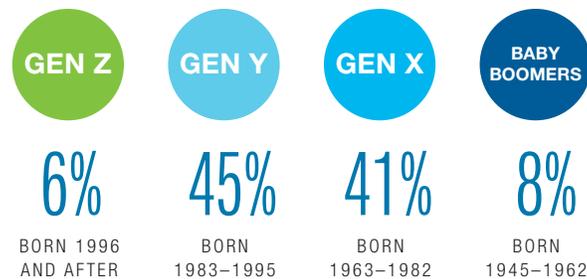
We reinforce our commitment to social responsibility through philanthropy. On a global and national level, we provide direct financial and in-kind support, sharing our assets and professional expertise to advance important initiatives sponsored by leading organizations with missions and objectives that complement our brand. Through our business units, we support organizations serving the communities where we live and work or are of special interest to our employees. Our Matching Gifts Program encourages individual employees and employee teams to contribute to organizations of their choice. We sponsor a global Verisk Volunteer Week and also recognize exceptional volunteering efforts by employees serving with organizations of their choice.

OUR GLOBAL TALENT: A FOUNDATION FOR GROWTH AND INNOVATION

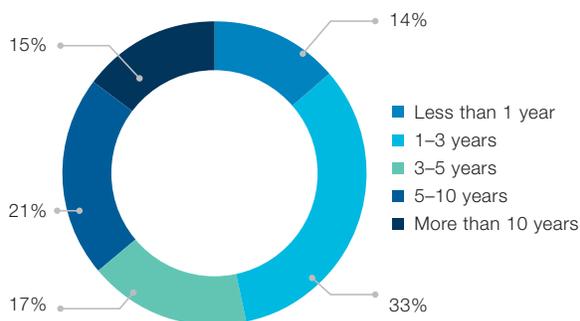
Headcount



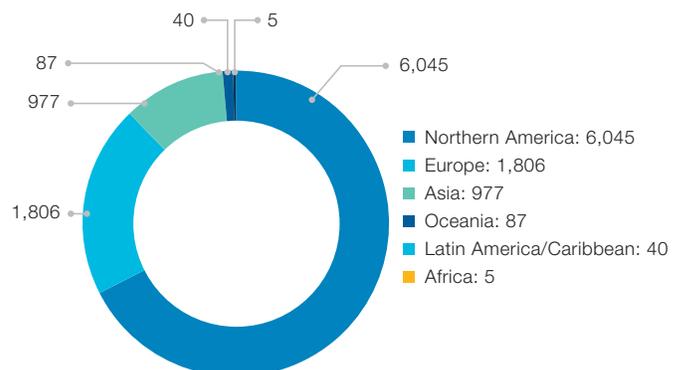
Generation



Tenure¹



Employees by Region



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

EMPLOYEE ENGAGEMENT

“

I completed my co-op and was blown away by the company culture. I was treated as a full-time hire and felt I was making a direct contribution to the success of my team. It was a no-brainer to join such an encouraging and welcoming environment.”

“

Verisk does a great job at promoting a healthy work-life balance for all employees. I'm proud to work for a company that fosters diversity, forward-thinking, and positivity!”

Verisk's "Pulse" Surveys Show Employee Engagement Increasing

As a key component of our efforts to be a responsive employer, Verisk surveys employees to assess the level of connection, motivation, and commitment they feel toward the company and their work. During 2020, we conducted several pulse surveys in various areas of our organization.

From the prior year, employee engagement increased eight percentage points to 78%.



TRUST

82%

I trust my organization

SUPPORT

82%

My organization has consistently treated me well

ADAPTABILITY

89%

I am confident that we're taking appropriate steps to minimize disruption

WELL-BEING

87%

My leadership has demonstrated that employee well-being is a priority during this time

COMMITMENT TO CUSTOMERS

87%

My organization is committed to customer experience

COMMITMENT TO CUSTOMERS

92%

I understand how I contribute to the experience of our end customers

Another Year of Great Place to Work Recognition

For the fifth consecutive year, Verisk received U.S. certification from Great Place to Work® for its outstanding workplace culture, as well as first-time certification in the UK, Spain, and India. To achieve our certification, we surveyed our employees on their workplace experience and met Great Place to Work’s research-backed benchmark for what it means to be a “Great Place to Work.” In the UK, we’re also proud that Verisk is recognized as a center of Excellence in Wellbeing based on survey results.

Verisk scored above, or in line with, the “World’s Best Workplaces” benchmark for questions relating to:

- Well-being and work-life balance
- Fair treatment
- Management
- Our environment and facilities
- Collaboration



85% of our people said Verisk is a great place to work

SAFETY

97%

This is a physically safe place to work

FLEXIBILITY

92%

I'm able to take time off from work when I think it's necessary

CORPORATE VALUES

89%

Management is honest and ethical in its business practices

GIVING BACK

85%

I feel good about the ways we contribute to the community

CARING CULTURE

87%

People care about each other here

CUSTOMER COMMITMENT

85%

Our customers would rate the service we deliver as “excellent”

What employees said about Verisk

Verisk has fostered an excellent work culture from the very top down.

Verisk provides every opportunity for you to succeed.

Our personal safety was put at the forefront of decision making during the pandemic.

Feels like management truly cares about their employees.

My views are respected and encouraged.

Verisk fosters innovation and new solutions to customer challenges.

LEARNING

Promoting Development Excellence at All Levels

Verisk's leadership development programs continue to grow and expand, providing a larger number of employees at all levels with leadership development opportunities. Given the challenges of the pandemic, we pivoted our programs successfully from in-person to virtual. We also delivered a range of curricula, including inclusion and diversity training and Coursera for Resilience virtually.

In 2020, 469 Verisk colleagues worldwide participated in the four leadership and management development programs detailed here, for a total of 1,512 participants for all programs since each began.



