

2024

Corporate Responsibility Report



VERRA
MOBILITY™

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FORWARD-LOOKING STATEMENT

This Corporate Responsibility Report contains certain forward-looking statements which address our expected future business, strategic, and financial performance. Many of these forward-looking statements can be identified by the use of words such as “goal,” “target,” “future,” “estimate,” “expect,” “anticipate,” “intend,” “plan,” “believe,” “seek,” “project,” “may,” “should,” “will,” or similar expressions.

These forward-looking statements reflect our current assumptions and expectations, including statements regarding our corporate responsibility and programs and other business plans, initiatives, and objectives. We are subject to changing economic, competitive, regulatory, and technological risks and uncertainties that could have a material impact on our actual future results and plans.

For information on factors that could cause our actual results to differ materially from the forward-looking statements, please see Verra Mobility’s filings with the Securities and Exchange Commission, including our most recent annual report on Form 10-K, and subsequent reports on Forms 10-Q and 8-K. Verra Mobility undertakes no obligation to publicly update or revise any forward-looking statements to reflect actual results, changes in expectations, or events and circumstances after the date of this Corporate Responsibility Report.

We periodically provide information for investors on our corporate website, **www.verramobility.com**, and our investor relations website, **ir.verramobility.com**. We intend to use our website as a means of disclosing material non-public information and for complying with disclosure obligations under Regulation FD. Accordingly, investors should monitor our website, in addition to following our press releases, SEC filings, and public conference calls and webcasts.



INTRODUCTION

ABOUT THIS REPORT

This is Verra Mobility's 2024 Corporate Responsibility Report, which details our commitment to corporate responsibility and the communities we serve.

It includes data and activities related to our corporate responsibility efforts covering January 1 to December 31, 2024, except where otherwise indicated, and spanning our global operations and subsidiaries.

MESSAGE
FROM
OUR CEO

I am honored to share Verra Mobility's 2024 Corporate Responsibility Report, which details our commitment to corporate responsibility and the communities we serve.

Our purpose is to enrich lives by making mobility safer and easier. Every day, our talented workforce demonstrates uncommon dedication to this purpose, delivering transformative technologies that solve difficult transportation challenges for our customers globally.

This report outlines our approach to corporate responsibility, which is built upon four pillars – Community, Planet, People, and Governance – reflecting our longstanding priorities and core values.

LOOKING BACK ON 2024

I'm proud of our global teams' achievements last year. We expanded our industry-leading road safety solutions to new markets, enhancing our fleet services and parking solutions portfolios, and we were named to *Fortune's* Fastest Growing Companies list for a second year in a row. I'm particularly excited that we were certified a Great Place to Work® for the third consecutive year, which demonstrates our success in fostering an engaging and fulfilling workplace for our valued employees.

CORPORATE CITIZENSHIP

We take great pride in being a responsible corporate citizen and value our relationships with the communities in which we live and work. We help make roads safer around the world through our road safety solutions, which help to change dangerous driving behaviors that put lives at risk. We are proud of our teams' numerous philanthropic and volunteer efforts and we are expanding our impact by supporting charitable organizations focused on improving the lives of those in need.

