



## 2023 CoreLogic® ESG Report: At A Glance

# Our Environmental, Social, Governance Program

The CoreLogic team is dedicated to building and maintaining a healthy environment and housing market, which we firmly believe is essential to a prosperous and vibrant society. Consistent with that commitment, CoreLogic has built a robust Environmental, Social, and Governance (ESG) program over the past ten years to address critical needs in the communities where we live and work. In the following report we share milestones and accomplishments as it relates to three main categories:

1. **SUSTAINABILITY:** FOCUS ON REDUCING OUR ENVIRONMENTAL FOOTPRINT
2. **FLOURISHING COMMUNITIES:** WE CREATE VALUE FOR THE MANY, NOT JUST A FEW
3. **DIVERSITY AND INCLUSION:** CRITICAL TO WINNING IN THE WORKPLACE, MARKETPLACE AND THE COMMUNITIES—WHERE WE OPERATE

## A Message to Our Stakeholders

For countless families and individuals across the globe, homeownership represents a life-long goal. It is a potent symbol of progress, prosperity and a pathway to a better life. Homeownership is also a powerful engine for national economies as residential property continues to represent a significant and critically important asset class in most developed countries.

*CoreLogic's mission and purpose is to help millions of people find, buy and protect the homes they love.*

As a leading global provider of property insights and solutions, CoreLogic promotes a healthy housing market, thriving communities, and a respectful, rewarding and inclusive work environment for more than 5,000 associates in 9 countries. Our gold-standard data, analytics and platforms enable real estate professionals, financial institutions, insurance carriers, government agencies and other housing market participants help people make homeownership a reality in any market cycle.

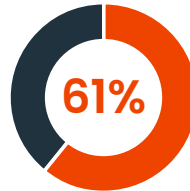
Here's a closer look at what we are doing to support our environment, our people, and our communities.

## Sustaining Our Environment

At CoreLogic, we are committed to sustainability. Many of our products and services play an integral role in climate change management as well as in natural hazard risk and post-event recovery. CoreLogic works closely with government agencies on climate management, including providing advanced weather models and identification of climate-related risks to help inform infrastructure planning and risk mitigation strategies. In addition, we partner with an extensive network of public and private organizations to support short- and longer-term disaster recovery efforts.

Internally, CoreLogic has taken action to reduce consumption of natural resources in significant ways. Highlights include:

- Reduction of 50% of our number of offices
- Reduction of 20% of our total square footage
- Dynamic climate and zone control, where available



*Percentage of North American operating footprint within LEED certified facilities, and our primary off-shore facilities are equivalently certified.*



Approximately 61% of our North American operating footprint is within LEED (or energy efficient certified) facilities, and primary offshore facilities are equivalently certified



Over the past five years, achieved significant reduction of facilities footprint, including a 50% reduction in energy consumption



Promotion of ride sharing programs and access to commuter benefit programs for associates who use public transportation



Implementation of recycling and waste management programs in all major locations



Company-wide encouragement of electric car usage to reduce greenhouse gas emissions, with electric charging stations at company-owned and leased facilities



No identifiable significant risks posed by business operations that would substantially impact the environment, consistent with the Sustainability Accounting Standards Board (SASB) Materiality Map



Launched a Future of Work model where 75% of team members work in the office one day per week.

Consistent with the SASB Map, we have not identified any significant risks posed by our business operations that would substantially impact the environment. With that said, we consistently evaluate our environmental impact and continually seek to improve.

## Promoting Healthy and Thriving Communities

Over the past 10 years, CoreLogic has built an extensive ESG platform to address critical needs in the countries and the communities where we operate. To make a meaningful difference, we focus our efforts in the following areas:

- Providing education opportunities and promoting financial literacy
- Supporting active and prior-service military veterans and their families
- Enabling high-impact housing initiatives
- Strengthening our local communities

We believe that education is the foundation of a strong economy and an important pathway to individual growth and success. We make financial contributions to organizations such as the **Marine Corps Scholarship Foundation**, which has helped to educate more than 40,000 children of active and prior-service Marines and Navy Servicemembers, and Operation HOPE, which advocates for financial literacy and empowerment.