 <h3>ALP</h3> <p>Aspiring Leader Program</p> <p>Begin to learn and model the core capabilities of great leaders at Verisk.</p> <ul style="list-style-type: none"> • 16 weeks • Requires 1–3 hours of self-study per week <p>PARTICIPANTS 2020: 51 Since 2019: 101</p>	 <h3>FLE</h3> <p>Foundations of Leadership Excellence</p> <p>In partnership with Harvard Corporate Learning, this program helps newer managers make a successful transition from manager to leader.</p> <ul style="list-style-type: none"> • 15 weeks, self-paced • Requires 2–4 hours of self-study per week <p>PARTICIPANTS 2020: 229 Since 2017: 586</p>	 <h3>ELP</h3> <p>Experienced Leader Program</p> <p>In partnership with Harvard Corporate Learning, this journey is specifically designed for time-stretched leaders who work at the juncture of strategy and execution.</p> <ul style="list-style-type: none"> • 16 weeks, self-paced • Requires 2–4 hours of self-study per week <p>PARTICIPANTS 2020: 152 Since 2018: 620</p>	 <h3>LEP</h3> <p>Leadership Excellence Program</p> <p>In partnership with Harvard Corporate Learning and the University of Virginia School of Business, senior executives are enabled to collaborate, network, and develop skills aligned to Verisk's business strategy.</p> <ul style="list-style-type: none"> • 35 weeks • Requires 3–5 hours of self-study per week <p>PARTICIPANTS 2020: 37 Since 2014: 205</p>
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Coursera

Verisk offers employees the opportunity to pursue certification in 10 data science specializations from leading universities through Coursera.

HOURS OF LEARNING

12,297

COURSES COMPLETED

398

UNIVERSITIES GRANTING CERTIFICATIONS

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

TOP CERTIFICATIONS RECEIVED

- Data Science
- Python
- Deep Learning
- Programming
- Data Mining

LinkedIn Learning

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

HOURS OF LEARNING

15,106

COURSES COMPLETED

8,319

VIDEOS COMPLETED

293k+

TOP TECHNICAL SKILLS COURSES

- Leading Python
- Excel Business Intelligence: Power Query

TOP SOFT SKILLS COURSES

- Success Habits
- Leading Inclusive Teams

Lean Six Sigma at Verisk in 2020

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

10%

of employees (more than **900**) Verisk-wide participated in Yellow Belt training, with **45%** in total (more than **4,000**) since program inception

148

"Just Do It" process improvements executed and documented, with **295** "Just Do It" improvements since the program began

19th

Green Belt class graduated



2020 VERISK CITIZENSHIP

AWARD WINNERS



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

Candidates are nominated by their peers and demonstrate respect for the individual, integrity, passion, persistence, confidence and humility, excellence, and teamwork. They also display characteristics that enhance their personal performance, influence the work of their colleagues, and help move the company forward.

Read more about our winners at:
www.verisk.com/csr/social/our-people

INTEGRITY



Khai Yang Koh
APAC Regional Chair and Vice President
of Finance
WOOD MACKENZIE

EXCELLENCE



Wayne Elliot
Infrastructure Technician
VERISK IS&T

PASSION



Faith McFall-Smith
Associate Finance Manager
VERISK FINANCIAL

TEAMWORK



Alison "Ali" Lenehan McMahon
Receptionist
SEQUEL

EXCELLENCE



Karthik Ramanathan
Assistant Vice President and Principal
Engineer of Research and Modeling
AIR WORLDWIDE

PASSION



Chris Smith
Director, Employee Benefits
VERISK

EXCELLENCE



Kyli Wagner-Martinek
Head of Internal Communications
VERISK

CONFIDENCE/HUMILITY



Tammora Warren
Senior Marketing Project Manager
ISO

TEAMWORK



Fran Yotsko
Survey Services Manager
ISO UNDERWRITING

RESPECT FOR THE INDIVIDUAL



Mhairi Gillings
Director of Operations, IT Services
WOOD MACKENZIE

EXCELLENCE



Tony Canale
Vice President, Global Protection Services
VERISK

PERSISTENCE



Betty Byrnes
Director, Global Protection Services
VERISK

INCLUSION, DIVERSITY, AND BELONGING

Communities of Belonging

In 2020, Verisk launched the Accessibility Network, bringing the total to eight Employee Networks—now spread across 34 chapters in 15 cities, seven countries, and four continents. Our employee-led groups help foster a diverse and inclusive culture where every voice is heard and valued. They build a sense of community—and provide opportunities for networking, mentoring, and professional development.

When the pandemic took hold in early 2020, that just strengthened the resolve of our networks to stay connected. They collectively held more than 100 virtual events this year, continuing to make a difference in the lives of our employees and in our communities.

Here's a look at some of our 2020 Employee Network events:



Verisk Accessibility Network

is committed to making Verisk an accessible workplace for everyone and being a resource where employees can connect, learn, and influence change.

Late in 2020, two Verisk teammates came together from across Verisk businesses and geographies to found the Accessibility Network to support those affected, directly or indirectly, by neurodiversity or disabilities of any type, whether visible or hidden. Verisk 3E's Jessica Hartzell in Canton, Ohio, and Wood Mackenzie's Adam Wilson in Edinburgh, UK, shared a video with all Verisk employees on how they started a global, virtual Employee Network, including its goals and some impactful statistics.



Verisk Asian Network

promotes and builds our diverse Asian community to bring many perspectives to work, provide forums to network, and encourage a platform to succeed.

- Inspirational event with ironman triathlete Minda Dentler
- Virtual events including a diversity photo and recipe contest and a holiday toy drive for the Center for All Abilities



Verisk Pride Network

provides a community of support and giving, offering LGBTQ+ employees and their allies resources and opportunities to engage in meaningful discussions and events.

- Virtual Gender Identity Webinar with Stonewall UK to discuss myths and misconceptions
- World AIDS Day virtual events with Waverley Care and Positive East





Verisk REACH Network

brings employees together to help increase awareness of Black culture through special events, celebrating history and heritage, and developing leaders.

- In-person event to discuss the TedTalk called Color Blind vs Color Brave by Melody Hobson
- Events including a virtual career panel with a high school in Houston, Texas, and a Book Club Global Virtual event to discuss *Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race*



Verisk Unidos Network

promotes awareness of Latinx and Hispanic culture and supports the community through networking, educational outreach, and coaching.