LOOKING AHEAD

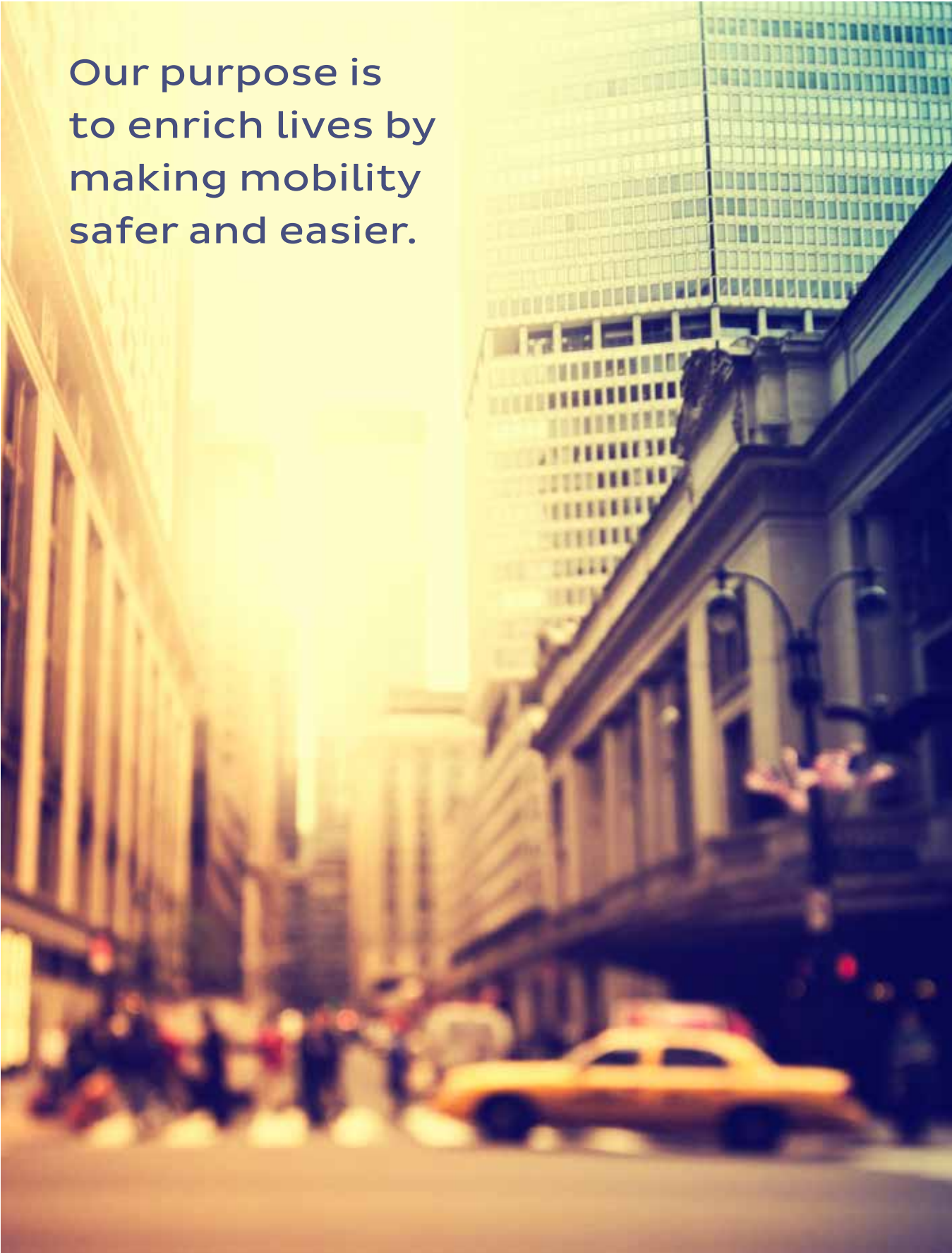
I'm confident in our ability to help create a future where transportation is safer, more efficient, and more sustainable. Success requires collaboration between public and private sectors, community engagement, and our own commitment to continuous improvement and innovation.

I want to thank our employees, customers, partners, and stockholders for their ongoing support and confidence in us, allowing us to deliver on our vision to enrich lives by making mobility safer and easier.



DAVID ROBERTS,
PRESIDENT AND CEO

Our purpose is
to enrich lives by
making mobility
safer and easier.



OUR COMPANY

Verra Mobility (**NASDAQ: VRRM**) delivers technology solutions and services to help make transportation safer and easier. As a global leader in smart mobility solutions operating on three continents, we sit at the center of the mobility ecosystem – bringing together vehicles, devices, information, and people to help our customers solve complex transportation challenges.



2024 AT A GLANCE



20+
years of
experience
enhancing safety



13
countries

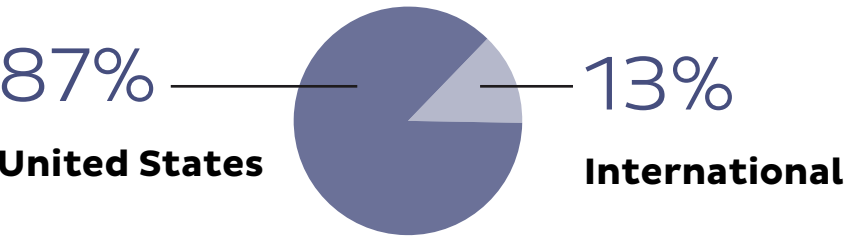


~1,850
employees
globally



\$879M
revenue

Sales breakout by geography



OUR PURPOSE

To enrich lives by making mobility safer and easier.

OUR VISION

To be a global leader in smart mobility by serving our customers at their highest point of need, with the best people doing their best work.

OUR CORE VALUES

Our core values are the foundation for how we work and serve our customers. They are critical components of our culture and define how we do business.



OWN IT

We focus on high performance and drive toward breakthrough outcomes. Our employees ensure accountability, optimize and align work, focus on the customer, and cultivate innovation.



DO WHAT'S RIGHT

We champion integrity and good character. Our team members model ethical behavior, demonstrate good judgment, and are courageous.



LEAD WITH GRACE

We express humility and compassion, and we are authentic and candid. To do this, our employees demonstrate self-awareness, care for others, instill trust, and communicate effectively.



WIN TOGETHER

We believe in growing and inspiring people together. We seek people who collaborate and value differences, think and act globally, foster an engaging climate, and recognize and develop others.

