



2024

CoreLogic® Impact Report

CoreLogic®



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INTRODUCTION



From

Patrick L. Dodd
President & CEO

Our commitment to fueling a thriving global ecosystem and more resilient society can't be done without focusing on what matters most—people.

With our world-class CoreLogic® talent at the helm, we're imagining new possibilities to increase productivity and minimize risk, while growing businesses and relationships. We're striving to transform industries for the better through our innovative analytics and technology underpinned by our industry leading data science.

We're empowering our clients to better serve their customers—the people of the property industry— by enabling them to focus their time and talent on what matters most. That includes taking on some of the critical issues of our time like home ownership, affordable housing, sustainable development, and climate risk.

Throughout this report, you will see examples of how our team is committed to our mission and improving the places where we live and work. Our goal is to help the property industry become faster, smarter, and more people-centric, but we can't do it alone.

When we put people first, the possibilities are endless—and this is just the beginning.



From

Aaron Henry
Chief Legal Officer

Kristie Vainikos Stegen
*Chief Brand &
Communications Officer*

Environmental, Social, Governance, Committee Co-Chairs

At the heart of CoreLogic, we have a talented global team who is dedicated to building and maintaining a healthy environment and property ecosystem. We believe this is essential in a prosperous, resilient and vibrant society.

Over the past year, we have deepened our commitment to CoreLogic's Environmental, Social, and Governance (ESG) program by taking on roles as its executive leaders, establishing a committee and goals that strengthen our ability to make an impact in the communities where we live and work.

We're rising to the biggest challenges in the market to deliver smarter, faster, more human-centered experiences that strengthen businesses, build better relationships and ultimately change the property industry.

In the pages that follow, we're excited to share CoreLogic's progress and achievements in five key focus areas—along with some insights from our people that will help bring these meaningful updates to life.

- Sustaining Our Environment
- Promoting Healthy and Thriving Communities
- Building a Better Future Through Diversity, Inclusion & Belonging
- Employee Engagement and Recognition
- Strong Governance and Oversight

We know this work is everlasting, but when we partner together and put people first, there's no limit to how far we can go.

MISSION | VISION | VALUES

In 2023, we refreshed our brand to better reflect the role we play in the property ecosystem, and our drive to create a more people-centric industry. Below is our updated mission and vision, along with the values that underpin our success.

We're transforming the property industry to put people first.

Mission

To make the property industry smarter, faster, and more people-centric.

At CoreLogic, we are imagining new possibilities to increase productivity, minimize risk, grow businesses and grow relationships. We strive to transform industries for the better through our innovative data science and analytics, technology, workflows, software, and platforms. We help our clients better serve their customers every day.

Vision

To fuel a thriving global property ecosystem and a more resilient society.

Our work has real meaning to people, businesses and society. With CoreLogic, the property ecosystem becomes stronger, more efficient and effective. We're creating a future where more people are able to achieve the dream of home ownership, more accessible and sustainable properties are built, risk is better managed — and even mitigated. Ultimately, leading to more resilient communities, where both property and people thrive.

Values



Be yourself.

Come as you are, be true to yourself and bring original ideas. We are stronger because of our differences and the unique experiences each of us brings. We value individuality, diversity, inclusiveness and equity.



Lift people up.

Operate with empathy and integrity. When we put people first, we build better relationships, trust and resiliency. In turn, this sustains stronger communities.



Make an impact.

Take personal initiative, own the results, learn from mistakes and always look to improve. When we commit to improve something everyday, we positively impact individuals, businesses, and society.



Clients first.

Clients are our North Star. We strive to know their businesses as well as our own. We co-create and collaborate to grow businesses and relationships. When that happens, we all win.



Innovate, always.

See the bigger picture. Be bold, think big, and ask 'what if'. We value brave ideas and insight that exponentially unlock new possibilities to better serve people throughout the property ecosystem.



Set the pace.

Operate with speed, agility and purpose. We are the heartbeat of the property market, dynamically adapting and evolving the way the industry works for the better. We value the clarity, focus and energy it takes to be the industry leader.

2023 BY THE NUMBERS

65% 

of CoreLogic office spaces are LEED certified (or local equivalent).

58% 

increase year-over-year in diverse supplier spend.

45 

camp scholarships for girls to participate in Project Scientist at CoreLogic.

6 

Employee Resource Groups (ERGs).

20% 

of CoreLogic employees participated in at least one ERG in 2023.

5 

new learning internal certification programs created.

2,000+ 

employees in six countries participated in volunteer time off.

5,000+ 

volunteer hours spent with 170+ unique philanthropies.

82% 

of employees say CoreLogic is a great place to work.

10 

half wellbeing days per year.

1 of 333 

U.S. companies that proudly signed the [Business Statement Opposing Anti-LGBTQ State Legislation](#).

SUSTAINING OUR ENVIRONMENT

CoreLogic is committed to sustainability, both through reducing our own impact on the environment and by creating world-class products that help other companies focus on their environmental commitments.

