

2023 Corporate Social Responsibility Report

About Verisk

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

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

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

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



A Message to Our Stakeholders

I'm pleased to share our 2023 Corporate Social Responsibility Report, a report that marks the tenth year of Verisk's sustainability journey.

The journey has been inspired by our mission to be the leading strategic data analytics and technology partner to the global insurance industry and by our commitment to maximize stakeholder value over the long term. Our passion for the mission and the depth of our commitment to stakeholders have helped drive progress year after year and sustain our momentum despite the challenges facing all businesses, such as a global pandemic and the "great resignation" or the bespoke challenges associated with our business alone.

The initial steps of our journey, small but sincere, have since given way to longer strides marked by sharper vision and greater confidence. Our business is now strictly aligned with the needs of the global insurance industry we serve and, in large part, strengthened by the environmental, social, and governance initiatives we've implemented along the way. Last year was no exception.

During 2023, Verisk published its first-ever report in accordance with the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD). The Report featured the results of physical

and transition risk scenario analyses, described how Verisk businesses are capitalizing on the opportunities associated with climate change, and summarized our efforts and progress to reduce emissions 21% by 2024 compared with a 2019 baseline.

We continued to embrace the challenge of building and maintaining an outstanding workplace culture. Our efforts are evidenced by the relationships we've established to create opportunity, the training we deliver to enhance performance and growth, and the networks we encourage to help all employees feel welcomed and valued. Our results are evidenced by the deep bench of experienced and skilled professionals we've called upon over the past 24 months to replace retiring or departing senior leaders; consistently strong employee engagement scores; and recognition by the Great Place to Work Institute in multiple countries year after year.

Verisk's Board of Directors continued to strengthen its oversight of the business, adopting a risk dashboard and risk review calendar requiring in-depth assessments of six risk categories throughout the year, in anticipation of forming a Risk Committee of the Board during 2024. The Company reinforced its codes of conduct and associated marketplace and workplace policies with an extensive training curriculum required of all employees and contractors.

The Company also conducted a human rights risk assessment aimed at identifying potential areas of human rights risk in the Company's operations and supply chain.

Those are just some of the highlights. None would have occurred but for the efforts of our corporate sustainability team under the leadership of Chief Sustainability Officer Pat McLaughlin, who established and guided our program, and the contributions and accomplishments of my 7,000+ Verisk colleagues around the world who make it possible to take each step. I'm proud to be associated with them. They understand the importance of the destination and come to work each day prepared to continue the journey.



A handwritten signature in black ink, appearing to read "L. Shavel".

Lee M. Shavel
President and Chief Executive Officer

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Working with Purpose

“For more than 50 years, our work has contributed to impactful solutions and informed public policy, and many of our colleagues have applied their professional expertise to help the communities where they live and work.”

– Patrick McLaughlin, Chief Sustainability Officer

Much of our work helps people, communities, and business become stronger, more resilient, and more sustainable. Here are examples from the past year.

Verisk Maplecroft Unveils Climate Risk Dataset, Providing End-to-End Geospatial Insight into Physical and Transition Risks

Verisk Maplecroft has launched a new Climate Risk Dataset to help insurers, corporates, banks, and investors identify exposures to current and future climate risks.

Based on the latest climate model projections, the Dataset features Verisk's newly released climate scenarios, which assess how physical risks such as heat, precipitation, drought, and sea level rise will evolve over time across different emissions pathways. The Dataset also includes global risk indices covering Climate-related socioeconomic vulnerabilities and an array of transition issues.

In all, the Climate Risk Dataset covers 32 hazards and issues globally, and the Climate Scenarios encompass 16 physical climate risks across seven time periods and three emissions pathways. The combination amounts to more than 330 global climate hazard risk indices with subnational granularity, which enable the identification of risks to assets and specific locations across global operations, supply chains, and portfolios.

The Dataset also includes updated subnational socioeconomic indices measuring the adaptive capacity of nations, the sensitivity of societies to climate change, and overall climate vulnerability. The updated information complements existing national-level transition indices, which quantify risks associated with emissions, climate litigation, carbon policies, and environmental regulations.

In addition, with data covering more than 170 environmental, political risk, and human rights issues, Verisk's research into the interconnected nature of risk can also help organizations identify where secondary climate impacts such as food insecurity, migration, economic instability, and civil unrest may emerge.



Climate Change Projections Incorporated into U.S. Wildfire Model to Help Stakeholders Understand Future Risk

Verisk has released climate change projections for its U.S. Wildfire Model, providing a probabilistic view of future wildfire risk through mid-century across multiple socioeconomic and greenhouse

gas concentration pathways. Not surprisingly, the research indicates that, during the next several decades, a warming climate will affect the amount of area susceptible to wildfires in many parts of the western U.S.

Climate plays an important role in influencing the frequency, intensity, and extent of wildfires. Its impact on wildfire risk is a growing concern, especially as temperatures rise and droughts become more frequent and more extreme, creating the conditions favorable for wildfires. Continued development in areas exposed to wildfires compounds the risk. In addition to climatic changes, the model considers such variables as the abundance and dryness of vegetation that fuels wildfires and the weather conditions suitable for spreading them.

The projections were developed in consultation with members of Verisk's Climate Advisory Council, leading climate experts who provide strategic guidance on the evolving state of climate change and feedback on the solutions Verisk is developing. Verisk clients use the Wildfire Model to assess the risk of future losses for property exposures; inform climate risk reporting to regulators, investors, and other stakeholders; and develop mitigation and adaptation strategies for their businesses and customers.

During the past year, Verisk participated in public forums in the states of California and Washington to inform stakeholders about the tools used by the industry to understand wildfire risk and encourage data-driven approaches to addressing potential market implications associated with wildfire in vulnerable areas of the western U.S.



Joint Report by World Economic Forum and Verisk Maplecroft Analyzes Future Risks to the Resilience of Consumer Industries

A new report authored by the World Economic Forum (WEF) and Verisk Maplecroft found that agriculture is the weakest link in consumer supply chains because of its high exposure to a range of environmental, social, governance (ESG), and political risks that consumer industries will need to prioritize if they are to build resilience in the face of an increasingly interconnected global risk landscape.

The report, [Rethinking Resilience in an Age of Unpredictability](#), utilizes a unique, horizon-scanning methodology, combining Verisk Maplecroft's Industry Risk Analytics with analysis from its team of political, human rights, and environmental experts. The Industry Risk Analytics quantify 51 ESG and political risks across 198 countries for 80 different industries.

The analysis shows that civil unrest, modern slavery and more stringent human rights due diligence laws, and climate change vulnerability were the top three challenges confronting all sectors identified as consumer industries over the short, medium, and long terms. Agriculture stood out as having the highest risk.

According to the report, with accelerating global risk and rising uncertainty, corporations and investors can no longer afford to consider resilience as a defensive measure. Instead, it must be brought to the forefront of strategic thinking and ingrained within their growth strategies. The winners will be those that can successfully anticipate a progressively opaque and complex world that is shaped by increasingly interconnected risks.

The report, which builds on a more extensive research paper published by the WEF and Verisk on the value of rethinking and prioritizing organizational resilience, was produced for members of the World Economic Forum's Consumer Industries Partner Community.

2023 Global Modeled Catastrophe Losses Report Helps Stakeholders Understand the Drivers of Extreme Event Loss

Using loss metrics from Verisk's latest suite of extreme event models and updated industry exposures, the Company's [2023 Global Modeled Catastrophe Losses](#) report estimated modeled insured annual average losses from natural catastrophes at \$133 billion. According to the report, that means the insurance industry should be prepared to experience total insured losses from natural catastrophes well in excess of \$100 billion every year.

Over the past five years, actual insured losses from natural catastrophes globally have averaged \$101 billion, compared to an average of approximately \$70 billion over the previous five-year period.

The report also quantifies the difference between insured and economic losses—the protection gap—which represents the cost of catastrophes to society, much of which is ultimately borne by governments and individuals. With insured losses from natural catastrophes representing only about one-third of more than \$400 billion in total economic losses, the global protection gap appears to be sizable.

Multiple factors are contributing to the higher estimates, including a rise in exposure values, continued construction in high-hazard areas, an inflationary environment that continues to drive up repair costs, and the effects of climate change on different atmospheric perils.

The report is complimentary. In addition to clients, it helps inform multiple sectors including emergency management, hazard mitigation, public disaster financing, risk pooling, and other government-led risk- and loss-mitigation initiatives aimed at enhancing global resilience.

Cloud-Based Offering from AER Gives Users Easy Access to Air Quality Models

Scientists at Verisk's Atmospheric and Environmental Research (AER) business have transitioned a package of standard air quality models from their AQCast service to an AWS cloud platform, enabling users with varying levels of sophistication to perform emission and dispersion calculations—that is, air quality forecasts—on their own.

Air quality models are essential to the permitting process for smokestack industries such as power plants and many manufacturing facilities. They are



used to predict how pollutants will affect the ambient environment and whether new or existing sources comply with regulatory standards governing emissions concentrations. The models are also useful when designing industrial facilities, helping architects and engineers configure their sources to minimize the ambient impacts.

The pre-assembled and easy-to-use programs associated with the models can be accessed by users—such as air quality consultants, regulatory agencies, and research organizations—using a secure web interface. AER also supports university professors who use the tool in classrooms, teaching students the fundamentals of performing air quality calculations.

AER is dedicated to advancing scientific understanding of the atmosphere, ocean, and space environments and translating this knowledge into actionable information for clients.