MARINE CORPS  
SCHOLARSHIP FOUNDATION



In addition to helping provide educational opportunities in our community, CoreLogic is committed to providing opportunities to those in need within our Company. Our CoreLogic Family Scholarship Program has provided over 385 needs-based college scholarships to the children of CoreLogic associates since the program's inception.

To support our military veterans and their families, CoreLogic's Military Engagement Employee Resource Group provides professional development and networking opportunities, sponsors community programs, and raises awareness through educational events and social gatherings. We also sponsor a rotational leadership development program (LeaP) for junior military officers who are transitioning from the military and are seeking a corporate career.

CoreLogic also sponsors or supports a number of charitable organizations, including **Habitat for Humanity**, with over 40 builds sponsored annually; **MBA Open Doors Foundation**, to help with mortgage and rental assistance for families with critically ill or injured children; and a number of charitable organizations at the local level, including the **Boys & Girls Club**, **American Heart Association**, **Project Scientist**, and **American Red Cross Disaster Relief**.

LeaP



PROJECT  
Scientist



Full-time CoreLogic employees are provided with four paid volunteer days which aggregates to over 20,000 days/year dedicated to giving back to our communities where our associates live and work.

## Building a Better Future Through Diversity and Inclusion

CoreLogic believes that building a diverse and inclusive culture is critical to winning in the workplace, in the marketplace, and in the community. We support diversity and inclusion by sponsoring six Employee Resource Groups (ERGs), networks that promote a respectful, inclusive and diverse environment by focusing on raising awareness through educational and social events, professional development, mentorship, and giving back to the community. Our ERGs include Ascend, African American Learning and Leadership, LatinXcore, Military Engagement Association, PRIDE, and Women's Business Council.

Our DEI efforts and programs focus on fostering a diverse, equitable and inclusive culture and attracting and retaining diverse talent.

### Fostering a diverse, equitable and inclusive culture

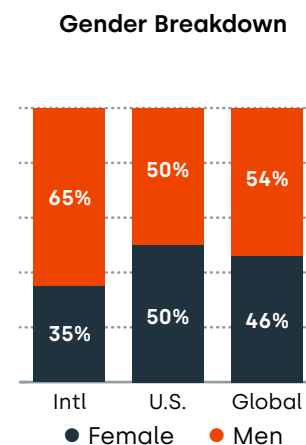
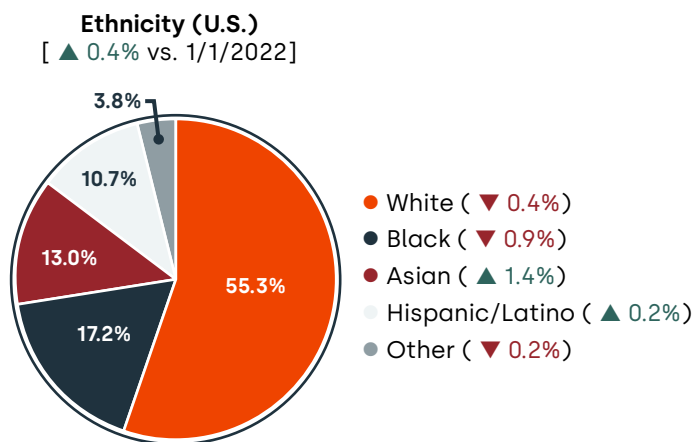
- Supporting an environment of respect and inclusiveness through education and training, employee resource groups and community involvement/sponsorship
- Providing robust benefits and wellness programming that provides flexibility and meets individual needs

### Attracting and retaining diverse talent

- Recruiting top talent through participation in conferences and job fairs that reach across a broad and varied candidate spectrum.
- Developing key talent through our leadership and management development programs, mentoring, job rotations, projects and role expansion.
- Supporting diversity and inclusion efforts in our local communities and beyond.