- Café con Leche virtual chat to answer common questions people ask about the Latinx community
- Giving-back events including a winter care package drive for an emergency shelter and a YouGiveGoods Holiday Charity Drive



Verisk Veteran and Military Service Network

embraces our veteran and military service community through shared experiences, education, and professional development.

- Salute to Service Veterans Day fireside chat with Major Christian Castro, a Verisk program and project manager, on a COVID-19 deployment
- Giving-back events including sponsoring a Military Appreciation drive with YouGiveGoods and a donation drive for Bonds of Courage



Verisk Women Network

is dedicated to supporting each other at every stage of our career, while building a community where women are empowered to be proactive in their careers and learn how to lead.

- International Women's Day Global Webcast featuring Gina M. Grosso, retired Lieutenant General, U.S. Air Force to discuss her tenure during a period of historical change for the armed services
- Trivia for a Cause to support Women's Lunch Place, a shelter community providing food and services for women experiencing homelessness or poverty



Verisk Parents Network

provides a space for parents and soon-to-be parents to share relatable experiences and helpful information about balancing work and parenting.

- Virtual Art Workshops for children and their parents (guardians, grandparents, aunts, uncles, and cousins!)
- Events including a virtual storytime with Verisk Financial president Lisa Bonalle-Hannan, an online safety discussion on children's electronic devices, and a kid-friendly nutrition workshop

PROMOTING OPPORTUNITY



Source: Wentworth Institute of Technology



Source: Adalab Coding Bootcamp

YearUp Interns Continue to Find Career Opportunities at Verisk

An ongoing partnership with YearUp, which began during 2015, has now helped 22 young adults gain valuable business experience, with more than half the completed internships leading to full-time employment opportunities at Verisk.

YearUp is a national organization committed to closing the opportunity divide by helping young adults gain the necessary skills and experience to reach their potential. The program combines college classroom experience, job skills training, and six-month internships with leading companies. Those completing internships at Verisk have done so in information technology, financial operations, business operations, and enterprise risk and compliance.

As part of their Verisk “experience,” interns meet regularly with YearUp alumni who are now Verisk employees, talent development professionals overseeing the program, and senior Verisk

business leaders. The longest-serving YearUp alumnus, Juan M. Rodriguez, completed his Verisk internship during the 2015-2016 cycle and is now finance and human resources IT supervisor for ISO.

Partnership with Wentworth Leads to Co-op Opportunities for RAMP Students

Building on an existing partnership with the Wentworth Institute of Technology, Verisk welcomed four students from the school’s summer bridge program, RAMP, to participate in a co-op program hosted by the company’s Boston-area business units.

Wentworth sponsors RAMP to help inner city students make the transition to its challenging STEM-focused curriculum by acclimating the students to college life during a pre-matriculation summer program designed to build the skills and confidence necessary for success. For Wentworth, it represents the first step of a broader effort to increase graduation rates.

Gaining real work experience supplements classroom education, helps students navigate career opportunities, and reinforces the desire for achievement. By leveraging existing programs to create these opportunities, Verisk benefits by expanding its efforts to attract and develop talent, especially in diverse communities.

Wood Mackenzie-Sponsored Scholarship Supports Women Pursuing STEM Studies

For the ninth consecutive year, Wood Mackenzie has sponsored a scholarship through the British American Foundation of Texas, a not-for-profit organization that helps talented students from disadvantaged circumstances pursue their academic ambitions. This year, the “Wood Mackenzie Women in STEM Scholarship” was open to a qualifying college senior enrolled in a STEM-related course of study.



Source: New City Kids



Source: Team Walker

Supporting Education in the Jersey City Community

A continued commitment from Verisk supports various education and academic enrichment programs in our headquarters community. A six-year partnership with Liberty Science Center has helped teachers working in underserved New Jersey school districts strengthen their classroom skills in STEM-related subjects. Support for New City Kids, also for the sixth consecutive year, helps fund an after-school reading program for grades 1–8. And, for the fourth consecutive year, a gift from Verisk has helped Team Walker staff its after-school academic program with licensed teachers.

Sequel Begins Mentoring Women at Coding Bootcamp

Committed to strengthening diversity in the IT sector, Sequel has begun volunteering with Adalab, a Madrid-based organization that helps women develop the technical and professional skills necessary for a career in programming. Sequel is mentoring women who participate in Adalab's coding bootcamp,

the first step towards becoming employable at Sequel or other IT companies.

Returnship Program Helps Professionals Transition from Home to Workplace

Since 2017, Verisk has provided 22 return-to-work experiences to professionals who've been out of the workplace acting as full-time caregivers to children or parents. Nearly half of the returnees were offered employment at Verisk, including three during 2020 when the program was expanded from the United States to the UK.

CORPORATE GIVING

CORPORATE PARTNERSHIPS

Verisk's giving is highlighted by multi-year partnerships with several leading organizations where our financial assistance, data analytics, and professional expertise are making a difference.



Source: Jeffrey Lau

Verisk Commits to Helping The Bowery Mission Become More Data Driven

A two-year commitment from Verisk will help The Bowery Mission finance and implement a new case management system, enhancing the organization's ability to identify predictive links between the services it provides and the most successful outcomes for its clients.

Founded in the 1870s, The Bowery Mission is one of the leading agencies serving those experiencing homelessness and hunger in the New York metropolitan area. Its programs help clients make progress regaining sobriety and health, reconnect with loved ones, and prepare for work and independent living. With six locations operating in New York City, The Bowery Mission provided more than 427,500 meals and 104,000 nights of shelter last year.

The gift follows a series of high-level discussions involving Bowery Mission senior management and Verisk staff—representing Information Technology,

ISO, Verisk Financial, and Corporate Sustainability—that explored the mission's services, data collection processes, and integration challenges. Also, with the assistance of Verisk's Lean Six Sigma Center of Excellence, two members of The Bowery Mission's management team completed Greenbelt training at Verisk headquarters in February, and more are expected to undertake the training in the future.

Once the new case management system is operational, Verisk will provide data analytics support to help The Bowery Mission's leadership better understand the value of its programs.

