



**SIMPLE IDEAS.
POWERFUL RESULTS.**

2023 ESG REPORT

Table Of Contents

3	CEO Letter	26	Impacts & Accountability
4	About This Report	27	Environment
5	About Roper	28	<i>Energy & Emissions</i>
7	ESG Strategy	32	Customers
7	Our Approach to ESG	32	<i>Customer Environmental Impact</i>
8	<i>Decentralized Model</i>	33	<i>Enhancing Customer Experiences</i>
8	<i>Stakeholder Engagement</i>	34	Community
10	<i>ESG Materiality Refresh</i>	36	ESG Governance & Ethics
11	Our ESG Roadmap	37	ESG & Corporate Governance
11	<i>2023 Roadmap Progress</i>	37	Data Privacy & Cybersecurity
12	Our People	37	<i>Data Privacy</i>
14	Talent Offense	38	<i>Cybersecurity Program</i>
15	<i>Talent Maturity Model</i>	39	Ethics & Compliance
16	<i>Talent Development</i>	40	<i>Human Rights</i>
17	Diversity, Equity, Inclusion & Belonging	41	<i>Suppliers & Business Partners</i>
18	<i>DEIB Playbook & Dashboard</i>	42	Other Information About This Report
18	<i>Building Inclusion</i>	43	Appendix
19	<i>DEIB Training & Education</i>	43	Roper Operating Businesses
20	Our Culture	46	SASB Index
22	<i>Employee Engagement</i>	50	TCFD Index
23	<i>Employee Resource Groups</i>	53	Roper Emissions Scope 1 & 2 Market-Based and Location-Based Emissions
24	<i>Health, Wellness & Safety</i>	54	Roper 2023 Emissions Scope 3 Category Breakdown



CEO Letter

Dear Stakeholders,

In 2023, Roper maintained its focus on enhancing our high-quality portfolio of market-leading technology businesses to deliver higher organic growth with continued strong cash conversion. We own and actively manage 28¹ businesses that are all leaders in defensible niche markets.

We also continued to augment our asset-light portfolio in 2023 by deploying approximately \$2.1 billion of capital toward high-quality vertical software acquisitions, highlighted by Syntellis Performance Solutions, a leading provider of cloud-based performance management and data solutions for healthcare, financial institutions, and higher education markets. Our portfolio is comprised of ~75% vertical software and ~25% medical and water products, and we enter 2024 confident in the continued strength of our decentralized operating model and disciplined acquisition strategy.

Our ESG program also continues to make meaningful progress in its third year of existence. This ESG Report represents an important step in our journey. Earlier this year, we committed to the Science Based Targets initiative (SBTi) to establish a near-term science-based emissions reduction target for the enterprise. Additionally, we are disclosing our scope 3 emissions for the first time. As part of our ongoing efforts to ensure that we remain responsive to the evolving needs and priorities of our businesses and their respective stakeholders, we recently conducted a review of our materiality assessment. This review was conducted to assess the continued relevance of the original list of significant topics defined in our 2021 ESG Report, and to determine whether any revisions were necessary to better reflect the current landscape.



We continue to effectively collaborate with each of our businesses on a range of ESG topics and encourage and assist them in developing and implementing programs that drive performance while improving ESG outcomes. In this report we highlight the ESG initiatives of our Vertafore business. While Vertafore is a relatively new addition to the Roper family, it has served the insurance industry for more than 50 years and has earned numerous awards and recognition for both its products and culture.

We remain committed to ESG as an enterprise and for our individual businesses. The solutions delivered by our businesses have an inherently positive impact on society and we know that our commitment to ESG fundamentally enables a long-term competitive business advantage, for both our talent and customers. We are grateful for your support and continued engagement.

A handwritten signature in black ink, appearing to read 'Neil Hunn'. The signature is stylized and fluid.

Neil Hunn

President and Chief Executive Officer

¹ Roper Technologies acquired Procure Solutions in February of 2024 for approximately \$1.75 billion. Procure is a leading provider of cloud-based software for the management of early childhood education centers.

About This Report

Roper Technologies, Inc.'s (Roper) 2023 Environmental, Social, and Governance (ESG) Report provides an overview of our ESG strategy and latest efforts, and our annual metrics relevant to our material topics. Informed by Roper's material ESG topics and covering data and information from January 1, 2023, through December 31, 2023, this report conveys the Roper corporate perspective, while highlighting the ESG efforts of our operating businesses. Unless otherwise specified, the scope of this report covers operating businesses that are 100% owned by Roper as of December 31, 2023. Twenty-eight businesses are referenced throughout this report as this considers the Roper business portfolio at the time of publication. However, published data represents our 27 operating businesses owned as of December 31, 2023.

This full ESG Report will be followed by an Update Report for 2024. This biannual schedule enables us to disclose our data and metric progress on an annual basis while reporting more comprehensively on our program on a biannual basis.

We track the evolving global voluntary and regulatory reporting spaces as they pertain to the frameworks and standards to which we align and disclose our ESG-related information, and to the countries and regions within which we operate.

This report is aligned with the Sustainability Accounting Standards Board (SASB) Software & IT Services disclosures.

This report also includes disclosures in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Our greenhouse gas emissions included herein were calculated according to the Greenhouse Gas (GHG) Protocol Corporate Standard and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.



About Roper

Roper Technologies is a diversified technology company, operating 28 businesses that design and develop vertical software and technology enabled products for a variety of niche end markets. Our businesses operate across three segments to provide purpose built, mission-critical solutions and high customer value:

- ▶ **Application Software:** acute care healthcare, education, government contracting, legal, property and casualty insurance, and utilities
- ▶ **Network Software:** construction data, food supply chain, freight matching, life insurance and annuities, media and entertainment, and post-acute healthcare
- ▶ **Technology Enabled Products:** medical and water

We pursue consistent and sustainable growth in revenue, earnings, and cash flow by enabling continuous improvement in the performance of our existing businesses and by acquiring other businesses that offer high value-added software, services, and technology enabled products and solutions that are capable of achieving growth and maintaining attractive margins and cash flows. Our strength is in the long-term compounding and successful conversion of end-market potential into profitable growth and cash flow to create value for our investors.

Roper is the owner and active managing corporation of its businesses, each of which operates as an independent entity with its own dedicated executive team and leadership. Additionally, each business follows its own organizational structure, strategic plan, and supplemental internal policies. Roper Corporate actively engages with and offers its businesses strategic guidance and discipline, local resource allocation, a group executive coach, and growth-based incentives. Our method of governance and leadership recognizes the diversity of our businesses and allows and encourages their respective strengths and areas of opportunity to develop organically.