WE SERVE THOUSANDS OF CUSTOMERS THROUGH OUR PORTFOLIO OF COMPANIES:



COMMERCIAL SERVICES is a provider of tolling and violation management solutions, as well as title and vehicle registration services for commercial fleets, rental car companies, and fleet operators across North America. We also offer tolling and violations processing services in Europe. Our technology and data-driven insights are integrated with tolling authorities and rental car companies, allowing us to streamline billing for rental car companies and their customers.



GOVERNMENT SOLUTIONS offers automated photo enforcement solutions to government customers, including end-to-end speed, red-light, school bus stop arm, and bus lane enforcement camera systems. We work in partnership with law enforcement agencies, transportation departments, and school districts across North America and throughout the world. Our products and services positively impact driver behavior and help make transportation safer and easier.



PARKING SOLUTIONS offers an integrated suite of parking software and hardware to universities, municipalities, healthcare facilities, parking operators, and transportation hubs in the United States and Canada to manage their complex parking operations, optimize their infrastructure, and make parking more efficient for their customers. Our products and services help to reduce idling time, vehicle emissions, and paper waste.

OUR SCALE AND REACH

2,350+ CUSTOMERS GLOBALLY

including cities, towns, transportation agencies, commercial fleets, universities, and school districts in North America, Europe, and Australia

14,000+ PARKING PAY STATIONS

operational in North America with close to 190 million transactions processed in 2024

10K+ ROAD SAFETY CAMERA SYSTEMS



SPEED SAFETY



RED-LIGHT SAFETY



SCHOOL SAFETY



BUS LANE MOBILITY

4.6M VIOLATIONS

processed on behalf of our fleet customers in 2024

65M+ EVENTS PROCESSED

on behalf of our government customers in 2024

915K+ TOLLS PROCESSED DAILY

for our fleet customers

7M+ VEHICLES

covered by our title and registration services and tolling solutions

OUR APPROACH TO CORPORATE RESPONSIBILITY

Our corporate responsibility framework rests on four core pillars: Community, Planet, People, and Governance.

COMMUNITY

We offer products and services that enrich lives by making mobility safer and easier. They are central to the smart mobility ecosystem — protecting human life, contributing to reductions in vehicle emissions, and enhancing the safety of communities.

PLANET

We work to reduce energy consumption and waste and to conserve natural resources in our operations.

PEOPLE

We have created a purpose-driven culture in which employees can thrive, work collaboratively, and grow professionally.

GOVERNANCE

Our Board of Directors is committed to independent and transparent governance, and we have established security and privacy practices to meet the needs of our customers, employees, and stockholders.

BOARD OF DIRECTORS

Our **Board of Directors**, through its committees, is responsible for corporate responsibility oversight, strategy, and initiatives at Verra Mobility, and has tasked its committees with certain elements of corporate responsibility oversight.

BOARD COMMITTEES

The Nominating and Corporate Governance Committee oversees corporate governance practices and policies, Board composition, and corporate responsibility objectives and initiatives.

The Audit Committee is responsible for compliance, cybersecurity and privacy oversight, and related initiatives.

The Compensation Committee oversees human resources, compensation, and other human capital management matters.

CORPORATE RESPONSIBILITY PROGRAM

Our **Corporate Responsibility program** is led by our Chief Legal Officer, who works in partnership with executive leaders across the Company and our Corporate Responsibility Leadership Committee.

VERRA MOBILITY OPERATING SYSTEM

The **Verra Mobility Operating System (vmOS)** underpins all business activity.

HOW WE WORK

We established the Verra Mobility Operating System (vmOS) to foster innovation and growth while maintaining consistency and continuous improvement because we believe that the most successful companies are built on repeatable systems that can scale and quickly adapt to change.

Our vmOS simultaneously **drives** core business outcomes, **builds** for the future by changing and adapting to customer needs, and **creates** an engaging and fulfilling workplace experience.

Each mechanism within vmOS is a standardized, measurable process through which we set goals, review operations, solve problems, and plan and deploy strategies that are focused on small, sustainable improvements that lead to better products and services. In short, vmOS is the foundation on which we create value for our employees, customers, and stockholders.



An aerial, high-angle photograph of a diverse group of pedestrians crossing a city street at a crosswalk. The crosswalk is marked with white diagonal stripes on a dark asphalt surface. The pedestrians are of various ages and ethnicities, dressed in casual to business-casual attire. Some are carrying shopping bags, and one person is looking at a smartphone. The scene is captured from a high angle, looking down at the people as they move across the frame.

COMMUNITY

Our products and services enrich lives by making mobility safer and easier. They are central to the smart mobility ecosystem — protecting human life, contributing to reductions in vehicle emissions, and enhancing the safety of communities.

SAFER AND HEALTHIER COMMUNITIES

We believe that our smart mobility solutions help to enhance urban mobility, change driver behavior, reduce crashes, and save lives.

OUR CUSTOMERS USE OUR PRODUCTS AND SERVICES TO:



MAKE STREETS SAFER FOR EVERYONE

Increasing adherence to speed laws with automated enforcement solutions.