Many of our products and services assist organizations with climate change management and play a critical role in natural hazard risk assessment and post-event recovery. CoreLogic collaborates with government agencies on climate management by providing advanced weather models and identification of climate-related risks. This helps inform infrastructure planning and risk mitigation strategies. We also support short- and long-term disaster recovery efforts through a network of public and private organizations.

Internally, we have been focused on right-sizing our physical office space over the past two years. This includes a 60% reduction in the number of offices globally, and a 35% reduction in total square footage.

Through this focus, we ensure we're utilizing our spaces to its maximum potential and creating collaboration spaces that best serve our team members.



Approximately 65% of our North American operating footprint is within LEED (or energy efficient certified) facilities, and primary offshore facilities are equivalently certified.



82% non-carbon generating electricity sources for our flagship Dallas campus.



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.

As we continue to enhance our ESG program, we plan to focus on more effectively measuring the impact CoreLogic has on the climate and using that information to take additional steps to reduce our footprint.

CLIMATE RISK ANALYTICS

Climate Risk Analytics by CoreLogic offers a comprehensive model of potential future climate impacts at an unprecedented level of detail. By combining our industry-leading property data with replacement costs, valuation elements and natural hazard information, we have built a comprehensive accounting of physical risks across multiple future scenarios.

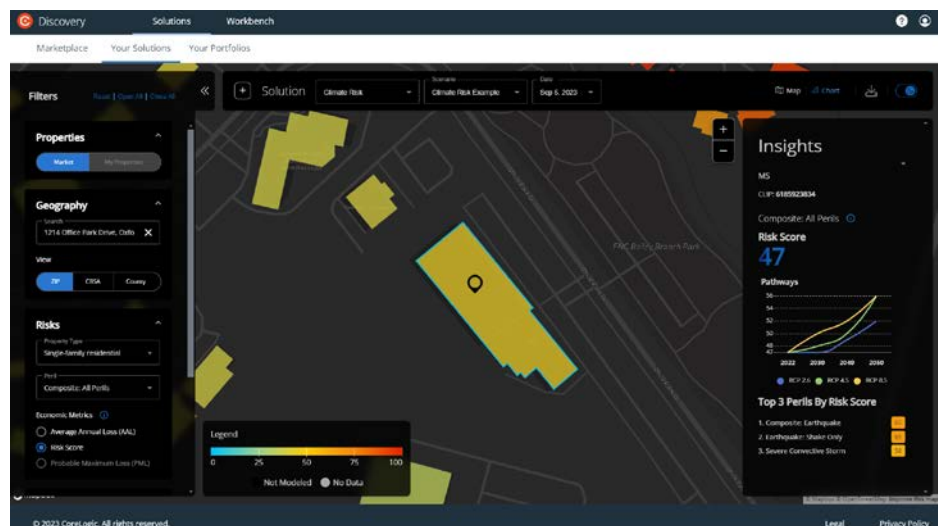
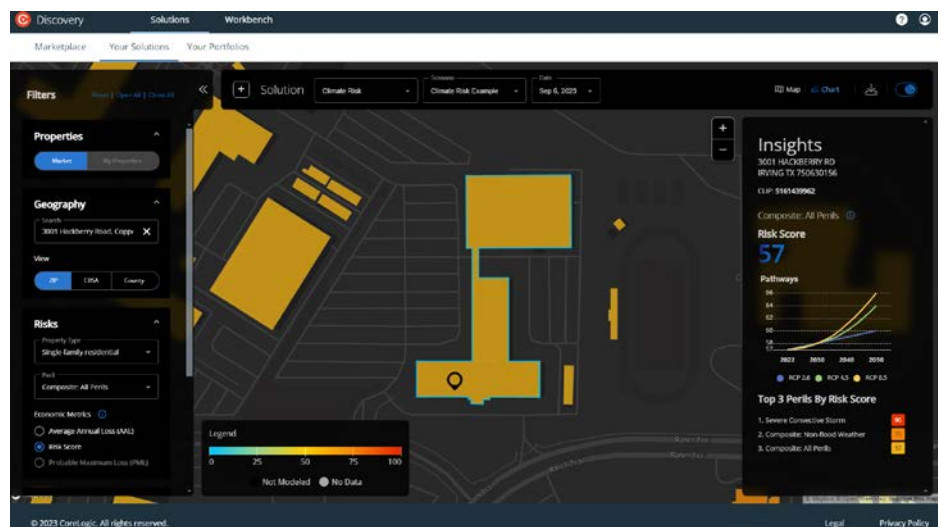
Our proprietary climate models calculate the likelihood of what can happen and where, so you can protect your property, prepare accurate climate compliance and lessen the impact on your bottom line.

Climate Risk Analytics is built on four pillars of data:

- **Property Information:** First Floor Height, construction and remodeling history, roof age and more.
- **Financial Information:** Current market value, forecasted value, reconstruction value, etc.
- **Peril Data:** History and scenarios across the nine major perils.
- **Climate Data:** Models that are ultra-specific to individual locations.

