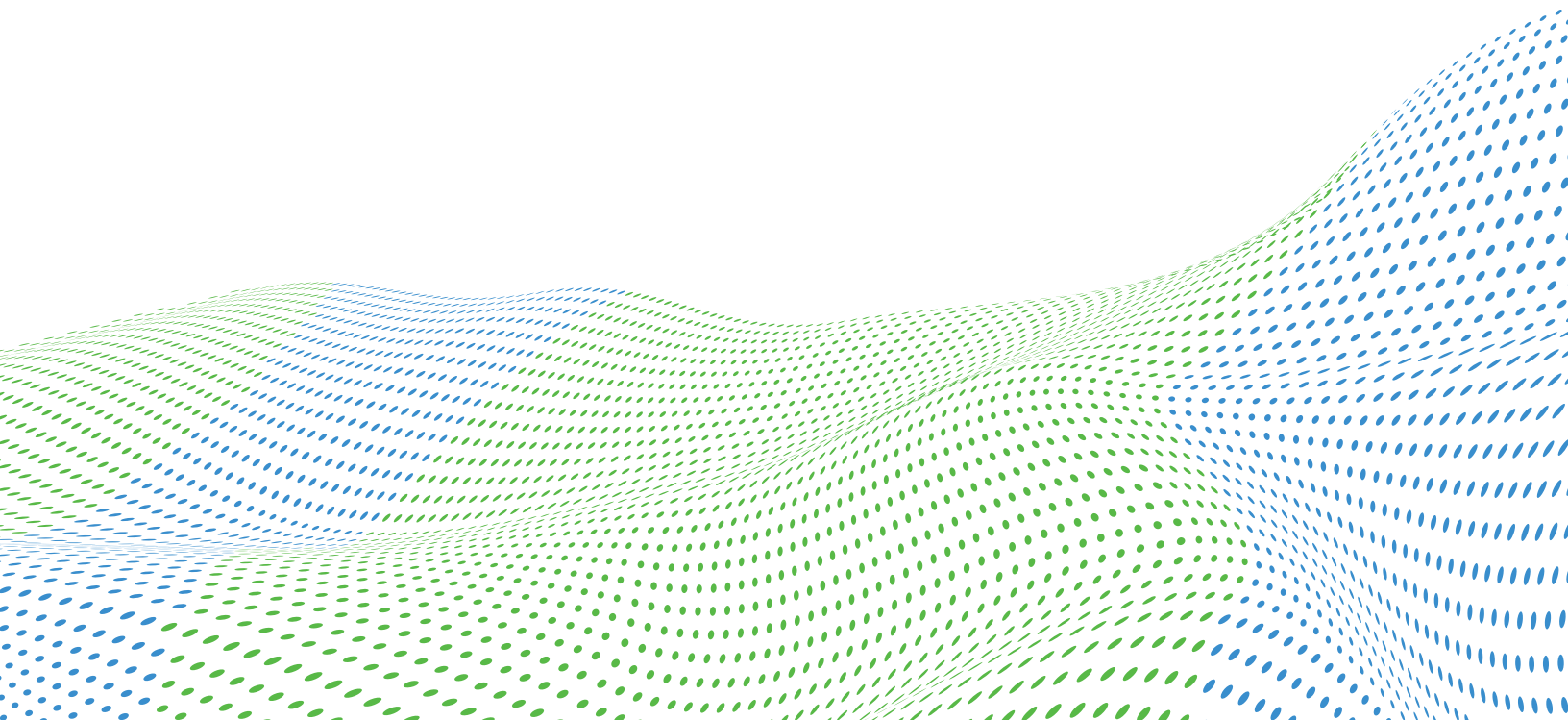


2021 Corporate Social Responsibility Report



About Verisk

Verisk provides data-driven analytic insights and solutions for the insurance and energy industries. Through advanced data analytics, software, scientific research, and deep industry knowledge, Verisk empowers customers to strengthen operating efficiency, improve underwriting and claims outcomes, combat fraud, and make informed decisions about global issues, including climate change and extreme events as well as political and ESG topics. With offices in more than 30 countries, Verisk consistently earns certification by Great Place to Work® and fosters an inclusive culture where all team members feel they belong.

Verisk is traded on the Nasdaq exchange and is a part of the S&P 500 Index and the Nasdaq-100 Index.

For more information, please visit www.verisk.com.

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

A Message to Our Stakeholders



Throughout Verisk's 50+ year history, one thing has remained constant: our products and services help empower business and society.

This approach is supported by many examples. Studies have confirmed that the municipal fire protection evaluations we conduct on behalf of the insurance industry in the United States ultimately help local communities plan for, budget, and justify improvements in their fire protection. Our extreme event models enable the private and public sectors to prepare for natural disasters—work that ultimately saves lives and mitigates property loss. In addition, the research we conduct in conjunction with our global risk analytics informs customers and policymakers about important social issues ranging from child labor to the economic effects of climate change on agriculturally based economies.

Not surprisingly, the same theme echoes throughout our *2021 Corporate Social Responsibility Report*. A diverse cross-section of internal and external stakeholders identified "Deliver

Services that Empower Business and Society" as the first priority in a formal Sustainability Strategy designed to maximize value for stakeholders. It resonates in the individual entries of the "Working with Purpose" section, an annual feature of great interest to our employees and prospective job candidates. And you'll hear it again in the words of our charitable partners—GeoHazards International, the International Rescue Committee, Team Rubicon, Year Up, and The Bowery Mission—that have been invited to describe how Verisk's analytics, tools, or expertise help advance their efforts.

We're humbled to be the stewards of such a legacy, and we're mindful of its importance to the success of our sustainability journey. It underlies our enthusiasm for addressing the opportunities presented by climate change as described in this year's "Climate Disclosure Report." It reinforces our focus on employee engagement and our commitment to diversity and inclusion, two areas where "good" should never be good enough.

Another year of COVID-19 and its variants may have changed the nature of the workplace, but it hasn't changed the nature of our work. My colleagues at Verisk—the professionals who bring our products and services to life, and each member of our Board—remain focused and committed to the important environmental, social, and governance considerations driving long-term value creation for our stakeholders.

As I prepare to retire from this great company in May 2022, I couldn't be prouder of the strides we've made to empower a better, more resilient, and sustainable tomorrow for customers and societies.

Sincerely,



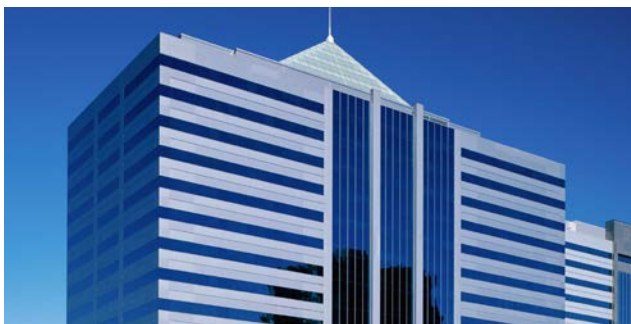
Scott G. Stephenson

Chairman, President,
and Chief Executive Officer

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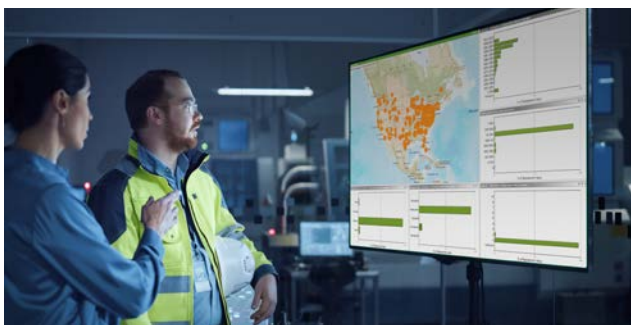


Our Sustainability Strategy

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Verisk at a Glance

Verisk traces its roots to 1971, when the company was founded to perform essential functions for United States property and casualty insurers—providing them with tools to operate more efficiently, compete successfully in new markets, and address the evolving challenges of protecting people, businesses, and their financial assets. The company later broadened its services, developing the world's largest claims database, along with the tools to help customers expedite the payment of legitimate claims and detect suspect claims. More recently,

Verisk's innovative work to understand the effects of atmospheric changes and the consequences of extreme weather events has enabled the public and private sectors to prepare for natural disasters—work that ultimately saves lives and mitigates property loss.

Today's Verisk leverages those capabilities to help customers of all types assess and mitigate risk associated with their supply chains and investments, analyzing issues ranging from climate and weather risk to child labor and corruption. And it's

at the forefront of the energy transition, integrating renewable energy assets and expertise to provide solar, wind, storage, and grid edge market intelligence services.

Over its 50+ year history, Verisk has transitioned from an unincorporated not-for-profit membership organization to a publicly traded company. Headquartered in Jersey City, New Jersey, Verisk is traded on the Nasdaq exchange and is a part of the S&P 500 Index and the Nasdaq-100 Index.

Governance

Verisk's financial results are set forth in the company's *2021 Annual Report*, which can be accessed here: <https://vrsk.co/3E4qHfP>

Verisk's Board is currently comprised of 11 directors, including five directors representing gender or racial diversity. As noted elsewhere in this report, the Board recently reconstituted the Nominating and Corporate Governance Committee as the Governance, Corporate Sustainability and Nominating Committee, and amended its charter to include oversight of the company's ESG- and sustainability-related activities.

Chairman, President, and Chief Executive Officer, Scott Stephenson has announced that he will retire following the 2022 Annual Meeting. He will also step down from the Board of Directors, at which time the dual role of Board chair and CEO will be separated. The Board has named Lee M. Shavel to replace Scott as chief executive officer and Mark V. Anquillare as president.

Sustainability Strategy

During 2021, Verisk invited a diverse cross-section of internal and external stakeholders to help identify and prioritize relevant existing and emerging issues of mutual importance. The effort was designed to build on the company's current sustainability program by developing a formal strategy to guide efforts in the future.

The process and outcomes are discussed beginning on page 6. An overarching theme—"Maximizing Value for Stakeholders"—will be supported by five priorities addressing products and services, data stewardship, workforce engagement, diversity and inclusion, and the impact of climate and energy challenges.

Employees

Verisk operates globally. In 2021, the company employed more than 9,300 people spread among approximately 100 offices in more than 30 countries. Sixty-five percent of employees were located in North America, 21% in Europe, and 12% in Asia. Many are highly credentialed in their respective fields.

The company has been recognized as a Great Place to Work in the United States for six consecutive years and in India, Spain, and the UK for two consecutive years.

Verisk collaborates with employees through a continuous loop of engagement, feedback, action, and change. Over the years, this collaboration has resulted in important compensation and benefit improvements, expanded learning and development opportunities, more flexible working arrangements, and additional paid holidays. The company's most recent engagement score was 76%.

Verisk is committed to welcoming all employees into a diverse, inclusive, and caring culture. Its efforts are guided by the company's Statement on Racial Equity and Diversity, adopted by Verisk's Board of Directors in 2020, and a Diversity and Inclusion Policy implemented last year. The commitment is supported by eight Employee Networks spread across four continents, nine countries, and 18 cities.

Verisk discloses its workforce diversity and engagement metrics following guidance from the SASB Industry Standard for Professional and Commercial Services. The 2021 SASB Disclosure is attached to this report as Appendix A. Verisk also intends to disclose its 2021 EEO-1 report upon filing during the second quarter of 2022.

Global and Local Communities

Much of the work Verisk does has beneficial effects for all our stakeholders— tackling key risks that pose long-term consequences in an unpredictable world. Examples are featured in the "Working with Purpose" section of this and previous *Corporate Social Responsibility Reports*.

Verisk is a participant in the UN Global Compact, supports its ten principles, and works to advance the Sustainable Development Goals (SDGs) within our sphere of influence. As a responsible corporate citizen, the company seeks to build strong charitable partnerships with leading global and local organizations where Verisk's unique data analytics, tools, professional expertise, and financial assistance can help maximize the impact and reach of their efforts. This year, the company invited five of its partners to discuss their respective partnerships with Verisk. These statements can be found on page 42.

Environmental Stewardship

Verisk completed CDP's 2021 Climate Change Questionnaire, using investments in renewable energy certificates (RECs) and carbon offsets to balance 100% of its reported Scope 1, Scope 2, and Scope 3 (business air travel) emissions for the fourth consecutive year. During 2021, Verisk committed to a 21% reduction in absolute Scope 1 and 2 greenhouse gas emissions (GHGs) by 2024, compared to a 2019 baseline—the first steps in a longer-term strategy to hold the company accountable as it moves towards adopting science-based targets and taking meaningful steps evidencing a formal net zero commitment.

The company's 2021 Climate Disclosure Report on page 19 describes how the company is positioned to help customers address climate- and weather-related challenges and navigate the transition to renewable energy.



Our Sustainability Strategy

During 2021, Verisk began the process of developing a formal Sustainability Strategy by inviting a broad range of internal and external stakeholders to help identify and prioritize relevant existing and emerging issues of mutual importance.

Process

The process was conducted by experienced consultants from Verisk Maplecroft, a Verisk company that helps businesses identify, map, and manage the exposure of their operations, supply chains, and investments to the full spectrum of risks. Verisk Maplecroft maintains global risk datasets covering 150+ environmental, social, political, and economic issues for 198 countries, 200+ commodities, and 74 industries. Prior to undertaking the stakeholder engagement sessions, the consultants completed extensive desk-based research to establish a dashboard of 25 issues potentially relevant to Verisk and its stakeholders. These issues were organized across five categories: business sustainability,

environment, people, products and services, and society.

A diverse cross-section of internal and external stakeholders was invited to participate in a series of live, score-based interviews to discuss and prioritize the issues.

