

# Statement on Racial Equity and Diversity

July 2020

We are a values-driven company and are committed to reflecting those values in how we treat each other and work together.

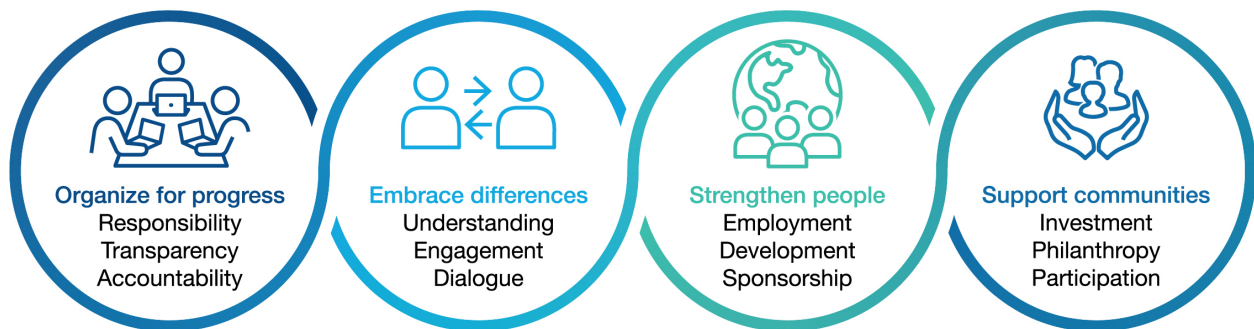
Recent tragedies, including the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and others, demonstrate the racial injustice and inequality faced by Black Americans.

We have listened to the personal stories of our team members about how racism exists in their lives; sadly, it is not isolated or uncommon.

These moments remind us of the need to call out racism and bias globally, in all the communities and nations where we live and work. Barriers to individual achievement—based on race, ethnicity, gender, sexual orientation, identity, and beliefs—must be confronted and overcome.

We have been and remain committed to inclusion and diversity. At Verisk, we have a zero-tolerance policy for racism and bias. 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.

But we need to do more. We acknowledge and embrace our responsibility to act.



Our program of action as of July 2020 is described below. Our Board of Directors will routinely review these action items to assess our progress against our goals and to make the changes we believe will accelerate our success.

We will:

## Organize for Progress

1. Increase the diversity of our Board of Directors and management team with purpose and pace
2. Invite our Inclusion, Diversity, and Belonging Council to meet with our Board of Directors on a semi-annual basis to provide their independent assessment of strategy and progress
3. Publish Verisk's inclusion and diversity metrics in our annual *Corporate Social Responsibility Report* to provide transparency for all stakeholders, emphasizing diversity and pay equity by level
4. Evaluate managers annually on progress in diversity outcomes, beginning with and including Verisk's CEO

## Embrace Differences

5. Promote understanding by adding unconscious bias training to our "Commitments Day" curriculum
6. Inspire a culture of openness where candid discussions around bias are encouraged and we seek meaningful change
7. Regularly educate our community by accessing perspectives from across society and hosting events to address issues related to race, ethnicity, gender, sexual orientation, identity, and beliefs

**Strengthen People**

- 8. Rethink our recruitment, development, and retention processes to promote greater diversity and eliminate unconscious bias
- 9. Hold managers accountable for developing inclusive and diverse teams
- 10. Introduce a formal mentoring program to support the success and career progression of our colleagues of color

**Support Communities**

- 11. Support education for under-resourced young people in greater New York, London, Boston, Houston, and Salt Lake City
- 12. Expand our Year Up internship program and partner with like organizations to help bridge the opportunity divide
- 13. Ask Verisk's Employee Networks to identify additional qualifying charitable organizations where Verisk will double its normal match for employee giving
- 14. Provide paid time off for our employees to vote in national and local elections, as well as to volunteer at polling places

This Statement on Racial Equality and Diversity has been adopted by Verisk's Board of Directors as of July 6, 2020, and is to be published on the Company's main website, [www.verisk.com](http://www.verisk.com).



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Chairman, President, and Chief Executive Officer



Christopher M. Foskett  
Lead Director



Annell R. Bay



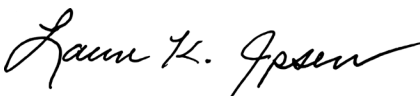
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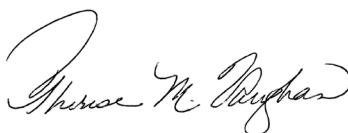
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