When brought together, these four pillars build out a comprehensive risk score (0 – 100) and financial impacts for every property with granular breakdowns of specific risks and its financial impacts.

For example, our Dallas and Oxford, Miss., campuses show a relatively low overall risk, with scores of 57 (Dallas) and 47 (Oxford). These insights guide our business continuity and emergency preparedness plans, ensure we are equipped for potential risks and also help us plan for future environmental goals.



PROMOTING HEALTHY AND THRIVING COMMUNITIES

As part of its mission to fuel thriving societies, CoreLogic is dedicated to giving back to the communities where its people live, work and play. It is a core part of who we are.

CoreLogic is focused on building relationships with various nonprofits and organizations that align with our goals to build a resilient and thriving society. Our resources and volunteer efforts are focused on our four integrated Community Outreach Initiatives:

- Advocating for financial literacy.
- Investing in local communities.
- Enabling housing initiatives.
- Supporting military veterans.

Additionally, we're dedicated to supporting the causes and organizations that matter most to our team members, empowering them to have a meaningful impact in their communities. CoreLogic encourages our employees to give back with 32 hours of paid volunteer time off annually, which created tremendous impact in 2023:

- **2,000+ employees in six countries** participated in volunteer time off.
- This totaled nearly **5,000 volunteer hours**.
- Volunteer time was spent with **170+ unique philanthropies**.

Supporting Affordable and Equitable Homeownership

We envision a world where everyone has a place to call home. While this is a lofty goal, we're partnering with some of the industry's best and brightest to bring it about. In addition to direct monetary sponsorships, CoreLogic has brought our extensive community and property-level data, models and technology platforms to housing ecosystem stakeholders at the local, state and federal levels—all at no cost to them.

Our goal is to contribute evidence-based research and business insights that help address the chronic challenge of making homeownership more affordable and accessible to low-to-moderate income (LMI) and Black, Indigenous, and People of Color (BIPOC) communities throughout the U.S. In 2023, some of these efforts included:



Investing over \$400,000 in think tanks, non-profit organizations, and housing industry stakeholder engagements in support of various initiatives designed to make affordable homeownership more accessible to LMI and BIPOC families.



Data partner in the joint study by the National Fair Housing Alliance (NFHA) and FairPlay.AI, "[Improving Mortgage Underwriting and Pricing Outcomes for Protected Classes through Distribution Matching](#)," which empirically demonstrates how AI techniques are a deterrent for detecting and remediating algorithmic race and ethnicity bias in mortgage underwriting and pricing models.



Data partner to the premiere industry benchmark report, [2023 State of Hispanic Homeownership](#), which provides an analysis of how the U.S. Hispanic population is faring with respect to attainment of homeownership in America.

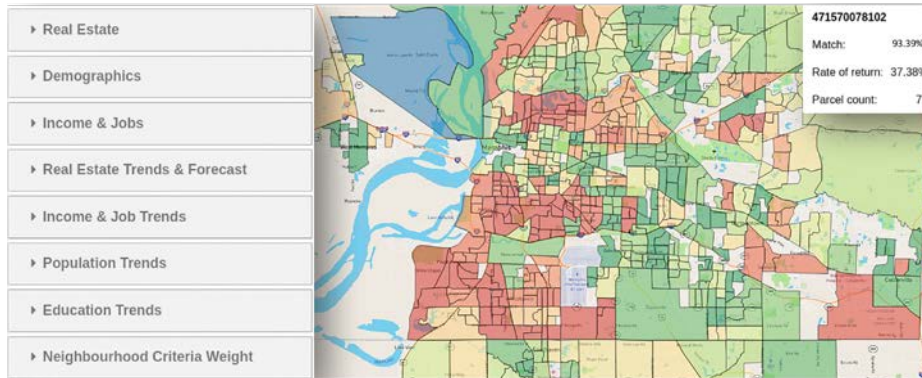


Data partner to the Urban Institute's *Monthly Chartbook*, the mortgage industry's monthly reference guide for mortgage and housing market data, including housing credit availability.



The Mortgage Banker’s Association’s (MBA) [CONVERGENCE program](#) is driving collective action with lenders, other industry participants and government partners to facilitate new solutions for our nation’s housing affordability challenges.

CoreLogic contributed data, novel analytics/models and other technology to help grass-roots coalitions of local stakeholders in the CONVERGENCE pilot cities of Memphis, Columbus, and Philadelphia evaluate opportunities to acquire land and build or renovate new, affordable single-family homes for LMI and BIPOC families.



United Housing, one of Memphis’ largest housing non-profit housing organizations, used CoreLogic data, analytics, and novel machine learning models to design and optimize a business case for a pilot program that yielded fifteen new subsidized homes for LMI, African American families in Memphis’ Franklinton neighborhood.

As the next step, United Housing, MBA Convergence, CoreLogic, and other partners are replicating that process in a “beta” project that seeks to build between 50-100 new homes. Additionally, it will demonstrate the financial, operational, and technology platform readiness that permits economies of scale, which can be replicated in Memphis and other markets.