Business Segments:

APPLICATION SOFTWARE



NETWORK SOFTWARE



TECHNOLOGY ENABLED PRODUCTS



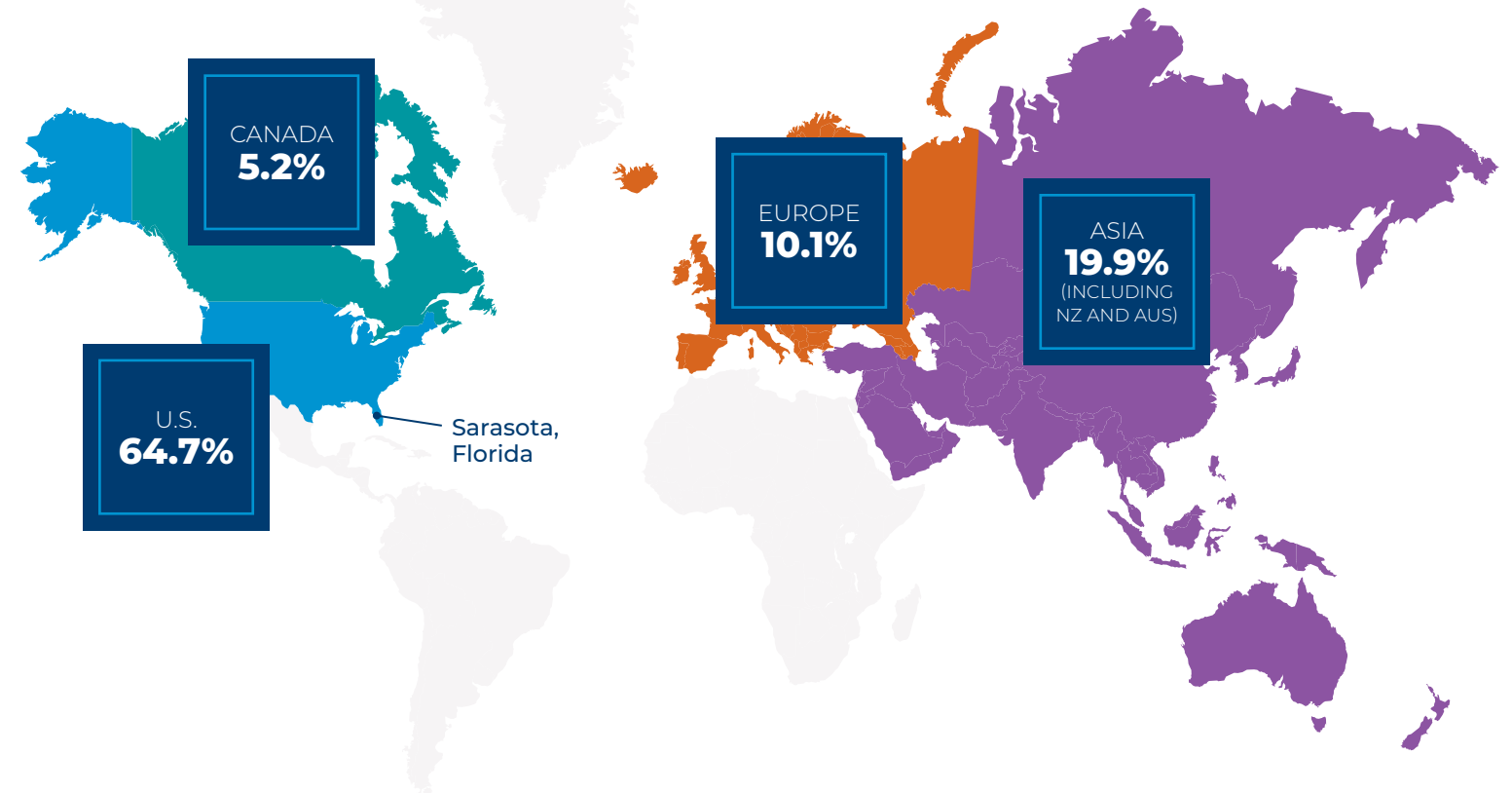
About Roper

We have a unique and disciplined capital deployment model that has guided the successful investment of billions of dollars into additional businesses that have become part of the Roper portfolio. Unlike many companies that use cash to pay large dividends and routinely implement share buyback plans, Roper deploys the majority of its available cash to acquire new businesses to fuel compounding cash flow growth and value creation for shareholders. After the successful completion of our divestiture strategy to reduce the cyclical and asset intensity of our enterprise in 2022, in 2023 we allocated \$2.1 billion toward vertical software acquisitions, highlighted by Syntellis Performance Solutions, which was successfully combined with our Strata Decision Technology business during the year.

For more information on our operating businesses, please see the Appendix to this report and our website at www.ropertech.com.

Roper is a constituent of the Nasdaq 100, S&P 500 and Fortune 1000 Indices and trades under the symbol ROP.

Percentage of Employees by Region



Roper's Global Presence:

At Roper, we have approximately 85 employees at our headquarters in Sarasota, Florida, serving over 16,800 employees in our businesses around the globe.

16,800
Employees Worldwide

85
Employees at
Our Headquarters

ESG Strategy

Our Approach to ESG

Over the past three years, we have made significant, ongoing progress in evaluating and improving our management of the environmental, social, and governance aspects of our operations. In partnership and collaboration with our operating businesses, we have moved beyond initial data collection to a strategic, enterprise-wide ESG program that addresses both ESG challenges and opportunities. This commitment has furthered our ability to meet the needs of our stakeholders while simultaneously creating enhanced value across our entire portfolio of businesses.



Decentralized Model

Our 28 operating businesses vary widely in industry, size, and ESG maturity. Thus, they all have unique approaches to addressing their impacts based on their strengths and opportunities for growth. We have taken this diversity into account while developing and deploying our Roper-wide ESG strategy. We have worked to address the challenges of our decentralized model by providing frequent trainings, informational resources, and assistance in responding to customer requests directed to our businesses, while ensuring alignment with our core operating principles across the portfolio. This thoughtful, comprehensive approach has helped us build out a structured ESG governance model to prepare our entire company for upcoming disclosure requirements and regulations.