Complimentary Access to ALERT Service Now Helping the American Red Cross Prepare Its Response Efforts to Major Catastrophes

Verisk Extreme Event Solutions is helping the American Red Cross strengthen its situational assessments of major catastrophic events such as

hurricanes by providing complimentary access to ALERT™—real-time information that goes beyond meteorological data to include summaries of exposure at risk and potential impacts.

The Red Cross intends to use ALERT's insured loss estimates—based on the event's actual parameters calculated using Verisk extreme event models specific to the location and peril—to better analyze and project deployment and resource priorities earlier in its response process. Soon after the arrangement was finalized, the Red Cross accessed ALERT for information about Hurricane Idalia.

The American Red Cross prevents and alleviates human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors. Access to ALERT puts the American Red Cross on equal footing with Verisk's leading clients, reinforcing our commitment to strengthen resilience for individuals and communities worldwide.



Photo credit: Scott Dalton/American Red Cross

Verisk Buildings Data Being Used to Help Local Authorities and Energy Networks Assess Decarbonization Pathways for the UK

Verisk's comprehensive database of buildings and their characteristics has become an essential element of geospatial models and planning tools being used by a range of public and private stakeholders in the UK to identify and assess their future energy demands and potential decarbonization pathways.



One such project already underway—Project RESOP, or Regional Energy System Optimisation Planning—is integrating data from multiple sources in a single tool to help develop the rollout of low-carbon technologies for individual communities such as Dundee, Scotland. The project is modeling estimated demand building by building and the impact of potential solutions across the community, including the use of heat pumps, rooftop solar panels, and charging points for electric vehicles.

Verisk's national database of building characteristics, ranging from age and construction to building footprints, helps drive the domestic heat demand model and underlies a range of calculated heating metrics, such as estimated annual demand and peak heating loads. Verisk was invited to participate in the project because it is the only source in the commercial market that maintains building fabric information at the requisite level of detail and coverage.

Engagement with Municipal Officials Promotes Awareness of Industry Approaches to Identify and Mitigate Property Risk

Through a combination of in-person and virtual presentations, Verisk professionals conducted nearly 175 sessions involving community officials interested in learning more about the Company's evaluation of municipal fire suppression capabilities, building code enforcement efforts, and floodplain management practices. The presentations drew more than 7,700 attendees.

The municipal fire protection evaluations Verisk conducts in the United States on behalf of the property/casualty insurance industry confirm response area boundaries; communications and dispatch capabilities; the adequacy of staffing, training, apparatus, and equipment; and the availability and sufficiency of water sources needed to address structure fires. Many communities have reported that they rely on Verisk's criteria to plan, budget, and justify improvements in their fire protection.

Building code evaluations have a similar public safety component: Comparatively speaking, communities with well-enforced, modern building codes fare better during catastrophic events such as hurricanes, representing an investment that saves lives and reduces property losses. Verisk's work in conjunction with FEMA's National Flood Insurance Program helps assess community-level efforts to reduce and avoid flood damage to insurable properties.

In addition to these activities, Verisk hosted a two-day conference to discuss emerging issues facing the fire service. The conference involved senior leaders representing the U.S. Fire Administration, the National Association of State Fire Marshals, the National Fallen Firefighters Foundation, the National Fire Sprinkler Association, and the Fire Department of the City of New York.





Verisk Claims Services Help U.S. Medicare Trust Fund Serve the Needs of Beneficiaries and Payers

As the largest provider of Medicare compliance services in the industry, Verisk plays a critical role in coordinating the interests of injured parties, employers, insurers, and Medicare itself to ensure that claims are settled fairly and expeditiously and that costs are apportioned appropriately.

During 2023, Verisk reported more than 2 million coverage records to Medicare as part of Medicare's mandatory reporting requirements with respect to beneficiaries who have coverage under non-group health plan arrangements, or who otherwise receive judgments, settlements, or other types of payment from liability insurance, no-fault insurance, or workers' compensation. In addition, Verisk submitted nearly \$1 billion in workers' compensation set-aside funds to the Centers for Medicare & Medicaid Services for review and approval, which helps protect beneficiaries from a post-settlement denial of Medicare payments.

Verisk professionals, who include medical, legal, and insurance specialists, also reviewed and resolved more than 50,000 conditional payment recovery claims related to the Medicare program, returning approximately \$15 million to the Medicare Trust Fund.

Verisk's efforts—which enhance the ability to coordinate benefits, recover conditional payments, and accurately allocate costs between public- and private-sector payers—help keep the Medicare Trust Fund solvent for the approximately 65 million beneficiaries who depend on it.

New Rating Classifications Help Insurers Keep Pace with Sustainability Transformation

Verisk has introduced additional rating classifications in its General Liability and Businessowners programs to help insurers address new exposures emerging from the sustainability transformation. The new classifications reflect risk associated with activities involving electric vehicles, electric vehicle charging stations, solar panel contractors, coworking spaces, and more. A new classification aimed at organic mulch and soil product manufacturing will be added in 2024.



Rating classifications identify comparable exposures, allow premium and loss data to be aggregated consistently, and ultimately provide the structure for informed underwriting, coverage, and pricing decisions. There are approximately 1,000 rating classifications associated with Verisk's General Liability program and approximately 450 rating classifications associated with its Businessowners program.

The changes to the Businessowners program were among 160 new classifications designed to keep pace with a broader transformation involving small businesses. More than 300,000 new small businesses have been created each year in four of the past five years, with many engaging in new or nontraditional activities or services not contemplated by existing classifications.

Regulatory Need Spurs Significant Enhancement to Verisk's Mozart Form Composer® Technology

How can insurance regulators apply consistent standards when reviewing a myriad of insurance carrier policy forms? That's a complex challenge made even more daunting when the many topics addressed by the forms aren't always expressed in the same language by different insurance companies, or even by the same company across multiple lines of business.

The challenge prompted Verisk to develop a major innovation for its Mozart Form Composer® technology, leading to the creation of Mozart for Regulators.

Mozart® was designed initially to help insurance carriers manage the policy language in their proprietary insurance forms against the language in similar forms filed by Verisk. The system contains more than 860,000 forms in its repository and continues to grow.

Mozart for Regulators builds on this technology with a new, active learning solution that incorporates both machine learning and a human-in-the-loop approach over a language model that regulators can easily train to detect complex topics such as “civil commotion” within the context of particular lines of business. The solution enables regulators to track the treatment of those topics across multiple insurers no matter how they are worded in a policy form.

Emerging Issues Team Offers Perspective on New and Unique Risks Facing Insurers, Risk Managers

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

Among the topics they spotlighted during 2023: The potential impact of droughts on maritime shipping and associated supply chains, the potential links between

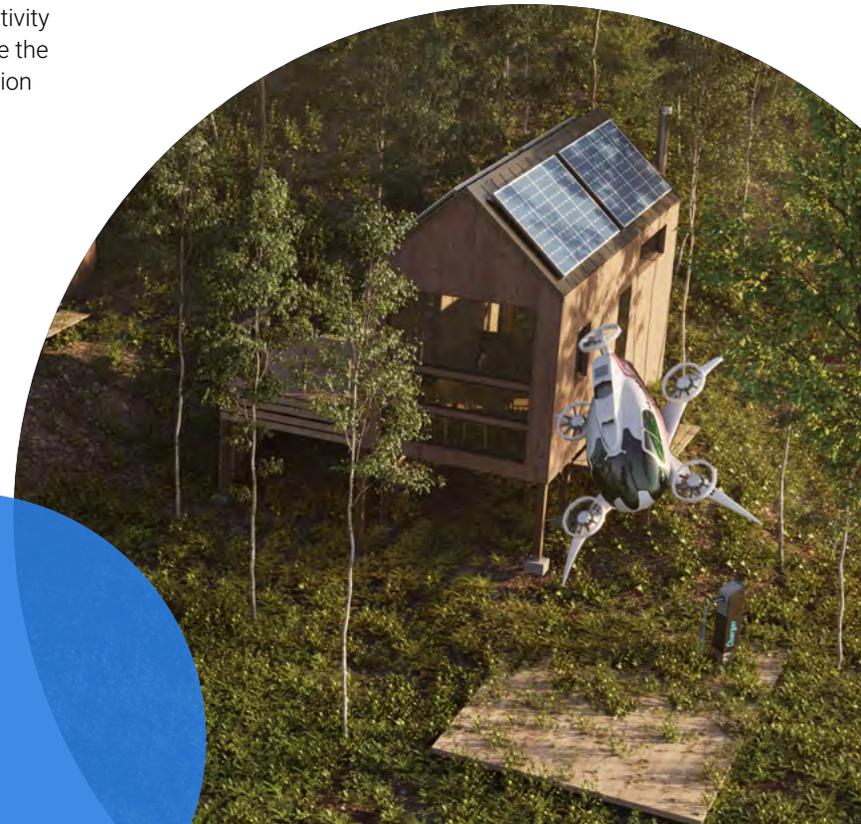
climate change and increased seismic activity, whether solar panels represent an emerging fire risk, and how electric vertical take-off and landing aircraft (“eVTOLs”) may be flying certain passenger routes in selected cities in the very near future.

Reporting on the potential impact of droughts on maritime shipping, the team highlighted that record drought conditions forced Panama Canal officials to impose draft depth limitations on commercial cargo vessels. These measures caused a maritime traffic jam on both sides of the canal and cost shipping companies time and money in their efforts to move goods and raw materials.

The team also reported that, in recent years, geologists have observed an apparent correlation between water weight on the earth’s surface and the potential for earthquakes. Past seismic activity has prompted some researchers to investigate the potential effects of increased global precipitation and drought on earthquake frequency.

