



# 2020 DISCLOSURE

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

## About This Report

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

## Who We Are

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

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

## Accounting Metrics

### Data security

SASB code and accounting metric	Response
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<b>SV-PS-230a.1</b>	<a href="#">Verisk's Approach to Cyber Security</a> describes our approach to identifying and addressing data security.
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Description of approach to identifying and addressing data security risks

<b>SV-PS-230a.2</b>	<a href="#">Verisk's Approach to Cyber Security</a> describes our policies and practices relating to the collection, usage, and retention of customer information.
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Description of policies and practices relating to collection, usage, and retention of customer information

<b>SV-PS-230a.3</b>	During the prior 12-month period, Verisk has not experienced a data breach involving customers' confidential business information (CBI) or personally identifiable information (PII).
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(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), and (3) number of customers affected

## Workforce diversity and engagement

### SASB code and accounting metric    Response

#### Gender Representation of Global Employees

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

#### Racial/Ethnic Group Representation of U.S. Employees

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

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

#### Definitions

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

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

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

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

SV-PS-330a.2  
(1) Voluntary and (2) involuntary turnover rate for employees

1. Voluntary Turnover Rate: 9.1%
2. Involuntary Turnover Rate: 3.1%<sup>2</sup>

<sup>2</sup> Does not include turnover as a result of divestitures

SV-PS-330a.3  
Employee engagement as a percentage

Year	Percentage
2020	78%

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

## Professional integrity

### SASB code and accounting metric Response

#### SV-PS-510a.1

Description of approach to ensuring professional integrity

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

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

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

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

#### SV-PS-510a.2

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

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

## Activity Metrics

### Activity metric

#### SASB code and activity metric

#### Response

#### SV-PS-000.A

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

**Total:**

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

#### SV-PS-000.B

Employee hours worked, percentage billable

Not applicable