Foundry's ESG Leadership: *Foundry offers a strong example of ESG leadership among Roper Technologies' 28 operating businesses. With a commitment "to empower creatives to make the impossible possible," Foundry creates pioneering software for creative industries. With an equally solution-focused approach, its current Environmental Policy has identified the key contributors to its environmental and carbon footprint—consumption of electricity, gas, water, and other fuels; waste generation; and transport emissions—and is working toward mitigating these impacts. Paired with a carefully articulated ESG mission statement and strategy that lays out clear actions, initiatives, and goals to accelerate their ESG progress, Foundry has laid the groundwork for engagement, accountability, and long-term business resilience. With these committed efforts, Foundry's leadership has set a clear path for other businesses to follow, showing that being ethical and sustainable is not just the right thing to do—it is also smart for business in the long run.*

FOUNDRY.



Stakeholder Engagement

Our stakeholders, which touch every aspect of our business, encompass our employees, customers, Board of Directors, investors, business partners, and the communities within which we operate. As awareness of the importance of ESG topics is growing across all sectors, our stakeholders have increased their engagement and their expectations regarding how we approach these aspects of our business. Increasingly, they view ESG not just as a matter of compliance, but as a strategic opportunity for growth and added value.

As we look to recruit and retain our employees, we understand that our ESG commitments, particularly our response to the issues of climate change and human capital management, are vitally important to candidates and current employees alike.

Our customers also expect us to provide information about our operations and how we are addressing our impacts and leveraging opportunities for improvement. Likewise, we look to our customers to understand their ESG journeys and determine how we can support their needs and goals. This reciprocal relationship is helping Roper shape our strategy moving forward while also improving our customer relationships and retention.

Our Board of Directors holds us accountable for meeting their performance, organizational, and ESG expectations to ensure our ongoing performance, transparency, and focus on risk mitigation. Their oversight and supervision provide our company with a framework for enhanced and sustainable success.

Our investors look to us to provide details about our ESG strategy, goals, and programs to inform how they build their portfolios. They expect continual progress on these fronts to ensure we are responding to emerging risks and opportunities. Our investors offer us feedback through one-on-one communication and shareholder engagement opportunities and programs. In 2023, Roper hosted its first Investor Day to provide further details on our portfolio transformation and our business strategy moving forward. Our focus on diversity, equity, inclusion and belonging (DEIB) initiatives was also a topic, with speakers highlighting our commitment to advancing our DEIB approach and integrating DEIB practices into our operating fabric to enable long-term competitive advantage.

Our partners—from suppliers to value chain partners to software providers—extend our operations beyond the walls of our businesses. Thus, our ESG programs and priorities must encompass this wider community as well. By engaging with our business partners, we can develop mutually beneficial approaches to reducing ESG impacts across all our businesses, accelerating our progress toward our shared ESG goals.

Finally, the communities in which we do business are important stakeholders in both our sustainable operations and our financial success. They offer us not just a physical location but are home to our employees and many of our business partners. Our respect for and partnership with our communities is essential to our culture, identity, and ongoing success across our portfolio.



VERTAFORE BUSINESS SPOTLIGHT:

Our businesses are an integral part of Roper's identity and ESG progress. In this year's report, our business spotlight is on Vertafore, a leader in modern insurance technology for over 50 years that provides best-in-class InsurTech solutions that connect every point of the insurance distribution channel. Vertafore is a global company with a team of more than 2,300 individuals committed to strengthening Roper's global culture and positively impacting its customers and industry.

ESG Materiality Refresh

When we launched our public commitment to pursuing a Roper-wide ESG strategy, we updated our Corporate Responsibility Statement to acknowledge this new focus and lay the groundwork for our work to come. In 2021, we embarked on an ESG materiality assessment to determine which business topics were of greatest importance to our stakeholders, our operations, and our long-term value creation. This assessment resulted in a list of material topics that have guided us as we have developed ESG programs, set benchmarks, evaluated goals to track our progress, and enhanced our transparency.

In 2023, we refreshed our materiality assessment to determine whether the initial list of material topics remained relevant or required adjustments to reflect the evolving needs and priorities of our businesses and their respective stakeholders. This refresh process included high-level benchmarking, interviews with senior leaders and investors, and a scope 3 business analysis.

The benchmarking exercise evaluated our identified material topics against those of our corporate peers, including those in the software, asset management, and medical device sectors. We observed several variations in how companies organized their material topics, from aligning them with specific frameworks or goals, prioritizing them by their level of economic impact on the company, or dividing them into environmental, social, or governance categories. The benchmarking confirmed that Roper's prioritized topics are generally aligned with industry standards and peers.

Our management and senior leadership team participated in several rounds of interviews to discuss relevant material areas of impact. Based on the feedback received from Roper leadership, certain topics were updated to better reflect Roper's approach to these areas of impact and to describe current initiatives that are underway.

During investor interviews, we engaged in a detailed and purposeful dialogue to gain a comprehensive understanding of their current needs and trends. These interviews emphasized the importance of their insights in the context of other inputs into this review of material ESG topics. Their qualitative opinions and feedback were analyzed holistically and provided forward-looking clarity into where additional material topics may develop.

The scope 3 business analysis helped align our understanding of ESG throughout the value chain by identifying relevant scope 3 categories. This engagement with businesses provided insight into the specific challenges and opportunities for each company in increasing transparency within their value chain.

Through this material topic refresh process, Roper gained an updated view of the status of each material topic and refined its definition of and approach to addressing them. These insights represent the start of continuous analysis of our material topic disclosures.

Our ESG Roadmap

In partnership with our businesses, we also developed an ESG Roadmap in 2021 to articulate our priorities, develop an outline for our ESG program, and engage our businesses in our shared ESG journey. The evolving roadmap provides a framework for each business to contribute to our collective efforts in alignment with their individual priorities and progress. It also empowers our businesses to address the needs of their own stakeholders, while still sharing goals and a collaborative structure that enables us all to move forward in addressing these critical challenges.

We created an ESG coordinator role at each business, an important achievement early in our ESG journey, to oversee progress and align with other Roper entities. While this critical role remains, ESG responsibilities are now shared across the organization, with designated staffing at the corporate level and, as relevant, the business level to further our progress on ESG initiatives and reporting.