PRIORITIZE STUDENT SAFETY

Enhanced safety for students with school bus stop arm and school zone speed solutions.



KEEP INTERSECTIONS SAFE

Making intersections safer by implementing automated red-light enforcement.



PROTECT ROAD WORKERS AND COMMUTERS

Keeping construction crews and commuters safer with automated work zone speed enforcement.



SUPPORT MASS TRANSIT RIDERS

Making mass transit safer and more efficient through bus lane enforcement.

IMPROVING ROAD SAFETY

According to the National Highway Traffic Safety Administration, over 40,000 Americans die in traffic crashes each year, with speeding as one of the leading causes. We believe this number should be zero and are working with government agencies to reach this goal by changing driver behaviors.

Our products and services help address traffic concerns in school zones, work zones, crosswalks, busy intersections, and for school buses. Our camera-based systems act as “force multipliers” for law enforcement departments that are facing staffing challenges, freeing up time and resources so that law enforcement can address other pressing community issues.

Our **road safety solutions** help to protect lives, improve urban mobility, and support healthier communities.



SPOTLIGHT
MAKING STREETS SAFER FROM NEW YORK TO CALIFORNIA

In New York City, speeding accounts for about one quarter of the City’s traffic fatalities each year.

For over a decade, Verra Mobility has been helping New York City change driving behaviors through our speed safety camera program. Speed safety cameras are highly effective in managing drivers’ excessive speed by raising driver awareness of speed limits and improving driver behaviors.

As of December 31, 2024, we have installed over 2,200 speed safety cameras in New York City, including at least one camera in all 750 school speed zones.

In January 2025, the New York City Department of Transportation released a comprehensive report on the City’s automated speed enforcement program, which includes automated enforcement supported by Verra Mobility. The report showed a 94% reduction in speeding at speed camera locations since the start of the program in 2014. Camera locations have also seen reductions in traffic injuries and deaths. In particular, the report looked at 10 priority corridors in the City with the highest number of serious accidents and fatal crashes. According to the report, since installing speed cameras in these areas, there has been a:



LOOKING WEST

In 2024, Verra Mobility was selected to implement California’s first automated speed safety program, in San Francisco. In partnership with the San Francisco Municipal Transportation Agency (SFMTA), Verra Mobility installed speed safety cameras at 33 strategic locations across San Francisco in early 2025. The speed safety cameras were placed on San Francisco’s High Injury Network, representing the 12% of streets that account for 68% of severe and fatal traffic collisions.

PROTECTING DRIVER PRIVACY

Protecting personal information in our custody is our priority. We work with state motor vehicle departments where necessary and we are subject to periodic audits to help ensure our data security practices are compliant. For more information, see page 25.



IMPROVING ROAD SAFETY

(CONTINUED)

SPOTLIGHT
HELPING FIX ONE OF THE MOST DANGEROUS
ROADS IN THE UNITED STATES

Roosevelt Boulevard in Philadelphia is considered to be one of the most dangerous roads in the country, and between 2016 and 2022, accounted for around 12% of the total traffic fatalities in Philadelphia. After installing Verra Mobility's speed cameras in the summer of 2020, it is estimated that an average of 0.9 to 1.4 lives per month were saved, totaling close to 36 lives saved. In early 2025, the Pennsylvania Department of Transportation announced that it will begin five safety projects to add speed cushions, modify intersections, and make other changes to Roosevelt Boulevard using \$17.4 million in funds generated by fines collected from Verra Mobility's speed cameras.

SPOTLIGHT
PROTECTING KIDS IN FLORIDA

We have partnered with Polk County Public Schools in Central Florida to implement a comprehensive school bus stop arm safety program to better protect children on their way to and from school. As one of the largest school districts in Florida, with more than 115,000 students and over 120 schools, Polk County's school bus stop arm safety program is expected to become one of the largest in the state.

Verra Mobility's technology identifies vehicles that illegally pass stopped school buses and works with local law enforcement to issue citations on our customers' behalf. In the program's first five months, the Polk County Sheriff's Office issued 6,250 citations for school bus stop arm violations, which we expect will positively improve driver behavior. For similar Verra Mobility programs, 98% of drivers who were issued a citation for illegally passing a stopped school bus did not receive another citation.

In a 2023 survey, the Florida Department of Education found that cars illegally passed nearly 8,400 school buses in just one day. Any one of these incidents could have impacted the safety of a child.



ZERO IN ON
BUS SAFETY

School buses are a common way for kids to get to and from school, and drivers who ignore school bus flashing lights and stop arms put children at risk. More than 43 million drivers illegally pass stopped school buses every year in the United States, according to a 2023 report by the National Association of State Directors of Pupil Transportation Services.