In the absence of robust data for the U.S., the team surveyed data from Australia, Germany, Italy, Japan, and the United Kingdom to examine the extent of fire risk presented by the installation of solar panels. Their findings: Far fewer than 1% of all solar installations catch fire and, even then, the causes of such fires could involve faulty installation, the presence of flammable vegetation, defective components, and age, among others.

Thanks to their drone-like design and use of batteries, the team reported that eVTOLs may offer a safer and greener option than gas-powered helicopters. NASA sees a wide range of use cases for the vehicles, ranging from air taxi services and last-mile cargo hauling to deployment in wildfire suppression.



Environmental

“As a critical partner to the global insurance industry, whose participants rely on Verisk’s rating, coverage, and claims services to drive their businesses, we view this [TCFD] report as more than just an exercise in self-reflection. It’s an acknowledgment that we understand and appreciate the trust our clients place in Verisk and a commitment to not take such trust for granted.”

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

During 2023, Verisk published its first-ever report in accordance with the framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD). The highlights are summarized below and the full report can be accessed [here](#).

Introduction and Overview

Verisk engaged Agendi, a leading independent consultant and accredited CDP services provider, to help structure the deliberative processes, conduct the physical and transition risk scenario analyses, and guide the preparation of content. A broad, multidisciplinary team of Verisk professionals participated, including senior representatives from all line and staff departments in the Company.

The resulting report addressed the four pillars set forth in the TCFD framework: Governance, Strategy, Risk Management, and Metrics and Targets. The following is a summary of each section.

Governance

Verisk's governance framework includes a Board of Directors and Board-level committees responsible for the evaluation of major financial and operational risks to the enterprise and oversight of the Company's ESG strategy, including public disclosures. The Chief Executive Officer and senior leadership team set strategic priorities to mitigate risk, capitalize on opportunities, and promote resource stewardship.

An overview of Verisk's climate governance structure and a description of roles and responsibilities are presented in **Chart 1** and **Table 1**, respectively.

Chart 1: Climate governance structure

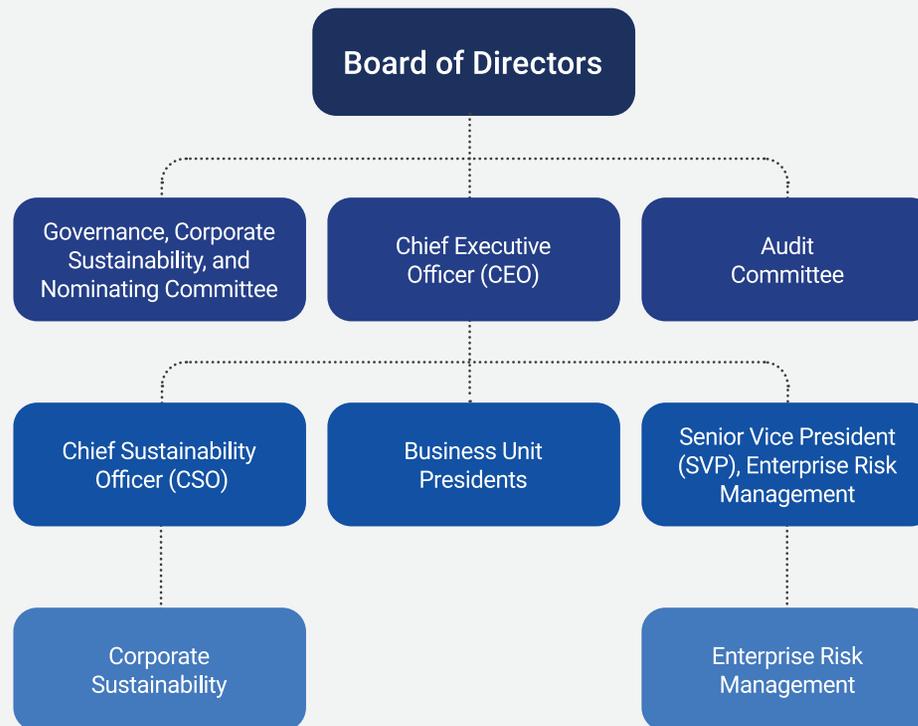


Table 1: Description of climate governance roles and responsibilities

Board of Directors	<ul style="list-style-type: none"> • Meets quarterly and as necessary to review major financial and operational risks to the enterprise and as part of a corporate-wide annual Risk Survey addressing all risks to the enterprise, including Climate-related risks. • 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. • Engages management on business strategies, which include quantifying investments that help customers address risks associated with climate- and weather-related events.
Governance, Corporate Sustainability, and Nominating Committee	<ul style="list-style-type: none"> • Meets semi-annually and as necessary to evaluate the Company's key ESG risks and opportunities, including its climate strategy, and provides oversight of the Company's public disclosures and shareholder engagement concerning sustainability matters. • Assists the Board by overseeing the Company's corporate sustainability program.
Audit Committee of the Board	<ul style="list-style-type: none"> • Conducts a quarterly review of the full risk dashboard, including Climate-related risks, that follows from the Company's annual Risk Survey. • Reviews Verisk's annual greenhouse gas emissions inventory, including progress against emission reduction targets.
Chief Executive Officer (CEO)	<ul style="list-style-type: none"> • Sets Verisk's operational agenda for addressing stakeholder expectations associated with climate change. • Champions critical investments and resource allocations required to address strategic Climate-related risks and opportunities. • Promotes responsible environmental stewardship, including measuring and disclosing carbon-related emissions against specified emission reduction targets.
Senior Vice President (SVP), Enterprise Risk Management	<ul style="list-style-type: none"> • Leads Verisk's annual Risk Survey, which identifies the Company's most significant internal and external risks in terms of likelihood and potential impact. • Provides regular updates to the Board on the status of mission-critical risks.
Chief Sustainability Officer (CSO)	<ul style="list-style-type: none"> • Provides leadership in aligning corporate priorities with the sustainability expectations of stakeholders. • Leads the company's annual emissions inventory, climate reporting, and progress against the Company's climate strategy. • Communicates Verisk's ESG stewardship commitments and progress to internal and external audiences.
Business Unit Presidents	<ul style="list-style-type: none"> • Assess Climate-related risks and opportunities within the parameters of their respective operations. • Collaborate with senior leadership to address risk and pursue Climate-related business opportunities, including acquisitions, investments in new and existing products, and consideration of new markets.

Strategy

Verisk conducted quantitative and qualitative climate scenario analyses to assess the propriety of its current operating assumptions and strategies associated with physical and transitional risks and the alignment of existing climate adaptation plans.

a. Physical Risk Analysis

The physical risk analysis encompassed six hazards: Four acute hazards (heatwave, hurricane/cyclone, inland flooding, and wildfire) and two chronic hazards (sea level rise and water stress). It was conducted using Shared Socioeconomic Pathways (SSP) scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) depicting a “middle of the road” scenario and a “worst case” scenario. The “middle of the road” scenario (SSP 2-4.5) assumes a scenario where the world follows a path in which social, economic, and technological trends do not shift markedly from historical patterns. The “worst case” scenario (SSP 5-8.5) is premised on deteriorating climate and weather conditions arising from unabated emission levels continuing over the long term.

The output of the quantitative analysis was then reviewed against a qualitative assessment model devised by Agendi. The model provided an impact score by assigning qualitative estimates of severity and resiliency for each of the six physical hazards.

b. Transition Risk Analysis

Verisk assessed potential exposure associated with four categories of transition risk across short-, medium-, and long-term time horizons. Transition risks are those associated with achieving a lower-carbon global economy: Policy and Legal, Technology, Market, and Reputation. Each transition was considered within the context of factors likely to mitigate, reduce, or prevent such risk from emerging.

The report concluded that Verisk is not exposed to any physical or transition risks that could be characterized as having critical impact and potentially requiring a major pivot of business, strategy, or financial planning.

c. Opportunities

The Company’s climate and weather solutions, summarized in Chart 2, will continue to evolve from three core activities: (1) providing tools to promote greater understanding around the likelihood and consequences of a catastrophic event; (2) aggregating and analyzing data to promote programs that incentivize loss-mitigation efforts; and (3) continuing to conduct scientific research that leads to operational uses benefitting society.

There are also many opportunities for optimizing efficiency, minimizing resource consumption, and reducing emissions. The focus will include four areas: (1) effective space utilization; (2) an optimal technology infrastructure; (3) travel management; and (4) increased engagement with suppliers.



Chart 2: Verisk's Climate and Weather Services

Global risk indices

- Assess physical and transition climate risk across 198 countries.
- Address more than 30 hazards and issues, with the majority assessed at the subnational level.
- Help clients conduct portfolio, corporate, and asset-level risk assessments and scenario analyses.



Extreme event models

- Extreme event models for 80+ countries help customers assess the threat of various perils associated with climate risk.
- Examples include a hurricane model for the U.S.; an inland flood model for central Europe, Great Britain, Japan, and the U.S.; a multiperil crop insurance model for Canada, India, and the U.S.; and a typhoon model for China, Japan, Southeast Asia, and South Korea.



Scientific applications benefitting society

- Study atmospheric and oceanographic changes, climate, weather, and associated phenomena.
- Contribute to a broad scientific ecosystem and help transform leading-edge research into operational uses that benefit society.
- Solutions range from an autonomous carbon dioxide and methane measurement system to real-time flood mapping solutions.



Individual risk assessment

- Address-level risk information in the U.S. to help insurers underwrite and price individual policies and manage portfolio exposure.
- Exposures include flood, hurricane, severe thunderstorm, tornado, wildfire, winter storm, and more.
- Scores from Building Code Effectiveness Grading Schedule (BCEGS®) and Public (fire) Protection Classifications (PPC®).
- On-site property surveys to meet the specific requirements of clients.