2023 Roadmap Progress

In 2023, we made progress on the following goals:

- **Furthered our engagement with stakeholders:** *We published our second ESG report; facilitated investor relationships through calls, emails, and our Inaugural Investor Day; conducted employee surveys; strengthened lines of communication with value chain partners; and regularly reported progress on ESG efforts to the Board.*
- **Expanded our data collection efforts:** *We implemented processes and training to collect scope 3 emissions; and undertook our second CDP submission.*
- **Committed to setting a near-term science-based target:** *We achieved baseline maturity for our ESG program, enabling us to move forward with committing to set informed emissions reduction targets.*
- **Supported our businesses with their ESG efforts:** *We provided support for people management, environmental data, and business-specific customer requests.*

In 2024, we are looking forward to making progress on the following roadmap initiatives:

- *Develop near-term science-based targets for emission reduction*
- *Continue to collect and disclose 2023 scope 1, 2, and 3 emissions*
- *Prepare for mandatory ESG disclosure requirements and related assurance requirements*
- *Continue to serve as a resource for our businesses*

Our People

At Roper, in our corporate headquarters and across our operating businesses, we have worked hard to build a work environment and culture that values, supports, and empowers employees. We have developed programs and models to find the best talent and help our people advance in their careers.



Roper businesses have launched diversity, equity, inclusion and belonging (DEIB) initiatives and trainings, supporting and inspiring change across our portfolio. And at headquarters, we have created the following set of values—the Roper Core Four—which underpin our culture and corporate identity:



OWN IT

We approach our work like owners. We hold ourselves accountable and are driven to deliver excellent results for the enterprise.



BE HUMBLE

We roll up our sleeves. We are genuine, putting others first and valuing mutual respect in all our interactions.



KEEP IT SIMPLE

We prevent the complex from creeping in. We make good choices and focus on what is most important.



BE A SOLVER

We break through. We continuously learn, leverage our intellect, and apply data to solve problems.

By guiding how we interact with each other across our businesses and how we work with those outside the organization, our Core Four values are the foundation for how we build relationships and a workforce that will drive us into the future.



Talent Offense

Our approach to talent development is based on our commitment to honor the autonomy of our businesses, while helping them build their capacity. This has enabled us to continually improve as we learn about individual business needs, building on progress over time and enhancing our financial performance.

To help our businesses build an effective workforce, Roper has developed the Talent Offense program. This program is based on three key pillars:

- **Select:** *Identifying key roles, defining standards for elite performance, and acquiring talent capable of consistently advancing the enterprise.*
- **Develop:** *Building succession depth, growing high performers, and enhancing employee performance.*
- **Engage:** *Evaluating and addressing the workforce environment, generating and monitoring plans for improvement, and building highly effective teams.*

The talent development and succession plans of each business are reviewed at least twice a year by our operating Group Vice Presidents and other senior leaders to ensure they are progressing the businesses toward future maturity.

By focusing on the right people, in the right roles, with quality coaching and effective teams, this program gives our businesses the tools to elicit the best effort from their employees. At the same time, the program encourages and honors the efforts and judgment of each business as they work toward their individual strategic talent goals.



“We have had the support from Roper to do the hard work that makes a people first culture and company real, and of course, this has been critical to attracting, developing, and retaining top talent on our team.”

Jody Madden
President, Foundry
(Investor Day '23)

iLead at iPipeline: *iPipeline has recently introduced a new leadership development program known as iLead. This program offers courses such as “Confronting Bias: Thriving Across Our Differences” for all employees, and “Cultivating Cultural Competence and Inclusion” for all people managers. The program aims to address strategic topics, including finding greater meaning, well-being, and productivity by learning how to interact with others across differences. Additionally, iPipeline helps its employees recognize, engage, and adapt to cultural differences to create a more inclusive workplace.*



Talent Maturity Model

Roper’s Talent Maturity Model is a teaching tool that offers our businesses a framework for self-evaluation and helps them focus on building business capabilities. The model is structured around the three pillars of the Talent Offense and offers a range of support for businesses to assess their current procedures and mature their talent development efforts.

In 2022, the Talent Maturity Model was updated by the Roper corporate team to increase attention on employee performance and potential and on building succession depth. These updates focused specifically on the “Select” pillar to document the values and behaviors that define fit or success within our businesses, and to deploy candidate assessments that increase the likelihood of successful hiring decisions.

Even more notably, the updates focused attention on DEIB practices and status within each pillar. As part of our updated Talent Maturity Model, we integrated DEIB principles into the procedures for hiring, developing, and engaging our employees, which will help us continue to build a culture that provides equal opportunity and offers our employees care and respect. These updates included guidelines to:

- Evaluate talent sourcing channels for diversity and adjust for continuous improvement
- Review compensation practices to ensure alignment with DEIB aspirations
- Review succession practices to mitigate bias, promote equity, and improve leadership diversity
- Evaluate role readiness and advancement processes to enable an equitable talent journey

Talent Development

Talent development is primarily the responsibility of our individual businesses. We expect each to offer training, resources, and coaching that enable their employees to thrive, excel, and meet emerging business needs in their industry.

Roper supplements its businesses' development opportunities by providing annual on-demand trainings to support their onboarding and compliance needs. Additionally, we offer all businesses access to a micro-course library that provides trainings in topics including Ethics & Integrity, Workplace Safety, Unconscious Bias, Data Privacy, Cybersecurity, and more, supporting employee growth within each business.

Deltek's Commitment to Inclusive Talent Development: *In 2023, Deltek continued its commitment to inclusive talent development and evolution of its DEIB program. Six guiding pillars provided the foundation for these efforts:*

- **Inclusive leadership:** *Increased the number of ERG activities, mentorships, and sponsorships.*
 - **Expanded criteria for promotion and growth:** *Encouraged DEI program participation and volunteerism.*
 - **Support for internal talent pipeline:** *Increased the number of leadership development programs.*
 - **Commitment to diverse talent:** *Created greater connection with diverse students and associated organizations.*
 - **Partnerships for diverse talent pipeline:** *Built relationships with organizations such as Bowie State University, National Black MBA, and the Hispanic Scholarship Fund.*
 - **Storytelling:** *Enhanced storytelling through recognition, rewards, leadership and employee spotlights.*
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Deltek[®]