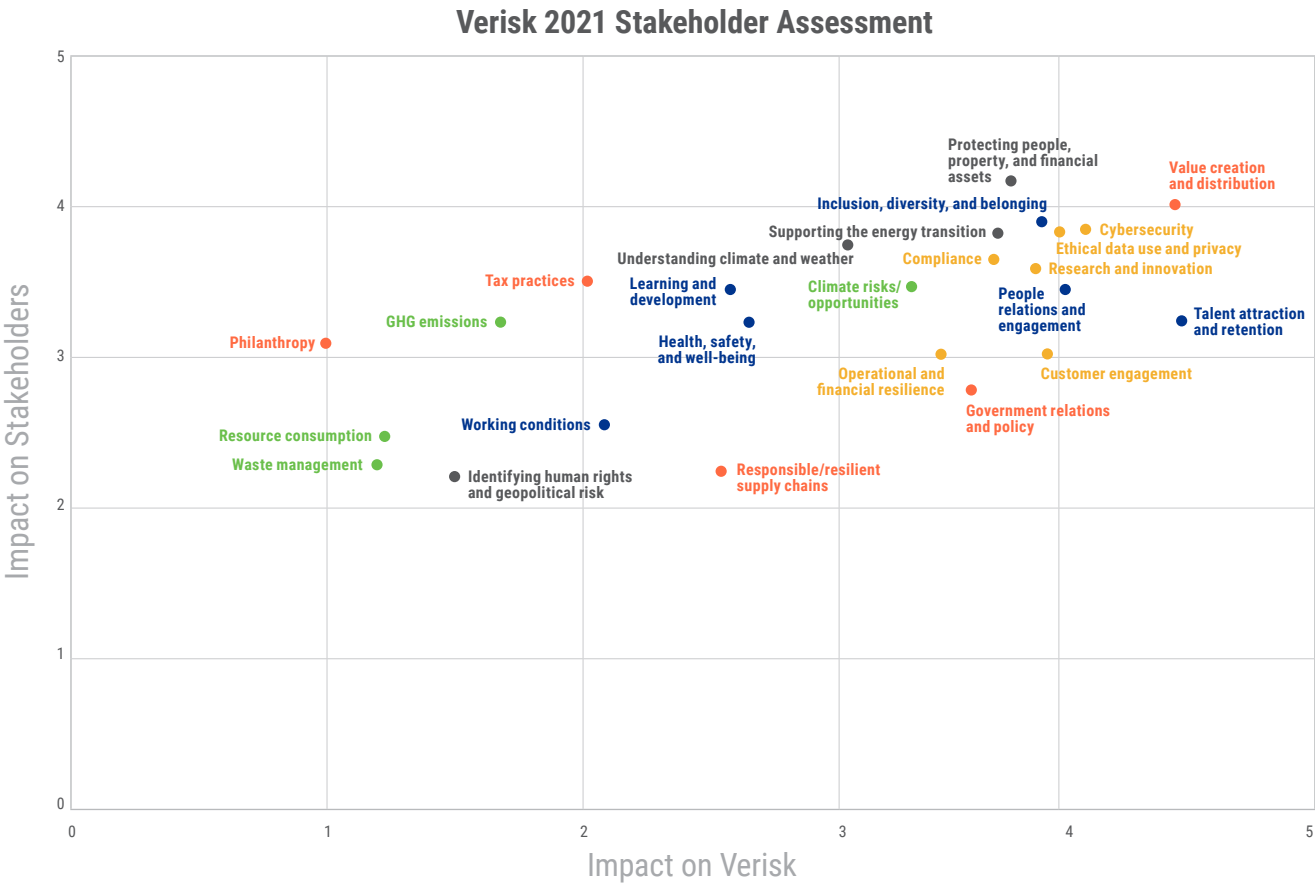
Internal stakeholders included a core project team consisting of our Head of Investor Relations, Corporate Sustainability Manager, and Chief Sustainability Officer; teams representing Verisk's Sustainability Council and each of Verisk's business verticals; and Verisk's senior leadership team. External stakeholders included five major customers from across the verticals, a regulator participating on behalf of a leading state insurance

department, an experienced leader within the fire service community, three of Verisk's leading shareholders, and a senior representative of a not-for-profit organization that measures corporate performance across a range of stakeholder-driven issues.

Stakeholder Feedback

The following illustration summarizes the final results following this stakeholder feedback:

- Business Sustainability
- Environment
- People
- Products and Services
- Society



- 1

Value creation and distribution
- 2

Protecting people, property, and financial assets
- 3

Cybersecurity
- 4

Ethical data use and privacy
- 5

Inclusion, diversity, and belonging
- 6

Talent attraction and retention
- 7

Supporting the energy transition
- 8

Research and innovation
- 9

People relations and engagement
- 10

Compliance
- 11

Climate risks/opportunities
- 12

Customer engagement
- 13

Understanding climate and weather
- 14

Operational and financial resilience
- 15

Government relations and policy
- 16

Learning and development
- 17

Health, safety, and well-being
- 18

Tax practices
- 19

GHG emissions
- 20

Responsible/resilient supply chains
- 21

Working conditions
- 22

Philanthropy
- 23

Identifying human rights and geopolitical risk
- 24

Resource consumption
- 25

Waste management

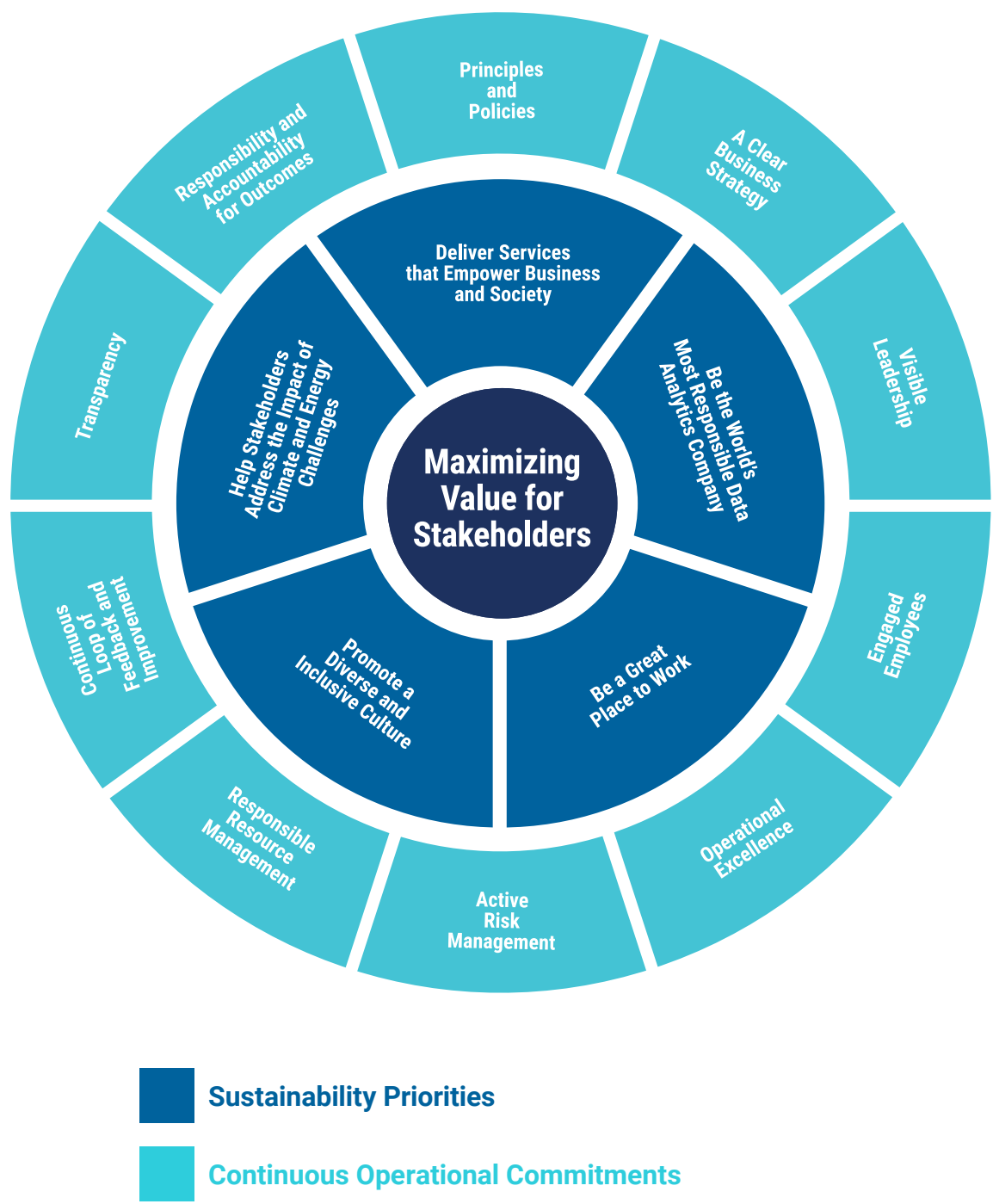
TOP
HIGH
MEDIUM

The exercise validated much of what Verisk has already accomplished in terms of building the foundations to support a sustainability strategy. These efforts include the many critical investments made to strengthen Verisk’s data management and security infrastructure, increased engagement with our workforce, a commitment to diversity and inclusion accompanied by the public disclosure of our associated metrics, the positioning of the company to address the risks and opportunities presented by climate change and the energy transition, and an evolving governance framework responsive to stakeholder expectations.

Implementing a Sustainability Strategy

Moving from these foundations to a concrete strategy requires a more focused approach to operationalizing the insightful feedback we received from the stakeholders who participated in the assessment. We have begun that process by interpreting the highest priority identified by participants—“value creation and distribution”—as a more direct and descriptive overall objective: “Maximizing Value for Stakeholders.”

Our commitment to this overall objective requires progress across five supporting Sustainability Priorities emanating from the exercise, as well as continued attention to the many operational commitments already in place. The following illustration provides an overview:



Deliver Services that Empower

Business and Society aligns with Verisk's mission to drive "positive and profitable outcomes that help business, people, and societies become stronger, more resilient, and more sustainable." It reflects the following priorities ranked by stakeholders:

- 2 Protecting people, property, and financial assets
- 8 Research and innovation*
- 12 Customer engagement*
- 14 Operational (and financial) resilience*

*Note: Items marked with an asterisk * may be applicable to one or more of Verisk's five Sustainability Priorities*

Be the World's Most Responsible Data

Analytics Company embodies aspiration and necessity borne out of the nature of Verisk's business; the expectations of the marketplace; and the risks associated with data security, privacy, and integrity. It reflects the following priorities ranked by stakeholders:

- 3 Cybersecurity
- 4 Ethical data use and privacy
- 10 Compliance

Be a Great Place to Work recognizes the importance of attracting and retaining top talent, especially in a dynamic and competitive job market. It reflects the following priorities ranked by stakeholders:

- 6 Talent attraction and retention
- 9 People relations and engagement
- 16 Learning and development

Promote a Diverse and Inclusive

Culture aligns with Verisk's Statement on Racial Equity and Diversity, which reinforces Verisk's commitment to diversity and inclusion. Furthermore, it falls within the scope of relevant issues defined by SASB for professional and commercial services companies. It reflects the following priority ranked by stakeholders:

- 5 Inclusion, diversity, and belonging
- 6 Talent attraction and retention
- 9 People relations and engagement

Help Stakeholders Address the

Impacts of Climate and Energy

Challenges aligns with Verisk's core competencies, the major investments made to date in both the insurance and energy verticals, and expectations among multiple stakeholders that Verisk is uniquely positioned to help our customers navigate this new paradigm. It reflects the following priorities ranked by stakeholders:

- 7 Supporting the energy transition
- 11 Climate risks/opportunities
- 24 Understanding climate and weather

A series of continuous operational commitments made by Verisk over the years serves as the foundation for the five Sustainability Priorities, and are summarized here:

- Principles and policies governing our expectations and behaviors
- A clear business strategy
- Visible leadership
- Engaged and enthusiastic employees
- A commitment to operational excellence
- Active risk management
- Responsible resource management
- A continuous loop of stakeholder feedback and improvement
- A commitment to transparency
- Responsibility and accountability for outcomes

Next Steps

Verisk's senior leadership team is currently engaged in discussions to identify the most appropriate measures of progress for each of our Sustainability Priorities. It's likely that these will include a combination of quantitative and qualitative indicators that, in some cases, will be aligned to recognized external standards, such as the gender and race or ethnicity categories included in the SASB standard for professional and commercial services companies. The measures ultimately adopted will be presented in Verisk's 2022 *Corporate Social Responsibility Report*.



Working with Purpose

We're especially proud of those instances where our work benefits people and communities or contributes insightful research on issues of global importance.

Biodiversity Loss, "Forever Chemicals," among New Subjects Targeted by Emerging Issues Team

Verisk's Emerging Issues team, a multidisciplinary group of risk specialists working in collaboration with their company-wide peers and tapping into ongoing feedback from nearly 200 industry professionals, has included biodiversity loss and per- and polyfluoroalkyl substances (PFAS) among the most significant "new" risks confronting society. The designation triggers focused research and monitoring by the team, as well as detailed communications to customers about the associated risk exposures, scientific findings, and news.

Biodiversity loss and PFAS (often referred to as "forever chemicals") are just two of the many risks tracked by the Emerging Issues team. Others range from the heightened cyber risk associated with edge computing, to concerns among farmers about the potential cross-pollination of hemp and cannabis crops, to a range of impacts associated with the climate crisis and energy transition.

The team's latest research highlights how the loss of biodiversity diminishes water quality, may leave some crops more susceptible to disease and pests, and has implications for the spread of human diseases and the discovery of new medicines. Biodiversity loss can be attributed to the disruption or destruction of natural habitats and ecosystems, overexploitation, pollution, or to climate change.

The team is also following the potential risk associated with PFAS substances, which help make clothing, cookware, and furniture more resistant to heat, oil, water, and various stains. According to the Centers for Disease

Control and Prevention, this class of chemicals takes millennia or more to decompose, hence their designation as "forever chemicals," and concerns about their handling, storage, and proper disposal. They're known to contaminate soil and drinking water, accumulate in fish and wildlife, and ultimately accumulate in humans via the food supply chain and other environmental exposures. New research highlights that nursing mothers may be unknowingly exposing their infant children to PFAS through breastmilk. Studies suggest links between PFAS exposure and impacts on human health, including cancer, birth defects, infertility, and more.



Verisk's Hazard Mitigation Activities Continue to Help Customers and Communities Manage Risk

For decades, U.S. property insurers have relied on Verisk's evaluation of community firefighting capabilities—such as response area boundaries for more than 53,000 recognized fire stations and the location of nearly 9.7 million operating fire hydrants—to help underwrite and price coverage for millions of homes and businesses. Similarly, Verisk's assessment of municipal building codes and their enforcement—involving more than 48,000 communities covering 87% of the U.S. population—plays a key role in the industry's efforts to minimize losses from natural hazards such as windstorms.

The value proposition for these activities isn't limited to customers; it extends to communities as well. Studies have demonstrated that many

communities rely on Verisk's Public Protection Classification Program (PPC®) to plan, budget for, or justify improvements or changes to their fire protection plans. Communities also understand the premise underlying Verisk's Building Code Effectiveness Grading Schedule (BCEGS®): that comparatively speaking, communities with well-enforced, modern building codes fare better during catastrophic events such as hurricanes, representing an investment that ultimately saves lives and reduces property losses.

Demonstrating the programs' significance, more than 17,000 municipal officials participated in approximately 200 training sessions sponsored by Verisk during 2021. These sessions addressed a range of topics involving fire suppression, building codes, and flood mitigation—led by Verisk's Community Hazard Mitigation team, which has 72 members representing a collective 1,550 years of public safety experience.

During the past year, 26 communities achieved the highest classification under the PPC program (Class 1) and another 28 had their Class 1 status renewed. Even more communities sought information about improving their BCEGS classification, which is a key component in the allocation of \$1.1 billion in funds available under FEMA's Building Resilient Infrastructure and Communities (BRIC) grant program.



Verisk Maplecroft Indices Drive New Dimensions in Risk Assessment

Commodity Risk Service

A new Commodity Risk Service helps companies and investors quickly understand, adapt, and report on 20 commodity-specific ESG risks typically associated with global agriculture, aquaculture, metals, and natural resources supply chains.

The service leverages Verisk Maplecroft's comprehensive sustainability and climate dataset to address issues typically built into supply chains, investments, and transactions at the farm or mine level. Clients can use the service to customize a structured, updateable high-level risk assessment of raw material sourcing to guide their overall strategy.

Climate Litigation Index

The new Climate Litigation Index pinpoints areas of current and emerging risk by considering historic climate litigation, public awareness of climate change as a serious issue, climate activism, and the strength of a country's judicial system.

Not surprisingly, the Index, which assesses the likelihood of climate lawsuits being filed and pursued against companies in 198 countries, finds that those operating in developed

economies—especially the United States, UK, EU, and Australia—currently face the highest risk of legal action.

However, that picture could be changing. Although limited civil and political rights and a weak rule of law reduce the potential for climate lawsuits in many parts of the developing world, the data point to a shift involving major emerging economies, such as Argentina, South Africa, and India.