Event response and claims management

- Track events in real time, inform response and recovery efforts, and empower clients to resolve insurance claims quickly and accurately.
- Real-time weather analytics and loss estimates, video collaboration tools to triage and fast-track property claims, claims management and reporting software, repair and reconstruction cost-estimating software, personal contents estimations, and more.
- ClaimSearch®, the world's largest database of property/casualty claims.
- Integrated fraud prevention capabilities.



Loss estimates for global risk and supply chain

- Independent loss estimates on catastrophes and large individual losses, widely accepted as triggers in many traded financial market instruments, including reinsurance contracts, catastrophe bonds, catastrophe swaps, industry loss warranties, and other derivative instruments.



Risk management platforms

- Robust data and analytics integrated into risk management platforms and tools that clients use to manage asset- and portfolio-level exposure associated with location, climate, weather, and extreme events.
- Touchstone® enterprise risk-modeling platform and Sequel Impact are utilized across the insurance industry.



Community hazard mitigation programs

- Assessments of municipal building codes/enforcement on behalf of the U.S. insurance industry.
- Evaluations of fire suppression capabilities across nearly 45,000 U.S. fire protection districts.
- Complimentary training and consulting for municipal building code and fire officials interested in strengthening resilience.



The report noted that Verisk is well positioned to address the potential impact of physical and transition risk on its business. The Company is advantaged by (1) an efficient and nimble operating model, (2) long-term investments in technologies that increase data-processing efficiencies and empower remote working capabilities, (3) the establishment of formal engagement channels with key clients and suppliers, and (4) a continued focus on developing innovative Climate-related solutions.

Risk Management

Verisk's most comprehensive examination of risk takes place as part of an annual Risk Survey. The survey engages a wide variety of corporate and business unit leaders to identify the most important risks to the Company. At the completion of the Survey, all risks are ranked by their level of impact and assigned to various members of the management team who are responsible for creating and implementing action plans, which may be subject to future audit. The results of the Survey and subsequent assignments are shared with Verisk's Board of Directors, with the status of those identified as mission-critical risks reviewed with the Board on a quarterly basis.

In addition to the corporate-wide annual Risk Survey, Verisk also conducts Information and Technology Risk Management Assessments, Location Risk Assessments, and Employee Travel Safety Risk Assessments.

The Company's Business Continuity Program is also an essential part of the risk management framework, helping to ensure the continuity of critical business processes in the event of an incident rendering facilities inaccessible, computer systems inoperable, and/or employees unavailable. The Program incorporates standards compliant with ISO 22301:2019 requirements and oversight by a Crisis Management Team composed of senior executives representing various disciplines.

Metrics and Targets

Table 13 in the report, which presents Verisk's CDP-reported emissions for the period 2019-2022, is reproduced below.

Verisk reports emissions on both a location-basis and a market-basis. Absolute Scope 1 and 2 emissions calculated on a location-basis—that is, before renewable energy certificates (RECs) or their equivalent are applied—indicate that Verisk exceeded its internal target to reduce such emissions 21% by 2024 compared with a 2019 baseline. After discounting the effects of the 3E and Financial Services divestments, Verisk's actual reduction through year-end 2022 was approximately 30.5% compared with the 2019 baseline.

The internal target was calculated by Ecometrica, a CDP-accredited solutions provider using Science Based Targets initiative (SBTi) guidance aligned with a 1.5°C global future.

Verisk's CDP-reported emissions, 2019-2022

Values are rounded.

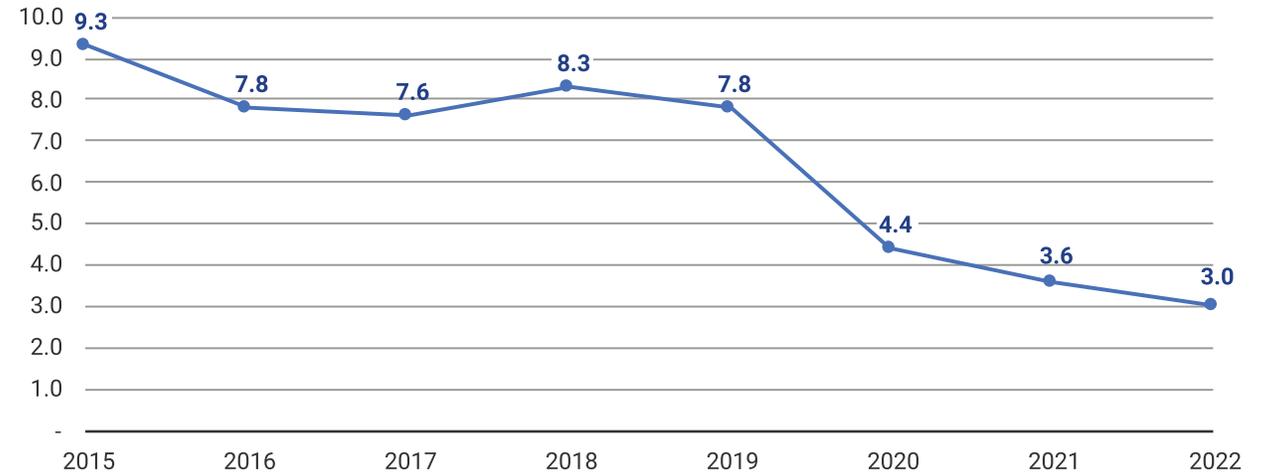
	2019		2020		2021		2022	
	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based
Revenue (\$ million)	2,607	2,607	2,785	2,785	2,999	2,999	3,034	3,034
Employee Full-Time Equivalent (average)	8,950	8,950	8,758	8,758	9,367	9,367	8,999	8,999
Scope 1 (MT CO ₂ e)	8,721	8,721	2,608	2,608	2,913	2,913	2,595	2,595
Scope 2 (MT CO ₂ e)	11,649	139	9,539	432	7,911	392	6,555	414
Scope 3 (Cat 6, 13) (MT CO ₂ e)	9,998	9,998	1,928	1,929	688	693	3,204	3,212
Scope 1,2,3 Total (MT CO ₂ e)	30,369	18,858	14,074	4,968	11,512	3,999	12,354	6,220

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

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

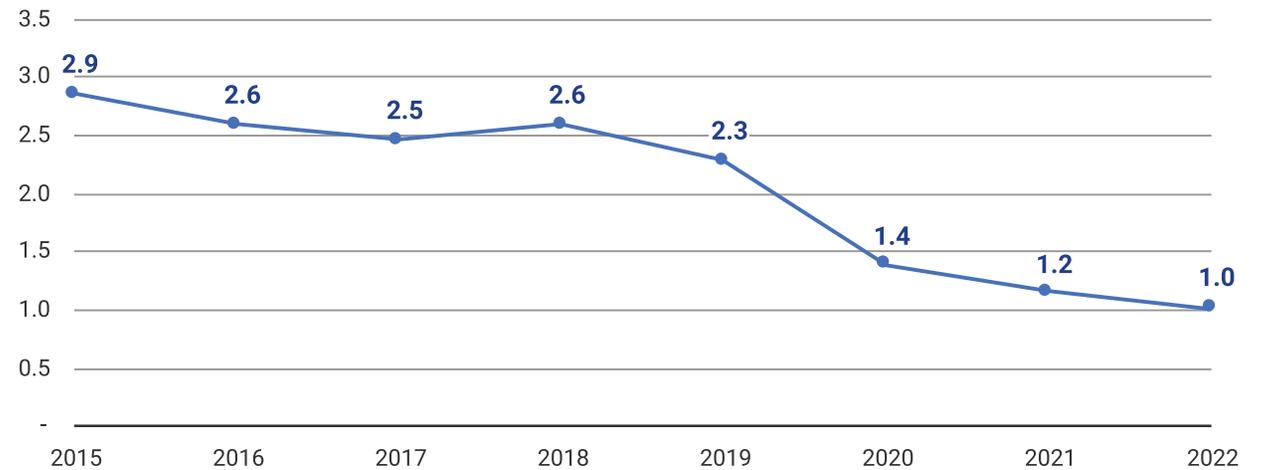
Graph 1 - Emissions Intensity: Revenue (MT CO2e/Revenue (\$ Millions))

Values are rounded.



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

Values are rounded.



Verisk Continues Tree Plantings in Recognition of Earth Day

For the seventh consecutive year, Verisk celebrated Earth Day by planting trees in conjunction with The Canopy Project®, an initiative sponsored by [EARTHDAY.ORG \(EDO\)](https://www.earthday.org).

The latest gift will add 10,000 mangrove trees to India's Sundarbans ecosystem, on top of the 10,000 trees funded by Verisk during 2022. The Sundarbans region, located at the mouth of the Ganges and Brahmaputra Rivers, adjoins the Bay of Bengal, and the project is crucial to protect the region from threats posed by rising sea levels, frequent storms, and the inundation of salt water into agriculture lands.

According to EDO, reforestation efforts will help protect the coastline, restore fisheries and other marine life, and further promote the natural resilience, biodiversity, and economic viability of the area. Mangroves also serve as powerful carbon sinks. In addition to the environmental benefits, the project will include efforts aimed at educating local villagers about the importance of the mangroves to help ensure their survivability and success.

This is the third time Verisk's Earth Day gift has helped sponsor a project in India. In other years, gifts have been used to support projects in Brazil, California, Cameroon, and Puerto Rico.