CoreLogic Cares Day

In 2023, we recognized the opportunity to double down on our commitment to giving back through the introduction of CoreLogic Cares Day, a global day of service, on September 8. Employees were invited to volunteer as a group or individually, creating an even bigger impact in the community. Initiatives that day with organizations such as Foster Love, Habitat for Humanity, Regional Food Bank of Oklahoma, Infant Crisis Services and numerous other organizations.

The day was a huge success, with the impact being felt by CoreLogic team members who participated, and the partners served.





"CoreLogic Cares Day is an event which is very close to the hearts of all the associates of the CoreLogic India team. It was celebrated by our team through visiting a blind school where about 50 – 60 blind kids are supported for their education. The CoreLogic India team volunteered to serve the kids lunch and also packed food items like vegetables and groceries for their daily needs. The smiles on the kids' faces were priceless!"

— **ATUL BHAT**
DIRECTOR, CORELOGIC INDIA & VENDOR MANAGEMENT (INDIA)



"I am passionate about giving back to our local communities and those in need. Connecting our employees with acts of service locally and for causes that matter to them drives my personal fulfillment."

— **REBEKAH HAYES-CHAMPAGNE**
PRINCIPAL, PRODUCT MANAGEMENT (OKLAHOMA CITY, OKLA.)

"Foster Love was truly honored to be included in the inaugural CoreLogic Cares Day. Thank you so much to the wonderful team at CoreLogic that helped to organize this event and ensure its seamless execution. Putting plans like this into action is not an easy task, but it is clear that this organization is passionate about giving back and supporting their local community."

— **CAELAN CAPELLI**
LEAD SERVICE ACTIVITIES DEVELOPMENT COORDINATOR AT FOSTER LOVE

"With partners like CoreLogic, we are empowered to change lives, unite communities, and create a lasting impact in our pursuit of affordable housing solutions for families in Orange County. We're building more than homes; we're constructing futures filled with safety, affordability, and hope. Thank you, CoreLogic, for your contribution to our mission to bring people together and transform the dream of homeownership into a reality."

— **MICHAEL VALENTINE**
CEO HABITAT FOR HUMANITY OF ORANGE COUNTY

Irving Schools Foundation

CoreLogic's largest physical footprint is at our 320,000 square foot flagship Dallas office in Irving, Texas, and our commitment to giving back to the local community there remains strong. For the past five years, we have supported the Irving Schools Foundation, a nonprofit organization that provides financial resources to maximize education opportunities for teachers and students living in Irving ISD.

CoreLogic is proud to sponsor projects including:

- **Food for Thought:** Providing consistent meals to children living in Irving ISD, which actively combats food insecurity in the community.
- **Supplies for Success:** Ensuring students have the necessary tools to begin the school year successfully.
- **Project Scientist:** Increasing diversity in STEM by hosting a week-long STEM camp for girls.

In the past five years, CoreLogic has contributed:

- **\$92,000+** in company dollars.
- **\$23,000+** in employee contributions.
- **3 CoreLogic representatives** on the Irving Schools Foundation board.

We're committed to the places where we live, work, and play, and will continue to seek our opportunities to support our communities.



Project Scientist

For years, CoreLogic has partnered with Project Scientist to bring girls ages 6 – 12 to the CoreLogic campuses in Irving, Texas, and Irvine, Calif., to empower the next generation of women STEAM leaders, innovators and disruptors, often from underserved areas. This is accomplished through meet and greets with “STEAM Superstars” who describe their personal journey, “Day-in-the-life” walking tours, on-site projects and lots of unscripted moments of care and connection as CoreLogic team members help the girls with their experiments.



“The impact Project Scientist has achieved over the past decade, and our continued evolution, are made possible by the unwavering passion and collaborative efforts of our partners, like CoreLogic,” Christy Anderson, SVP of Advancement & Partnerships at Project Scientist. “This partnership has been instrumental in driving innovation in our program delivery and enhancing opportunities for employee and ERG group engagement. Their dedicated and passionate team has invested countless hours to ensure that the girls we serve together feel welcomed, inspired and valued.”

In 2023, CoreLogic hosted 45 girls, with experiences hosted by more than 100 CoreLogic team members across the two weeks and locations. The week ends with a celebration event in which the girls talk about their experience, which creates special moments like girls saying they want to be an engineer someday, or how they felt loved and had a delightful week of STEAM exploration.



“I’m passionate about equity and Project Scientist’s mission to reach girls within underserved communities – who don’t have the same advantages as others – is an opportunity to help advance equity in our own communities.

One of the things I love most about this partnership is the flexibility and entrepreneurial mindset that Project Scientist brings, allowing us to experiment and innovate together on the programming each year, toward expanding our impact and reach.”

— DAVID CLAUSSEN
PROJECT SCIENTIST LEAD & VP, DATA MANAGEMENT STRATEGY (IRVINE, CALIF.)

CoreLogic exemplifies corporate responsibility by going beyond the norm and actively contributing to transformative change in our community.