SPOTLIGHT ON

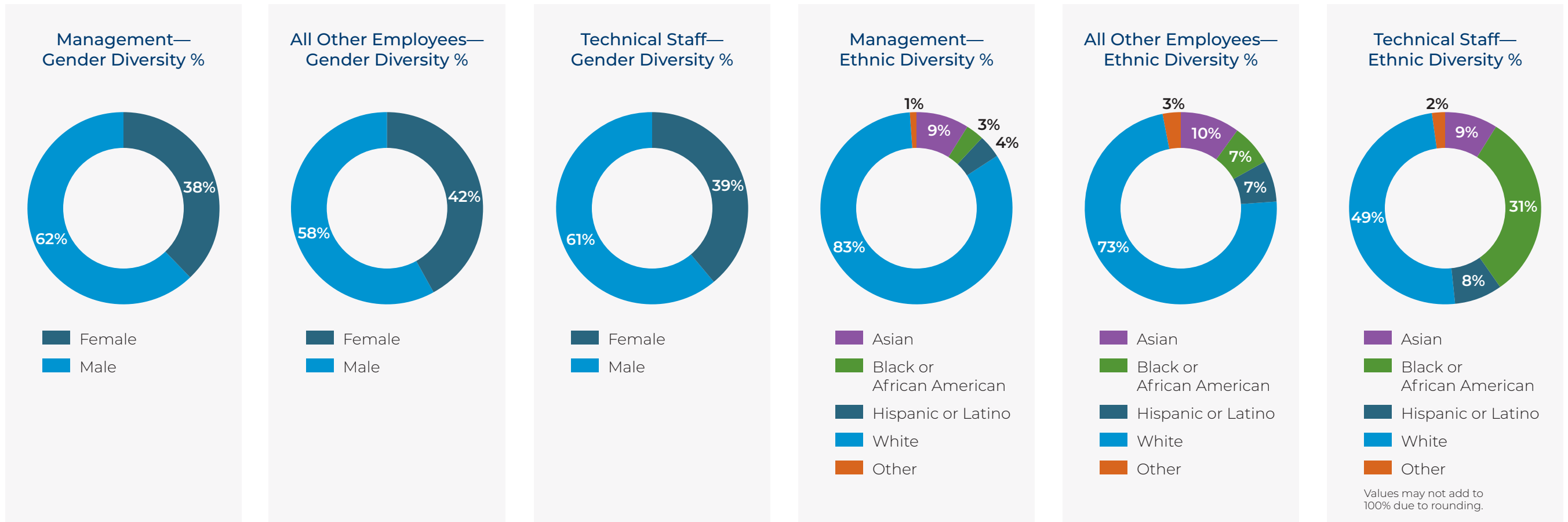
 **Vertafore**



- Vertafore's Mentorship program offers a framework for employees to seek and develop a professional relationship with a mentor. The program supports employees' career development by providing opportunities to learn new skills, transfer knowledge, and build long-lasting professional relationships that promote their professional development. Program participants receive advice and coaching from an assigned mentor, as well as support and accountability while working toward their goals.

Diversity, Equity, Inclusion, & Belonging

Roper is committed to nurturing a diverse, equitable, and inclusive work environment for all employees across our operating businesses. We know companies that seek and welcome people from a wide diversity of life experiences, cultural and ethnic backgrounds, and geographic origin are more welcoming, innovative and, ultimately, successful in building long-term, sustainable value. Thus, we are committed to practices and programs that increase and celebrate diversity. To achieve this, we have developed key resources and integrated DEIB across the three pillars of our Talent Offense.



*Roper discloses its most recently filed EEO-1 report on its website. EEO-1 2022 data utilized as it is the most recently available EEO-1 data at the time of report compilation. Data is representative of Roper corporate and Roper operating businesses in the U.S. at the time of EEO-1 2022 reporting.

DEIB Playbook & Dashboard

In 2021, eight of our businesses collaborated to develop tools and practices to further develop our Roper-wide approach to DEIB. These early efforts resulted in the creation of a DEIB Playbook that included resources around culture, business, and talent practices, and education and awareness initiatives. In 2022, these efforts further matured, leading to the launch of the DEIB Dashboard—an optional support tool for businesses to track diversity metrics and build action plans.

Now in play at nearly every business, the dashboard and playbook have been a beneficial starting point for businesses just launching their DEIB initiatives. For businesses with existing programs, these resources have offered a useful framework to assess their DEIB practices and understand their positioning versus their peers. While the use of these tools is not mandated, establishing and advancing DEIB programs and practices is required for every business.

Building Inclusion

In 2020, Roper became a founding member of OneTen—a coalition of companies working together to upskill, hire, and promote over the next ten years one million Black and other individuals without four-year college degrees into sustainable jobs with authentic opportunities for advancement. In the first year of this partnership, eight Roper businesses worked with OneTen to:

- Evaluate job requirements to ensure they were unbiased
- Examine and refine compensation and benefits to align with living wage metrics
- Incorporate communication and cultural practices into onboarding to enhance inclusion

In 2023, we continued our partnership with OneTen, with 15 of our businesses participating in a Small Business Community of Practice and receiving consultation from Grads of Life, a national initiative that offers expertise in skills-based hiring, work-based learning, and training. Additionally, the Skills First Navigator—a diagnostic administered by Grads of Life and OneTen—was piloted at four of our businesses.

In addition to this ongoing partnership with OneTen and our work to incorporate diversity, equity, and inclusion at our headquarters, our individual businesses are focused on building programs and practices that are creating more inclusive workforces.



SPOTLIGHT ON



▶ **Vertafore is part of the Colorado Inclusive Economy (CIE), a statewide movement with a goal of building the country's most equitable and inclusive economy, starting with the Black, Indigenous, and other People of Color (BIPOC) community. Three Vertafore executives participated in the program in 2023.**

▶ **For several years, Vertafore has proudly partnered with the InternXL internship program, which matches historically marginalized college students with STEM-related internship opportunities at major companies across a range of sectors. Vertafore offers the interns exposure to technology opportunities to learn and gain the skills needed to propel them forward in their careers. In 2023, Vertafore hosted 16 interns across various groups, creating a diverse pipeline of talented individuals.**

DEIB at IPA: IPA has implemented impressive DEIB structures and governance. Recognizing the importance of a diverse and inclusive workplace culture, not only for its employees but also for its competitiveness in the market. IPA has instituted a DEIB Council, drafted a DEIB Statement, and developed a website to share IPA's diversity numbers and statements from leadership and council members. By actively engaging with external partners and industry colleagues, IPA learns from others and shares best DEIB practices. With the 2023 theme of Belonging and focus areas of educational awareness, inclusive communication, pay equity, and community impact, IPA is committed to promoting diversity, equity, and inclusion within its governance structures, educational programs, and strategic partnerships.



DEIB Training & Education

DEIB training and educational opportunities are essential for employees at all levels of our companies to create a more equitable, diverse, and inclusive culture. In addition to training materials available in Roper's micro-course library, our businesses also offer their own courses on subjects such as avoiding unconscious bias, building inclusive leadership, and recognizing and avoiding microaggressions. These training materials develop our employees' understanding of DEIB topics, build a shared language among colleagues, and promote a greater sense of community within each of our businesses.