To help communities and organizations raise awareness of school bus safety, Verra Mobility created the Zero In On School Bus Safety Toolkit. This free resource, available for download on our website, provides schools and organizations with social media posts, statistics, and digital collateral to raise awareness about safe driving practices around school buses.



HELPING TO REDUCE VEHICLE EMISSIONS

Our products and services help customers in North America and parts of Europe leverage the benefits of electronic tolling solutions, which can help to reduce idling and traffic backups, and therefore help to lower vehicle emissions. Digital connections with municipalities and toll authorities also reduce the demand for paper records, and the associated impact of mailing physical copies.

In addition, our Parking Solutions products and services help drivers park more quickly, decreasing idling time and unnecessary vehicle travel. This helps to reduce fuel consumption and emissions.



SPOTLIGHT
REDUCING IDLING AND VEHICLE EMISSIONS AT TEXAS A&M

Texas A&M University Transportation Services manages roughly 37,000 on-campus parking spaces, the most of any university in the United States. One challenge it faced in its parking garages was long lines as idling cars waited to pay before exiting. To alleviate the congestion and reduce emissions, the university teamed up with Verra Mobility to implement a mobile payment solution. Drivers can now use their mobile device to scan the QR code on their entry ticket, then pay using their phones before departure. Campus drivers quickly adopted the technology, with over 48,000 transactions in the first 11 months. The result: significantly reduced garage exit and idling times, which helps to reduce vehicle emissions.



SPOTLIGHT
IMPROVING PUBLIC TRANSIT AND ENHANCING SUSTAINABILITY

In 2024, we established a collaboration with Hayden AI, a leader in vision-based artificial intelligence, to deliver a seamless technology platform designed to improve road safety, sustainability, and public transit reliability and accessibility for our customers. The partnership uses Hayden AI's highly advanced cameras mounted onto the front of transit buses to identify cars illegally parked in bus lanes, bus stops, or double parked, and leverages Verra Mobility's event processing platform to help automate the process of issuing notices of liability. The partnership intends to help communities increase ridership, improve bus transit times, reduce emissions from idling buses, and improve road safety.

PARTNERING WITH LOCAL BUSINESSES

We support local economic growth by hiring locally and by partnering with small and diverse local businesses. In 2024, our partnership with small and diverse suppliers grew to \$7.4 million, from \$5.7 million in 2023.



SPOTLIGHT
MARINSHIP DEVELOPMENT

To implement California's first automated speed safety program in San Francisco (see p. 11), we are partnering with Marinship Development Interest, a local minority-owned business responsible for on-the-ground construction and installation of cameras included in the project.

“By combining Verra Mobility’s advanced technology with our construction expertise and long history in the Bay Area, we aim to make transportation in California more convenient, greener, and overall safer.”

— Derek Smith
MARINSHIP DEVELOPMENT FOUNDER AND MANAGING MEMBER

A scenic landscape at sunset or sunrise. In the foreground, a dark-colored SUV is driving on a paved road that curves into the distance. The road is flanked by dense evergreen trees. In the background, two large wind turbines are visible against a sky with soft orange and pink hues. A power line tower is also visible in the distance.

PLANET

Our policies and practices help to reduce energy consumption, conserve natural resources, and minimize waste in our operations.

ENVIRONMENTAL STEWARDSHIP

We support environmentally sustainable practices as part of our commitment to a healthier and safer planet. For example, we discourage the use of disposable products and support recycling programs in our facilities.

We’re also committed to the responsible disposal of electronic waste. We dispose of used photo enforcement equipment through a third-party recycling vendor that specializes in safe disposal and our Parking Solutions business unit uses recycled materials and equipment when possible for packaging and repair.

In addition, we continue to support the following energy-saving initiatives:

- ENERGY STAR®-certified corporate headquarters in Arizona
- Electric car chargers, available at our corporate headquarters
- Designated carpool parking spaces
- Automated thermostats and lighting
- Recyclable paper cups at our facilities to discourage single-use plastics
- LED lighting to achieve energy savings and efficiency in our Arizona headquarters and our offices in New York, Florida, and Tennessee

We also provide opportunities for employees to work remotely, eliminating or reducing their travel to the office. In 2024, one-third of our employees worked fully remote and the majority of the rest of our employees worked on a hybrid basis.

SPOTLIGHT
TRANSPONDER BOX REUSE

Our Commercial Services Field Operations team has created a program to refurbish and reuse toll transponder shield boxes, which are used for cashless tolling. Rather than discarding them at end-of-life, we return reusable boxes to a third party, which reconditions them for reuse. Boxes that cannot be refurbished are broken down and the materials are then used to manufacture new boxes. In 2024, we recycled over 100,000 transponder boxes.



Our corporate headquarters in Mesa, Arizona, is ENERGY STAR®-certified.



PEOPLE

We are focused on creating an engaging and fulfilling workplace with a team that is united in our purpose to enrich lives by making mobility safer and easier.

