

Verisk Analytics, Inc. (VRSK)

2026 DEF 14A · filed 2026-04-03 · CIK 0001442145

Headline facts

CEO TOTAL PAY

\$13,540,847

Lee M. Shavel · 2025 · 12% YoY

CEO PAY RATIO ITEM 402(U)

196 to 1

Median employee: \$68,933

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from VRSK's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
GPN	—	—	\$61,011	Compensation Committee
GLOBAL PAYMENTS INC				

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Lee M. Shavel President and Chief Executive Officer	\$1,000,000	\$8,800,086	\$1,500,000	\$40,880	\$13,540,847
Elizabeth D. Mann Executive Vice President and Chief Financial Officer	\$650,000	\$2,560,282	\$934,000	\$23,576	\$4,807,851
Nick Daffan Executive Vice President and Chief Information Officer	\$545,000	\$1,479,829	\$668,000	\$27,829	\$3,090,864
Kathy Card Beckles Executive Vice President and Chief Legal Officer	\$540,000	\$1,280,032	\$551,000	\$32,083	\$2,727,039
Sunita Holzer Executive Vice President and Chief Human Relations Officer	\$550,000	\$1,039,804	\$594,000	\$30,931	\$2,474,885

CEO pay mix (latest year)

Base salary	7%
Cash incentive	11%
Equity	81%
Other	0%
At-risk	92%

Every fact above, traced back to filing text

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CEO pay ratio = 196 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“CEO Pay Ratio In accordance with the requirements of Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K (which we collectively refer to as the “Pay Ratio Rule”), we are providing the following estimated information for 2025: • the median of the annual total compensation of all our employees (except our CEO)”

Median employee compensation = \$68,933

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO Pay Ratio In accordance with the requirements of Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K (which we collectively refer to as the “Pay Ratio Rule”), we are providing the following estimated information for 2025: • the median of the annual total compensation of all our employees (except our CEO) was \$68,933; • the annual total compensation of our Chief Executive Officer was \$13,540,847; and • the ratio of these two amounts was 196 to 1. We believe that this ratio is a reasonable estimate calculated in a manner consistent with the requirements of the Pay Ratio Ru...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Talent Management and Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy that was adopted and initially made effective in December 2023 in accordance with SEC and Nasdaq rules (the “Clawback Policy”), the intent of which was to reinforce the Company’s culture of ethical conduct by establishing the appropriate tone at the top”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-Hedging and Pledging Policies The Company prohibits its non-employee directors and all employees, including its NEOs, from pledging Company securities, hedging Company securities, selling short or trading options or futures in Company securities, or purchasing Company securities on margin or holding Company securities in a margin account”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-Hedging and Pledging Policies The Company prohibits its non-employee directors and all employees, including its NEOs, from pledging Company securities, hedging Company securities, selling short or trading options or futures in Company securities, or purchasing Company securities on margin or holding Company securities in a margin account”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive Stock Ownership Guidelines”