Some businesses have taken further steps by hosting seminars, guest speakers, and discussion groups to bring additional experiences and perspectives to the table. For example, ConstructConnect sponsors well-attended monthly learning events covering relevant DEIB topics such as overcoming imposter syndrome, conflict management, and microaggressions, all of which have Executive Leadership Team sponsorship.



SPOTLIGHT ON



➤ To create an organizational culture that fosters a sense of belonging and empowers everyone to succeed, Vertafore has established a Diversity, Equity, and Inclusion (DEIB) Council. The council is currently focused on four spotlight initiatives:

- **Education Reimbursements:** barriers or challenges in communication or the process for education reimbursements
- **Inclusive Celebrations:** promoting recognition and embracing differences
- **Education:** exploring educational topics that can benefit both managers and individual contributors
- **Commitment:** analyzing how to lessen barriers to DEIB efforts (such as time, manager support, and career growth)

The DEIB Council convenes every month to work collaboratively on projects and provide advice on the most critical aspects of Vertafore's DEIB journey. Council members partner in groups of three to lead each roadmap initiative, taking accountability for the discovery, design, and implementation phases of their respective initiatives, and meet regularly with the full council to provide progress updates.

Our Culture

For employees to be productive and successful at work, offering a company culture in which they feel supported, safe, and engaged is essential. In our decentralized operating model, our businesses build safety and engagement programs that are the best fit for their industry and workforce, while we provide resources and active coaching to support their success. Our efforts to embed DEIB principles across our businesses also contribute to our cultural identity, increasing our employees' trust, engagement, and overall well-being.

Glassdoor Best Place to Work at Deltek: *Deltek proudly celebrated its recent distinction as the #8 Best Place to Work on Glassdoor for 2024. Based on feedback received from its workforce in 2023, this prestigious award underscores Deltek's commitment to fostering an exceptional workplace environment where employees thrive, its dedication to prioritizing employee satisfaction, and its culture of inclusivity and professional growth. With this achievement, Deltek solidifies its reputation as a premier employer, setting a benchmark for workplace excellence within the industry.*



SPOTLIGHT ON Vertafore



▶ Vertafore's Voices for Change initiative is a series of open conversations held every quarter to discuss issues of race, social justice, and diversity and inclusion, featuring diverse leaders across the insurance and technology industries and beyond. Guest speakers included Chief Diversity Officer at Bridgewater, Alan Bowser, and Sally Susman, EVP and Chief Corporate Affairs Officer at Pfizer. By elevating these voices, the Vertafore community can explore ways to positively contribute to progress.

In February 2023, we held our inaugural **Roper Leadership Summit**, bringing leadership across our portfolio of businesses together to network and cross-pollinate strategic ideas and leadership best practices. This summit marked an important milestone in building our culture and alignment across businesses, showcasing exemplary portfolio leaders and collectively defining the leadership role within Roper.



“We are filled with a team of people who love our culture, believe in our culture, and wake up every day super passionate about helping those inside the insurance distribution channel, our customers, be fundamentally successful.”

Amy Zupon
President, Vertafore
(Investor Day '23)

SPOTLIGHT ON Vertafore

▶ Vertafore received notable accolades in 2023 for its exceptional workplace culture. Recognized by Built In for its career growth opportunities and innovation, and shortlisted for the international Cloud Awards, Vertafore’s commitment to employee satisfaction and development is evident. Consistent accolades in the Comparably Awards for work-life balance and CEO leadership further highlight Vertafore’s dedication to fostering a positive and supportive work environment. These recognitions underscore Vertafore’s status as a top employer, prioritizing employee well-being and professional growth.



Employee Engagement

In 2021, Roper launched a program at our headquarters to benchmark our employees' baseline level of engagement. In 2022, we extended this program to our entire fleet of businesses to further evaluate our engagement efforts and identify opportunities for improvement.

*In 2024, Roper Corporate's engagement improved from the 78th percentile in 2023 to the **87th** percentile based on the Gallup Overall Database.*

A key aspect of our approach to enhancing employee engagement is to drive accountability for improvement down to as local a level as possible. When businesses receive new engagement data, they share these results with their teams and then select one or two areas for improvement over the next year. Our corporate team supports this process by coaching the businesses through action planning.

Every business is encouraged to measure employee engagement and compare themselves against external benchmarks. 2023 marked the first year that every business unit measured engagement. We are excited to note that our latest acquisition—Procare—already has measures and programs in place. **More than half of Roper businesses have achieved employee engagement above median external benchmarks.** This is significantly increased from 2019, when only 5 businesses achieved engagement results above external benchmarks.

Although specific engagement results vary from company to company, this aggregated outcome demonstrates our progress toward creating an enterprise-wide culture where employees feel safe, empowered, and have a strong sense of ownership over Roper's success and development. Our operational Group Vice Presidents continue to review the engagement efforts of each business twice a year and evaluate the results to identify areas of improvement for teams as well as individuals.

SPOTLIGHT ON Vertafore

► Twice a year, Vertafore conducts internal surveys to solicit feedback from employees. Each comment is thoughtfully reviewed by a member of its executive team, and the results are shared with individual teams and across the company. This process allows the company to continuously enhance its operations and foster a culture of openness and transparency.



► In 2023, Vertafore organized its annual Spirit Day with the theme of “Grow@V4.” The event was designed to encourage the growth of the company and its employees, and to offer support to the surrounding community. To achieve this, Vertafore arranged a range of activities highlighting volunteering, Employee Resource Groups (ERGs), team-building exercises, and various games and prizes.

Employee Resource Groups

Sponsored at our headquarters and many of our businesses, Employee Resource Groups (ERGs) offer a powerful opportunity for employees to feel engaged, receive support, and provide feedback on specific topics with which they identify.

One of our businesses, ConstructConnect, has been particularly engaged in developing ERGs that support the diverse needs, interests, and experiences of its employees. Stemming from a broad effort in 2019 to bring together over 700 team members to evaluate ConstructConnect’s culture and identify areas for development, the company launched numerous groups focused on gender, ageism, racism, and leadership. Over the last three years, these groups have evolved into formal ERGs that provide a safe place for open dialogue and education, and enhance connections between team members. The ERGs include groups focused on Women, LGBTQ+, Neurodiversity, and Black, Indigenous, and other People of Color (BIPOC).