Verisk Partnership with GeoHazards International, Launched in 2015, Continues to Help Bhutan

Verisk's long-time partnership with GeoHazards International (GHI) is continuing to help the Royal Government of Bhutan improve earthquake resilience for structures in the nation's capital, building on earlier work to protect children in the country's most vulnerable schools.

Bhutan is situated in the eastern Himalayas between China and India. A major fault line underlying the country hasn't produced a major earthquake for more than 300 years but can do so at any time. Even moderate earthquakes in 2009 and 2011 damaged hundreds of rural homes, school buildings, health facilities, and government buildings—older buildings not designed to withstand such events.

The latest phase of the partnership is focused on quantifying earthquake risk in Thimphu, the nation's capital, where a team representing the government, GHI, and AIR are modeling building damage and human losses for different earthquake scenarios, including past events. As part of the exercise, Government engineers and scientists



Source: GeoHazards International

are engaged with guiding the data and assumptions in the model to accurately reflect ground-level conditions in Thimphu.

Output from the modeling exercise will help decision makers evaluate how various mitigation measures, if taken in advance, could reduce Thimphu's earthquake losses. Armed with that knowledge, they can direct funds towards strengthening specific building types and areas of the city that are most vulnerable to damage. They can also plan for efficient emergency response and disaster relief.

In addition to the technical modeling and engineering expertise provided by AIR, Verisk is funding the exercise.

GHI is a not-for-profit organization that works around the world to reduce preventable death and human suffering from natural disasters. Verisk and AIR first engaged with GHI during 2015 when representatives from each organization, as well as designers Ido Bruno and Arthur Brutter of the Bezalel Academy of Arts and Design, the A.D. Meraz Company, the Ministry of Education of the Royal Government

of Bhutan, and Bhutanese furniture producers collaborated on the design and local manufacture of earthquake-protective desks for Bhutan's most at-risk schools. The earthquake desks, each sheltering two children and light enough to move easily, have proven to withstand a vertical drop of debris weighing nearly 1,000 pounds, while standard desks were flattened under a lesser load.

Verisk Helps the IRC Prepare its 2021 Emergency Watchlist

Continuing a partnership that began in 2017, Verisk will help the International Rescue Committee (IRC) prepare its 2021 Emergency Watchlist by extending a complimentary license to access Verisk Maplecroft's Global Risk Analytics and Country Monitoring Service and consult directly with Verisk Maplecroft country experts.

The Emergency Watchlist highlights those countries that the IRC believes to be at greatest risk of a major deterioration in the humanitarian situation during the coming year. It also helps inform the organization's strategic decision making and resource deployment. Twenty countries comprised the 2020



Source: International Rescue Committee

In Ethiopia, the IRC constructs classrooms, trains teachers, and ensures the most vulnerable have access to safe, high-quality, and responsive education services.



Source: Team Rubicon

Emergency Watchlist, led by Yemen, the Democratic Republic of the Congo, Syria, Nigeria, and Venezuela. In constructing the list, the IRC relied in part on a Verisk Maplecroft dataset covering more than 45 risk considerations ranging from arbitrary arrest and detention to pandemic susceptibility and banking sector fragility.

Founded in 1933, the IRC is recognized as a "global first responder." In any given year, the IRC and its partners help tens of millions of people survive war, conflict, and natural disasters, and recover and rebuild their lives. Verisk Maplecroft helps multinational organizations understand where, how, and why their global operations, investments, and supply chains are at risk, and provides the solutions and advice they need to build resilience and sustainability.

Continuing Support for Team Rubicon Translates to Help for Disaster-Stricken Communities

Another year of support from Verisk—financially, as well as access to Xactware's business consultants and suite of claims estimating and replacement tools—is helping Team Rubicon carry out its mission.

Team Rubicon unites the skills and experiences of U.S. military veterans with first responders and trained civilians to rapidly provide relief to communities affected by disaster, including many vulnerable rural and urban populations lacking proper insurance or access to critical resources. Over the course of 2020, nearly 3,500 Greyshirts—Team Rubicon volunteers—served on more than 20,000 deployments and assisted nearly 10 million people. In addition to their traditional operations, they launched COVID-19 testing sites, served in hospitals and on ambulances for the Navajo Nation, and tarped hundreds of roofs for hurricane survivors in the Gulf Coast.

Building Xactimate® into workflows helps Team Rubicon quickly assess the value of services such as a "muck out"—its term for addressing flood damage by stripping out and disposing water-damaged floors, walls, and furnishings—and calculate preliminary estimates of the cost to repair damage.

BUSINESS UNIT GIVING

Verisk's business units across the world continued to support a wide range of organizations, including food pantries, homeless shelters, organizations serving children, first responders and veterans, as well as those creating opportunity, providing emergency and humanitarian relief, and health and well-being services. In many cases, the business units accelerated their giving to help local organizations overwhelmed by consequences associated with the COVID-19 pandemic, including food insecurity. Among the organizations receiving assistance:



Source: Food Bank for New York City



Source: United Way of Utah County



Source: Montgomery Hospice

COVID Relief

- 4-CT
- Boston Foundation – Massachusetts COVID Relief Fund
- Corona Hilfe (Germany)
- Global Giving – Coronavirus Relief Aid Distribution (Japan)
- Global Giving Coronavirus Relief Fund
- Global Giving – One Foundation Coronavirus Response (China)

Food Insecurity

- Ángeles Malagueños de la Noche (Spain)
- Akron-Canton Regional Foodbank
- Brazos Valley Food Bank
- Danvers People to People Food Pantry
- End 68 Hours of Hunger
- Feeding Empty Little Tummies
- Feeding Westchester
- Food and Care Coalition
- Food Bank for New York City
- Foodbank Victoria (Australia)
- Food Lifeline Hunger Solution Center
- Meals on Wheels – Peninsula Volunteers
- Feed Nova Scotia (Canada)
- Project Open Hand
- San Diego Food Bank
- Second Harvest of Silicon Valley
- The Trussell Trust (UK)
- World Central Kitchen – Off Their Plate, Boston

