



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 Specified	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