— CHRISTY ANDERSON
SVP, ADVANCEMENT & PARTNERSHIPS, PROJECT SCIENTIST

BUILDING A BETTER FUTURE THROUGH DIVERSITY, EQUITY, INCLUSION & BELONGING

We are committed to advocating for diversity, equity, inclusion and belonging in the housing industry – and that starts within our own culture. CoreLogic's six core values are centered around team members being able to come as they are and being true to themselves and their original ideas.

Our Philosophy

CoreLogic wants to build a future where everyone feels they have somewhere to belong. We value operating with empathy and challenge our team members to be bold, think big and ask "what if" with confidence. We recognize we're stronger because of our differences and unique experiences. To build this kind of team, we post open requisitions to attract diverse candidate pools of talent and engaging diverse interview teams.

We know a diverse and inclusive culture is critical to winning in the workplace and across our industry. To that end, CoreLogic is committed to ensuring pay, promotion and benefit equity, and cultivating a culture of learning that inspires our employees to develop their talents and deepen the skillsets needed for their current and future roles.

Learning Opportunities

Regardless of level or role, all employees have opportunities to learn and grow. We encourage everyone to participate in 8+ hours of learning, annually.

Through Aspire, CoreLogic's learning community, employees have access to a variety of best-in-class learning content from prestigious providers such as LinkedIn Learning, Udemy and the Center for Creative Leadership, as well as live workshops hosted by our leaders.

In 2023, we created a Diversity learning path and an Allyship certification program to further educate our employees and leaders.

2023 Learning & Development Launches:

- Five new learning certifications (nine total available).
- "Hiring" learning path.
- "Include," an inclusion training for employees.



"Working at CoreLogic has truly broadened my horizons as a young professional. What truly distinguishes CoreLogic is the authentic camaraderie and mentorship provided by every member of the team, making each day not just fulfilling but genuinely inspiring."

— STEPHEN CHAVEZ
PRODUCT MANAGER FOR THE ACE (ALPHA CLIENT SUCCESS)
TEAM (OXFORD, MISS.)

Women in Leadership

In 2023, we hosted our fifth cohort of Women in Leadership, a nine-month intensive development program focused on strengthening key leadership capabilities that drive business performance and individual career growth. These include developing a leader's mindset, building business and financial acumen, building organizational savvy, and exuding impact and presence.



"CoreLogic's passion for investing in their people was ingrained in every aspect of Women in Leadership. The lessons I learned from our phenomenal leaders, speakers and women in my cohort will stay with me forever. This invaluable experience empowered me to own my strengths and become a more confident, strategic leader who can truly make a difference."

— **BREANNA ABATE**
SR INTERNAL COMMUNICATIONS
MANAGER (REMOTE)



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 2023, we committed \$57 million to the following vendor groups:

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

In 2023, we **increased** our diverse suppliers spend by **more than 50%**.

Human Rights Campaign

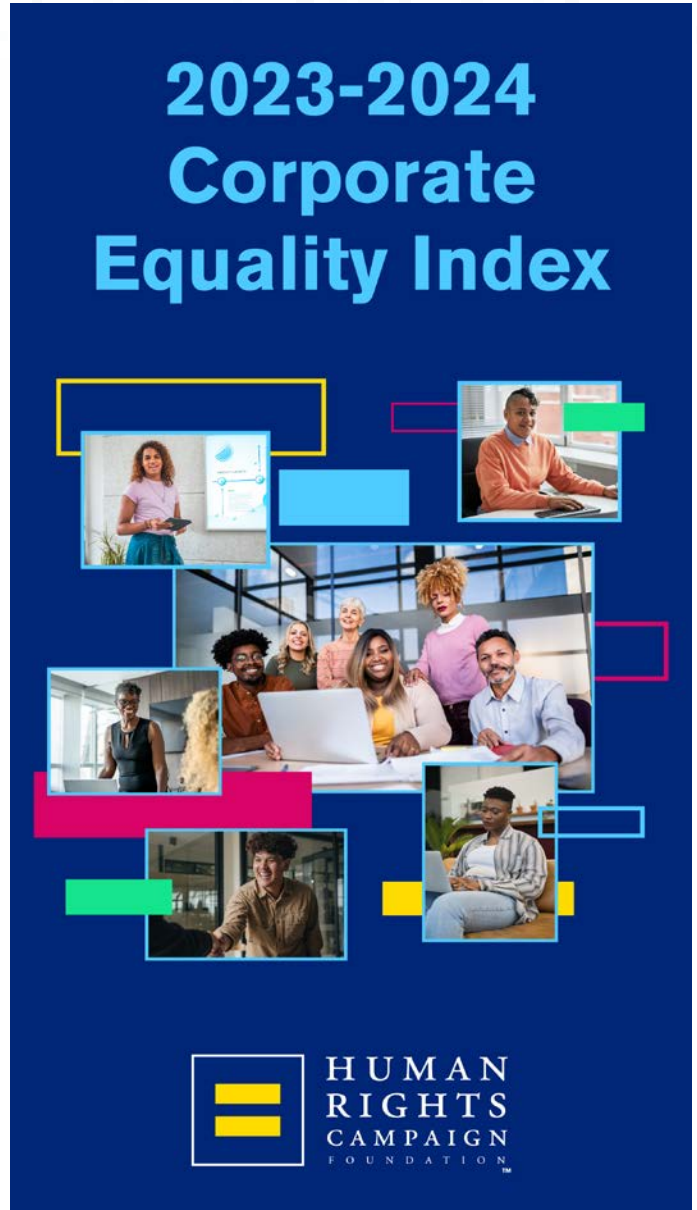
We are proud to have achieved a score of 80 out of 100 on the Human Rights Campaign Foundation's [2023–2024 Corporate Equality Index \(CEI\)](#). The CEI is the gold standard for measuring LGBTQ+ workplace equality and equity, and this achievement reflects our dedication to being an inclusive, diverse and supportive work environment.