Human Rights Outlook 2021 Cites Challenges Associated with Labor and Foreign Direct Investment

Verisk Maplecroft's annual Human Rights Outlook assesses the trajectory of the global human rights landscape and highlights how and where human rights intersect with the world of business and finance. Several issues contribute to an emerging picture that's complex and concerning.

Over the last five years, its labor rights indices show that modern slavery, child labor, discrimination, occupational health and safety, and decent wages are among the issues that have seen a steady deterioration globally. What's notable now is how the picture

is worsening most where the bulk of global goods are manufactured.

For responsible sourcing departments, this challenge has no easy answers. For instance, a number of South East Asia's primary manufacturing hubs have been reclassified as "extreme" risk for modern slavery. The irony is that these countries often constitute the only viable alternatives to China, which itself is under scrutiny by many brands because of the forced labor practices taking place there.

Assessing human rights at more local levels reveals an equally nuanced picture. The Outlook observed that the human rights of citizens in nearly 40% of the globe's top 100 locations for foreign direct investment—including Shanghai, Beijing, Abu Dhabi, Dubai,

and Jakarta—are at "high" or "extreme" risk. At a time when ethical investment is growing in prominence, these findings bring into question the ESG credentials of a swath of important commercial hubs.

To obtain a copy of Human Rights Outlook 2021, please visit:

<https://vrsk.co/35ps8sd>



Verisk Maplecroft Research Highlights Risk of Commodity-Linked Land Grabs

After analyzing over 170 commodities, research by Verisk Maplecroft shows that palm oil and cobalt are the two raw materials posing the greatest risk of land grabs globally. Other minerals critical to the energy transition—silicon, zinc, copper, and rare earth metals—in addition to less obvious commodities like coconuts, garlic, and yams, are highly associated with this practice as well.

Land grabbing occurs when private companies or governments seize land resources at the expense of local communities, normally for extraction or resource control.

The research also draws a clear link between land grabs and loss of natural capital, an increasingly popular term covering the services provided by nature, such as clean air and water, pollinating insects, and soil quality. Both land grabs and natural capital degradation are influenced by poverty, corruption, and the weak rule of law.

Palm oil ranked highest in the risk of land grabs of all the hard and soft commodities covered by the research, largely because the greatest risk lies in its biggest producer: Indonesia. The country produces more than half the world's palm oil, and land conflicts are on the rise. One NGO recorded 241 land conflicts across Indonesia in 2020, 10 times the reported 24 during the global recession in 2008.

Alternative sources of palm oil that avoid the risk of land grabs entirely are difficult to identify. Malaysia, the next largest producer, is also rated as "high risk." Together, Indonesia and Malaysia

account for approximately 85% of global palm oil production.

Cobalt, the only other commodity in the research that is rated as an "extreme risk" for land grabs, has also long been linked with child labor and unsafe working conditions, particularly in DR Congo, a country with a poor record of land expropriation. On-the-ground studies report that communities face frequent evictions, derisory compensation, and almost non-existent consultation at the hands of negligent mining companies and corrupt officials.



Verisk Spotlights Student-Led Research on Emerging Issues

Verisk's Emerging Issues team has continued its collaboration with various university risk management programs, providing students with opportunities to share individual and team research across multiple channels that attract insurance and risk management professional audiences. Their work is routinely featured in *Verisk Visualize*, a leading newsletter of risk research and commentary hosted on [verisk.com](https://www.verisk.com).

For example, during the past year, students at Old Dominion University detailed the enormous amount of energy needed to support the mining activity for various cryptocurrencies. Their research also explored the

potential health concerns related to blue light exposure and 5G technology. Graduate students representing Illinois State University conducted detailed research quantifying potential damage resulting from a major solar storm.

East Carolina University students, presenting to hundreds of industry

professionals at a Verisk-sponsored webinar promoted via social media, reviewed concerns related to electric vehicles, shifts in U.S. demographics, counterfeit goods, and the circular economy.



New Research Quantifies the Impact of Climate Change on U.S. Hurricane Risk

Collaborating with experts from the Brookings Institution and AXIS Capital Holdings Limited, Verisk Extreme Events Solutions (formerly AIR) released new research exploring how climate change may affect hurricane risk in the United States by 2050, specifically because such risk affects financial losses to residential and commercial properties.

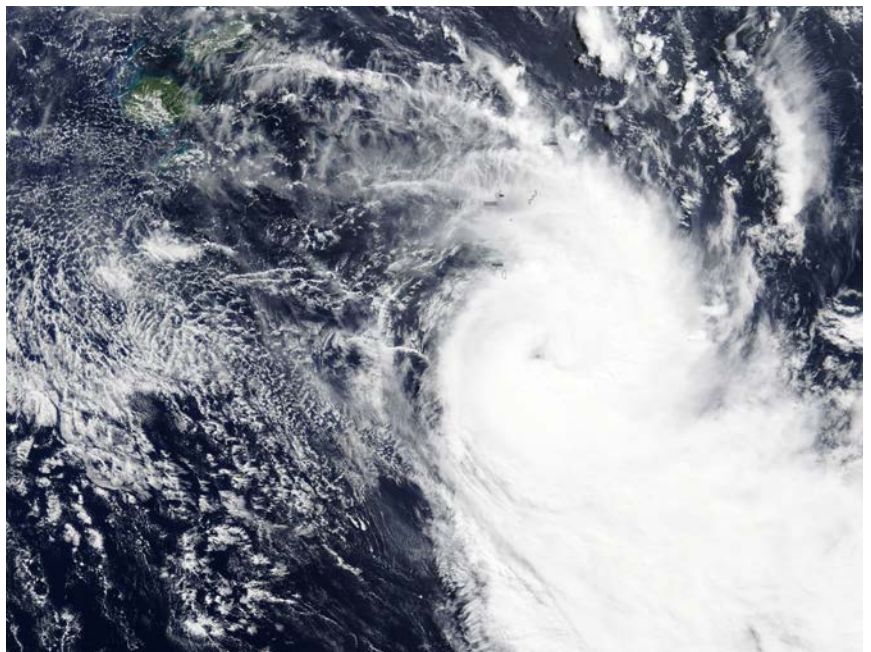
The report—*Quantifying the Impact from Climate Change on U.S. Hurricane Risk*—focuses on two significant ways that climate change will affect hurricanes: by increasing the frequency of the strongest storms and creating additional storm surge flooding due to rising sea levels. After studying selected areas around New York, Houston, and Miami, the research concludes that growth in the number of stronger storms, and landfalling storms overall, increases modeled losses by approximately 20%—with slightly larger changes in areas such as the Gulf and Southeast coasts, where major landfalls are

already more likely today. The loss increases extend to inland areas as well, because stronger storms may penetrate farther from the coast.

The impacts from sea level rise, using the analysis of storm surge for New York, Miami, and Houston, suggests that by 2050, sea level rise may increase storm surge losses by anywhere from one-third to a factor of almost two, with larger impacts

possible when combined with increases in the number of major storms. Actual losses in 2050 could be higher; while the analysis holds property exposure constant at today's levels, coastal exposure is currently growing at a 4% annual rate and is likely to continue growing.

To obtain a copy of the report, please visit:
<https://vrsk.co/3Dn1Pzk>



Climate Change Could Cut U.S. Corn Belt Crop Yields up to 40% According to Mid-Century Simulation

A new report from Verisk, prepared in collaboration with experts from the Brookings Institution and AXIS Capital Holdings Limited, forecasts troubling news for the global corn industry.

According to the report, which used climates projected by four different climate models as inputs, simulated yields across the U.S. Corn Belt during

the decade 2046–2055 were estimated to be 20–40% less than yields simulated during the 1991–2000 decade because of the impact of climate change on weather. In addition to the reduction in average yield during the 2046–2055 simulation decade, the year-to-year variation in yield increased significantly with climate change, reflecting a reduction in the stability of yield and an associated increase in the risk of catastrophic crop losses.

Corn was chosen as the study focus because it's the most valuable crop grown in the United States, and

because the United States is the world's leading producer of corn. The 13 states comprising the Corn Belt are together responsible for 90% of the corn produced in the country and almost 30% of the global corn crop.

Corn is also an essential commodity in global supply chains involving food and non-food uses. Many of the lessons learned from this study, however, are pertinent to other crops grown domestically and abroad.

To obtain a copy of the report, please visit:
<https://vrsk.co/3iP9j4J>



Environmental Risk Outlook 2021 Puts Asian Cities in the Eye of the Storm

According to Verisk Maplecroft's latest research, companies operating and investing in Asian cities are going to face an increasingly stiff test of their resilience.

Drawing on nine of its climate and environmental risk indices to evaluate the livability, investment potential, and operational risk landscape of cities with a population over one million, the Outlook reveals that India has 13 of the world's 20 highest risk locations. Pollution is the main threat to the health of the country's huge urban populations: noxious air caused almost one in five deaths in India in 2019, resulting in estimated economic losses of \$36 billion. Water pollution is responsible for almost \$9 billion in

annual health costs and causes approximately 400,000 deaths each year.

The worst-performing city in the ranking, Jakarta, is also plagued with serious levels of pollution, but compounding the risk are perennial threats from seismic activity and flooding.

Outside Asia, the Middle East and North Africa have the largest proportion of cities categorized as high risk. While Lima is the most at-risk city in

the Americas—and the only non-Asian city in the top 100—diverse threats in Mexico City, Santiago, and Los Angeles leave them not too far behind.

Flooding and seismic risks are the key threats to Europe's higher risk cities, which share a concentration of high value assets and infrastructure, a trait mirrored by major urban centers in Asia and the Americas.

To obtain a copy of Environmental Risk Outlook 2021, please visit:
<https://vrsk.co/3qPMsu7>



Analysis Suggests that the United States Will Fall Short of Achieving Net-Zero Emissions by 2050

Technological limitations, policy design, market structures, and even the country's constraints on presidential authority make it likely that the United States will struggle to meet the Biden Administration's ambitious goal for achieving net-zero emissions by 2050. Nevertheless, research from Wood Mackenzie expects the efforts to bring about major changes in the U.S. market that will help lower global carbon emissions.

For example, the analysis notes the obstacles to achieving a net zero power sector by 2035, a foundational element of the Administration's overall strategy for 2050. The challenges of electrifying energy and the need to quickly build transmission lines makes 66% clean generation by 2035 more feasible—a significant step forward, although short of aspirations.

Speeding up adoption of electric vehicles will also be vital. Although

the analysis projects that sales of electric vehicles will increase significantly through the end of the decade, they will still fall short of what's needed to achieve a zero-emissions transport sector.

Making the changes necessary to put the United States on a path to net zero could become more challenging because of the separation of governmental powers and limitations on presidential authority. The use of executive actions and regulations to reduce emissions is likely to face challenges in the courts and could be reversed by future administrations.

The analysis also found that current proposals for climate-related spending fall short of what's likely to be needed to put the United States on a net zero pathway. Among the critical investments that will be required: a cross-state infrastructure for high-voltage power transmission, a carbon abatement-cost fund to support carbon removal capacity, and energy storage technologies for both long-duration solutions in the power sector and for distributed, behind-the-meter, demand-side management.



Verisk Collaborates with Scepter, Inc., to Develop a Constellation of Small Satellites to Monitor Methane Leaks

According to the U.S. Environmental Protection Agency (EPA), "methane is more than 25 times as potent as carbon dioxide at trapping heat in the atmosphere." Scientists believe that reducing methane emissions could have a substantial impact on slowing the rate of global warming in the near-term future.

That's the driving force behind Verisk Atmospheric and Environmental Research's (formerly AER) efforts to help Scepter deploy a global methane detection information system designed to meet the operational needs of the energy industry. Scepter specializes in providing actionable

atmospheric data and information; satellite monitoring presents an opportunity for unbiased monitoring, which oil and gas interests say they welcome.

As part of the project, Scepter will deploy an array of satellites with multiple sensors to monitor methane emissions, particulate matter, and other pollutants in real time. The technique will complement other

sensing platforms operating at different heights, such as aircraft, drones, and ground sensors. Verisk will contribute its decades of experience in combining remote sensing and dispersion modeling to measure GHG emissions globally and locally.

EPA quote:

<https://www.epa.gov/gmi/importance-methane>



Catastrophe Exposure Data Exchange Made Available as an Open Standard

Verisk's Catastrophe Exposure Data Exchange (CEDE™) is now available as an open standard. This move facilitates accurate, efficient, and transparent data exchange throughout the insurance value chain, helping companies make better risk management decisions.

An open standards license allows Verisk Extreme Event Solutions clients and partners to use the format as an internal repository, which enables better collaboration and innovation. In addition, Verisk is freely providing its CEDE format as the database structure of extreme event models running on Oasis LMF, an open-source, nonprofit loss modeling framework.



Global Energy Storage Outlook Forecasts Continued Increases in Capacity, Despite the Pandemic

Citing a recovery from the pandemic and growing acceptance of energy storage as a mainstream power

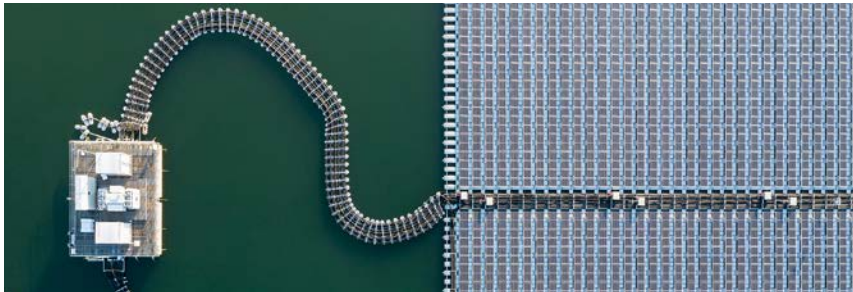
technology, Wood Mackenzie's latest Global Energy Storage Outlook projects that the total global energy storage market was poised to double in size during 2021 and increase seventeen-fold by 2030.

That's good news for the energy transition. Storage makes it easier to

capture and hold energy generated by renewable sources when it's produced—and be available when it's needed. For example, the technology can help lower-carbon electricity grids operate more efficiently by calling on stored energy to help meet peaks in demand.

Ambitious energy targets and favorable investment tax credits are expected to contribute to the growth.

According to the report, the United States and China will continue to dominate the global storage markets with a combined 73% of the world's total capacity to 2030.



Roskill Acquisition Brings Greater Insight into Growing Demand for Metals Associated with the Energy Transition

Verisk has acquired Roskill, a leader in metals and materials supply chain intelligence, including market-leading analysis, data, and insight into battery raw materials—an essential component of the energy transition. The acquisition will be integrated within Wood Mackenzie, enhancing the expertise and abilities of both companies to serve this sector.

According to research by Wood Mackenzie, battery electric vehicles will be the dominant form of road transport by 2050, accounting for 56% of all vehicle sales that year. By mid-century, the research projects that

approximately 950 million zero-emissions vehicles will be on the road—875 million electric passenger vehicles, 70 million electric commercial vehicles, and 5 million fuel cell vehicles.

Metals and materials intelligence will also be critical in analyzing demand for base metals in the solar energy market. A recent report from Wood

Mackenzie finds that solar power will have a significant impact on demand for aluminum, copper, and zinc, with usage of all three metals in the sector expected to double by 2040. And, as governments move to meet commitments to limit global warming, the need for solar power will become greater and demand for these base metals is expected to surge.