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



Photo credit: NASA / EarthDay.org

Social

“We recognize the importance of attracting and retaining top talent and fostering an inclusive culture where our employees and company can grow together.”

– **Sunita Holzer, Chief Human Relations Officer**

Our Workplace

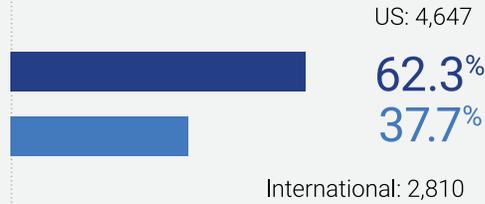
We value **Learning**. Our deep domain expertise enables us to invent the future for the industry and our clients.

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

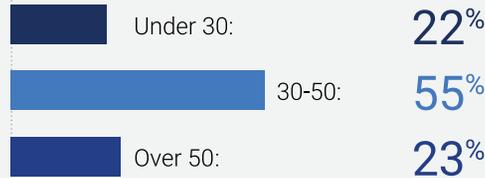
We value **Results**. Good stewards, we continually innovate processes and technologies that deliver productivity and cost-effectiveness at scale.

Percentages are based on a total employee population of 7,457 as of 12/31/2023.

Headcount (# & %)



Employee Age Groups (%)

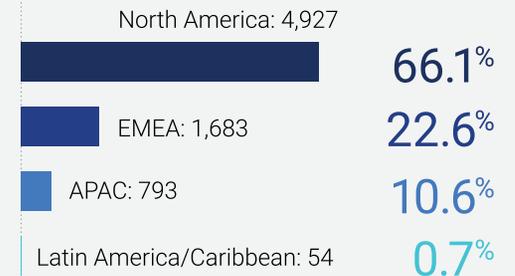


Tenure (%)



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

Employees by Region (# & %)



Employee Engagement

Verisk actively seeks feedback from employees when they first join the Company, after they complete their first 90 days on the job, through an annual engagement survey of all employees, and through exit interviews. These opportunities are the foundation of a continuous loop of engagement, feedback, action, and change.

The centerpiece of the process—Verisk’s annual employee engagement survey—is a confidential, voluntary exercise conducted by an independent, third-party provider to ensure the integrity and impartiality of the results. Employees are encouraged to participate. The survey includes questions that (1) gauge employee sentiment regarding past events, present experiences, and future expectations, and (2) explore various facets of the employee experience, including learning and development, leadership effectiveness, alignment with purpose and values, diversity and inclusion, feedback and recognition, and well-being. The questions designed to gauge employee sentiment comprise the engagement index. Insights from the balance of the questions in the survey help inform our annual action planning process, guiding our efforts to foster an engaging and fulfilling employee experience.

Verisk’s employee engagement score for 2023 was 78%. Over the past four years, employee engagement scores have consistently ranged between 76% and 78%.

Recognizing Verisk as a Great Place to Work

For the eighth consecutive year, Verisk received certification from Great Place to Work® for outstanding workplace culture in the United States. Verisk received fourth-time certification in the United Kingdom, Spain, and India, and second-time certification in Poland. Collectively, these countries represent approximately 87.5% of our global workforce.

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



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

For the third consecutive year, Great Place to Work UK named Verisk among **UK’s Best Workplaces for Women™**, an award recognizing the fair representation of women in the workforce and in management; **UK’s Best Workplaces in Tech™**, celebrating companies that excel in creating collaborative environments that drive innovation and personal growth for their employees; and **UK’s Best Workplaces for Wellbeing™**, which assesses company support for the work-life balance, fulfillment, job satisfaction, psychological safety, and financial security of its employees.

For the second consecutive year, Great Place to Work named Verisk one of the **Best Workplaces in Málaga™** (Spain), an award celebrating companies leaving a mark on the sustainable growth of the region while fostering a culture of trust and innovation.

Verisk was also named to the **2023 Great Places to Work: Best Workplaces in the UK™** (for super large organizations), **Spain, and Poland**—awards recognizing a culture of trust, pride, and camaraderie.



Learning and Development

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

In addition to voluntary learning and development programs, Verisk also requires employees and contractors to complete an extensive curriculum of mandatory training programs to promote risk awareness and avoidance. The curriculum is described in the [Governance section](#).

Leadership Development

A critical aspect of Verisk's talent strategy is to build and support a strong leadership pipeline. During 2023, more than 300 participants completed nearly 2,200 hours of leadership training aimed at rising professionals and first-time managers. All new managers were invited to participate within the first few months after assuming their roles.

On-Demand Learning

All employees are encouraged to take advantage of Verisk's On-Demand Learning Program, which the Company makes available through LinkedIn Learning. Courses are self-selected and self-paced. During 2023, nearly 5,300 employees consumed more than 12,000 hours of training. Among the most popular courses: "Customer Experience Leadership," "SQL Essentials," "Excel Essentials," and "Build a Personal Learning Plan and Stick With It."

Learning Breaks

The Company also welcomed more than 9,600 attendees to targeted live and virtual training sessions—known as "Learning Breaks"—on topics such as performance management, motivation, feedback, and creativity. These also included regional "Career Con" events featuring expo-style career fairs for internal employees.



Professional Development

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

Verisk's **Actuarial Program** is designed for employees wishing to gain a thorough understanding of actuarial science and the property/casualty insurance industry. The program offers an actuarial career path structured to lead to a potential fellowship in the Casualty Actuarial Society, as well as a business analyst

career path, which includes much of the same training. For its part, Verisk offers participating employees a combination of incentives including payment for courses, study aids, and exam fees, paid time off to prepare for exams, paid time off to take exams, bonuses for passing exams, incremental adjustments in salary, recognition for milestones, and payment of fees associated with memberships in professional societies. At year-end 2023, approximately 150 employees were part of the Actuarial Program, including 35 Fellows and 45 Associates of the Casualty Actuarial Society, and more than 85 employees were engaged as business analysts.

Verisk's **Insurance Education Program** is designed for employees wishing to increase their insurance knowledge by pursuing a course of study leading to one of the industry's professional designations such as those offered by the **Insurance Institute of America**, as well as **Chartered Property Casualty Underwriter, Insurance Data Management Associate, Project Management Professional, Registered Professional Liability Underwriter, and Workers Compensation Certified Professional**. Verisk's support differs by program but includes a combination of payments that may cover preparatory classes, study aids and exam fees, paid time off for study and exam days, bonuses associated with the successful completion of exams and programs, recognition for milestones, and payment of fees associated with memberships in professional societies. At year-end 2023, Verisk was represented by nearly 140 employees who had earned such designations.

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

Lean Six Sigma

The aim of Verisk’s Lean Six Sigma program is to promote greater efficiency, better service, and increased satisfaction for both internal and external clients. Employees participate on a voluntary basis. More than 2,500 current employees have earned “yellow belt” certifications, which cover fundamental principles and skills. Since the program was launched at Verisk in 2017, more than 150 employees have earned “green belt” certifications, attesting to the capability in undertaking process improvement initiatives.

Over the years, credentialed employees have completed more than 1,000 successful projects, large and small, that save time, reduce costs, and improve the employee and customer experience alike. During 2023, Verisk’s Lean Six Sigma team led or supported multiple global initiatives that are helping Verisk grow while saving more than 60,800 hours companywide. The team also developed a strategy to reduce the size of Verisk’s office footprint, an initiative that will ultimately lower operating costs and reduce greenhouse gas emissions.

Diversity and Inclusion

Verisk is committed to providing a workplace that reflects our global presence and where multiple perspectives are valued as a driver of innovation and excellence.

Employee Networks

The Company embraces its commitment to being an inclusive workplace by sponsoring nine Employee Networks. The most recent Employee Network—the Verisk Indigenous Network—was launched in September in conjunction with the National Day for Truth and Reconciliation in Canada. It honors our Indigenous colleagues and promotes reconciliation efforts through learning, truth-telling, and celebrations of their history and contributions.

Almost one-third of Verisk employees are members of an Employee Network:

-  Verisk Accessibility Network
-  Verisk Parents Network
-  Verisk Asian Network
-  Verisk Pride Network
-  Verisk Indigenous Network
-  Verisk REACH Network
-  Verisk Unidos Network
-  Verisk Women’s Network
-  Verisk Valor Network

Employee Network Mentoring

A global mentoring program sponsored by Verisk’s Employee Networks is helping participants find an inclusive space in which to develop themselves, grow their careers, and build community. In the third and largest cohort to date, 224 mentee/mentor pairs enrolled in the program, spanning 14 business functions in 30 locations across 11 countries. They recorded nearly 2,000 hours of mentoring throughout 2023.



Days of Understanding

In furtherance of the CEO Action Pledge for Diversity & Inclusion, Verisk hosted its second installment of Days of Understanding in July. Led by members of our Employee Networks, the sessions explored courageous topics and conversations around colorism, transgender rights, women’s rights, working parent challenges, and navigating a civilian world as veterans.

The kickoff session featured guest speaker Doug Melville, author and Global Head of Diversity, Equity & Inclusion for an international luxury holding company. More than 1,000 Verisk employees around the world participated, and they reported a 98% approval rating in the post-event survey.

Network Highlights

Verisk Asian Employee Network hosted a discussion on the evolution and pros and cons of Asian American and Pacific Islander (AAPI) Heritage Month; sponsored a panel that shared insights on working in politics and developing federal policy; and listened to Jenny Low, Director of Constituency Affairs for New York State Governor Kathy Hochul, describe the impact volunteering has made on her transition from the private sector to the public sector. The Asian Employee Network also participated in a joint event with the **Verisk Pride Network** and **Verisk REACH Network** to discuss a book, *The Hidden Assault on Our Civil Rights* by Kenji Yoshino.