Emergency and Humanitarian Relief

- Aktion Deutschland Hilft (Germany)
- British Red Cross – Beirut Emergency Appeal (UK)
- Cruz Roja (Spain)
- Doctors Without Borders/Médecins Sans Frontière
- Global Giving – Rescue Relief and Rehabilitation of Amphan Victims (India)
- Good 360
- Recovery Houston Foundation
- Save the Children
- United Nations Foundation
- UNHCR, The UN Refugee Agency

Community Services

- Asheville Area Habitat for Humanity
- Community Chest (Singapore)
- Fundación Harena (Spain)
- Fundación Vida Plena (Mexico)
- Habitat for Humanity
- Haley House
- Gideon's Promise
- Giving Singapore (Singapore)
- GLIDE Foundation
- La Casa de las Madres
- Lifting Up Westchester
- The Salvation Army
- Shelter (UK)
- Spitalfields Crypt Trust (UK)
- St. Louis Park Emergency Program
- Third Age Project (UK)
- The Bowery Mission

- The United Way of Hyderabad (India)
- United Way of Utah County
- Volunteers of America
- Westport Family and Community Resource Center (Ireland)
- Woman's Trust (UK)
- Women's Lunch Place

Health and Wellness

- Cancer Research UK (UK)
- Dana-Farber Cancer Institute
- Edinburgh Children's Hospital (UK)
- Fisher House
- Frauen Und Kinder Ravensburg (Germany)
- Great Ormond Street Hospital Children's Charity (UK)
- Hospitality House of Charlotte
- Intermountain Healthcare Foundation
- Intermountain Primary Children's Hospital
- Legacy Health Foundation/Oregon Burn Center
- Life Flight Trust (New Zealand)
- Live for Levi
- London's Air Ambulance (UK)
- MIND (UK)
- Montgomery Hospice
- Montreal Children's Hospital (Canada)
- National Alliance on Mental Illness - Arlington
- National Alliance on Mental Illness - Brazos Valley
- R U OK? (Australia)
- William Jennings Bryan Dorn VA Medical Center



Source: Together We Rise

Youth, Education, and Opportunity

- Big Brothers Big Sisters of the Bay Area
- Black British Professionals in STEM (UK)
- Black Girls Do STEM
- Boston Alliance of Gay and Lesbian Youth
- Elin Pelin Foundation
- JSS Mahavidyapeetha Poor Children Free Education Project (India)
- Just in Time for Foster Youth
- Kids in Tech
- Liberty Science Center
- National African American Insurance Association
- National Society for the Prevention of Cruelty to Children (UK)
- New City Kids
- Salem Children's Home



Source: International Association of Women in Fire and Emergency Services

- Team Walker
- The Allendale Association
- Together We Rise
- Youth Violence Prevention Council of Shasta County
- United Negro College Fund – Boston
- White Plains Library
- YearUp

Mitigation and Safety

- Brothers Helping Brothers
- Bush Fire Brigades (Australia)
- Federal Alliance for Safe Homes
- Florida Fire Chiefs Foundation
- International Association of Women in Fire and Emergency Services
- New Hampshire Fire Chiefs Association



Source: Liberty Humane Society

Culture and Recreation

- McCrae's Battalion Trust (UK)
- North Utah County Cycling Club
- Portland Art Museum
- Traverse Mountain Trails Association

Animal Welfare

- Hudson County Animal League
- Liberty Humane Society
- Lost Pet Services
- Northeast Animal Shelter
- Pause 4 Paws

MATCHING GIFTS PROGRAM

Verisk is proud to support the giving preferences of our employees by matching the donations they make to charitable and educational organizations qualifying under U.S. or UK law. The program also matches funds raised by employee teams to support a variety of causes. Here are some examples:

- Amnesty International
- Boys and Girls Clubs of Carlsbad
- Feeding America
- Girls Empowerment Network

- Greater Pittsburgh Community Food Bank
- Leukemia & Lymphoma Society
- NAACP Legal Defense & Educational Fund
- The Bail Project

- The Hoboken Shelter
- Ronald McDonald House Charities
- Washington Women In Need
- World Vision, Inc.

VOLUNTEERING

VERISK VOLUNTEER WEEK

Despite a worldwide pandemic, local restrictions on the size of gatherings, and the need for social distancing, employees found ways to safely volunteer as part of the company's seventh annual Verisk Volunteer Week around the world.

NEARLY

500

Volunteers

CONTRIBUTED

1,198

Hours

IN

60

Communities

ACROSS

16

Countries



Serving Others

Colleagues in Australia, Canada, Great Britain, India, Israel, Nepal, Spain, and the United States served others in a variety of ways. They collected and donated clothing, food, hand sanitizer, masks, and disinfectant cleaning supplies for the needy. They also prepared, packaged, and distributed hot meals at local soup kitchens.

Many helped raise money for various causes by taking part in 5K runs and walks or supporting other fundraising events. Employees in one office organized efforts to help fund a solar grid initiative benefitting the Navajo

Nation in the United States. Others raised money to help patients dealing with cancer.

The unique circumstances of the pandemic inspired volunteers to find new ways to contribute. Some participated in an initiative in which they remotely "mapped" un-mapped areas to help humanitarian organizations provide aid to some of the world's most vulnerable people. Employees also distributed cheerful drawings to senior citizens and military service members, played the piano for those living at an assisted living facility, and hosted an online disaster preparedness seminar for neighbors.

Stepping Up for Children

Employees in Canada, India, and the United States organized and participated in drives to help children, collecting clothes, shoes, snacks, books, and backpacks. Some helped adapt toys for children with special needs. Others provided online tutoring assistance and participated in virtual, interactive classroom sessions.



Donating Blood

Employees in India, Ireland, Russia, Spain, and the United States donated much needed blood, including platelets and plasma, and volunteered at blood banks and hospitals to help run drives.



Preserving the Natural Environment

Employees in Australia, Denmark, Great Britain, Israel, Spain, and the United States pitched in to clean up parks and neighborhoods; pick up rubbish along beaches, waterways, and motorways; plant flowers and shrubs; and restore and preserve memorials.