PowerAdvocate Advances New Solution to Estimate Supply Chain Emissions

PowerAdvocate has created a new solution to help energy and natural resource companies estimate GHG emissions associated with their supply chains. The solution builds on PowerAdvocate's extensive purchasing data, innovative spend analytics, and sector expertise to measure, manage, and report the scale of such emissions in an actionable manner. PowerAdvocate is also collaborating with Wood Mackenzie to incorporate Scope 2 emissions from suppliers to offer a more holistic view.

Supply chain emissions represent a significant portion of the total addressable emissions profile for energy and natural resource companies; many have yet to address tracking and reporting challenges.

Additional efforts are also underway to leverage PowerAdvocate's cost models to help customers understand their exposure to high-emitting commodities within the materials they purchase.



Digital Innovations Promote Efficiencies, Help Save Energy

A series of applications introduced by Verisk over the last several years has helped customers conduct business more efficiently, reducing the cost and emissions of unnecessary travel, saving paper, and, in some cases, making it easier to adjust to social distancing limitations during the COVID-19 pandemic.

ClaimXperience®, a collaborative, cloud-based, claims-handling platform, helps policyholders and insurers resolve claims faster and with fewer loss adjustment expenses. It includes more than a dozen pre-built forms to handle various types of claims along with a video component that lets an insurer review damage through the policyholder's mobile phone. Insurers can even prepare the estimate before—or without—visiting the site in person. During 2021, adjusters used ClaimXperience to handle more than 900,000 claims, perform more than 400,000 video collaborations, and complete more than 500,000 custom tasks.

A close cousin, OneXperience™, helps reduce the time and cost associated with on-site underwriting inspections involving residential and commercial

properties. The tool facilitates seamless communication while capturing pertinent property information with images, videos, and forms in real time. The app was in use more than 50,000 times during 2021 and was involved in more than 80,000 video collaborations and several thousand custom tasks.

Another product—EstimateON™—helps homeowners, realtors, and contractors estimate the costs of property repairs and modeling projects in seconds, using their mobile devices. The tool draws from up-to-date, locally costed project data in the United States and Canada to calculate cost estimates for

common renovations. One customer alone created approximately 1.6 million projects during 2021, potentially avoiding hundreds of thousands of on-site visits.

Brokers and underwriters in the UK have been transitioning to Verisk's Whitespace platform to negotiate fully digital contracts. Formerly, such contracts would have been created as Word documents that were printed, edited, or executed before being scanned and returned—consuming reams of paper along the way. During 2021, more than 25,000 transactions were completed on the Whitespace platform.





Environmental Stewardship

“We work with clients every day to help them understand and manage climate-related risks to their businesses, strengthen mitigation in local communities, and improve resiliency for all. We provide valuable commercial insight and perspective to help them successfully manage and adapt to the evolving challenges associated with the energy transition already underway. We engage with the broader scientific community to find innovative solutions to challenging environmental problems.”

Statement on Climate Change

<https://vrsk.co/3Nx14bD>

Climate Disclosure Report

Verisk advanced its climate and energy transition strategy throughout 2021—strengthening Board oversight of ESG and climate-related issues, building on 14 categories of assets and engagement channels to define new and expanded opportunities, and continuing a downward trend in Scope 1 and 2 emissions of its own.

In addition, Verisk committed to a 21% reduction in its absolute Scope 1 and 2 GHG emissions by 2024, compared to a 2019 baseline.

Progress is discussed within the context of reporting guidelines recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

Climate Governance

Verisk's governance framework has been strengthened during the past year by reconstituting the Nominating and Corporate Governance Committee as the "Governance, Corporate Sustainability and Nominating Committee" and amending its charter to include responsibility for ESG matters, including risks and opportunities. The change is described in full on page 55.

Oversight of climate-related matters is summarized as follows:

Board of Directors	<ul style="list-style-type: none">• Reviews and approves the company's annual operating budgets and its material acquisitions and investments.• Annually evaluates major financial and operational risks to the enterprise as part of a structured "Value at Risk" exercise.• Actively engages with senior executives on business growth strategies, including those related to climate change and the energy transition.• Actively monitors internal operational strategies, including those related to data security, to vulnerabilities associated with office and work environments, and to employee safety.
Governance, Corporate Sustainability and Nominating Committee	<ul style="list-style-type: none">• Assists the Board in overseeing the Company's corporate sustainability program.• Evaluates the Company's key ESG risks and opportunities.• Provides oversight of the Company's ESG public disclosures and shareholder engagement with respect to ESG matters.
Audit Committee	<ul style="list-style-type: none">• Reviews the results of Verisk's annual GHG emissions inventory, including progress against emissions reduction targets.
Chief Executive Officer	<ul style="list-style-type: none">• Participates in the annual "Value at Risk" exercise and meets quarterly with business unit leadership to set strategy for operational priorities and assess business opportunities.• Champions critical investments in corporate infrastructure, including investments designed to mitigate the potential consequences of weather- and physical-related events, such as those leading to Verisk's ISO 27001 certification.• Promotes responsible environmental stewardship, allocating resources to the measurement and disclosure of carbon-related emissions and the purchase of RECs and carbon offsets.
Senior Vice President, Enterprise Risk Management	<ul style="list-style-type: none">• Appointed by the Board and reports to the chief operating officer.• Leads the annual "Value at Risk" exercise and works with senior leadership to strengthen corporate infrastructure, protecting data and intellectual property, offices, and people from the consequences of risk, whatever the cause.
Chief Sustainability Officer	<ul style="list-style-type: none">• Appointed by the Board and reports to the chief executive officer.• Provides leadership in aligning corporate priorities with the expectations of stakeholders.• Chairs the Sustainability Council, leads the company's annual emissions inventory, arranges the purchase of RECs and carbon offsets, and communicates Verisk's environmental stewardship commitments and progress to both internal and external audiences.



Strategy

Risk Assessment

At the enterprise level, Verisk's assessment of the climate-related risks facing the organization remains unchanged from the 2020 review conducted by the company's Sustainability Council. That effort evaluated nine risk areas—Economic/Market, Financial, Human Resources, Litigation/Regulation, Operational, Physical, Reputation, Supply Chain, and Technology—concluding that none currently constitute a material risk to Verisk. Moreover, the Sustainability Council found that even the four most likely risks to occur would do so well into the future and have a low likelihood of posing material risks to the company even then.

During 2022, Verisk will undertake a "Value at Risk" exercise where participants will explicitly rate climate risk, as well as other risks facing their respective businesses. The process will be facilitated by an independent risk management firm, working with Verisk's Enterprise Risk Management team and each of Verisk's business units. Results will be reported to the Board along with recommended action plans and periodic progress reports. Findings will be summarized in Verisk's *2022 Corporate Social Responsibility Report*.

Opportunity Assessment

Verisk exists to help clients understand and manage risk with greater precision, efficiency, and discipline. What the company offered 50 years ago—advisory pricing and coverage information for companies insuring property perils, such as fire and windstorm—has since evolved in scope, depth, and sophistication because of Verisk's investments across the entire weather-, climate-, and energy transition-risk spectrum.

Today, Verisk serves multiple markets with tools ranging from extreme event models to post-event claims management platforms and global risk indices to location-specific underwriting analytics.

Verisk has also positioned itself to support the renewable energy transition, acquiring and integrating market-leading companies with unique knowledge of supply chains and investment trends in areas ranging from solar and wind power, to smart grids, energy storage, and battery raw materials.

The following examples illustrate the company's range of capabilities and investments and describe several of Verisk's best-in-class products and services that are already being used by customers across the globe:

CLIMATE/WEATHER SERVICES

Global Risk Assessment Indices

These indices assess climate and weather risk across 198 countries and nearly two dozen hazard/impact combinations, ranging from various types of economic exposure to the country's climate change adaptive capacity.



Based on a 0–10 scoring system, Verisk professionals use these indices to help clients conduct portfolio, corporate, and asset-level risk assessments.

Verisk also provides carbon-related global risk indices assessing carbon policy and progress towards targets, total GHG emissions, and CO₂ emissions from land use change and forestry, among others.

For more information, please visit:

<https://vrsk.co/3uFoV0e>

Extreme Event Models

Verisk created and maintains extreme event models for 110+ countries, including models for more than 80 countries to help customers assess the threat of various perils associated with climate risk.

The models are specific to perils affecting individual countries or geographic regions. Examples include a hurricane model for North America; an inland flood model for central Europe, Great Britain, Japan, and the United States; a multi-peril crop insurance model for Canada, India, and the United States; and a typhoon model for China, Japan, Southeast Asia, and South Korea.

Verisk's hurricane model for the United States is approved for insurance ratemaking in multiple states, including certification by the Florida Commission on Hurricane Loss Projection Methodology.

For more information, please visit:

<https://vrsk.co/3iN8ysL>

Individual Risk Assessment

Verisk provides address-level risk information in the United States to help insurers underwrite and price individual policies, as well as manage exposure at the portfolio level.



The information covers a range of exposures, including flood, hurricane, severe thunderstorm and tornado, wildfire, winter storm, and more. Verisk also provides the scores assigned for the specific address from its Building Code Effectiveness Grading Schedule (BCEGS®) and Public (fire) Protection Classifications (PPC®).

In addition, Verisk professionals travel on-site to perform property surveys meeting the specific requirements of customers.

For more information please visit:

<https://vrsk.co/3wPSYVv>

Event Response and Claims Management

Verisk's range of tools and services help customers track events in real time, inform their response and recovery efforts, and empower them to resolve insurance claims quickly and accurately. The combination of these offerings accelerates the rebuilding process for thousands of claimants following a loss.

Verisk has developed 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, covering a broad spectrum of post-event activities. Verisk also integrates its fraud prevention capabilities, using tools to confirm property level date of loss with recorded weather events and utilizing the powerful claims matching technology of ClaimSearch®, the world's largest database of property/casualty claims.

For more information please visit:
<https://vrsk.co/3LugjQI>

Loss Estimates for the Global Risk and Supply Chain

Verisk's PCS® service features independent loss estimates on catastrophes and large individual losses, which are widely accepted as triggers in many traded financial market instruments, including reinsurance contracts, catastrophe bonds, catastrophe swaps, industry loss warranties (ILWs), and other derivative instruments.

For more information, please visit:
<https://vrsk.co/3LvSPuO>

Risk Management Platforms

Verisk integrates robust data and analytics into risk management platforms and tools that customers use to manage asset- and portfolio-level exposure associated with location, climate, weather, and extreme events.

Tools such as the Touchstone® enterprise risk-modeling platform and Sequel Impact are utilized across the insurance industry by insurers, reinsurers, brokers, and others.

For examples, please visit:
<https://vrsk.co/3qKKpHO> and
<https://vrsk.co/3LtsWLX>

Community Hazard Mitigation Programs

Verisk conducts assessments of municipal building codes and their enforcement on behalf of the property/casualty insurance industry in the United States. Studies have concluded that municipalities with well-enforced, up-to-date building codes should demonstrate better loss experience, which can be reflected in lower insurance rates.

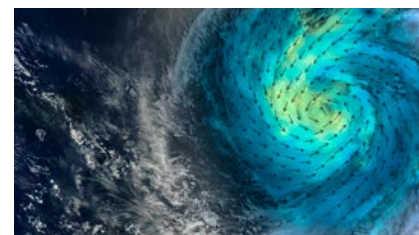


Verisk also evaluates municipal fire suppression capabilities in the United States and provides complimentary training and consulting for municipal building code and fire officials interested in strengthening resilience.

For more information, please visit:
<https://vrsk.co/3NCKabx>

Scientific Applications Benefitting Society

Scientists at Verisk study atmospheric and oceanographic changes, climate, weather, and associated phenomena on earth and in space. As peers within the worldwide science community, their research contributes to a broad scientific ecosystem and helps transform leading-edge research into operational uses that benefit society.



For example, their work has contributed directly to the development of an autonomous carbon dioxide and methane measurement system, real-time flood mapping solutions, and global hail forecast models.

For examples, please visit:
<https://vrsk.co/3mWKQwP> and
<https://vrsk.co/36F3sMU>



ENERGY TRANSITION SERVICES

Energy Market Intelligence

Verisk professionals analyze trends and changes in technology, regulations, growth, and pricing to understand geographic market fundamentals and develop an integrated perspective to help inform client strategies in power asset investment.



Services are provided at the regional level—Asia Pacific, Europe, Latin America, North America, and Southern Cone—and across several local markets.

For more information, please visit:
<https://vrsk.co/3q07Ekt>

Energy Sector Intelligence



Verisk professionals conduct in-depth analyses of key market drivers, technologies, deployments, and trends affecting various energy sectors and their value chain components.

Market sectors include solar, wind, and grid edge services. Value chain components include battery raw materials, electric vehicles, and energy storage.

For more information, please visit:
<https://vrsk.co/38j6ib3> and
<https://vrsk.co/3tS8WfZ>

Energy Portfolio Assessment Platforms and Tools

Verisk has introduced platforms and tools to help customers assess various risks and opportunities within their respective energy portfolios.

Lens and the Emissions Benchmarking Tool combine multiple risk datasets with field-level commercial data to help customers evaluate asset-level oil and gas company exposure to ESG, climate, and political risks.

Other tools support more effective emissions risk management via competitive benchmarking, portfolio analysis, and economic impact assessments. Verisk is also helping energy and natural resources companies estimate GHGs associated with their supply chains and analyze Scope 3 emissions data.

For more information, please visit:
<https://vrsk.co/3iPwmMP> and
<https://vrsk.co/3NuRUMZ>

CLIENT SUPPORT & ENGAGEMENT

Consulting

Verisk's experts are organized around consultancies dedicated to specific weather, climate, and energy transition practice areas. Verisk also leverages its physical and transition risk data sets to help clients fulfill their climate risk disclosure and reporting commitments.



For more information, please visit:
<https://vrsk.co/3uHLPE1>

Research and Commentary



Verisk continually publishes research and commentary, provides thought leadership on emerging trends, and sponsors expert broadcasts addressing topics relating to climate, weather, and energy.

For more information, please visit:
<https://vrsk.co/3qPMsu7> and
<https://vrsk.co/3NLdq07>

Client and Industry Engagement

Verisk hosts numerous industry and stakeholder forums that feature expert perspectives from all points along the stakeholder value chain:



- AIR Envision Conference
- Verisk Risk Symposium
- Elevate Conference
- Verisk's Emerging Issues Panel
- Wood Mackenzie Global Energy Summit
- Wood Mackenzie Solar Summit
- Wood Mackenzie Energy Storage Summit

The aforementioned capabilities and assets, individually and together, position Verisk to pivot quickly as opportunities emerge and mature. During 2022 and into the near-term future, the company expects to address such opportunities by:

- Leveraging extreme event models for 110+ countries, global risk indices covering 160+ resilience and sustainability issues, and investible market intelligence across the energy value chain, to create new solutions addressing the convergence of resilience and sustainability agendas.
- Delivering bespoke climate analytics and platforms that meet the needs of lenders and investors.
- Strengthening datasets by expanding raw climate variables, derived climate variables, and composite indices.
- Promoting thought leadership and innovation by broadening channels and relationships in the academic, scientific, and customer communities.



Risk Management

As reported in the company's *2020 Corporate Social Responsibility Report*, Verisk's Sustainability Council assessed the potential impacts of climate-related risks in the following areas: economic/market, financial, human resources, litigation/regulation, operational, physical, reputation, supply chain, and technology. The Sustainability Council concluded that none of the aforementioned areas then constituted a material risk to Verisk. It concluded further that even the four most likely risks to occur at all would do so well into the future and would present a low likelihood of material risk even then.