In 2023, CoreLogic proudly signed the [Business Statement Opposing Anti-LGBTQ State Legislation](#) along with 333 other U.S. companies. This publicly demonstrated our company's continued commitment to protecting the rights of all LGBTQ+ people and their families. We actively support the mitigation of more than 500+ anti-LGBTQ+ bills introduced in U.S. state legislatures over the course of 2023.

This follows our signatory support of the [Business Coalition for the Equality Act](#) in 2022, joining more than 500 U.S. companies in support of federal legislation that would provide the same basic protections for LGBTQ+ people as are provided for other protected groups under federal law.

Achieving workplace equity and equality is an ongoing pursuit. We continue to take a thoughtful approach in how we improve company culture. Recently, we have focused on adding more inclusive benefits, providing a welcoming environment, and inviting employees to bring their authentic selves to work.

We remain dedicated to fostering a safe, inclusive environment where everyone lifts others up.



"Of the many important events that PRIDE organizes, the most recent special efforts that PRIDE championed was our company's signing on to the [Business Coalition for the Equality Act](#) and the [Business Statement on Anti-LGBTQ State Legislation](#). This is clear evidence of our company's strong support of the LGBTQ community and its allies."

— SHANNON BROWN
CHIEF COMPLIANCE OFFICER AND PRIDE ERG CO-PRESIDENT (DALLAS)

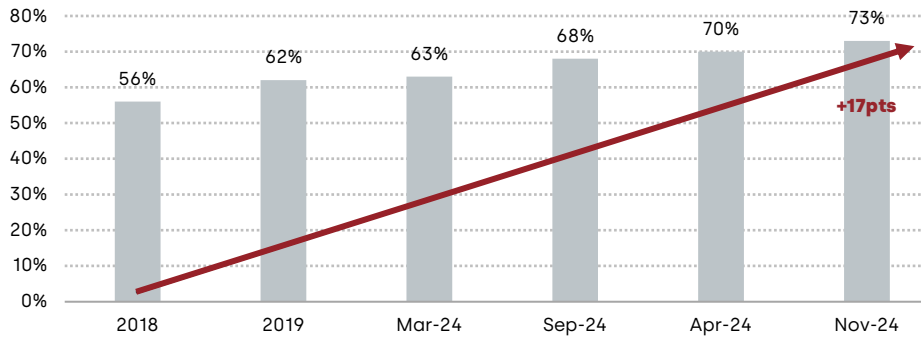
EMPLOYEE ENGAGEMENT AND RECOGNITION

It's the people that make CoreLogic special. Our unparalleled team pushes the boundaries on what's possible every day. We are committed to recognizing, engaging and developing our employees so that CoreLogic will continue to innovate in unexpected and transformative ways.

CoreLogic strives to be a world-class workplace where employees feel engaged and excited to work every day. To gauge how employees are feeling we regularly deploy employee engagement surveys to understand what's working well and where focus should be to improve our workplace. We're proud of the progress made in 2023 and are committed to taking action in the areas that will continue to impact our future engagement.

Since 2022, CoreLogic has improved +10 points on overall employee engagement, and made significant improvement in multiple focus areas.

CoreLogic Employee Engagement 2018–2023



CoreLogic saw overall engagement increase by three points (reaching 73%) since our April 2023 survey, and +17 points since our 2018 survey. Additionally, we scored either equal—or higher—against global benchmarks in 43 questions.

In our last survey of 2023, we continued to see progress from the Q2 2023 survey on all five engagement questions:

- Company Pride (+3)
- NPS Score (+4)
- Motivation (+2)
- Commitment (short-term) (+2)
- Commitment (long-term) (+3)

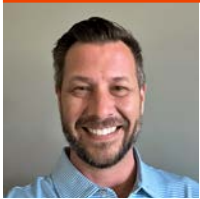


“Creating a healthy and thriving community within our business is a personal mission of mine at CoreLogic. *It has been a wonderful experience to sponsor the CoreLogic International Wellbeing group, providing opportunities for our staff to connect through education, group challenges and fitness opportunities which we host each month across Australia and New Zealand. Each month focusses on a particular theme, and the participation and feedback from our staff has been phenomenal.”*

— SARAH EDWARDS
VP, SME BUSINESS DEVELOPMENT (ADELAIDE, AUSTRALIA)

CoreLogic Connect

CoreLogic Connect groups are designed to connect people within and across CoreLogic offices to create a cohesive culture. Hosted in all our offices, Connect leaders champion an environment of engagement, inclusiveness, wellness and growth for all employees. These groups sponsor sitwide events—like CoreLogic Cares Day—and local events, like summer picnics, bowling leagues, galas and other opportunities for employees to build community.