Helping Animals

Employees in Great Britain and Russia helped animal shelters and sanctuaries by collecting and donating food, blankets, and other supplies. Some also went onsite to care for the animals or help socialize them.



RECOGNIZING VERISK'S EXCEPTIONAL VOLUNTEERS

For the third consecutive year, we honored Verisk employees performing exceptional volunteer service. Verisk made cash donations in the names of the honorees to the nearly three dozen organizations where they serve.

A panel of judges representing a cross-section of Verisk made the selections from a broader pool of nominees performing volunteer service in communities around the world.

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



Kate's Club
Atlanta, Georgia (USA)
Nicola Rutland – ISO

Court Appointed Special Advocates (CASA) of Northwest Arkansas
Springdale, Arkansas (USA)
Sally Nesmith – ISO

Englewood Animal Rescue Sanctuary (EARS)
Englewood, Florida (USA)
Ric Beyler – ISO



Gettysburg Fire Department
Gettysburg, Pennsylvania (USA)
Kevin Kuntz – ISO

New Vision Christian Ministries International
Vista, California (USA)
Jesse Ortiz – Verisk 3E

Singapore Chung Hwa Medical Institution
(Singapore)
Tor Li Goh – Verisk 3E

Hackney Foodbank
London (UK)
Ruth Halkett – Sequel

SMART
San Francisco, California (USA)
Nikhil Mascarenhas – IS&T



Washington Township Volunteer Ambulance Corps
Township of Washington, New Jersey (USA)
Trevor Landau – IS&T

Whispering Pines Volunteer Fire Department
Rapid City, South Dakota (USA)
Robert Holso – ISO



Pan-American Agricultural University, Zamorano
(Honduras)
Oscar Vergara – AIR

Missions Ministries
Highlands Ranch, Colorado (USA)
John Trovinger – ISO



Nachiketa Vidya Mandir
Hyderabad, Telangana (India)
Surya Prakesh Choudary – AIR

Jersey Battered Women's Service
Morristown, New Jersey (USA)
Ashleigh Fairfax – ISO

Make-A-Wish® Massachusetts and Rhode Island
Boston, Massachusetts (USA)
Rebecca Dunlop – PowerAdvocate

Service Dogs Alabama
Hope Hull, Alabama (USA)
William Watters, Jr. – ISO

SEWA International
New Delhi (India)
Samir Rawal – IS&T

Mifflinburg Hose Company
Mifflinburg, Pennsylvania (USA)
William Bekanich – ISO



Guide Dogs for the Blind
San Rafael, California (USA)
Kelly Foster – Xactware

Meet the winners recognized with \$500 grants:

The Battle Within

Olathe, Kansas (USA)

Douglas Wing – ISO



Beads of Courage

Tucson, Arizona (USA)

Leo Wheeler – ISO



Gigi's Playhouse

New York, New York (USA)

Deborah Morris – ISO

Scott Fire Protection District

Scott, Arkansas (USA)

Ronald Myers – ISO

Bianca's Kids

Williamstown, New Jersey (USA)

Chris Creo – ISO



Haverhill Youth Soccer

Haverhill, Massachusetts (USA)

Ashley Derman – ISO

Partnership for Afterschool Education (PASE)

New York, New York (USA)

Matthew Lehmann – Verisk Financial

Windlesham Village Infant School

Windlesham, Surrey (UK)

Alexander Griffiths – Wood Mackenzie



Mile End Community Mission

Montreal, QC (Canada)

Yusuf Kappaya – Verisk 3E

West End Fire Company No. 2

Quakertown, Pennsylvania (USA)

Phillip Solomon – ISO

Goals for Life

Upper Montclair, New Jersey (USA)

Stephanie Sullivan – People Leadership and Culture



Legwork for Lungs

Basking Ridge, New Jersey (USA)

Anuradha Chattaraj – IS&T



Newton County Rescue and Recovery

Joplin, Missouri (USA)

Charles Copple – ISO

Canadian Society of Petroleum Geologists

Calgary, Alberta (Canada)

Scott Norlin – Wood Mackenzie



GOVERNANCE

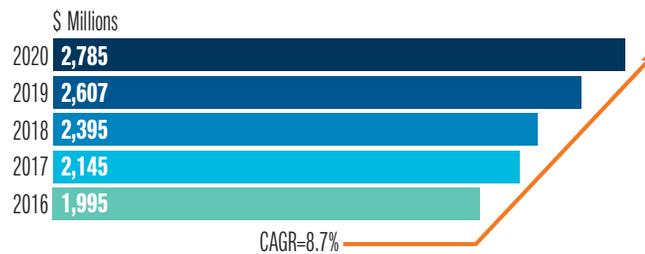
Underlying our commitment to business integrity is a governance framework, which evolves according to stakeholder expectations and promotes a diversity of informed opinion; objective assessments of risk and opportunity; the protection of intellectual, financial, and physical assets; the fair treatment of employees; appropriate standards of conduct; and clear responsibility and accountability for outcomes.

2020 revenues were \$2.78 billion, and adjusted EBITDA was \$1.38 billion.

From 2016 to 2020, Verisk revenues increased at a compound annual growth rate (CAGR) of 8.7%. Adjusted EBITDA¹ increased at a CAGR of 8.4%.

FINANCIAL HIGHLIGHTS

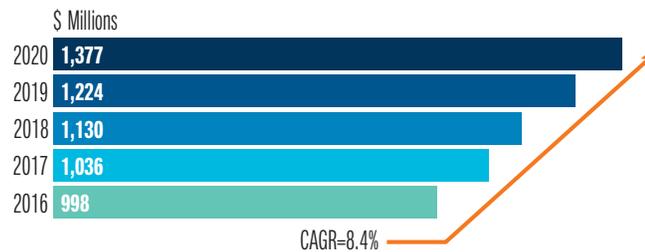
Revenues



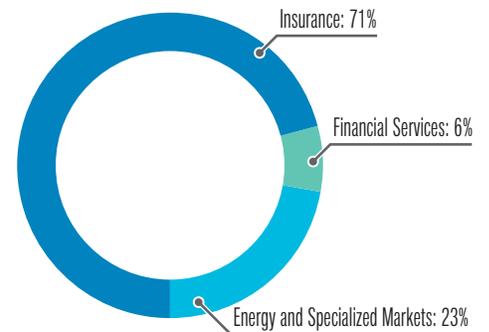
2020 Revenue Types



Adjusted EBITDA



2020 Revenues by Vertical Market



Please visit our investor site, <http://investor.verisk.com> to download the *Verisk Analytics 2020 Annual Report*.