"Value at Risk" Exercise

During 2022, Verisk will undertake a "Value at Risk" exercise in which participants will explicitly rate climate risk, as well as other risks facing their respective businesses. The process will be facilitated by an independent risk management firm working in conjunction with Verisk's Enterprise Risk Management department.

The exercise is designed to begin at the business unit level, with each management team identifying its top risks in terms of likelihood and impact and their potential "value at risk" estimated in U.S. dollars. The management team then recommends whether or how the risk can be avoided, mitigated, or transferred.

The individual business unit assessments are then aggregated and prioritized by the company's senior leadership, with the most significant threats, trajectories, and associated action plans presented to the company's Board of Directors for review. With feedback from the Board, the action plans are implemented, subject to periodic progress reports and audits. Risks identified by the business units but not included among the corporate priorities presented to the Board are still subject to monitoring at the business unit's operational meetings with senior management.

Information and Technology Risk Management

Verisk maintains an ISO/IEC 27001 certification, an internationally recognized best practice framework for information security management systems. A critical step in the certification process involves the identification of threats to an organization's information security—including threats emanating from climate-related hazards—and the organization's adoption of controls warranted by the level of risk.

Verisk also follows the NIST (National Institute of Standards and Technology) cybersecurity framework designed to ensure the protection and resilience of critical infrastructure. The framework consists of standards, guidelines, and best practices to manage cybersecurity risk, regardless of its cause.

Global Protection Services

Verisk's Global Protection Services team contributes to the company's risk management efforts by addressing issues involving physical security, crisis management, and employee safety.

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

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

During the pandemic, the team has led the company's efforts to ensure the safety of employees and workspaces. In addition, it designed and conducted business continuity tabletop exercises for each of Verisk's businesses.

Metrics and Targets

Emissions Reporting

Verisk completed CDP's 2021 Climate Change Questionnaire, using investments in RECs and carbon offsets to balance 100% of its reported Scope 1, Scope 2, and Scope 3 (business air travel) emissions for the fourth consecutive year. Notwithstanding these investments, Verisk continues to fully disclose its emissions on both a location and a market basis.

As in prior years, Verisk engaged independent accounting firm PricewaterhouseCoopers LLP to externally assure the emissions data. Its review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Its report can be found here: <https://vrsk.co/3uKxfvP>

The Location-Basis chart below summarizes results for the six-year period, 2015-2020. One hundred

percent of the units conducting business within the Verisk family of companies are included for their respective years. Results are presented on an unadjusted basis—that is, reflecting the full or partial year effects of all acquisitions and divestments occurring during the period.

SCOPE 1



Mobile combustion



Stationary combustion



Fugitive emissions

SCOPE 2



Purchased electricity



Purchased steam



Purchased chilled water

SCOPE 3



Business air travel

Verisk Inventory of Greenhouse Gas Emissions

MT CO₂e

Location-Basis Summary

	2015	2016	2017	2018	2019	2020
Scope 1	3,800.1	3,471.1	4,607.9	6,830.8	8,721.2	2,607.5
Scope 2	12,496.1	12,086.6	11,776.0	12,954.6	11,649.1	9,539.2
Scope 3	7,735.6	8,093.8	8,152.2	9,775.6	9,998.4	1,927.6
TOTAL	24,031.8	23,651.5	24,536.1	29,561.0	30,368.7	14,074.3

Market-Basis Summary¹

	2017	2018	2019	2020
Scope 1	4,607.9	6,830.8	8,721.2	2,607.5
Scope 2	1,427.7	431.3	138.6	431.5
Scope 3	8,152.2	9,775.6	9,998.4	1,929.3
Total	14,187.8	17,037.7	18,858.2	4,968.3
Carbon Offsets Retired	(14,188.0)	(17,038.0)	(18,859.0)	(4,969)
BALANCE	0	0	0	0

1. Verisk began purchasing RECs and carbon offsets in 2017.

Overall, the company's 2020 emissions decreased significantly compared to the prior year. Emissions categorized as Scope 1—which arise from the combustion of fuels purchased in pure form, such as gasoline, oil, and natural gas—decreased by approximately 70%. The difference was attributable in large part to the divestiture of Geomni's aircraft operations, as well as a COVID-related decline in the miles traveled by staff conducting on-site field surveys for insurers.

On a location-basis, emissions defined as Scope 2—the purchased electricity, chilled water, and steam used in

offices and data centers—totaled 9,539 MT CO₂e, a year-over-year decrease of approximately 18%. The result was attributable to a combination of factors, including the strategic consolidation of Verisk offices, the ongoing transition of data processing activities to more efficient cloud-based platforms, COVID-related effects on in-office operations, and, to a lesser extent, divestments involving Geomni and Intellicorp. On the other hand, the emissions of several acquisitions made during 2019 and 2020 were added in full or in part for the first time.

Not surprisingly, emissions associated with business air travel, reported

voluntarily as Scope 3, declined approximately 81% because of COVID-related limitations on business travel during most of the year.

On a market-basis, Scope 2 emissions totaled approximately 432 MT CO₂e, about 5% of the total calculated on a location-basis. The difference is attributable to Verisk's investments in RECs, a practical option for a company of Verisk's size and circumstances that doesn't own its facilities and is therefore unable to produce or purchase renewable energy directly.



RECs are tradeable, nontangible energy commodities that represent the benefits of generating 1 megawatt-hour (MWh) of renewable energy. During 2020, the company purchased RECs representing more than 28,000 MWh of electricity, supporting renewable energy projects in many countries where Verisk has offices. The largest of these investments were made in the Persimmon Creek Wind Farm in the United States, the Kype Muir Wind Farm in Scotland, the Allain Duhangan Hydropower Plant in India, and the Gros-Morne Wind Farm in Canada.

Verisk also purchased carbon offsets, which support emissions reductions that take place outside the company's operations. Each offset represents a metric ton of carbon and carbon-equivalent emissions avoided or reduced. For 2020, Verisk used them to offset nearly 5,000 metric tons of emissions. The offsets were generated by efforts to reduce emissions at landfills in Illinois and Virginia.

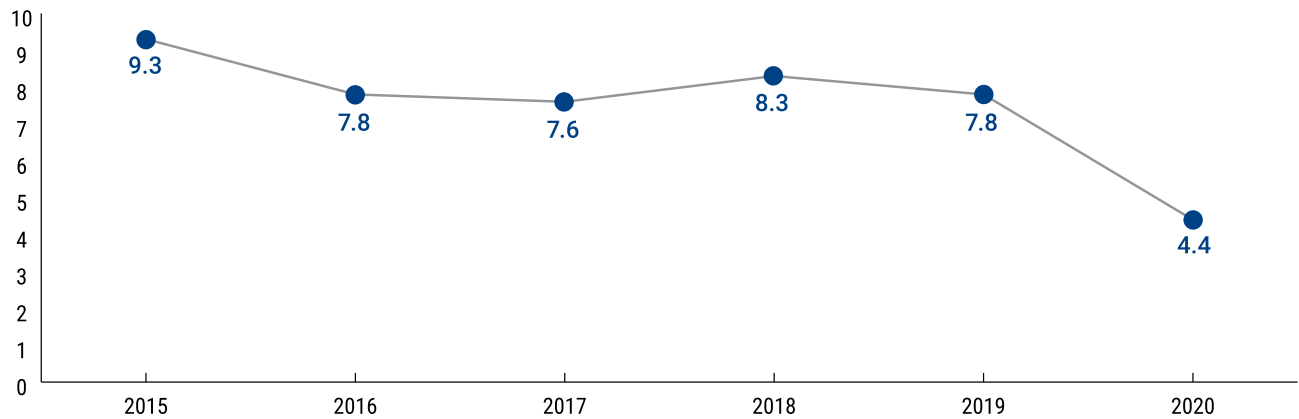
Third parties, including Green-e Energy, the International REC Standard, and the Verified Carbon Standard, certified all projects according to international standards.



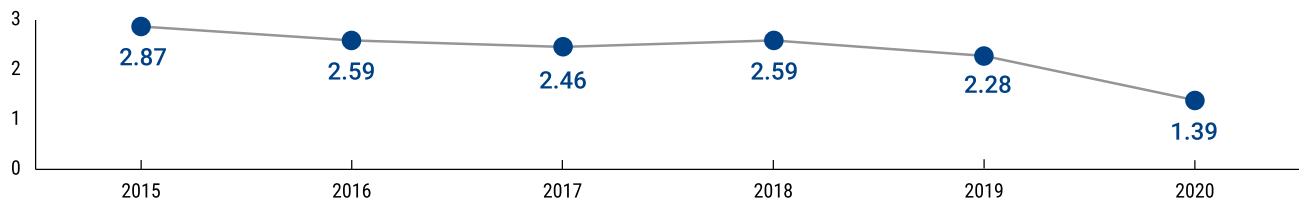
Emissions Intensity (Location-Based)

Putting the results into perspective, the following charts compare 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 full-time equivalent employees). 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.

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



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



Targets

During 2021, Verisk committed to a 21% reduction in absolute Scope 1 and 2 GHG emissions by 2024, compared to a 2019 baseline.

In selecting the targets, Verisk collaborated with Ecometrica, an accomplished provider of sustainability metrics software and services. Ecometrica has supported Verisk's GHG accounting and CDP reporting since 2017. They quantified several options using the latest Science Based Targets (SBT) guidance. Verisk adopted the most ambitious option aligned with a 1.5° C global future, calculated in accordance with the SBT's absolute contraction approach. This approach supports how much and how quickly companies need to reduce their GHG emissions to limit the most serious effects of climate change.

To ensure consistency in comparing the results over time, the baseline was adjusted to reflect the full-year effects of acquisitions and divestments made at various points during 2019. Similar adjustments may be necessary to account for acquisitions and divestments made during the 2020–2024 reporting period. The first progress report will follow completion of the 2021 emissions inventory, which is currently underway.

Emissions Reduction Plan

The company remains focused on implementing meaningful physical and operational changes to drive a long-term emissions reduction strategy. Some have already been completed, some are in motion, and others are planned for the reporting period. Here are the key elements.

Site Selection

Measured by square footage, more than half of Verisk's total leased office space worldwide is located in buildings that have been accredited in accordance with LEED or other internationally recognized building standards. These include Verisk's headquarters in Jersey City, New Jersey (LEED Gold for commercial

interior); the company's Eastern and Western data centers (both LEED Gold); a Verisk IT center in Hyderabad, India (recognized by the Indian Green Building Council's LEED rating system as a Gold property); the headquarters hubs for Verisk business units in Boston and Houston (both LEED Gold); and the headquarters hub for Verisk business units operating in London (BREEAM Excellent sustainability rating).

The first three of these properties—Verisk's headquarters in New Jersey, and its Eastern and Western data centers—accounted for more than half of the company's total electricity consumption during 2020.

Office Consolidations

In the recent past, Verisk closed or consolidated a number of smaller offices in Asia, Europe, and the United States. During 2021, multiple Verisk offices in Boston and London consolidated into new energy-, water-, and waste-efficient business centers featuring innovative designs, sustainable materials, LED lighting, and commuter-friendly options. The London center is powered 100% by renewable energy.

Verisk is actively reviewing options for additional consolidations and closings as business needs evolve and leases expire.

Space Optimization

Investments in the company's IT infrastructure already support a remote working environment for employees that's reliable, stable, and efficient. Consequently, Verisk will be introducing more flexible telecommuting options post-pandemic, a change that will diminish current and forecasted space needs.

Operational Efficiencies

During the last several years, the company migrated much of its internal data processing from Jersey City and other individual offices to the Eastern and Western data centers, both LEED (Gold) facilities. Verisk has since begun transitioning its processing

activities to more efficient cloud-based platforms.

On a smaller scale, the company expects to continue to purchase more resource-efficient equipment for offices, office kitchens, and lavatories, and reduce the number of printers and copiers.

Automobile Fleet

Over the years, the fuel efficiency of Verisk's automobile fleet has improved as end-of-service vehicles have been replaced with more fuel-efficient models, including hybrids. This process will be accelerated, subject to vehicle or model availability.

Reduced Business Air Travel

The lessons of the pandemic and the upgrade in communications and networking platforms have prompted changes to Verisk's guidelines regarding internal and customer-related travel.

Next Steps

The aforementioned targets and emissions reduction plan is the first step in a longer-term strategy to hold the company accountable while moving toward adoption of approved science-based targets and taking meaningful steps evidencing a formal net zero commitment.



Biodiversity

Verisk Indices Help Customers Identify Biodiversity Risk

Verisk Maplecroft maintains two biodiversity indices covering threats to ecosystems and protected areas on land and in marine environments. The granular risk data helps companies and investors quickly identify where their operations or portfolios are most exposed to the threat of damaging habitats. Mitigating these threats—and the regulatory and reputational risks they create—will be a key focus for organizations moving forward, particularly given the global focus on clean technologies.

A Verisk Maplecroft analysis finds the mined material with the greatest biodiversity risk is nickel (<https://vrsk.co/3JW6mv0>), a key element in batteries and other technologies

driving the green energy evolution. Biodiversity loss is also inextricably tied to social risks, human rights violations, and corruption—a subject explored on page 12 of this report in the discussion about commodity-linked land grabs.

Verisk Celebrates Earth Day with Tree-Planting Project in Cameroon

For each of the last five years, Verisk has celebrated Earth Day with a gift to Earth Day Network (<https://www.earthday.org/>), an organization working to protect the planet for future generations. During 2021, Verisk supported an Earth Day Network project in Cameroon by planting 9,000 trees—one for each of our employees. The trees are intended to help control

erosion on hilly terrain, improve water filtration, and increase soil fertility and crop yields.

In prior years, Verisk's gifts have been put to use planting fruit trees to help sustain local communities in India, restoring native trees in Puerto Rico's El Yunque National Forest following massive damage caused by Hurricanes Irma and Maria, restoring land and replanting trees following California's historic wildfires, and supporting reforestation efforts in Brazil to help undo the effects of unsustainable slash-and-burn farming methods.