Another business, Deltek, hosts ERGs where employees foster inclusion and allyship, share life experiences, discuss ideas, socialize, and network. Deltek believes that by embracing differences—including ages, cultures, ethnicities, gender identities, sexual orientations, religious beliefs, disabilities and veteran status—its employees can not only strengthen their connections, but also support their diverse customer community. Deltek’s ERGs include Pride, disAbilities, Black Voices, Asians, Amigos, Women, Faith, Veterans, Families, and Global Green.

Our corporate headquarters offers a Women at Roper ERG, while our Atlanta-based businesses CBORD and IPA, sponsor ERGs for Black/African Americans, Mental Health Awareness Community, and Women of the Workplace.

SPOTLIGHT ON Vertafore

▶ Vertafore’s ERGs offer opportunities to build communities of shared interests, experience, and background. These ERGs support holiday celebrations and days of recognition such as Black History Month, Women’s Appreciation Day, Juneteenth, and Pride Month, and in 2023 were able to return to in-person gatherings.

Vertafore ERGs include:

- Women at Vertafore
- Black@Vertafore
- Able@Vertafore (created 2023)
- Vertafore Parent Network
- Queertafore (LGBTQIA+ Resource Group)
- NEXT: Early In Career

To provide ongoing guidance to ERG chairs, Vertafore developed a support committee to sharpen their leadership skills and provide coaching and advice in their roles. Also, following the launch of the DEIB council, ERGs and the council share information, which helps fuel ideas for DEIB initiatives.



Health, Wellness, & Safety

Ensuring that all employees have a work environment and benefits that protect their well-being is essential to building a workforce that feels supported, productive, and able to contribute to our company's success. Therefore, developing programs and policies that address the health, wellness, and safety of employees across the Roper business community is vitally important to us.

Health & Wellness

To support the well-being of our employees and their families, most U.S. subsidiaries participate in the Roper U.S. health and welfare plan, while the remaining sponsor their own benefit plans. Additionally, nearly all businesses provide family member assistance, including benefits for domestic partners.

One of our businesses, Neptune, has made a substantial commitment to helping its employees pursue their wellness goals by operating an on-site clinic at their facility in Tallassee, Alabama. The Health and Wellness Center (HWC) is open to employees and their family members and encourages them to obtain regular healthcare. Although originally operating independently, the clinic was recently brought under Neptune's control to ensure its ongoing operation. Neptune's medical plan enrollees and their family members residing in Alabama can use the HWC and on-site clinic preventive care services are covered 100%. Enrollees in Neptune's PPO medical plan and their family members can receive non-preventive care services at the HWC, including generic medications, which are also covered 100%. Health and well-being services provided at the HWC include:

- Urgent care
- Acute care
- Annual physicals and preventive exams
- Condition management
- Biometric screenings and lab work
- Specialist referrals
- Immunizations
- Women's health
- Select generic medications available through the HWC's on-site dispensary

Well-being at ConstructConnect: *ConstructConnect is committed to fostering a culture of well-being by not only providing comprehensive benefits and resources for team members but also by training leaders on awareness and best practices for supporting wellness. Its intranet hosts a range of emotional, physical, social, financial, and professional well-being resources, and it provides services such as the Employee Assistance Program (EAP), fitness reimbursement, and yearly career plan conversations. ConstructConnect facilitates well-being through live discussions utilizing Microsoft Teams channels to encourage conversations on mental and physical health. These channels also serve as platforms for sharing benefit resources like the EAP and recognizing important*

observances such as suicide awareness, mental health month, and monthly physical



health challenges. ConstructConnect's partnership with the National Alliance on Mental Illness ensures yearly training for all team members, emphasizing mental health awareness. Managers also received specialized training on mental health with Compsych and on leadership communication, inclusion, and psychological safety. They are also encouraged to engage in regular well-being one-on-one conversations with their team members. Additionally, the company offers DEIB-related resources that cover different styles and types of communication, contributing to an inclusive and supportive work environment.

Safety

Our businesses prioritize preventing workplace accidents and injuries by continually identifying hazards and addressing them in a timely manner. Our sites implement strong management practices relating to environmental, health, and safety topics. We expect our businesses to adhere to all relevant Environment, Health, and Safety (EHS) laws and regulations, as specified in our Roper [EHS Policy](#).

Safety at Neptune: *Our company Neptune implements a range of innovative tools such as safety improvement cards, daily communication meetings, and rapid improvement events to identify and resolve potential hazards in the workplace. Neptune believes that every employee has a responsibility to prioritize safety and follow all health, safety, and environmental (HSE) procedures, laws, and regulations in every aspect of their work.*



IPA's Operations Safety Committee: *The IPA safety committee has taken steps to ensure continued safety at their locations. To improve fire safety, they have replaced 98% of their wooden shelves with metal shelves. Additionally, they have increased and modified the 5S signage (Sort, Straighten, Shine, Standardize, and Sustain) to further enhance safety measures.*



SPOTLIGHT ON  **Vertafore**

- ▶ Every April, Vertafore organizes a special day dedicated to improving the mental health and work-life balance of its employees. This “Refresh and Recharge Day” encourages employees to focus on mental health and work-life balance.
- ▶ The Vertafore Rally Wellness Program is available to all employees, regardless of enrollment in Vertafore Health Plans. Hosted by UnitedHealthcare, employees participating in Rally Wellness can complete various activities and missions to earn up to \$175 in gift cards each year, rewarding them for taking steps to live a healthier life.
- ▶ Vertafore provides an Employee Assistance Program as a part of the benefits package for its employees and their families. This confidential program is designed to help employees with common challenges related to stress, work, finances, or mental and physical health, and is offered 24/7 at no cost to employees. Additionally, employees can access confidential support over the phone from licensed mental health counselors and registered nurses.

Impacts & Accountability

Roper's global presence means we have both a significant responsibility and opportunity to positively impact the communities in which we operate. Through efforts at each of our businesses' sites, paired with Roper-wide strategic initiatives and commitments, we are proud of the progress we have made in our ESG strategy and are eager to continue expanding these commitments.



Environment

Roper’s environmental strategy supports the success of the environmental programs at each of our operating businesses. Understanding our holistic Roper environmental impact, however, is critical. In 2023, we furthered our efforts to collaborate with all operating businesses to quantify their environmental impact, encourage engagement with their value chains, and explore approaches to enterprise-wide target setting.

With unique industries, value chain factors, and environmental impacts, each of our businesses must take a customized approach to building programs that reduce negative impacts and increase positive progress. To address this need, Roper corporate has devoted more resources to business support, including the corporate audit team providing valuable advice to the businesses with respect to data collection processes and procedures. They also served as an overall quality check on our ESG disclosures, particularly specific areas of our emissions calculations, while we prepare for mandatory climate disclosure requirements.