Verisk Pride Network hosted a powerful session in advance of Transgender Awareness Month, inviting British playwright and actress Abigail Thorn to discuss the state of transgender rights across the globe.

Verisk REACH Network celebrated Juneteenth by joining Rev. Dr. Forrest Pritchett, director of the Martin Luther King, Jr. Leadership Program at Seton Hall University, for an event that featured traditional Juneteenth cuisine. Employees could also sign up for a Juneteenth-inspired cooking class with Kadon Barnwell, executive chef at Cree Wine Company.

Verisk Unidos Network helped employees tap into the year's Hispanic Heritage theme of "Prosperity, Power, and Progress" with a discussion led by Utah State Senator Luz Escamilla. In 2008, she was elected to the Utah State Senate, becoming the first Latina elected to the Senate and the first immigrant elected to serve in the Utah state legislature.

In commemoration of Veterans Day and National Veterans and Military Families Month, **Verisk Valor Network** hosted a symposium featuring RecruitMilitary's Chris Newsome, who discussed how companies can support veterans facing the challenges of transitioning to civilian life.

Verisk Women's Network celebrated Women's History Month by organizing a virtual presentation and engagement session with Julia Boorstin, CNBC's Senior Media & Tech Correspondent and author of *When Women Lead*. To commemorate Breast Cancer Awareness Month, the Jersey City Women's Network sponsored a raffle for the Susan G. Komen Foundation and organized a "pink-out walk" in mid-October.

The Jersey City chapter of **Verisk Parents Network** organized a back-to-school supply drive to help support Jersey City families in need. New backpacks, notebooks, folders, calculators, pens, pencils, and other supplies were donated to the Triangle Park Community Center.

Supporting Education and Promoting Career Opportunities

Through scholarship, sponsorship, and internship, Verisk supports a variety of organizations that promote educational and career opportunities for deserving candidates. Here are highlights from 2023.



Photo credit: Thurgood Marshall College Fund

Scholarship

Verisk's multiyear financial commitment to the [Thurgood Marshall College Fund](#) helps students at Historically Black Colleges and Universities access the education and resources necessary for a successful career.

In Verisk's headquarters community of New Jersey, the Company offers partial scholarships to students pursuing a business or STEM-related degree at [Rutgers University](#) and [St. Peter's University](#). In addition, the Company supports the [Rutgers Business School B-Star Program](#), where Verisk staff engaged with students to provide a perspective on the soft skills necessary to prepare for the transition to the corporate world.



Photo credit: SEEDS

Verisk also supports [SEEDS](#), a New Jersey-based organization dedicated to improving the lives of motivated, high-achieving students from low-income households by giving them access to top-tier educational opportunities. In addition to providing financial support, Verisk hosted a workshop featuring participants in the Company's Early Career Foundations Program and Data Science Excellence Program, who spoke to their personal educational and career journeys and offered advice to SEEDS scholars.

Sponsorship

In addition to its traditional recruiting channels, Verisk attracts qualified candidates by engaging professional and industry organizations, including those advancing the interests of underrepresented groups. During 2023, Verisk sponsored organizations and programs supporting women, people of color, the LGBTQ+ community, and others.

AnitaB.org Grace Hopper Celebration	National African American Insurance Association (NAAIA)
Association of Professional Insurance Women (APIW)	Northeastern University Women in Technology
Black Engineer of the Year Award (BEYA)	Organization Latino Actuaries (OLA)
10,000 Interns Foundation	Reimagining Inclusion for Social Equity (RISE)
Code Path	SheCanCode
Gamma Iota Sigma	Women in Machine Learning & Data Science
International Association of Black Actuaries (IABA)	



Photo credit: YearUp

Verisk is also proud to partner with [RecruitMilitary](#), an organization serving military personnel making the transition to civilian life. Open positions at Verisk are automatically posted to the RecruitMilitary site, and Verisk's recruiters have access to review candidate resumes submitted to the site.

Internships

Verisk is a long-time supporter of [YearUp](#), a not-for-profit organization whose mission is to close the opportunity divide by ensuring that young adults have access to the skills, experiences, and support that will help empower them to reach their potential through higher education and careers.

Since beginning the relationship in 2015, Verisk has hosted nearly four dozen YearUp students for six-month internships in various departments across the Company, such as Finance, Information Security, Information Technology, and Marketing. Upon completion of their internships, a significant percentage of the students convert to full- or part-time positions at Verisk, including 4 out of 5 from 2023.

In addition to supporting the YearUp program, Verisk offers paid summer internships, experiential education opportunities, and apprenticeships.

Charitable Giving

Verisk's approach to giving reflects the company's mission to help people, communities, and businesses become stronger, more resilient, and more sustainable. It operates on four tiers: At the corporate level, at the business unit level, through a matching gifts program, and with support for employee volunteering.

Corporate Giving

We seek opportunities with organizations addressing issues of global and local significance, whose missions and activities complement our professional expertise and brand, and where a combination of our unique data analytics, tools, professional expertise, and financial assistance can help the recipients maximize the impact and reach of their efforts. Corporate gifts are typically made to support specific projects or purposes. The following stories highlight four of our 2023 engagements.

Verisk Extends Commitment to Help the International Rescue Committee Prepare for Humanitarian Emergencies

Since 2017, and now into 2024, Verisk will supplement its financial support for the [International Rescue Committee \(IRC\)](#) by providing complimentary access to Verisk Maplecroft's geopolitical risk analytics and country-level experts—key ingredients in preparation of the IRC's annual Emergency Watchlist.

The Emergency Watchlist identifies the 20 countries at greatest risk of experiencing deteriorating humanitarian crises during the succeeding year and helps the IRC strategize the deployment of staff and resources in anticipation. As a global humanitarian response organization, the IRC's dedicated field teams enter some of the most dangerous and challenging places on earth, providing healthcare and clean water, protective services for women and children, education, and economic support.

You can learn more about the 2024 Emergency Watchlist [here](#).

Verisk Supports Efforts by GeoHazards International to Make Nepal's Schools Safer During Earthquakes

Support from Verisk helped [GeoHazards International \(GHI\)](#) complete construction of an earthquake-resistant school building in Nepal. In addition to keeping children safer, the project integrated training for local masons, including women, in an area that faces very high seismic risk. Learn more about the project [here](#).

Verisk is also helping GHI explore the feasibility of introducing “earthquake desks” to vulnerable schools in western Nepal, where such desks potentially represent an immediate improvement in safety for existing schools that wouldn't otherwise be rebuilt or refitted for decades. The project follows Verisk's prior support of a successful earthquake desk project involving schools in neighboring Bhutan. The desks manufactured in Bhutan—each sheltering two children and light enough to move easily—proved to withstand a vertical drop of rock and concrete weighing nearly half a ton, while standard desks flattened under a lesser load.

Gift from Verisk Helps The Bowery Mission Improve Program Effectiveness

Support from Verisk is helping The Bowery Mission's Program Effectiveness and Strategy team analyze and align operating procedures and project management to achieve better outcomes for the clients they serve.

It's the latest in a series of gifts from Verisk that helped [The Bowery Mission](#) purchase and implement a new case management system to support the Program Effectiveness and Strategy team. In addition to financial assistance, Verisk's Lean Six Sigma experts also conducted training for key personnel tasked with executing process improvements to strengthen services.



Photo credit: The Bowery Mission

Founded in the 1870s, The Bowery Mission serves people experiencing homelessness in the New York City metropolitan area, providing individuals with emergency food, shelter, and personal care and providing longer-term residential programs to help men and women transform their lives.



Photo credit: Team Rubicon

Verisk's Property Estimating Tool Helps Team Rubicon Serve Communities Dealing with Disasters

Access to Verisk's Xactimate® property claims estimation software continues to help [Team Rubicon](#) carry out critical parts of its mission to serve communities dealing with disasters.

Xactimate is the insurance industry's most powerful and comprehensive tool for measuring and scoping losses and creating accurate estimates of the cost of repairs. It includes up-to-date and reliable local information on building costs and materials. Team Rubicon uses Xactimate to estimate the scope and value of its work following disasters and validate bids from contractors during the home rebuilding process.

Team Rubicon is a veteran-led humanitarian organization built to serve global communities before, during, and after disasters. During 2023, it completed 134 operations, calling on nearly 29,000 volunteers to serve 260 communities.

Business Unit Giving

Each year, a percentage of Verisk's charitable funds are allocated to the Company's business units to support organizations that serve the communities where we live and work or are of special interest to our employees. During 2023, gifts were made to the following organizations.

Canada

- Autism Canada

United Kingdom

- Blood Cancer UK
- Brain Tumour Research
- cathARTic C.I.C.
- Lewisham Local
- Parkinson's UK
- Renewable World
- Spread a Smile
- The Flying Seagull Project
- Unseen
- WaterAid

Singapore

- Willing Hearts

Spain

- Cruz Roja
- Fundación ONCE
- Ronald McDonald House – Malaga

Poland

- Malopolska Hospice for Children

Germany

- Kindernöte e.V.
- Tafel Köln

India

- United Way of Hyderabad

United States of America

- American Red Cross
- America's Freedom Festival
- Asheville Area Habitat for Humanity
- CarePoint Health
- Carolina Wildlife Center
- Center for Disaster Philanthropy
- Dartmouth-Hitchcock Health Carbon Monoxide Alliance
- DuPagePads
- Federal Alliance for Safe Homes (FLASH)
- GiveDirectly
- Halo Flight
- Int'l. Assoc. of Women in Fire and Emergency Services
- Liberty Science Center
- Maui Food Bank
- Mobilization for Justice
- National Association of Hispanic Firefighters
- National Association on Mental Illness
- New City Kids
- New Mexico Out of School Time Network
- North Utah County Cycling Club
- Portland Art Museum
- Rainforest Trust
- Roadrunner Food Bank
- St. Louis Park Emergency Program
- St. Lucy's Emergency Shelter
- Success in Education Foundation
- Sweet Paws Rescue
- Team Rubicon
- Team Walker
- The Hoboken Shelter
- United Way of Utah County
- Vermont Community Foundation
- Wildlife Center of Southwest Florida

Matching Gifts Program

Verisk matches the giving preferences of employees and retirees who make donations to recognized 501(c)(3) organizations in the United States and registered charitable organizations in the United Kingdom. Subject to program limits, matches are made at 100% of the underlying donation, up to annual giving caps of \$5,000 per employee and \$2,500 per retiree.