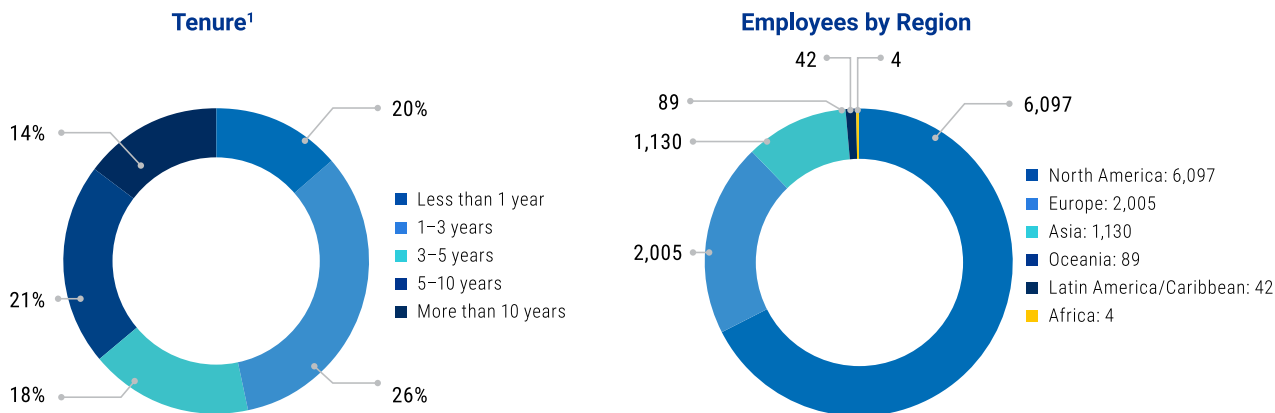
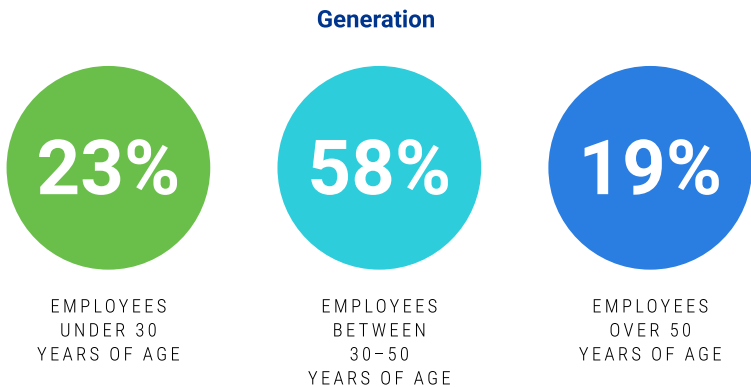
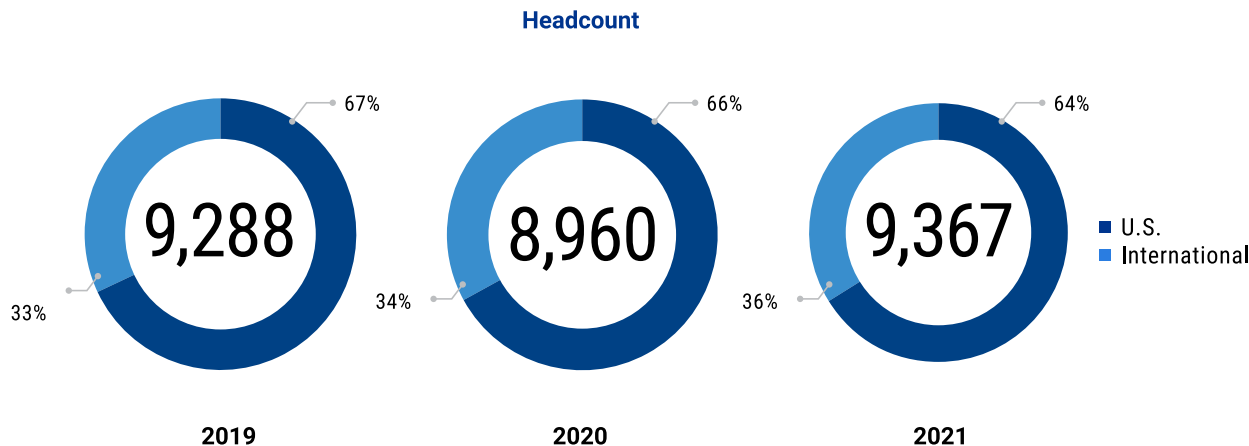
Social

“We seek to create an inclusive work environment, we value diverse identities and perspectives, and we work together to support the success of our teammates.”

Statement on Racial Equity and Diversity
<https://vrsk.co/3eeQnHM>

Our Workplace

Verisk maintains a focus on employee engagement, health and well-being, learning and development, and a diverse and inclusive culture.



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

Employee Engagement

Verisk's Annual Employee Survey

As a key component of its efforts to be a responsive employer, Verisk annually surveys employees to assess the level of connection, motivation, and commitment they feel toward the company and their work. Employees are sent a link via Verisk's employee engagement platform inviting them to share their feedback by completing the annual engagement survey. The survey asks participants a range of rating-style and open-text questions about their experiences working at Verisk. Employees are advised that, while participation is encouraged, the survey is voluntary. They're also advised that the survey is confidential and their open and honest feedback is encouraged. Verisk's employee engagement score was 76% in 2021.

"I think Verisk genuinely cares about its employees' well-being and is forward-thinking when it comes to inclusion and addressing mental health concerns. I also like how the company strongly values learning and career development as evidenced by a wide range of courses one can enroll in and the webinars that occur regularly."

"Verisk has done a great job at creating an inviting culture where people are not afraid to bring their authentic selves to work each day."



COMMITMENT TO CUSTOMERS

92%

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

RESPECT

91%

Members of my team respect each other's contributions.

COMMITMENT TO WELL-BEING

89%

My manager genuinely cares about my well-being.

INCLUSIVENESS

85%

People from all backgrounds have equal opportunities to succeed in my business unit.

WELL-BEING

85%

I am able to arrange time out from work when I need to.

TEAMWORK

85%

I feel I am part of a team.



Another Year of Great Place to Work Recognition



For the sixth consecutive year, Verisk received Great Place to Work certification in the United States and in the UK, Spain, and India for the second consecutive year. To achieve our certification, we surveyed our employees on their workplace experience and met Great Place to Work's research-backed benchmark for what it means to be a "Great Place to Work."

In 2021, we also received additional recognition on multiple Great Place to Work Best Workplaces lists, including:



Employee Health and Well-being

As the world shifted towards a collective redefinition of “normal” in 2021, we further developed our wealth of resources for connecting employees with the tools they need to achieve a state of well-being across three pillars: physical, mental, and financial health.

Physical Health

The Verisk Global Well-being Network connected employees to local initiatives so they can take charge of their health wherever they're located.

We recognize that regular physical activity is essential to overall well-being—especially in a remote/hybrid working environment. To that end, we partnered with Wellable and SelfHelpWorks by Avidon Health—two leading employee wellness platforms that helped encourage positive habits and engaged employees in fitness challenges. In 2021, the average participation was 700 employees per Wellable challenge.



Mental Health

We provided a library of resources spanning emotional and mental health. A series of internally developed videos, webinars, and toolkits focused on building positive social connections in the era of remote work, educating employees on the fundamentals of self-care, and practicing meditation.

Through the Verisk Learning Center, employees accessed LinkedIn Learning courses devoted to such topics as managing depression in the workplace. Our employees participated in SelfHelpWorks programs on reducing stress and sleeping well. And our Employee Assistance Program continued to make confidential support services available to employees who needed counseling, to help address their most pressing challenges.

Financial Health

Verisk provided toolkits, webinars, and LinkedIn Learning courses to help employees manage their expenses and set long-term financial goals. Our Financial LifeCycle webinar series provided targeted guidance to individuals at specific points in their financial journeys—from Millennials and Gen Z employees to mid-career professionals and families with children.





Learning and Development

Reimagining Leadership Development

In 2021, 477 employees took part in our cohort-based leadership development programs, collectively completing more than 10,000 hours of learning. These longstanding programs have a successful history of promoting excellence at all levels and have had more than 2,000 participants to date.



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

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

Participants

2021: 229
Since 2019: 381



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

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

Participants

2021: 149
Since 2017: 964



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

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

Participants

2021: 99
Since 2018: 871

Putting Learners at the Center of Development

Verisk actively nurtures the development of employees and continues to provide more opportunities for them to engage with—and take control of—their personal learning and development journey. In 2021, we made significant strides in implementing parts of our long-term strategy to reimagine how we deliver training and give employees access to the tools and information to grow as leaders and professionals. Our goal? To put the learner at the center of everything we do.

At the core of this learner-centric model is a framework for empowering learners to navigate their development journey at every step of their career.

Learning at Every Milestone

We began the work to connect employees to “navigators” who help them excel during the critical 90-day period following important career milestones. We support employees through an ongoing cohort experience to create a learning community of other individuals within Verisk who have also hit those same milestones. And we equip employees with the practical tools they need to develop day-to-day: webinars, self-guided learning, post-90-day roadmaps, and more.

Learning at Your Fingertips

Putting the learner at the center of everything we do requires that each Verisk employee be able to access training and professional development within a few clicks. Verisk offers employees the opportunity to pursue certification in various specializations from leading universities through Coursera. Through the Verisk Learning Center, employees have access to LinkedIn Learning, which delivers industry-leading content in a personalized learning experience in eight languages.

In 2021, 4,193 Verisk employees completed 9,282 self-paced courses across LinkedIn Learning, Coursera, internally developed content, and other virtual learning programs.

Learning Within Reach

In 2021, employees got more involved in their learning. Verisk employees completed 4,945 courses totaling 6,537 learning hours across various “just-in-time” learning opportunities, such as webinars and live or on-demand virtual trainings on topics like Leading through Change, Establishing Mentoring Relationships, and Women’s Career Trajectories.

Lean Six Sigma at Verisk in 2021

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

2021 Accomplishments:

- Gained back 162,000 hours of productivity because of higher-value activity
- Supported more than 250 improvement projects
- Leveraged Robotic Process Automation (RPA) to reduce the cycle time by 50% for processing customer information while achieving 100% data accuracy. RPA uses integrated software that takes repetitive and reoccurring mundane tasks and automates them, leading to greater efficiency and accuracy.



Diversity and Inclusion

Welcoming Dianne Greene, Verisk's Head of Diversity and Inclusion

As part of Verisk's efforts to promote lasting cultural change across the company, we welcomed our new Head of Diversity and Inclusion (D&I), Dianne Greene. Dianne works with the D&I Leadership Council, business leaders, and employees companywide to put our vision into practice. Dianne made great strides this year in spearheading the development of our long- and short-term D&I strategy and measuring the impact of its implementation.

Renewing Our Commitment to Diversity and Inclusion

Verisk remains committed to fostering, cultivating, and preserving a culture of diversity and inclusion. Verisk's new Diversity and Inclusion Policy—published in our Employee Handbook and distributed to colleagues worldwide—reaffirms that commitment. The new policy sets forth Verisk's approach to instilling D&I across the company—emphasizing the need for employees to treat others with dignity and respect, establishing D&I as a Verisk leadership capability, and providing a channel for efficiently reporting and handling harassment or discrimination.

In 2021, Verisk was named Diversity and Inclusion Industry Champion of the Year by Gamma Iota Sigma, an international, professional student organization dedicated to promoting and sustaining student interest in careers in the insurance industry. Verisk was also acknowledged as a Corporate Champion by the Women's Forum of New York for having a Board of Directors comprised of at least 35% women.

Expanding Our "Bias in Hiring" Training for People Leaders

In 2021, we revitalized our "bias in hiring" training for all managers and leaders, adding LGBTQ+ inclusivity and anti-bias training and revamping our Workplace Diversity and Racism in the Workplace training modules.

Honoring Juneteenth to Celebrate Freedom and Resilience

In June 2021, President Biden recognized Juneteenth National Independence Day as a federal holiday. Verisk followed suit by establishing this important observance as a U.S. company holiday.

Juneteenth commemorates the end of slavery in the United States. Verisk marked the occasion with a special event hosted by our REACH Employee Network to reflect on the history of slavery and freedom in America—how

far the United States has come and where we go from here. We also joined the Emancipation Park Conservancy's (EPC) national campaign, #WEARE-JUNETEENTH, encouraging our employees to share what Juneteenth means to them.

Communities of Belonging

Verisk has eight Employee Networks spread across four continents, nine countries, and 18 cities. Our employee-led groups help foster a diverse and inclusive culture where every voice is heard and valued. They build a sense of community and provide opportunities for networking, mentoring, and professional development.

Resolved to stay connected despite continually changing pandemic-related conditions, our networks continued to hold virtual events in 2021. Collectively, our Employee Networks partnered with YouGive-Goods to create fundraising drives that empower and support those most in need during the holiday season. Verisk made a matching financial donation based on the value of the goods provided to these charities. The next page features highlights from specific Employee Network-driven events in 2021.

Verisk Employee Networks



Verisk Accessibly Network

For National Disability Employment Awareness Month in October, our Accessibly Network shared resources and tools that are available to support all members of Verisk's global family who are differently abled.



Verisk Asian Network

Verisk's Jersey City Asian Network hosted a virtual Lunar Year celebration for 2021: the Year of the Ox—the second animal of the Chinese zodiac.

The Asian Network held an open discussion in March on the recent spike in violence directed against Asian communities across the United States.

The Asian Network also hosted its annual virtual Diwali celebration in November to celebrate the "festival of lights" with traditional dances, informative trivia, and an opportunity to win prizes.



Verisk PRIDE Network

Verisk Pride's Boston Chapter hosted a Virtual Book Club event to discuss Saeed Jones's *How We Fight for Our Lives: A Memoir*, winner of the 2020 Stonewall Book Club Award—Israel Fishman Nonfiction Award.

APAC Pride partnered with the Humsafar Trust, an LGBTQ+ charity focused on uplifting the community in India. Donations helped support LGBTQ+ communities affected by COVID-19 in India and people living with HIV (PLHIV).



Verisk REACH Network

REACH's London Chapter held a virtual lunch with special guest Stephen Thompson. Stephen is a novelist, screenwriter, documentary filmmaker, and editor of the online literary journal, the *Colverstone Review*.

Beginning in Black History Month, REACH hosted a Lunch & Learn series to continue conversations centered on members' personal experiences with race and equality.

REACH continued its series of webcasts featuring videos from James Baldwin—an American novelist, playwright, essayist, poet—and activist Jane Elliott—an internationally known teacher, lecturer, and diversity trainer.



Verisk Unidos Network

Unidos' Jersey City Chapter celebrated Hispanic Heritage Month with a Lunch & Learn session entitled "Investing Latina." The session featured Jully-Alama Taveras, a Plutus Award-winning, bilingual, personal finance expert. Taveras writes for publications, such as CNBC, Time's Next Advisor, HuffPost, and others on saving and investing.

A group of Verisk's Hispanic leaders came together for a panel discussion on emotional intelligence in the workplace and shared experiences related to career development.



Verisk Veteran and Military Service Network

The Jersey City Chapter of the Verisk Veteran and Military Service Network held a panel with our Verisk veterans, who shared their service stories and how they leveraged their skills to adapt to civilian life.



Verisk Women's Network

In honor of Women's History Month, special guests Robin Wilkinson and Christopher Sirota led a talk about gender bias and artificial intelligence.

The Women's Network Boston Chapter held a series of roundtable discussions about TED Talks, including "Teach Girls Bravery, Not Perfection" by Reshma Saujani, and "Get Comfortable with Being Uncomfortable" by Luvvie Ajayi Jones.



Verisk Parents Network

The Verisk Parents Network launched a bi-weekly coffee chat series to share the time management and daily plan tips that helped them adjust to the "new normal" during this past year.

To learn more about our Employee Networks, please visit:

<https://vrsk.co/36niWS0>

2021 Verisk Citizenship Award Winners

Each year, Verisk recognizes a select group of employees who model the exceptional character and behavior we strive to achieve. Candidates are nominated by their peers and demonstrate the behaviors embodied in The Verisk Way: respect for the individual, integrity, passion, persistence, confidence and humility, excellence, and teamwork. They also display characteristics that enhance their personal performance, influence the work of their colleagues, and help move the company forward.

We recognized a group of eight outstanding teammates at this year's Verisk Citizenship Awards ceremony—celebrating them for their exceptional achievements. The nominations told inspiring stories of how our colleagues continuously went above and beyond for customers, employees, and communities.