### 2022 Progress

- Women represent 47% of our global workforce; 45% of our US workforce is diverse or non-white
- In 2022, 50% of global hires/appointments into executive level roles have been women and the number of women on the Executive Leadership Team increased by 13% from the previous year



- 81% of CoreLogic employees feel that CoreLogic values diversity as shared in September 2022 Global Engagement Survey
- CoreLogic has been recognized as a Great Place to Work®, the global authority on workplace culture. [Working at CoreLogic | Great Place To Work®](#)
- The company's most recent Enterprise Employee Survey had a participation rate of 85% and the company engagement score improved by 6% from the previous survey.

- Increased reach of our six ERGs (moved to national reach; over 1,000 active members, which is 20% of our total workforce; 30 hosted events in 2022)
- National recognition for female leadership (H. Hellwig; S. Hepp)
- LGBTQ support: signed alliance with the Human Rights Campaign Business Coalition for the support of the Equality Act
- Partnered with Project Scientist to sponsor over 50 scholarships for underserved girls in Santa Ana, CA and Irving, TX to attend a week-long Project Scientist Summer STEM Lab at CoreLogic's Discovery Center
- In addition, our ethnic/racial diversity representation in the U.S. increased in every demographic category we track.

We also host enterprise events that celebrate people from different backgrounds, training programs on inclusion and allyship, and integrate diversity and inclusion into our behaviors, cultural principles, and development programs, which include:

- *Inclusion training* in partnership with NLI for all global people leaders in 2022
- *Women in Leadership*: prepares high-performing women for leadership roles of high impact and influence
- *LeaP*: rotational leadership training program for transitioning junior military officers
- *Year-Up*: provides urban young adults pursuing their college degree with a corporate internship followed by job placement upon graduation
- *Base Camp Coding Academy*: CoreLogic is a founding sponsor of this tuition-free coding school for high school graduates in rural Mississippi
- *Internship Program*: capstone projects and summer internships for juniors and seniors pursuing college degrees
- *Aspire Learning*: curated, focused learning for all employees across key learning paths, supported by robust e-learning platform, facilitated workshops, and podcasts from best-in-class sources including LinkedIn Learning and Udemy.

### **Diverse Suppliers**

We believe that having a diverse supplier base helps us better understand and anticipate the needs of those we serve. Supporting supplier diversity gives us a competitive advantage through access to a broader range of skills, services and solutions while providing economic support to nearby communities. In 2022 CoreLogic cumulatively committed over \$36 million to the following vendor groups:

- |  |  |
|--|--|
| • MBE (Minority Business Enterprise)                             | • DBE (Disadvantaged Business Enterprise)                        |
| • WBE (Women Business Enterprise)                                | • SELF SDB (Small Disadvantaged Business)                        |
| • SMALL (Small Business)   | • HUB (Historically Underutilized Business)                      |
| • VET (Veteran Owned Business)                                   | • SDVET (Service-Disabled Veteran Business)                      |
| • WOSB (Woman Owned Small Business)                              | • DISABLED (Disability-Owned Business Enterprise)                |
| • EDWOSB (Economically Disadvantaged Women Owned Small Business) | • LGBT (Lesbian, Gay, Bisexual, Transgender Business Enterprise) |



## Employee Engagement and Recognition

At CoreLogic, we strive to create a culture where employees feel respected, valued, and connected to our purpose and to each other. We want employees to feel enabled to do their best work and achieve their full potential.

*Our Core Values of Clients First, Ownership, Respect and Engagement guide our everyday actions with our clients and with each other.*

This starts at the top. Our Leadership Principles function as the blueprint for all leaders regardless of their level or function—to Envision the Future, Inspire & Energize their teams and ultimately Deliver Excellence to their clients. We each play a key role in helping to build and support a high performing organization to meet our business objectives. All of us, in our everyday actions and comments, shape our culture. The secret sauce to any high performing organization is a strong culture. And our culture is defined by who we hire, develop and retain.