1. Adjusted EBITDA represents EBITDA adjusted for acquisition-related costs (earn-outs), gain/loss from dispositions (which includes businesses held for sale), nonrecurring gain/loss, and interest income on the subordinated promissory note. Adjusted EBITDA expenses represent adjusted EBITDA net of revenues.

RESPONSIBLE GOVERNANCE

General Vincent Brooks Joins Verisk's Board of Directors

General Vincent Brooks, who retired from active duty with the U.S. Army in 2019 as a four-star general, joined Verisk's Board of Directors in October.

The conclusion of his service culminated four decades of leadership experience navigating some of the world's most complex and challenging situations. From 2016 to 2018, he was the commander of all U.S. forces in Korea, leading the United Nations Command and the Republic of Korea – U.S. Combined Forces Command, comprising more than 650,000 Korean and American soldiers.

Currently, General Brooks is a principal with WestExec Advisors, a geopolitical business advisory firm. He's a visiting senior fellow with the Belfer Center for Science and International Affairs at the Harvard Kennedy School of Government and a distinguished fellow at the University of Texas for both the Clements Center for National Security and the Strauss Center for International Security and Law. He's also a member of the Council on Foreign Relations.

Verisk Adopts Statement and Action Plan to Embrace Diversity, Inclusion, and Belonging

Verisk's Statement on Racial Equity and Diversity, adopted by the Board of Directors in July, commits the company to a 14-point action plan designed to embrace diversity, inclusion, and belonging. Among the plan's priorities: strengthening the organization's culture through education and engagement, rethinking recruiting and retention strategies, promoting career development for minority employees, helping disadvantaged communities, and holding management, including Verisk's chief executive officer, accountable for progress. The plan also ensures transparency by including a commitment to



publish Verisk's diversity metrics within the company's annual *Corporate Social Responsibility Report*.

A number of actions have already been taken to further these commitments:

- Verisk's diversity metrics are being reported publicly for the first time. (See following story.)
- An Inclusion, Diversity & Belonging Leadership Council has been appointed to help drive change across the business and to meet with Verisk's Board of Directors on a semi-annual basis to assess strategies and progress. Leadership Council members reflect the diversity we aspire to embrace as a company.
- Verisk's Employee Networks continue to spearhead efforts to embrace inclusion by sponsoring virtual educational and networking events, book discussions, and various cultural celebrations. The Verisk Accessibility Network has been launched, and the REACH, Pride, and Women's networks added new chapters, making their impact felt among more employees globally.
- With paid-time-off from Verisk, many employees in the United States participated in November's federal and

state elections or volunteered at polling places. (See "Encouraging Civic Engagement" below.)

- An unconscious bias module has been added to Verisk's 2021 Commitments Week training curriculum.
- Other activities are also underway, including those associated with recruiting and retention strategies, career development, and manager training—all of which will be key to improving the company's diversity metrics in the future.

To read the Statement in full, please visit:

www.verisk.com/about/statement-on-racial-equity-and-diversity/

SASB: Verisk Issues Its First Report

Verisk has issued its first-ever report following standards promulgated by the Sustainability Accounting Standards Board (SASB) for professional and commercial services companies.

SASB promotes the disclosure of information about environmental, social, and governance issues it deems relevant to financial performance for each of the 77 industries it covers.

Standards are intended to promote consistency among reporters and help companies and their investors make more informed investment decisions.

Verisk's 2020 report, presented in full in Appendix A, includes quantitative and qualitative information for categories deemed most relevant for companies in our designated industry: data security, workforce diversity and engagement, and professional integrity.

Continued Emphasis on Awareness Training and Credentialing Program Mark Annual Statement on Modern Slavery

Verisk's 2020 Statement on Modern Slavery continued to emphasize the company's efforts to promote awareness of modern slavery among employees and monitor current and prospective Tier 1 suppliers for modern slavery risk.

The Statement has been published annually in accordance with Verisk's obligations under UK law. Such legisla-

tion was enacted to promote business practices and policies that protect employees from abuse—forced labor, human trafficking, and other abhorrent practices that exploit workers—by their employers or within the employer's supply chain.

In prior years, all Verisk staff serving in countries with a higher risk of modern slavery, and all procurement-related and human resources-related staff regardless of location, have been required to complete an annual online, interactive modern slavery training program. During 2020, Verisk expanded the usual pool of employees required to complete the training to include all staff with approval authority for purchases, including senior leadership. Training was ultimately completed by more than 1,500 employees.

The Statement also reports on Verisk's third-party credentialing process, where the company has contracted with a leading risk and compliance organization to determine whether our Tier 1

suppliers are subject to sanctions, and to scan content daily from news sources in approximately 200 countries to identify instances where such suppliers have been implicated in unlawful activity, including modern slavery or other human rights abuses. During the reporting year, more than 15,000 suppliers were subject to continuous screening. Nearly 800 risk alerts were triggered; all were researched before being cleared. None of the risk alerts involved allegations of modern slavery.

To read the Statement in full, please visit:

www.verisk.com/about/verisk-analytics-statement-on-modern-slavery/

Encouraging Civic Engagement

A new corporate-wide initiative celebrates the rights and obligations of civic engagement by providing up to one day of paid-time-off for Verisk employees to participate in their respective national elections. Increased electoral participation can help shape policies and services that matter to employees and their families and strengthen governing institutions.

The time can be used by employees to help register voters, distribute materials, make calls to increase turnout, provide transportation to the polls, volunteer at polling places, engage in a range of associated activities, or cast their own vote. Many Verisk employees took advantage of the opportunity to participate in the November 3, 2020 elections held across the United States.