Read more about our winners at:

<https://vrsk.co/3J0imKY>



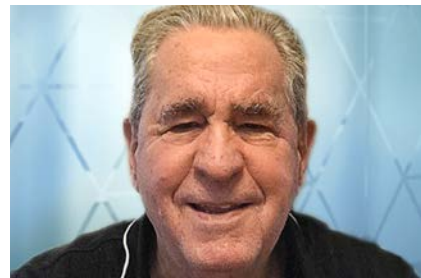
Elena Arceo Rebollo

Senior Food Chemistry Analyst
VERISK 3E



Paul Ericksen

Principal Actuarial Consultant
VERISK UNDERWRITING SOLUTIONS



Bill Kennedy

Senior Claims Consultant
VERISK CLAIMS SOLUTIONS



Larry Majjer

National Account Customer Service Advocate
VERISK UNDERWRITING SOLUTIONS



Varsha Sethia

Director
VERISK FINANCIAL | FINTELLIX



Lisa Taylor

Product Manager
VERISK PROPERTY ESTIMATING
SOLUTIONS



Surinder Verma

Senior Director
VERISK CUSTOMER EXPERIENCE



Hathairat Wittayapusagul

Senior Data Analyst
WOOD MACKENZIE

Corporate Giving

Our Corporate Giving Strategy

As a responsible corporate citizen, we seek to build strong charitable partnerships with leading global and local organizations where Verisk's unique data analytics, tools, professional expertise, and financial assistance can help maximize the impact and reach of their efforts.

As a good neighbor, we empower individual business units to support

charitable organizations serving the communities where our offices are located or addressing challenges affecting people everywhere.

As an employer, we support individual and group giving through our Matching Gifts Program, sponsor organized activities during an annual Verisk Volunteer Week, and recognize exceptional volunteer service by employees who choose to volunteer on their own time.

Our Charitable Partners

Hear directly from senior leaders speaking on behalf of five organizations that Verisk continued to support during 2021: GeoHazards International, the International Rescue Committee, Team Rubicon, Year Up and The Bowery Mission. And meet three first-time charitable partners—the Thurgood Marshall College Fund, Let's Share the Sun, and SEEDS—to learn what they do and how Verisk is helping.

GeoHazards International Taking Action BEFORE Disasters <https://www.geohaz.org/>



Veronica Cedillos
President and CEO,
GeoHazards
International

"25,000 deaths versus 63 deaths."

This statistic of two comparable earthquakes with shockingly different outcomes drives home why our organization exists. The 1988 Armenia earthquake versus the 1989 Loma Prieta, California earthquake. What made the difference in California? Decades of proactive work, high levels of awareness, and risk-informed decision-making. No level of post-earthquake response can bring back those 25,000 lives or will change the lives of the hundreds of thousands whose futures were upended. This is why GeoHazards International was founded in 1991—to work in advance of disasters when it is most effective to save lives and protect people. We focus our work on at-risk, under-resourced communities across the globe, where people stand to lose everything to a disaster.

Verisk has helped advance our mission since 2015 through financial and pro-bono technical support. Together, we introduced the innovative

earthquake desk in Bhutan—a school desk that protects children from falling debris during earthquake shaking. We worked closely with Bhutan's Ministry of Education to locally manufacture life-saving earthquake desks in the country. Thanks to Verisk, hundreds of schoolchildren in vulnerable school buildings are now better protected from earthquakes.

Our partnership in Bhutan continues. Together, we recently completed a

scenario-based earthquake risk assessment that quantified potential losses from building damage. Ultimately, this will help the Royal Government of Bhutan to identify and prioritize risk mitigation efforts for the capital city of Thimphu.

To us, Verisk is more than a funder. They are a trusted partner who deeply values our mission and approach."



Source: GeoHazards International



George Readings
*Global Crisis
Analysis Lead,
Emergency Unit,
International Rescue
Committee*

"Founded in 1933, the International Rescue Committee (IRC) is recognized as a "global first responder." In any given year, the IRC and its partners help tens of millions of people survive war, conflict, and natural disasters and recover and rebuild their lives. As the IRC's Global Crisis Analyst within the IRC's Emergency Unit, I steer our team's efforts to help IRC leaders understand the drivers and impacts of crises so that we can be more effective in responding to them as an organization—whether that is through

an emergency response, policy and advocacy work, regular programming, or in some other way.

Each year we produce the IRC's Watchlist, which identifies 20 countries at greatest risk of experiencing a significant deterioration in their humanitarian situations in the upcoming year. The report informs global leaders, policymakers, and concerned citizens about where crises are deepening, why they are getting worse, and what we can do about it. The IRC conducts a rigorous assessment of country contexts, using both quantitative and qualitative data to draw up each annual Watchlist. The inclusion of a country in the Watchlist represents our best judgement of humanitarian risk in the future based on available

data, not just an assessment of the current context.

Since 2017, Verisk has been providing key data via a pro-bono license to its Maplecroft software, which feeds into our analysis for identifying the Watchlist countries. For this body of work, we look at two main components of risk, both the probability of some kind of shock occurring and the likely impact of any shock if/when it occurs. We use Verisk data to inform the probability side and to help understand natural shocks and human risks (economic/conflict/political). We are grateful to Verisk for its continued support, generosity, and vote of confidence in the IRC's programming."



Source: International Rescue Committee

Team Rubicon

Built to Serve

<https://teamrubiconusa.org/>



David Burke
Chief Programs
Officer,
Team Rubicon

"Team Rubicon mobilizes veterans to continue their service, leveraging their skills alongside first responders and civilians to help people and communities prepare, respond, and recover from disasters and humanitarian crises. With a focus on equity in disaster relief, our services are offered free of charge to vulnerable and marginalized populations. In 2021, Team Rubicon launched over 215 operations and served over 2,400 individuals domestically across COVID-19 vaccination support, flooding in the Pacific Northwest, Hurricane Ida in the South, and the Haiti Earthquake internationally, to name a few.

Continued support from Verisk, both financially and through access to its Xactimate® tool, helps us advance our mission to serve communities in need. Xactimate is critically important to our efforts as it informs the entire lifecycle of services we provide around disasters. In the immediate aftermath of a hazard passing, we have been able to

quantify the value of our services to an industry-standard valuation, which helps communities understand the savings our volunteers bring. Further, it allows our planning teams to forecast the overall scale of our rebuilding efforts after disasters. The Xactimate tool ultimately helps us tell our impact story."



Source: Team Rubicon

Year Up

Job Training to Close the Opportunity Divide

<https://www.yearup.org/>



Gerald Chertavian
Founder and CEO,
Year Up

"Partnering with Verisk over the last seven years has accelerated our efforts to ensure young adults gain the skills, experiences, and support to reach their potential. Since 2015, Verisk has hosted dozens of Year Up young adults and nearly half of those interns were hired into full-time roles across Verisk in accounting, helpdesk support, and cybersecurity.

As an industry leader in data analytics and risk assessment, Verisk's employees have provided thought leadership and insights that have helped shape

our workforce development programs to meet the needs of today's job market.

We are grateful to work together to

prepare young adults to obtain living-wage careers, thrive in the rapidly changing economy, experience upward mobility, and achieve their own dreams."



Source: Year Up

The Bowery Mission
Rebuilding Hope Since the 1870s
<https://www.bowery.org/>



James Winans
President and CEO,
The Bowery Mission

"Throughout 2021, The Bowery Mission's Red Doors remained open to provide essential care as we overcame new COVID-19 variants, severe weather, and ever-changing restrictions to serve New Yorkers in crisis. In total, we provided more than 255,000 meals, 54,000 nights of shelter, and 30,000 emergency showers. Additionally, more than 260 adults overcoming homelessness participated in the Mission's Residential Programs, using our housing, counseling, classes, and other support services to make progress toward full recovery and independence.

We also took an important step to ensure that we're providing the best possible care for the adults and children we serve by implementing a new case management system. Its one-stop, fully customizable interface allows the Mission to measure and evaluate all program outcomes on one centralized platform for the first time. The new system also optimizes the Mission's ability to collect, collate, and visualize program data, which in turn enhances our ability to evaluate—and quickly improve—our effectiveness in helping clients overcome homelessness and achieve lifelong recovery and independence.

Verisk's financial support helped make installation of the new system possible. More importantly, Verisk's data analytics perspective and willingness to share its Lean Six Sigma process expertise will help ensure that we get the most out of our investment.

Despite all the challenges we've faced, The Bowery Mission is committed—and even better prepared—to help meet the needs of New Yorkers in the most effective ways.



Source: The Bowery Mission

Thurgood Marshall College Fund

Where Education Pays Off

<https://www.tmcf.org/>

Verisk has made a four-year commitment to support the Thurgood Marshall College Fund (TMCF), America's largest organization exclusively representing the Black College Community. The organization is a vital resource in the K-12 and higher education space, having provided more than \$300 million in scholarship assistance to deserving students as well as driving capacity building and research initiatives, sponsoring innovative programs, and building strategic partnerships. It reports an impressive 80-90% graduation rate among its scholars, compared to a 40% graduation rate for Black/African American students overall, and a 62% graduation rate for all students irrespective of race/nationality.

Verisk's support will be used to provide scholarships for students attending TMCF member schools.

The organization honors Thurgood Marshall, the grandson of a slave and an iconic figure in the struggle for equality and justice. As an accomplished civil rights lawyer, he argued successfully before the U.S. Supreme Court on 29 of 32 occasions. He may be best remembered for his efforts in *Brown v. Board of Education* of

Topeka, in which the Court struck down the "separate but equal" doctrine, a 1954 ruling that ended legalized segregation of educational institutions. In 1967, President Johnson appointed Marshall as an associate justice of the U.S. Supreme Court, the first African American to be so honored.



Source: Thurgood Marshall College Fund

Let's Share the Sun

Offering Hope with the Power of the Sun

<https://www.letssharethesun.org/>

A first-time pilot project with Let's Share the Sun is engaging the hearts, hands, and minds of Verisk employees in a ground-level initiative designed to increase the number of solar power installations in an area of Puerto Rico still feeling the aftereffects of Hurricane Maria. After screening potential participants for the trial, five households were prioritized for installation: in addition to lacking access to reliable power, they fall in low- to poverty-level income brackets and include family members who are medically dependent.

Let's Share the Sun works in poor areas of the world where sunshine is abundant but communities lack fundamental resources to harness its power. The organization partners with reliable solar developers, manufacturers, and installers; raises awareness

and funds; and helps create jobs in the affected communities.

Verisk's support for the project is being used to secure and transport the necessary materials to Puerto Rico and arrange for installation. Employees within Wood Mackenzie, Verisk's energy vertical, have helped promote the pilot by organizing a crowd-funding campaign and holiday

giving drive, nearly doubling Verisk's gift with personal donations that Verisk is matching.

A team of employee volunteers is expecting to travel to Puerto Rico during 2022 to help with the installation, putting life to Wood Mackenzie's brand purpose: "Transforming the way we power our planet."



Source: Let's Share the Sun

SEEDS—Access Changes Everything

<https://seedsaccess.org/>



Source: SEEDS—Access Changes Everything

A three-year commitment from Verisk is helping SEEDS—Access Changes Everything make a difference in the lives of promising students by giving them what their ZIP codes don't: access.

SEEDS provides motivated, high-achieving students from low-income households with access to top-tier educational opportunities that might otherwise have been unattainable

because of the socioeconomic status of the student's family. Through three challenging academic programs, as well as individualized counseling, SEEDS aims to prepare students of various grade levels for eventual placement into competitive private schools and colleges across the country.

For its part, Verisk's support will help underwrite a Verisk scholars program.

In addition, Verisk will identify opportunities for qualified SEEDS alumni to participate in Verisk's summer internship program. Planning is also in the works for Verisk to present an "Introduction to Data Science Workshop" for interested students.

Over the years, SEEDS has helped transform the lives of more than 3,000 high-achieving students from underserved communities.

Our Neighbors

During 2021, Verisk's business units made more than 100 cash grants to help organizations serving people and communities everywhere—providing physical and mental health services, addressing poverty, homelessness, and food insecurity, educating or counselling children and young adults, promoting diversity and cultural acceptance, building resilience and responding to emergencies, protecting animals and preserving the natural environment, and more.

In Jersey City, Verisk's headquarters community, the company renewed an annual grant to Liberty Science Center for the seventh consecutive year, underwriting a training program to help teachers strengthen their STEM-related classroom skills. At least half of the training slots are reserved for teachers representing schools in disadvantaged communities.

Allendale Association	Connecticut Cycling Advancement Center	Great Ormond Street Hospital for Children (UK)	Médecins Sans Frontiere (UK)	Recreation and Habilitation Services	The Ripple Effect
Alpine School District Foundation	Cruz Roja (Spain)	Habitat for Humanity of Utah County	Mennonite Disaster Service	Refuge (UK)	The STEM Alliance of Larchmont-Mamaroneck
Asheville Area Habitat for Humanity	Darling Range Wildlife Shelter (Australia)	Haus der offenen Tür Sinzig (Germany)	Munich Red Cross (Germany)	Richard House (UK)	The Trussell Trust (UK)
Banco de Alimentos de Madrid (Spain)	Doctors For You (India)	HCSA Community Services (Singapore)	National Association of Hispanic Firefighters	Ronald McDonald House Charities of Kentuckiana	The Wave Project (UK)
Basket Brigade	Edinburgh Children's Hospital (UK)	Houston Pets Alive!	New Hampshire Association of Fire Chiefs	Save the Children	The Young People's Project
BCS Together	Federal Alliance for Safe Homes	Interfaith Community Services	National Alliance on Mental Illness	Shriner's Hospital for Children – Tampa	The Whiteley Homes Trust (UK)
Best Video Film & Culture Center	Food Lifeline	Intermountain Healthcare Foundation	National Adult Literacy Agency (Ireland)	Singapore Association for Mental Health (Singapore)	Third Age Project (UK)
Bethel China (China)	Fundación Harena (Spain)	International House –Charlotte	National Indigenous Women's Resource Center	Singapore Children's Society (Singapore)	Travis Mountain Trails Association
Board of Trustees of the Glide Foundation	Gabriel Project Cluster of Montgomery County	JSS Mahavidyapeetha (India)	New City Kids	Sociedad Latina	United Way of Utah County
Boston After School and Beyond	Get Girls Going, Inc.	Leftovers Foundation (Canada)	Nine Lives Cat Sanctuary (UK)	SOS Children's Villages (Nigeria)	Voices for Children
Boston Health Care for the Homeless Program	Global Giving China California Heart Watch	Les Restos Du Coeur (France)	North Utah County Cycling Club	Spatfield's Crypt Trust (UK)	Waverley Care (UK)
Boys and Girls Haven	Global Giving Haiti Earthquake Relief Fund	Let's Share the Sun	Open Sky Community Services	Square Tech	Wentworth Institute of Technology
Calgary Homeless Foundation (Canada)	Global Giving Western Europe Flood Relief Fund	Liberty Science Center	Orfanatorio de Mazatlán (Mexico)	St. Louis Park Emergency Program	White Plains Library
Canadian Mental Health Association (Canada)	Global Giving Russia Enjoyable Aging/Starost v radost	London's Air Ambulance (UK)	Parkinson's Foundation	Team Walker	Willing Hearts (Singapore)
Candlelighters		Macmillan Cancer Support (UK)	Pause for Paws	The Cove Center for Grieving Children	Women in Fire and Emergency Services
Can Do Canines	Good 360	Maggie's Edinburgh (UK)	Primary Children's Hospital	The Feed Foundation (UK)	World Wildlife Fund
Centrepont (UK)	Gord Downie and Chan Wenjack Fund (Canada)	Make-A-Wish Singapore (Singapore)	Project Open Hand	The Fiarra Project	XSProject (Indonesia)
Chicas En Tecnología (Argentina)			Pulse Foundation (Bulgaria)	The Middlesex Land Trust	Youth Violence Prevention Council of Shasta County
City Life/Vida Urbana					

Our Employees

For approximately twenty years, Verisk has matched donations made by individual employees and their spouses or domestic partners to qualified not-for-profit organizations. Eligible gifts are matched 100%, subject to an aggregate gift limit per employee of USD 5,000 or GBP 3,500. In more recent years, the program has been expanded to match the proceeds from fundraising activities organized by employees and supported by their Verisk colleagues.