Essential to our culture is giving credit where credit is due and celebrating successes along the way. CoreLogic celebrates team and individual success through both formal and informal recognition programs and regularly receives external recognition from prestigious institutions for being the best at what we do. Awards won this year include, but are not limited to:

- 2022 Silver Winner, Excellence in Technology – Property Claims Award, Insurance Times Awards
- 2022 Winner, Best Use of Technology by an Insurer for Customer Experience – Claims Award, Insurance Times Tech & Innovation Awards
- 2022 HousingWire Insider Award Recipient, Heike Hellwig, Executive, Customer Experience
- 2022 HousingWire Women of Influence, Selma Hepp, Executive, Deputy Chief Economist
- 2022 IDC Lists CoreLogic In Top 100 FinTech Company Rankings

Honoring milestones and achievements is not enough. At CoreLogic, we recognize that the happiest and most productive employees must take care of themselves to bring their best to work every day.

We've learned throughout the pandemic that nothing matters more than our health and well-being. That's why CoreLogic has implemented a robust CoreLogic Well program. This program provides the benefits, tools, and resources that help employees find their personal balance of physical, emotional, financial, and social fulfillment. This includes flexible work arrangements, a Well-being account to help fund personal products and services for a healthy lifestyle; Headspace, EAP, and emotional health therapy to support mental health needs. Parental leaves, volunteer paid days to help the community. Financial programs to help with retirement and support employees in a crisis.

CoreLogic regularly uses feedback from our annual survey as well as periodic "pulse" surveys to measure levels of employee engagement and satisfaction to facilitate a high-performing work environment. Our most recent Enterprise Employee Survey had a participation rate of 89% and an overall satisfaction rate of 87%.

## Risk Oversight

### Full Board

To maximize long-term Company value, the Board's responsibilities include oversight of our key risks and management's processes and controls to regulate them appropriately. Our leadership team, in turn, is responsible for the day-to-day management of risk and implementation of appropriate risk management controls and procedures. Although risk oversight permeates many elements of the work of the full Board, the Board has delegated to certain committees specific risk oversight matters.

### Audit Committee

The Audit Committee has the most direct and systematic responsibility for overseeing risk management. The Audit Committee charter provides for a variety of regular and recurring responsibilities relating to risk, including:

- having responsibility for the internal audit function, with that function having a direct line of communication to the Audit Committee
- receiving reports from management and the internal audit function regarding the adequacy and effectiveness of various internal controls reviewing periodically with internal counsel legal and regulatory matters that could have a significant impact on us and could indicate emerging areas of risk;
- overseeing accounting and risk management processes, including receiving regular reports from our Chief Legal Officer; and
- discussing with management our guidelines and policies with respect to risk assessment and enterprise risk management, including our major risk exposures and the steps management has taken to monitor and control such exposures.

In performing these functions, the Audit Committee regularly receives reports from management (including the Chief Executive Officer, the Chief Financial Officer, the Controller and the Chief Legal Officer) and internal auditors regarding our risk management program (which incorporates our compliance, information & cyber security, and business continuity programs), extraordinary claims and losses, and significant litigation. The Board receives updates on risk oversight from the Audit Committee and members of management.

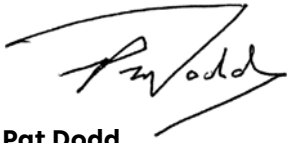
### Compensation Committee

The Compensation Committee oversees our compensation policies and practices and has assessed whether our compensation policies encourage excessive risk-taking. The Compensation Committee has concluded that these policies and practices are not reasonably likely to have a material adverse effect on us. In arriving at that conclusion, the Compensation Committee considered, among other factors:

- the metrics used to determine variable compensation;
- the portion of variable compensation paid in equity, which is either time-vested or tied to the achievement of long-term Company objectives;
- the amount of compensation paid as sales commissions and the number of people to whom such compensation is paid; and
- controls, such as pricing limits, a recoupment policy and financial reconciliation processes for sales crediting, quality checks that we employ and the approval process for certain compensation-related activities.

## Concluding Thoughts

The dream of home ownership remains strong. CoreLogic is committed to helping make this dream a reality and, in the process, improve the quality of life for people around the world. This annual ESG report is dedicated to all our talented associates and other key stakeholders who are committed to building a more sustainable future while helping millions of people find, buy and protect the homes they love.

A handwritten signature in black ink, appearing to read 'Pat Dodd', with a stylized flourish extending from the end.

**Pat Dodd**

*President and Chief Executive Officer*

**Learn more at [corelogic.com](https://www.corelogic.com)**

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