RISK AND COMPLIANCE



New Statement Provides an Overview of Verisk’s Cybersecurity Plan

A new statement from Verisk describes the company’s comprehensive and rigorous cybersecurity plan for safeguarding the confidentiality, integrity, availability, and responsible use of data.

The Statement—Verisk’s Approach to Cybersecurity—addresses five key areas: cyber risk governance, risk identification and management, risk prevention and protection, monitoring and detection, and response and recovery planning. The plan is founded on direction and priorities established by Verisk’s leadership, supported and overseen by the Board of Directors, and deployed through an enterprise risk management framework.

To read the Statement, please visit:

www.verisk.com/csr/governance/managing-and-protecting-data/

Verisk Employees Worldwide Participate in First Annual “Commitments Day” Training

Verisk’s first-ever Commitments Day—a mandatory company-wide training event designed to reinforce values and behaviors at the heart of the enterprise—kicked-off in January.

Training modules covered various topics and policies as illustrated in the chart to the right. In some cases, assignments were tailored by job category, level, or geography.

Most employees completed their assigned training on the designated day for the event; virtually every Verisk employee completed their assigned training modules within several weeks thereafter.

Commitments Day courses included:

- Active Shooter Preparedness
- Anti-Bribery and Corruption
- California Consumer Privacy Act (CCPA)
- Confidential Information (Intellectual Property)
- General Data Protection Regulation (GDPR): An Introduction
- Global Workforce Information Handling
- HIPAA for Business Associates
- Information Security and Privacy Incident Reporting
- International SOS (travel safety and security)
- Modern Slavery
- Privacy Shield Compliance
- Security Awareness
- Workplace Harassment for Employees and Managers

2020 DISCLOSURE

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

About This Report

The information presented in this report follows guidance from the Sustainability Accounting Standards Board (SASB) Industry Standard: Professional & Commercial Services. The report covers the period from January 1 to December 31, 2020, for Verisk Analytics and its companies, unless otherwise noted.

Who We Are

[Verisk](#) provides predictive analytics and decision-support solutions to customers in the insurance, energy and specialized markets, and financial services industries. Our analytic solutions address insurance underwriting and claims, fraud, regulatory compliance, natural resources, catastrophes, economic forecasting, geopolitical risks, as well as environmental, social, and governance matters. With more than 100 offices in nearly 35 countries, Verisk consistently earns certification by Great Place to Work® for its outstanding workplace culture.

For more information about Verisk's sustainability initiatives and governance policies, please visit our [CSR website](#) and [investor site](#).

Accounting Metrics

Data security

SASB code and accounting metric	Response
SV-PS-230a.1 Description of approach to identifying and addressing data security risks	Verisk's Approach to Cyber Security describes our approach to identifying and addressing data security.
SV-PS-230a.2 Description of policies and practices relating to collection, usage, and retention of customer information	Verisk's Approach to Cyber Security describes our policies and practices relating to the collection, usage, and retention of customer information.
SV-PS-230a.3 (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), and (3) number of customers affected	During the prior 12-month period, Verisk has not experienced a data breach involving customers' confidential business information (CBI) or personally identifiable information (PII).

Workforce diversity and engagement

SASB code and accounting metric Response

SV-PS-330a.1

Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees

Gender Representation of Global Employees

Employee Group	Female	Male	Unreported	Total
Executive Management	33.3%	66.7%	0.0%	100%
Non-executive Management	23.2%	76.1%	0.7%	100%
Other Employees ¹	37.7%	59.3%	3.0%	100%
Total Employee %	34.5%	63.1%	2.4%	100%

Racial/Ethnic Group Representation of U.S. Employees

Employee Group	American Indian/Alaskan Native	Asian	Black/African American	Latinx/Hispanic	Native Hawaiian/Other Pacific Islander	Not Specified	Two or More	White	Total
Executive Management	0.0%	12.6%	1.1%	5.7%	0.0%	0.0%	0.0%	80.5%	100%
Non-executive Management	0.2%	19.6%	2.7%	3.4%	0.0%	0.3%	0.9%	72.8%	100%
Other Employees ¹	0.3%	20.2%	4.8%	6.7%	0.0%	0.5%	1.5%	65.9%	100%
Total Employee%	0.3%	20.0%	4.3%	6.0%	0.0%	0.5%	1.3%	67.6%	100%

¹ Other Employees include 288 employees who joined Verisk through acquisitions and were not assigned a grade level as of 12/31/2020.

Definitions

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

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

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

For more information, please visit our annual Corporate Social Responsibility Report and [Our People](#) and [Our Culture](#) pages.

SV-PS-330a.2

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

1. Voluntary Turnover Rate: 9.1%
2. Involuntary Turnover Rate: 3.1%²

² Does not include turnover as a result of divestitures

SV-PS-330a.3

Employee engagement as a percentage

Year	Percentage
2020	78%

In 2020, Verisk received certification from Great Place to Work® in the U.S., UK, India, and Spain for its outstanding workplace [culture](#). The Great to Place Institute is a global authority on high-trust, high-performance workplace cultures.

Professional integrity

SASB code and accounting metric

Response

SV-PS-510a.1

Description of approach to ensuring professional integrity

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

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

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

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

SV-PS-510a.2

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

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

Activity Metrics

Activity metric

SASB code and activity metric

Response

SV-PS-000.A

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

Total:
Full-time: 8,715
Part-time: 199
Temporary: 46
Contract: 1,383

SV-PS-000.B

Employee hours worked, percentage billable

Not applicable

CORPORATE LEADERSHIP



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



Mark V. Anquillare
Chief Operating Officer
and Group President



Yang Chen
Head of Corporate Development
and Strategy



Nicholas Daffan
Chief Information Officer



Melissa Hendricks
Chief Marketing Officer



Vince McCarthy
Chief People and Policy Officer



Patrick McLaughlin
Chief Sustainability Officer



Lee M. Shavel
Chief Financial Officer
and Group President



Kenneth E. Thompson
Chief Legal Officer



Vikas Vats
Chief Analytics Officer



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SERVE | ADD VALUE | INNOVATE

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