Here are a sample of the 2021 recipients:

Adirondack Mountain Club

Charity: Water

Gay Men's Health Crisis

Greater Chicago Food Depository

Heifer International

Holocaust Museum Houston

Laotian American National Alliance

Memorial Sloan Kettering Cancer Center

New York City Rescue Mission

Samaritan's Purse

San Francisco Marin Food Bank

The Bail Project

**The Michael J. Fox Foundation for
Parkinson's Research**

Trustees of Mount Holyoke College

Washington Women in Need

Wounded Warrior Project



Source: Charity: Water



Source: Heifer International



Source: San Francisco Marin Food Bank

Volunteering

Verisk Volunteer Week

For our eighth annual Verisk Volunteer Week, employees gave back to our local communities and raised money for important environmental and social causes.

NEARLY

600

Volunteers

CONTRIBUTED

2,500

Hours

IN

57

Communities

ACROSS

16

Countries



Planting Trees in Krzeszowice

The Giving Back Team in Kraków, Poland, planted 250 trees in the town of Krzeszowice to strengthen biodiversity. Team members then enjoyed a picnic to celebrate a hard yet satisfying day's work.



Providing Support to Organizations for Children in Need

Employees across the United States tuned into several virtual "lunch and learn" sessions highlighting charities that focus on children battling cancer, homelessness, and terrorism. Candlelighters NYC discussed how they impact the lives of children diagnosed with cancer. Employees also collected funds and donated toys and clothes for children receiving treatment at Memorial Sloan Kettering Cancer Center in New York City.

Raising Funds for Important Causes

Employees in Australia participated in several fundraisers, including the Ride500 benefitting the Cancer Council and the Long Walk Home for Wayside Chapel, which raises awareness and funds for the homeless. Employees also volunteered at the Darling Range Wildlife Centre, which provides care and rehabilitation for native wildlife.



Feeding Our Communities

Colleagues worldwide volunteered at their local community food banks, packing snacks and preparing meals for those in need.

Exceptional Volunteers

One serves as a mentor and role model for first-generation American children living in poverty or coming from difficult family situations. Another serves as a lieutenant in a volunteer fire department, leading fire, rescue, and hazmat operations and assisting on EMS calls. Others put their skills and talents on display by leading social action ministries or developing and managing websites for their organizations. Several more help organize and distribute meals, including one who volunteers in a factory where each shift produces more than eight tons of peanut butter that's donated to food banks and pantries.

They're among the employees Verisk recognized as 2021's Exceptional Volunteers by making cash gifts in their names to the organizations they serve. The organizations help the sick and those in need, protect and promote the well-being of children, provide fire and emergency services, support men and women in the military, care for animals, and more.

Since 2018, Verisk has recognized more than 100 employees under the program. They share a commitment to service and come from all corners of the company and the world. Meet this year's winners:

\$1,000 Awards

Fundación Harena

Vicente Bautista Cano
Malaga, Spain

Gurrs and Purrs Dog Rescue

Colleen Bisesto
Olympia, Washington

Peanut Butter Cannery

Colette Breshears
Sugar Land, Texas

Forgotten Children's Fund

Frank Byrne
Kirkland, Washington

RePlay for Kids

Michael Charney
Canton, Ohio

Bluegrass Bully Rescue

Cassandra Corn
Lexington, Kentucky

Animal Welfare Association**Blagozoo**

Elena Gumarova
Moscow, Russia

Utah Food Bank

Manu Harris
Lehi, Utah

Hope for a Better World

Brett Knighton
Lehi, Utah

Crane Hill Volunteer Fire Department

Richard Krause
Crane Hill, Alabama

Boulder Community Services Youth Mentoring Program

Anthony Mariani
Broomfield, Colorado

Feasterville Fire Company

Christina Martino
Mount Laurel, New Jersey

Third Age Project

Helen Mitchell
London, UK

Casa da Criança

Laís Nunes
Rio de Janeiro, Brazil

Massachusetts Hugh O'Brian Youth Leadership

Ian Pimental
Iselin, New Jersey

Manasota Operation Troop Support

Michelle Ringler
Bradenton, Florida

Social Action Committee, Temple Sinai of Swampscott and Marblehead

Barbara Rosenstroch
Boston, Massachusetts

Leukemia & Lymphoma Society

Violetta Trayanov
North Reading, Massachusetts

Englewood Animal Rescue Sanctuary

Terry Wells
Port Charlotte, Florida

First West Chester Fire Company

Joshua Willson
Conshohocken, Pennsylvania



Casa da Criança



RePlay for Kids



Massachusetts Hugh O'Brian Youth Leadership



Third Age Project



Feasterville Fire Company



My Brother's Table



Forgotten Children's Fund



Fundación Harena



Khandallah Scout Group

\$500 Awards

Duchenne Parent Project Spain

Christoph Beising
Malaga, Spain

Best Video Film and Cultural Center

Crystal Cathcart
Middletown, Connecticut

SEWA International

Ketaki Kulkarni
Jersey City, New Jersey

Anna Maria Island Privateers

Valerie Mabry
Bradenton, Florida

Keyport Garden Club

Kim Mundrane-Tuohy
Iselin, New Jersey

Khandallah Scout Group

Raewyn Tan
Wellington, New Zealand

North Spencer Soccer Association

John Tate
Santa Claus, Indiana

My Brother's Table

Xing Zheng
Boston, Massachusetts



Governance

“One of our Company’s most valuable assets is our reputation for integrity, professionalism, and fairness. We should all recognize that our actions are the foundation of our reputation and that adhering to this code and applicable law is imperative.”

Code of Business Conduct and Ethics

<https://vrsk.co/3IN9c4I>

Board Strengthens ESG Governance

Verisk's governance framework has been strengthened during the past year by reconstituting the Nominating and Corporate Governance Committee as the "Governance, Corporate Sustainability and Nominating Committee" and amending its charter to include the following responsibilities:

- Assist the Board in overseeing the Company's corporate sustainability program
- Evaluate the Company's key ESG risks and opportunities
- Provide oversight of the Company's ESG public disclosures and shareholder engagement with respect to ESG matters

The Governance, Corporate Sustainability and Nominating Committee also has authority for coordinating oversight of ESG matters and public

disclosures with other committees and delegating responsibility as appropriate—for example, by delegating oversight of sustainability reports and carbon emissions disclosures to the Audit Committee.

Verisk Issues 2021 SASB Report; EEO-1 Report to Follow

For the second consecutive year, Verisk has issued a report following standards promulgated by SASB for professional and commercial services companies. The standards cover the ESG issues SASB deems most relevant to the financial performance of companies in the sector. By promoting a consistent approach to reporting, SASB also helps companies and investors make more informed business decisions.

Verisk's 2021 SASB report is attached as Appendix A. It includes metrics on workforce diversity, including the race

or ethnicity of Verisk's U.S. workforce, and the gender distribution of the company's global workforce.

Verisk also plans to disclose its 2021 EEO Component 1 report ("EEO-1") after submitting it to the U.S. Equal Employment Opportunity Commission in accordance with their second quarter 2022 filing deadline. The EEO-1 report is limited to data on the diversity of U.S. workers according to prescribed job categories. The categories differ from those prescribed by SASB.

An EEO-1 filing is mandatory for private sector employers with 100 or more employees and for certain federal contractors. Verisk's 2021 EEO-1 report will be posted in the company's ESG Resources Library (<https://vrsk.co/3JWKP5r>) after it has been filed.

Commitments Week Training Reinforces Employee Awareness of Key Risks and Policies

During February, Verisk's employees and contractors completed a mandatory series of training courses and policy acknowledgments covering a range of topics, such as identifying and preventing cyber threats and recognizing and addressing harassment. The full curriculum is illustrated in the accompanying table.

Courses

- Antibribery and Corruption
- Anti-Harassment
- California Consumer Privacy Act "CCPA"*
- Code of Conduct
- Global Privacy
- Health Insurance Portability and Accountability Act "HIPAA"*
- Intellectual Property
- Modern Slavery
- Policy Acknowledgement and Signoffs
 - Anti-Bribery and Corruption Policy Acknowledgement and Signoff
 - Global Privacy Policy Acknowledgement and Signoff
 - Clean Desk Policy Acknowledgement and Signoff
 - Employee Covenants Acknowledgement and Signoff
- Security Awareness and Incident Reporting
- Unconscious Bias

**Course assigned dependent on role and location*

To promote Commitments Week and add an incentive for timely completion of the assignments, participants were divided into teams. The first three teams to complete their training were given an opportunity to direct a donation to one of three charitable organizations selected for the occasion: Save the Children, World Wildlife Fund, and Doctors Without Borders.

2021 Statement on Modern Slavery Highlights Expanded Training

Verisk issued its 2021 Statement on Modern Slavery, reporting that all employees and contractors were required to complete an online, interactive modern slavery training program as part of the company's mandatory 2021 Commitments Week training curriculum.

Although training has always been a key component of the company's efforts to minimize its modern slavery exposure, prior requirements applied only to staff serving in countries with a higher risk of modern slavery, human resources- and procurement-related staff regardless of location, and all staff with approval authority for purchases, including senior executives. By expanding the requirement, participation in mandatory annual training sessions increased from approximately 1,500 employees to more than 10,500 employees and contractors. Future employees and

contractors are expected to complete the training as part of their onboarding process.

The Statement also noted that during 2020, 8,979 active suppliers were subject to continuous screening for modern slavery risk. More than 600 risk alerts were triggered, prompting further investigation. One of the risk alerts raised allegations about an incident falling within the definition of modern slavery, involving a supplier of waste collection services for a single Verisk office in the UK. Consequently, Verisk served notice on the supplier that its contract was not being renewed.

Verisk's Statement on Modern Slavery has been published annually since 2017 in accordance with its obligations under UK law.

Verisk Introduces New Whistleblower Platform

A new Whistleblower Platform makes it easier to report potential violations or concerns regarding ethics, compliance, employee relations, privacy, data security, or safety matters. The platform is managed independently of Verisk. It provides options for online and telephone reporting and includes features to ask questions and check the status of a previously reported concern.

Verisk's Whistleblower Policy prohibits retaliation or discrimination against any employee with respect to good faith reporting of their concern.

Employees can access the new platform via an internal communications and engagement channel. Vendors, suppliers, and others can do so via Verisk's main website, corporate social responsibility website, or through a link embedded in the Supplier Code of Conduct.



Appendix A

2021 DISCLOSURE

Sustainability Accounting Standards Board (SASB) Professional & Commercial Services

About This Report

The information presented in this report follows guidance from the Sustainability Accounting Standards Board (SASB) Industry Standard: Professional & Commercial Services. The report covers the period from January 1 to December 31, 2021, for Verisk Analytics and its companies, unless otherwise noted.

Who We Are

Verisk provides data-driven analytic insights and solutions for the insurance and energy industries. Through advanced data analytics, software, scientific research, and deep industry knowledge, Verisk empowers customers to strengthen operating efficiency, improve underwriting and claims outcomes, combat fraud, and make informed decisions about global issues, including climate change and extreme events as well as political and ESG topics. With offices in more than 30 countries, Verisk consistently earns certification by Great Place to Work® and fosters an inclusive culture where all team members feel they belong.

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

Accounting Metrics

Data security

SASB code and accounting metric	Response
SV-PS-230a.1 Description of approach to identifying and addressing data security risks	Verisk's Approach to Cybersecurity describes our approach to identifying and addressing data security.
SV-PS-230a.2 Description of policies and practices relating to collection, usage, and retention of customer information	Verisk's Approach to Cybersecurity describes our policies and practices relating to the collection, usage, and retention of customer information.
SV-PS-230a.3 (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), and (3) number of customers affected	Verisk complies with all legal, regulatory, and applicable industry requirements involving customers' confidential business information (CBI) or personally identifiable information (PII). 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 gender and racial/ethnic group representation for (1) executive management and (2) all other employees

Gender Representation of Global Employees¹

Employee Group	Female	Male	Unreported	Total
Executive Management	38.8%	61.2%	0.0%	100%
Non-executive Management	25.3%	73.3%	1.4%	100%
Other Employees ²	37.6%	58.5%	3.8%	100%
Total Employee %	34.9%	61.9%	3.3%	100%

Totals are rounded

Racial/Ethnic Group Representation of U.S. Employees¹

Employee Group	American Indian/ Alaskan Native	Asian	Black/ African American	Latinx/ Hispanic	Native Hawaiian/ Other Pacific Islander	Not Speci- fied	Two or More	White	Total
Executive Management	0.0%	15.0%	8.3%	3.3%	0.0%	0.0%	0.0%	73.3%	100%
Non-executive Management	0.3%	19.8%	2.9%	3.3%	0.0%	0.8%	1.0%	71.9%	100%
Other Employees ²	0.3%	20.4%	4.8%	7.1%	0.0%	1.6%	1.7%	64.1%	100%
Total Employee %	0.3%	20.2%	4.4%	6.2%	0.0%	1.4%	1.5%	65.9%	100%

Totals are rounded

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

² Other Employees include 180 employees who joined Verisk through acquisitions and were not assigned a grade level as of 12/31/2021.

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 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 Verisk's annual *Corporate Social Responsibility Report* and [Our People](#) and [Our Culture](#) pages on our CSR website.

SV-PS-330a.2

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

1. Voluntary Turnover Rate: 14.8%

2. Involuntary Turnover Rate: 1.9%³

³ Does not include turnover as a result of divestitures

SV-PS-330a.3

Employee engagement as a percentage

Year	Percentage
2021	76%

In 2021, Verisk received certification from Great Place to Work in the United States, UK, India, and Spain for its outstanding workplace [culture](#). The Great Place to Work 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 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 employees:	9,104
Part-time employees:	191
Temporary employees:	72
Contractors:	1,782

SV-PS-000.B

Employee hours worked, percentage billable

Not applicable

Corporate Leadership 2021



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



Melissa Hendricks
Chief Marketing Officer



Mark V. Anquillare
Chief Operating Officer
and Group President



Sunita Holzer
Chief Human Relations Officer



Kathlyn Card Beckles
Chief Legal Officer



Patrick McLaughlin
Chief Sustainability Officer



Yang Chen
Head of Corporate Development
and Strategy



Lee M. Shavel
Chief Financial Officer
and Group President



Nicholas Daffan
Chief Information Officer

Board of Directors 2021

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

Annell R. Bay
Marathon Oil Corporation (retired)
*Compensation Committee (Chair);
Executive Committee; Governance,
Corporate Sustainability and
Nominating Committee*

Vincent Brooks
WestExec Advisors
*Governance, Corporate Sustainability
and Nominating Committee*

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

Bruce Hansen
ID Analytics (retired)
*Audit Committee (Chair);
Compensation Committee; Executive
Committee*

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

Constantine P. Iordanou
Arch Capital Group Limited (retired)
*Compensation Committee;
Governance, Corporate Sustainability
and Nominating Committee*

Laura K. Ipsen
Ellucian
*Audit Committee; Finance and
Investment Committee*

Samuel G. Liss
WhiteGate Partners, LLC
*Audit Committee; Executive
Committee; Finance and Investment
Committee (Chair)*

Therese M. Vaughan
Drake University
*Compensation Committee; Executive
Committee; Governance, Corporate
Sustainability and Nominating
Committee (Chair)*

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



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