"The synergy of employees who want to make a difference helps us all stay positive, adaptable, and look for creativity in all we do both personally and professionally. Simply put, we are trying to prioritize the well being of our coworkers as we build trusting and valuable relationships with one another through the various events hosted throughout the year."

— DANIEL MARTIN
SR STRATEGIC SOURCING MANAGER
AND CONNECT PRESIDENT FOR OXFORD
(OXFORD, MISS.)



"I have coordinated many events with my Nelson leadership team since our return to the office one day a week. Every time we do an event, the employees are always so appreciative of the efforts that were put in and everyone always comments how much fun they had. I really enjoy elevating the employee experience and how bringing everyone together lifts people up."

— LAURA SALEKIN
DIRECTOR, CLIENT DELIVERY AND
CONNECT PRESIDENT FOR NELSON
(BRITISH COLUMBIA, CANADA)

Recognizing the importance of building a cohesive culture even in the remote setting, a Remote Connect group is coming in 2024.



Employee Resource Groups

20% of CoreLogic employees participated in at least one ERG in 2023

CoreLogic backs our commitment to fostering an inclusive workplace by championing six [Employee Resource Groups](#) (ERGs). With more than 1,100 employees participating in at least one ERG, these strong communities of members and allies offer engagement opportunities to make an impact through education, celebration, and service.



"I enjoy being a part of a greater good that provides a sense of community and belonging, where women feel supported and understood. It allows us to provide critical professional development opportunities, mentorship and networking, and a platform for voice and advocacy within the organization for all women."

— **CHRISTINE CRUSO**
SR MANAGER, CLIENT ACCOUNT SERVICES AND CO-PRESIDENT OF THE WOMEN'S BUSINESS COUNCIL (ROCHESTER, N.Y.)



"As a military spouse, I am very passionate about supporting veterans and allies of the military community. I believe that through our Military Engagement Association (MEA) I can connect and support members and employees that share the same respect for our heroes. In MEA I can be myself by lifting people up and helping them make an impact."

— **CAMILA LITTLE**
PROFESSIONAL, HUMAN RESOURCES AND MEA SITE LEAD (DALLAS)

Each ERG hosts an annual banner event, celebrating a culture and providing an educational opportunity for new participants. This includes Lunar New Year, Diwali, Pride Month, Juneteenth, Women's History Month, and many others.



Each ERG is sponsored by an executive leader and HR partner and led by a team of volunteer leadership. Members of our ERGs benefit in many ways through career development, mentoring, networking and community service opportunities. Our six ERGs are:



Promoting a Respectful, Inclusive and Diverse Environment (PRIDE)



LatinXCore

LatinXCore



Asian, Social, Culture, Empowerment, Networking, Development (ASCEND)



Military Engagement Association (MEA)



African-American Leadership & Learning (AALL)



Women's Business Council (WBC)

We're excited to launch our seventh ERG in May of 2024: Mind Matters, a group focused on destigmatizing mental health and neurodivergence through education and resources for employees.



"The keynote speaker event with Tammy Meinershagen that ASCEND and WBC jointly hosted last year has a special place in my heart. Tammy is the first Asian-American to serve on the Frisco City Council as well as the first Korean-American female council member in the State of Texas, well-known for her passion and impact championing arts, culture, and diversity. Her message around building bridges and breaking barriers truly resonated with all attendees."

— KEVIN TANG
VP, STRATEGIC DEALS AND VENDOR
MANAGEMENT AND ASCEND LEAD
(DALLAS)



Great Places to Work

For 2023, CoreLogic has been certified as a [Great Place to Work®](#) in the United States. Great Place to Work® is the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention and increased innovation. The prestigious award is based entirely on what current employees say about their experience working at CoreLogic. 82% of employees said CoreLogic is a great place to work — 25 points higher than the average U.S. company.

"Great Place to Work Certification™ isn't something that comes easily—it takes ongoing dedication to the employee experience," said Sarah Lewis-Kulin, vice president of global recognition at Great Place to Work. "It's the only official recognition determined by employees' real-time reports of their company culture. Earning this designation means that CoreLogic is one of the best companies to work for in the country."

89%
of employees feel good about the ways we contribute to the community.

87%
of employees say people celebrate special events around here.

87%
of employees believe management is ethical and honest in its business practices.

We're proud that the number one reason employees think it's a great place to work is because of the *people*.