Employee gifts supported a wide variety of cultural, educational, humanitarian, medical, and social causes, such as:

- Boston Dialogue Foundation
- Dana-Farber Cancer Institute
- Greater Chicago Food Depository
- Hawaii Community Foundation
- Islamic Relief USA
- Jane Goodall Institute
- PBS Foundation
- Shanti Bhavan Children's Project
- St. Jude Children's Research Hospital
- Tuesday's Children
- UNICEF
- World Central Kitchen

Volunteering

Verisk encourages volunteerism. Employees have the option of using eight hours of paid time to participate in an event organized for Verisk Volunteer Week or use their time throughout the year to support a cause of their own choosing.

This year's Verisk Volunteer Week—the tenth consecutive year of the event—saw employees around the world join forces for a number of meaningful activities. Here are highlights from several countries:

India

Our colleagues in Hyderabad participated in multiple projects, with more than 100 team members contributing 300 hours of service. Among other things, they sponsored lunch at a local school, serving meals for approximately 275 students, distributing goodies, and awarding prizes for academic excellence. They cleaned, cut, and stored vegetables at a local kitchen that provides meals to children in government-run schools. They also organized a blood drive.

Nepal

Our colleagues in Kathmandu volunteered at a school for children with special needs, where they distributed meals and connected with the students and their teachers.

Poland

In Krakow, our colleagues helped local families in need by donating the proceeds of two events: A fundraiser where team members auctioned goods and services and a bake sale organized by the Women's Network. They volunteered at an animal shelter where they helped clean the facility, tended to the greenery, and

collected donations. They also grabbed their gardening tools to spruce up the surroundings of a local healthcare center and educational facility.

United Kingdom

Our colleagues in Newcastle helped develop a new community memory garden by moving 10 tons of topsoil into raised beds, planting 1,500 daffodil bulbs, and removing weeds. As a result of their hard work, the project was completed about four months ahead of schedule, and the garden is expected to be in full bloom during the spring of 2024.

United States

More than 360 team members at our Jersey City headquarters packed 40,000 meals for Rise Against Hunger, an organization whose mission is to nourish people and communities in need.

Our team members in Bradenton, Florida, teamed up with Feeding Tampa Bay to bag, box, and distribute 344 meals to food-insecure families living in Manatee County.



Recognizing Our Exceptional Volunteers

Each year, Verisk selects 25 or more employees who volunteer in their communities and whose service—measured in terms of time, tenure, or impact—is exceptional. Verisk recognizes their efforts by making donations in their name, up to \$1,000, to the organizations they serve.

This year's class of honorees includes an employee who volunteers as a civics and citizenship instructor for refugees coming to the United States; another who founded a not-for-profit focused on violence prevention following the senseless murder of her nephew; multiple employees who serve as volunteer firefighters or emergency medical technicians (EMTs) in their communities, including one who assists healthcare professionals providing pro bono medical services to the homeless population of Krakow, Poland; and others who lend their minds, hands, and hearts to a variety of programs that help children, protect animals, feed the hungry, build or rehabilitate homes, promote financial literacy, support veterans, and more.

Photo credit: Asheville Area Habitat for Humanity



Here are Verisk's 2023 recipients:

\$1,000

- **Asheville Area Habitat for Humanity**
Miriam Lowenfield-Jayne
- **Asociación Ministerio Casa de Paz**
Laura Romero
- **Clear Path for Veterans New England**
Michael Simonian
- **ConfiKids**
Kristin Papianou
- **Eli's Garden of Healing**
Crystal Cathcart
- **Faithful Servant Missions**
John Chitty
- **Grace's Kitchen**
Andrew Hughes
- **Hanover Township Volunteer Fire Company**
Steve Kandianis
- **Hearts & Bones Rescue**
Erin Hunkemoeller
- **Hoboken Volunteer Ambulance Corps**
Lachlan Mountjoy
- **International Rescue Committee**
Mara Kellogg
- **Literacy Together**
Lindsay Hussey
- **Mifflinburg Hose Company**
William Bekanich
- **Missions Ministries**
John Trovinger
- **Fundacja Przyszań Medyczna**
Adam Czepielik

- **Safe Families for Children (Central Indiana Chapter)**
Hannah Barnhart
- **Sustainable Food Center**
Jess Gaffney
- **The Switch**
Shani Clarke and Harry Norton-Steele
- **Whispering Pines Volunteer Fire Department**
Robert Holso

\$500

- **4th Bramshill Scout Group**
Steve Cossu
- **AlmaGea ODV**
Sara Wejdenstolpe
- **HindiUSA**
Hemant Chowdhary
- **Knights of Columbus - Mother Seton Council #5427**
Michael Fusco
- **Laurel House**
Kevin Broomall
- **Leap201**
Kim Yan Lim
- **Navajeevanam Multipurpose Social Service Society**
Jeevan Rapolu
- **New York African Chorus Ensemble**
Josanna McCaskill
- **Rotten Rottie Rescue**
Robert Harrell
- **Southwark Refugee Communities Forum**
Jonathan Clarke

Governance

“Our commitment to responsibility encompasses the workplace and the marketplace. Our responsibility for meeting the commitment is borne by every employee, including our senior executives.”

– **Kathlyn Card Beckles, Chief Legal Officer**

Led by our Board of Directors, Verisk reinforced its commitment to sound governance through strengthened risk oversight, new policies, mandatory training initiatives, and transparency.

Board Takes Steps to Strengthen Operational Oversight, Continue “Say-on-Pay” Votes

The Audit Committee of Verisk’s Board of Directors has strengthened its risk oversight processes with management by adopting a risk dashboard and risk review calendar that requires in-depth assessments of six risk categories at various Committee meetings throughout the year. The six categories are: Technology and Cyber, Economic/Financial, Legal and Regulatory, Societal/Talent, Environmental, and Geopolitical. These and other risk assessment and risk management activities are expected to be consolidated in a newly formed Risk Committee of the Board, which will be appointed in 2024.

At the 2023 annual shareholders meeting, management recommended, and shareholders overwhelmingly approved, a proposal to continue the Company’s practice of holding annual “say-on-pay” votes on executive compensation.

Verisk’s Board currently consists of ten directors, nine of whom are independent. Six of the ten represent diverse categories.

Verisk Supplements Conflict of Interest Policy with Disclosures Required of Senior Staff

As noted in Verisk’s Code of Business Conduct and Ethics, a “conflict of interest” occurs when a person’s private interest interferes, or even appears to interfere, in any way with the interests of the Company, including its subsidiaries and affiliates.

An extensive Conflict of Interest description, including examples, is included among the Employee Covenants each employee must acknowledge annually. Taking the obligation one step further, Verisk implemented a Conflict of Interest Disclosure during 2023, which was administered to nearly 1,000 employees categorized as senior-level staff. All potential conflicts were reviewed and investigated, and action was taken as necessary to mitigate the actual or potential conflict of interest that was reported.

Verisk Takes Steps to Ensure Proper Investigation, Resolution of Complaints Made Through Whistleblower Hotline

Verisk’s Whistleblower Hotline is managed independently of Verisk, operates at all hours every day of the year, is open to anyone, is accessible online or by phone, and is available in 23 languages.

During 2023, the Company added a level of oversight to the process by appointing a committee to review the reported concerns, and their investigation and resolution, and to identify any systemic risks or trends that should be mitigated. The committee, which includes representatives from Verisk’s Compliance,

Enterprise Risk Management, Global Protection Services, Human Resources, Law, Privacy, and Security departments, meets at least quarterly and more often as may be necessary. The anonymity associated with the whistleblower process is safeguarded during such reviews.

From Policy to Practice: Verisk Conducts Its First Human Rights Risk Assessment

At its December 2022 meeting, Verisk’s Human Rights Committee authorized a desktop risk assessment aimed at identifying potential areas of human rights risk in the Company’s operations and supply chain. It was intended that the initial exercise would be followed by a discussion about the magnitude and materiality of any such exposure and what, if anything, Verisk should do to monitor, mitigate, or avoid the risk going forward.

The risk assessment was subsequently conducted by Verisk Maplecroft, a Verisk business that has deep expertise in human rights and social risk and an industry-leading data set encompassing 31 global indices covering the entire range of civil, political, and labor rights. The combination of Verisk Maplecroft indices, known spend by country, and the size of the associated workforce suggested that, on a relative basis, human rights risk appears to be greatest when associated with operations in three countries.

Although none of the findings suggest a material risk, the Human Rights Committee adopted a number of actions to strengthen risk mitigation strategies, insofar as such strategies govern the hiring and onboarding of employees and the credentialing of suppliers and business partners.