BUILDING A TALENTED WORKFORCE

Our success depends on finding, engaging, and developing the best people, and creating the culture and environment for employees to do their best work. Through an integrated People Strategy, which includes our Talent Strategy, we “build, bridge, borrow, or buy” the best talent for critical roles in our Company to maximize impact and drive our business strategy and vision.

RECRUITING OUR FUTURE WORKFORCE

We use purposeful hiring strategies to bring together people with the right skills, experience, and backgrounds in the right roles to make transportation safer and easier.

We build talent pipelines by collaborating with recruiting partners to both expand the applicant pool and target specific skills. We also leverage talent in our current workforce through our employee referral program.

DEVELOPING TOP TALENT

Developing top talent is very important for achieving our business goals, and we support our employees as they develop skills and expertise needed to succeed in the future.

We have a multifaceted talent development framework that includes functional training, management training, and targeted development to support employee growth. All employees are encouraged to participate in annual development conversations with their managers to discuss development needs and professional growth. We also offer tuition reimbursement to our employees of up to \$5,250 per year to give employees the opportunity to develop their professional and technical skills.

2024 HIGHLIGHTS

521

new hires

7.5%

of our 2024 hires came through our employee referral program

~40%

of open positions were filled by internal candidates, up 2% from 2023



Our employee resource groups (ERGs) host professional development events open to all employees. In 2024, our Women at Verra Mobility ERG hosted Insight CEO Joyce Mullen for a discussion on womens’ experiences in tech, leadership, and the modern workplace.

SPOTLIGHT SUPPORTING LOCAL HIRING IN NEW YORK

In 2024, Verra Mobility announced a partnership with Renaissance Technical Institute in Harlem, New York, to launch a workforce development program aimed at providing New Yorkers with the training necessary for a successful career working with our Company.

The program is free to participants and provides training for processor specialists, command center technicians, team supervisors, and other positions in Verra Mobility’s operations center in New York City.

“Verra Mobility prioritizes local job candidates with the right skills and behaviors to fill critical roles in our road safety programs, creating economic development and opportunities for the communities we serve.”

— Cate Prescott
CHIEF PEOPLE OFFICER



WORKPLACE EXPERIENCE

CREATING AN ENGAGING WORKPLACE

We empower our employees to share feedback about their experiences through a thoughtfully designed employee engagement platform. We encourage our leaders to take actions that create more engaging and fulfilling workplace experiences.

To measure employee engagement progress and drive continuous improvement, we conduct regular employee engagement surveys. Our commitment has resulted in a significant increase in employee engagement. In 2024, we achieved a 93% global survey participation rate, which is 18% higher than the survey platform’s average survey participation rate. By analyzing qualitative and quantitative results, we gain powerful insights into overall employee experience at Verra Mobility.

2024 HIGHLIGHTS

RETENTION RATES:

Government Solutions

90%

Commercial Services

93%

Parking Solutions

88%

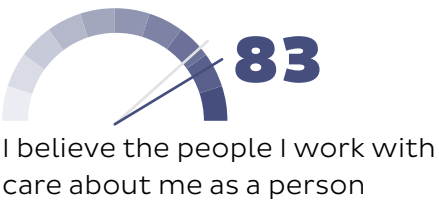
93%

participation rate in our 2024 global employee engagement survey

VOICE OF OUR EMPLOYEES

In our most recent annual engagement survey, our employees highlighted:

Verra Mobility Industry benchmark



“Guided by our core values, we foster an open culture in which everyone can bring their best selves to work every day in a spirit of collaboration. This is what makes Verra Mobility successful and defines who we are.”

— David Roberts
CHIEF EXECUTIVE OFFICER

WORKPLACE EXPERIENCE
(CONTINUED)

87%

When you join the company, you are made to feel **welcome**

91%

I am able to take **time off** from work when I think it's necessary

87%

Management is **honest and ethical** in its business practices

86%

People here are given a lot of **responsibility**

85%

Management **trusts** people to do a good job without watching over their shoulders

86%

People **care** about each other here

SPOTLIGHT
A GREAT PLACE TO WORK –
THREE YEARS IN A ROW

Our commitment to workplace experience has earned us the Great Place To Work®1 certification for the past three years. This prestigious recognition is based on what current U.S. employees say about their experience working at our Company.2

“Our team meetings include time to share new insights and opportunities. This has led to great brainstorming and ideation and also encourages sharing different perspectives. It gets everyone thinking differently and allows for better decision-making.”

— Melba Rivera-Irizarry
GLOBAL VICE PRESIDENT, STRATEGIC ACCOUNTS



The Great Place To Work® survey found that

82% of respondents feel that the Company is a great place to work

compared to

57% at a typical U.S. company.

1Great 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.

2Survey included all U.S. employees in Commercial Services, Government Solutions, and Corporate Center.