"I have been with CoreLogic for ten years and my number one reason for staying with CoreLogic are the people I work with. They are second to none! In addition, I have been impressed with the changes that have taken place over the last few years to truly put employees and clients first. Not just saying the words, but taking action to do so, has really made this a better place to work, and that is how we will succeed!"

— KRISTINE WULFF
VP, RISK AND ANALYTICS OPERATIONS AND CO-PRESIDENT OF THE WOMEN'S BUSINESS COUNCIL (MILWAUKEE, WIS.)

Recognition



The **CoreLogic Pinnacle Award** is the annual company-wide recognition for employees, designed to showcase exceptional achievements by our employees around the globe. These teams and individuals deliver excellence that goes above and beyond their regular day-to-day roles by exemplifying our core values.



We believe that employees should be recognized for their good work by everyone, not just leaders, for contributions that matter. That's why we've implemented **Bravo!**, an internal platform that allows team members to shine a spotlight on colleagues' outstanding performance and everyday excellence.

We've seen 98% of employees activate their Bravo! account and 72% of accounts are active monthly users. This resulted in more than 60,000 recognitions given on Bravo! in 2023, with a monetary value for employees of over \$1 million in rewards.



"With over 15 years in the corporate world, never have I felt as appreciated, accepted, and valued as I do here. CoreLogic genuinely celebrates your unique strengths, positioning you to thrive by leveraging your individual superpowers."

— KAT KHALAF
PRINCIPAL, PRODUCT
MANAGEMENT, PROPERTY
INTELLIGENCE (DALLAS)

Externally, CoreLogic leadership and products continue to be **heralded in the marketplace** through a variety of recognitions, including:



- Real Estate Almanac: Swanepoel Power 200 Top 20 Technology Executives
 - Patrick L. Dodd (#10)



- HousingWire Insider Award
 - George Gallagher, Senior Leader, Sales
 - Jan Morris, Executive, Associate General Counsel & Corporate Development



- HousingWire: Vanguard Award
 - Patrick Dodd, Chief Executive Officer



- HousingWire: Women of Influence
 - Amy Gromowski, Executive, Science & Analytics



- HousingWire: Tech Trendsetter
 - Matt Kjernes, SVP, Head of Engineering

STRONG GOVERNANCE AND OVERSIGHT

Our work plays an important role in society, and as such, we know that strong governance and oversight keeps us focused on furthering our impact in a responsible way.

Environmental, Social, and Governance Committee

In 2023, CoreLogic established the Environmental, Social, and Governance Committee (ESGC) via charter, which provides oversight of the CoreLogic's ESG Program. The ESGC is co-chaired by two CoreLogic senior executives (Chief Brand & Communications Officer and Chief Legal Officer, currently) and includes other executives and representatives from compliance, technology, public policy, human resources, vendor management, real estate, and research and development. Having broad representation ensures well-rounded approaches to ESG related conversations and actions that will be impactful across the organization.

As required by its charter, the ESGC meets routinely to discuss the status of the ESG program, and provides quarterly updates to the Executive Committee.

The accomplishments of the ESGC in 2023 include:

- Published *Environment, Social, & Governance (ESG) Corporate Policy*
- Formed three ESGC Sub-committees to manage Environmental, Social, and Governance components.
- Established an ESG Component Repository.
- Established an annual Internal ESG Survey.
- Engaged external ESG experts to support the creation and continued development of our ESG Program.

The establishment of the ESGC enables CoreLogic to provide timely responses to external and client ESG-related surveys and questionnaires.

As part of the program, we continue to look at external tools and resources that can be leveraged for enhancing our ESG efforts.

At CoreLogic we have many additional policies and resources in place to govern our actions, such as:

- **Code of Conduct:** To outline some of the principles we follow at CoreLogic to allow and encourage all employees to perform their duties in an efficient, effective, respectful, and safe manner.
- **Ethics & Compliance Hotline:** A 24/7 toll-free phone number and a web-based system called EthicsPoint employees can access anonymously if they are uncomfortable discussing concerns face-to-face.
- **Charitable Giving Guidelines:** To provide guidelines for charitable giving by established employee resource groups (ERGs), CoreLogic Give More groups via local Company Connect chapters and other Company-sanctioned engagement groups.
- **Flexible Working Model:** To provide essential information associated with the Company Flexible Working Model (FWM) including clarification of the terms and work expectations of this program. The FWM allows for flexibility of on-site collaboration and remote working experience.
- **Public Policy and Industry Relations Policy:** To ensure that political activities are conducted in a manner consistent with both the law and the Company's core values, and to protect and/or enhance equity holder value.

Additional Risk Mitigation

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.

THE FUTURE

The path to a resilient society is uncharted but small, intentional steps will take us there. The marketplace will continue to evolve, and as a company, we will evolve with it, ensuring we provide world-class services for our clients, and a world-class place to work for our team members.

Here's some of what's coming in 2024:



Identifying our emissions targets with robust reporting



Doubling the size of our Project Scientist Involvement



Mental Health focused Employee Resource Group



increasing financial well-being resources



Remote Connect Group

Learn more at corelogic.com

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