Verisk's Human Rights Committee consists of Verisk's CEO and the senior leaders representing the following functions: Compliance, Enterprise Risk, Human Resources, Law, Procurement, and Sustainability.

Verisk Adopts an Employee Health and Safety Policy

Verisk has adopted an [Employee Health and Safety Policy](#), which describes the Company's commitment to promoting the welfare of its workforce beyond the statutory and regulatory requirements promulgated by the jurisdictions where the Company operates.

The Policy addresses Verisk's approach to promoting the physical and mental well-being of employees by describing the range of services and benefits the Company offers, including various programs supporting employee health, wellness, work-life balance, and emergency needs, among others. The Policy also describes the Company's commitments regarding building safety, workplace safety, job safety, and safety associated with the operation of vehicles in Verisk's automobile fleet. In some cases, the Policy consolidates commitments made in existing Company policies and procedures governing individual aspects of workplace expectations and behavior.

Verisk's Human Resources Department is responsible for addressing employee needs related to health and well-being. Verisk's Global Protection Services team, which takes an all-hazards approach to safety and security, is responsible for providing Verisk's immediate response to incidents that potentially

affect employees around the world. The Policy also encourages employees to be active partners in this process by acknowledging a duty to act responsibly in terms of protecting themselves and others.

An Employee Health and Safety Committee has been appointed to oversee the implementation and operation of this Policy, including the associated communication of the Policy to employees, the resolution of alleged violations and grievances related to this Policy, and periodic reports to Verisk's Board of Directors.

2023 Statement on Modern Slavery Highlights Employee Training, Supplier Monitoring

Verisk's [Statement on Modern Slavery](#) summarizes the steps taken by the Company to educate employees and contingent workers about the risk of modern slavery and human trafficking and describes how Verisk monitors Tier 1 suppliers for potential violations.

The Statement, which is signed by Verisk's chief executive officer and approved by the Board of Directors, has been published annually since 2017.

As noted in the Statement, all workforce members, including contingent workers, are required to annually acknowledge that they have read Verisk's Human Rights Policy and complete an online, interactive modern slavery training program as part of the Company's mandatory annual training curriculum. The Statement also describes how the Company

contracts with a leading risk and compliance organization to determine whether any Tier 1 suppliers are subject to sanctions. The organization also scans content daily from news sources in approximately 200 countries, triggering risk alerts when suppliers may have been implicated in possible violations of laws or regulations, including those involving modern slavery or other human rights abuses.

During "Commitments Month," Verisk Employees and Contractors Complete Mandatory Training Programs to Promote Risk Awareness and Avoidance

During an early spring period known as "Commitments Month" (formerly known as Commitments Week), nearly 7,000 employees and 700 contractors completed an extensive curriculum of mandatory training programs to promote risk awareness and avoidance.

Courses are role- and location-specific and offered in multiple languages. The requirements are applicable at all levels of the Company, up to and including Verisk's chief executive officer and senior business leaders.

Among employees and contractors working at year-end, approximately 99% had satisfied their training requirements.

Commitments Month – March 15 - April 15, 2023

Course Name	Language	Scope
Compliance, Privacy, and Information Security		
Anti-Bribery & Corruption	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Ethical Workplace Conduct and Respectful Communication	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Data Governance	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Data Privacy	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
General Compliance	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Security Awareness	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Insider Trading	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Intellectual Property	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Modern Slavery	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Antitrust & Competition	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Compliance, Privacy Role-Based		
Health Information Portability & Accountability Act (HIPAA)	English	Specific individuals
Unfair Deceptive and Abusive Acts or Practices (UDAAP)	English	Specific individuals
Fair Credit Reporting Act	English	Specific individuals
Active Shooter: Awareness and Preparedness	English	All U.S. employees and contractors
Inclusion and Diversity		
LGBTQ+	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Workplace Diversity/Racism in the Workplace	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Bias in Hiring [people managers only]	English, German, French Canadian, Chinese, Spanish, Italian, Polish	Specific individuals
Anti-Harassment & Discrimination		
Anti-Harassment & Discrimination Global Employee	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All as specified
Anti-Harassment & Discrimination Global Manager	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All as specified
Anti-Harassment & Discrimination Canada Employee	English, French Canadian	All as specified
Anti-Harassment & Discrimination Canada Managers	English, French Canadian	All as specified
Anti-Harassment & Discrimination Germany Employee	English, German	All as specified
Anti-Harassment & Discrimination Germany Managers	English, German	All as specified
12 State/Country specific Anti-Harassment & Discrimination courses for Employee	English	All as specified
12 State/Country specific Anti-Harassment & Discrimination courses for Managers	English	All as specified

In addition to the Commitments Month training, all Verisk employees and contractors are required to provide written acknowledgment of key policies, such as the Company's Global Privacy Policy and Human Rights Policy. Employees are also required to acknowledge a series of covenants such as Verisk's Zero Tolerance for Harassment.

Anti-Bribery & Corruption Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Clean Desk Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Verisk Data Principles Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Employee Covenants Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	Employees only
Failure to Prevent the Facilitation of Tax Evasion Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Global Privacy Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Human Rights Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required
Workforce Information Handling Policy Acknowledgement	English, German, French Canadian, Chinese, Spanish, Italian, Polish	All required

2023 SASB Report and 2022 EEO-1 Report

For the fourth consecutive year, Verisk has published a report in accordance with the Sustainability Accounting Standards Board (SASB) disclosure framework for professional and commercial services companies. The framework helps companies identify and report on the sustainability-related risks and opportunities that the SASB deems to be most relevant to the financial performance of companies in the sector. Verisk's 2023 SASB Report is attached as [Appendix A](#).

Verisk has also disclosed its U.S. Equal Employment Opportunity Commission (EEOC) 2022 Employer Information Report (EEO-1 Component 1), which provides workforce demographic data about the Company's U.S. workforce. The report is available in Verisk's ESG Resource Library located [here](#).

[Visit Verisk's ESG Resource Library to find information about Verisk's policies, governance documents, and annual financial and sustainability reports.](#)

Appendix A

SASB Report



Appendix A

2023 SASB Disclosure

Sustainability Accounting Standards Board (SASB) Professional & Commercial Services

About this Report

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

About Verisk

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

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

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

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

Data Security

SASB code and accounting metric

Response

SV-PS-230a.1

Description of approach to identifying and addressing data security risks

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

SV-PS-230a.2

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

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

SV-PS-230a.3

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

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

Workforce Diversity and Engagement

SASB code and accounting metric Response

SV-PS-330a.1

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

Gender Representation of Global Employees¹

Totals are rounded

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

Minority Group Representation of U.S. Employees¹

Totals are rounded

Employee Group	% Minority ²
Executive Management	33.0%
Non-executive Management	29.8%
Other Employees	34.0%
Total	33.1%

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

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

Definitions

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

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

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

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

Workforce Diversity and Engagement

SASB code and accounting metric Response

SV-PS-330a.2

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

1. Voluntary Turnover Rate: 8.9%
2. Involuntary Turnover Rate: 4.3%³

³ Does not include turnover as a result of divestitures

SV-PS-330a.3

Employee engagement as a percentage

Year	Percentage
2023	78%

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

Professional Integrity

SASB code and accounting metric Response

SV-PS-510a.1

Description of approach to ensuring professional integrity

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

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

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

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

SV-PS-510a.2

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

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

Activity Metrics

Activity Metric

SASB code and activity metric	Response	Total
SV-PS-000.A Number of employees by (1) full-time and part-time, (2) temporary, and (3) contract	Employee Group	
	Full-time employees	7,293
	Part-time employees	131
	Temporary employees	33
	Contractors	1,183
SV-PS-000.B Employee hours worked, percentage billable	Not applicable	

Corporate Leadership



Corporate Leadership



Lee M. Shavel
President and
Chief Executive
Officer



Nick Daffan
Chief Information
Officer



Sunita Holzer
Chief Human
Relations Officer



Maroun S. Mourad
President, Claims
Solutions



Stacey Brodbar
Head of Investor
Relations



Dianne Green
Head of Diversity and
Inclusion



Saurabh Khemka
Co-President,
Underwriting
Solutions



Rob Newbold
President,
Extreme Event
Solutions



Doug Caccese
Co-President,
Underwriting
Solutions



David J. Grover
Controller, Chief
Accounting Officer



Elizabeth Mann
Chief Financial
Officer



Tim Rayner
President,
Specialty Business
Solutions



Kathlyn Card Beckles
Chief Legal
Officer



Melissa Hendricks
Chief Marketing
Officer



Patrick McLaughlin
Chief Sustainability
Officer



Samantha Vaughan
Chief Privacy Officer



Yang Chen
Head of Corporate
Development and
Strategy

Board of Directors

Bruce Hansen *Independent Chair*

Retired Chairman and Chief Executive Officer,
ID Analytics

Executive Committee

Vincent Brooks

Retired Four-Star General, U.S. Army

*Governance, Corporate Sustainability, and Nominating
Committee; Risk Committee; Talent Management and
Compensation Committee*

Jeffrey Dailey

Retired Chief Executive Officer, Farmers Group, Inc

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

Kathleen A. Hogenson

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

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

Wendy Lane

Experienced Board Director, Insurance
and Global Information Services Industries

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

Samuel G. Liss

Principal, WhiteGate Partners LLC

Audit Committee; Finance and Investment Committee

Lee M. Shavel

Chief Executive Officer, Verisk Analytics

Olumide Soroye

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

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

Kimberly S. Stevenson

Retired Executive, Technology and
Global Information Services Industries

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

Therese M. Vaughan

Retired Chief Executive Officer,
National Association of Insurance Commissioners

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



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