COMING TOGETHER TO MAKE OUR CULTURE STRONGER

To promote a sense of belonging and connect with colleagues from across the organization, employees may participate in one or more of our employee resource groups (ERGs). Our ERGs are employee-led, self-directed, voluntary groups organized around a shared interest, characteristic, or experience, and each is open to all Verra Mobility employees. They host events to raise awareness, promote professional development, and give back to the community through volunteering.

ERG HIGHLIGHTS IN 2024 INCLUDED:

INTERNATIONAL WOMEN'S DAY

In 2024, our Women at Verra Mobility ERG hosted Insight CEO Joyce Mullen for a discussion on women's experiences in tech, leadership, and the modern workplace. Our leaders shared how they help ensure everyone on their team feels welcome and included.

“By exploring the roots of soul food and its evolution over time, we created meaningful connections and celebrated the diversity that enriches our workplace.”

— Courtney Clarke
PROJECT MANAGER

BLACK HISTORY MONTH

Diversity at Verra Mobility ERG celebrated Black History Month by hosting an event for employees to enjoy a variety of soul food and discussion about the food's history and origins.



EMPLOYEE HEALTH AND WELL-BEING

We want team members and their families to be the best they can be, and we’re committed to helping them get there.

We provide a variety of benefits and wellness opportunities through our Total Rewards program. We offer competitive compensation that incentivizes high performance, comprehensive benefits, and work-life balance. Employee health and well-being opportunities are intended to attract and retain top talent. Our health and wellness benefits include medical, mental health, and family-friendly options.

SPOTLIGHT
SUPPORTING FAMILIES

One of the family-friendly benefits that we offer is Carrot, which provides employees and their family members with personalized support and financial assistance for fertility, pregnancy, adoption, surrogacy, and other reproductive health needs. In 2024, 73 participants registered for the benefit.

CARROT

COMMUNITY ENGAGEMENT AND SUPPORT

We strive to support communities through our philanthropic giving and employee volunteerism.

We actively support local, national, and international organizations that provide assistance to children who are sick, hungry, or unsafe. Organizations we supported in 2024 include but are not limited to:

- > Make-a-Wish Foundation
- > Ronald McDonald House Charities
- > Living Goods
- > No Kid Hungry
- > Feed My Starving Children
- > Feeding America
- > ChildFund International
- > UNICEF
- > Safe House Denver
- > Boys and Girls Club of the Austin Area

MOBILIZING OUR EMPLOYEES FOR GREATER IMPACT

In recognition of our employees’ charitable interests, we offer a charitable matching program to U.S. employees who make personal donations to nonprofit organizations.

We also offer U.S. employees 16 hours of volunteer time off each year, which can be used to volunteer for any personal cause during regular working hours.

2024 HIGHLIGHTS

\$88K+

donated to nonprofit organizations, including donations of \$10K+ through our matching gift program

Our employees donated

5,724

hours of time, with approximately 212 employees volunteering at 13 different company-sponsored volunteer activities

DOING GOOD

In 2024, our employees from Arizona to Australia participated in community and philanthropic activities that align with our Company’s core values.





GOVERNANCE

Good corporate governance provides the framework to manage our business and carry out our responsibilities for the short- and long-term benefit of our customers, stockholders, employees, and communities.

CORPORATE GOVERNANCE

IT TAKES ALL OF US

We believe that good corporate governance allows us to enhance and protect stockholder value. Our corporate governance practices help maintain internal checks and balances, strengthen management accountability, engender public trust, and foster responsible decision-making. Additionally, Verra Mobility is committed to a robust data privacy and security program.

Our Board of Directors plays a key role in supporting our business and organizational objectives, the effectiveness of policies and decisions, and the execution of our strategic initiatives. Specifically, the Board oversees the Company’s business affairs and integrity, follows legal and regulatory requirements, performs an annual CEO evaluation and compensation review, supervises executive succession planning, establishes internal controls over financial reporting, and assesses Company risks and risk mitigation plans.

The Board is comprised of six independent non-executive directors and our CEO. We separate the roles of CEO and Board chair, and our Board chairman is independent. The Board’s responsibilities are conducted largely through three standing Board committees: Audit, Compensation, and Nominating and Corporate Governance. These independent committees are involved in oversight of all aspects of the business, including annual performance evaluations.

Our Nominating and Corporate Governance Committee, which is comprised entirely of independent directors, oversees the Company’s corporate responsibility objectives, and our Chief Legal Officer manages corporate responsibility initiatives.



RESPONSIBLE BUSINESS PRACTICES



A COMMITMENT TO CORPORATE RESPONSIBILITY

Our Board of Directors is committed to conducting business responsibly. We believe that the emphasis we place on corporate responsibility will help drive long-term value for our Company, customers, stockholders, and other stakeholders. All corporate responsibility initiatives are overseen by our Board's Nominating and Corporate Governance Committee, which is comprised entirely of independent directors.



BOARD SKILLS AND EXPERIENCE

We believe the backgrounds and qualifications of our directors, considered as a group, should reflect a broad range of experience, professions, skills, geographic representation, knowledge, and abilities so that the Board can fulfill its responsibilities fairly and equitably.



SECURITY AND PRIVACY

Verra Mobility is dedicated to protecting the confidential information of its employees, contractors, customers, consultants, and vendors. Employees and contractors with access to sensitive data receive robust Security and Privacy Awareness training and certification every year. Internal groups and departments also collectively participate in training and awareness campaigns.

Because our customers include large multinational corporations and governmental agencies that depend on the accuracy and security of information, we devote significant resources to our cybersecurity programs, which are designed to protect our systems and data while preventing, detecting, and responding to data security and privacy incidents.



ETHICS AND INTEGRITY

Doing business with integrity is an essential element of our culture and the foundation of our core values. By setting and adhering to high standards of ethical conduct, we cultivate a culture in which our directors, officers, employees, and partners conduct business in accordance with the letter and spirit of all relevant laws and regulations. Our Code of Business Ethics and Conduct applies to all of our employees, and each year, employees acknowledge its terms.

As part of our culture of compliance, we maintain strict policies governing business ethics, anti-bribery and corruption, interaction with public officials, insider trading, political contributions, ethics violation reporting, and travel, entertainment, and gifts, among others. We also maintain a 24/7 EthicsLine, which is available to employees, suppliers, and customers globally. The EthicsLine is operated by a third party and concerns can be reported anonymously.

Additionally, we require all employees to complete trainings related to compliance and ethics, as well as other function-specific trainings. Our Compliance and Ethics Committee, which includes our Chief Financial Officer, Chief People Officer, Chief Technology Officer, Chief Legal and Compliance Officer, and Head of Corporate Compliance, oversees these compliance programs.

2024 HIGHLIGHTS

100%
of eligible employees
completed training on our
Code of Business Ethics
and Conduct

DATA PRIVACY AND CYBERSECURITY OVERSIGHT

We are committed to protecting and securing the confidential data of customers, employees, suppliers, and others. We maintain a robust data privacy and cybersecurity framework to promote data protection and information security.

AUDIT AND COMPLIANCE

Our privacy framework consists of 14 pillars, which align with key data privacy regulations, standards, and guidance, and serves as the foundation for building accountable privacy and security programs. Each year, we participate in audits and/or assessments initiated by customers, governing bodies, and industry experts, including quarterly penetration tests, certifications, and audits. We also perform regular self-assessments of our privacy and cybersecurity program.

DATA SECURITY GOVERNANCE

Our Vice President of Cybersecurity, who reports to our Chief Technology Officer, leads the cybersecurity team, which has a dedicated governance, risk, and compliance function. The team is responsible for publishing relevant cybersecurity policies and standards, conducting an annual risk assessment, and ensuring compliance.

2024 HIGHLIGHTS

100%

of eligible employees completed our Security and Privacy training

0

material cybersecurity breaches or complaints regarding breach of customer privacy

“Verra Mobility is dedicated to protecting the confidential information of its employees, contractors, customers, consultants, and vendors. We invest in the security of our systems with advanced technologies and processes.”

— Jason Rivera
CHIEF TECHNOLOGY OFFICER



TRAINING AND AWARENESS

All employees and contractors receive robust Security and Privacy Awareness training every year. Annual training is further supplemented by role-based training for those with access to sensitive data. We test the strength of our training through applied exercises like monthly phishing simulation campaigns for all employees and contractors. The combination of training and testing furthers our security-aware culture and maximizes the effectiveness and excellence of our teams in delivering on Verra Mobility’s security and privacy commitments.

CYBERSECURITY INSURANCE

We maintain a cybersecurity and privacy liability insurance policy that covers the enterprise and includes supplemental coverages for specific exposures. This policy is renewed and re-evaluated annually.

PRIVACY-BY-DESIGN/SECURITY-BY-DESIGN

We include privacy and security requirements into data products, programs, and processes. This includes minimizing personal data in datasets and assuring an appropriate legal basis for their collection. Our Privacy and Security team partners with our legal and procurement departments to make sure suppliers that handle personal information undergo a Security and Privacy Impact Assessment.

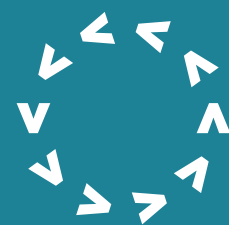
INCIDENT RESPONSE

We adhere to documented incident response plans, updated periodically, that factor in regulatory requirements, contractual commitments, and industry best practices. We communicate with relevant parties about each incident to ensure adherence to documented commitments.

CERTIFICATIONS

Our systems are certified by leading global and national standards, including ISO 27001, SOC 2, PCI DSS, Cyber Essentials, and SOX.





**VERRA
MOBILITY™**

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