Foundry Environmental policy: *Our Foundry business has worked to formalize their commitments toward environmental excellence. The Foundry policy not only acknowledges that their operations have an effect on the environment but states their commitment to continually improving their environmental performance and impact. In this policy, Foundry has identified key environmental aspects that contribute to their environmental and carbon footprint—(a) Consumption of electricity, gas, water, and other fuels, (b) Waste generation, and (c) Transport emissions—and they expand upon their approaches to addressing these areas within the policy.*

FOUNDRY.

SPOTLIGHT ON Vertafore



► For its headquarters, Vertafore selected a building where sustainability is not just a goal, it is deeply ingrained in its operations. The building supports practices and programs that reduce its environmental impact and reflect its commitment to building a more resilient and sustainable future including:

- an on-site fitness center to decrease carbon emissions by minimizing additional car trips
- a green roof that combats the heat island effect, improves air quality, and mitigates storm runoff
- hosting two urban honeybee hives atop the terrace roof to support the local bee population and offering educational seminars and workshops with the beekeeper to raise awareness of the vital role of pollinators and the importance of preserving biodiversity

This headquarters helps empower Vertafore employees and other tenants of the building to make informed environmental choices and tangibly demonstrates its dedication to ESG principles.

Energy & Emissions

Climate change and greenhouse gas emissions continue to be key priorities of Roper’s ESG program. Each year, we have expanded the completeness and robustness of our energy and emissions inventories, and in 2023 increased our operating business engagements to quantify, for the first time, Roper-wide scope 1, 2, and 3 emissions. Quantifying our scope 3 emissions in particular is helping us understand the environmental impacts of the value chain across all Roper operations.

All Roper businesses and corporate dedicated significant effort to mapping out a process to identify scope 3 sources for each business, gather relevant data, and calculate emissions. Through a unified approach to developing calculation methodology, assumptions, and boundaries, our businesses made significant progress in alignment on this topic—a vital step forward for Roper and all its businesses in setting energy and emissions targets and making progress toward them.

Roper Technologies SBTi Commitment

➤ Roper submitted a SBTi emissions reduction target commitment letter in 2024 and is embarking on emissions analysis of scopes 1, 2, & 3 to set targets in line with SBTi.



Figure (1.1) Overview of GHG Protocol scopes and emissions across the value chain.

GHG Protocol Scope 1 Definition

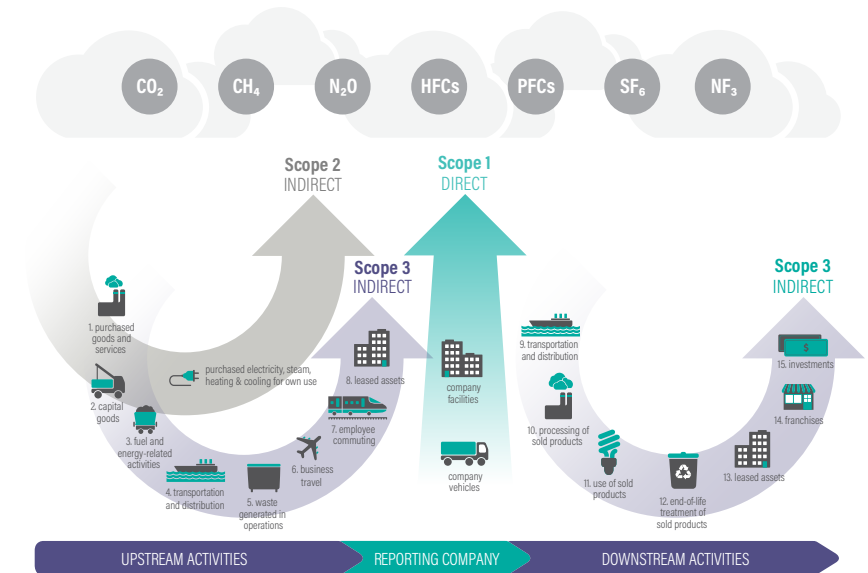
- **Direct emissions** from stationary combustion, mobile combustion, process emissions, or fugitive emissions.

GHG Protocol Scope 2 Definition

- **Indirect emissions** from the consumption of purchased electricity, heat, steam, or cooling.

GHG Protocol Scope 3 Definition

- The Corporate Value Chain (Scope 3) Accounting and Reporting Standard allows companies to assess their entire **value chain emissions** impact and identify where to focus reduction activities.



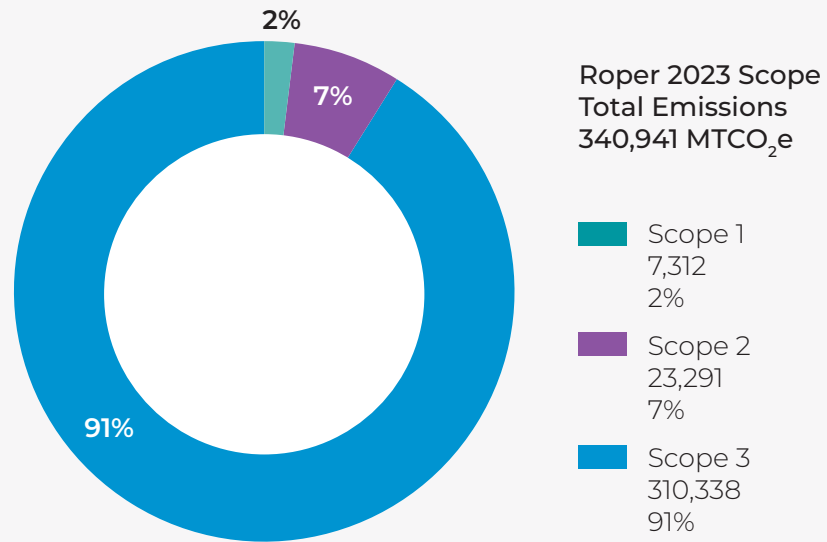
Source: <https://ghgprotocol.org/corporate-standard>

Identifying Energy Reduction Opportunities at Neptune: Neptune, which comprises a significant portion of total Roper scope 1 and 2 emissions, performed an energy audit and decarbonization opportunity survey to gain a better understanding of how to make its manufacturing process more energy efficient. While the energy audit confirmed that the facility has been implementing prudent energy saving programs over the past decade, this allowed Neptune to identify potential pathways to utilize renewable energy at the facility in the future.

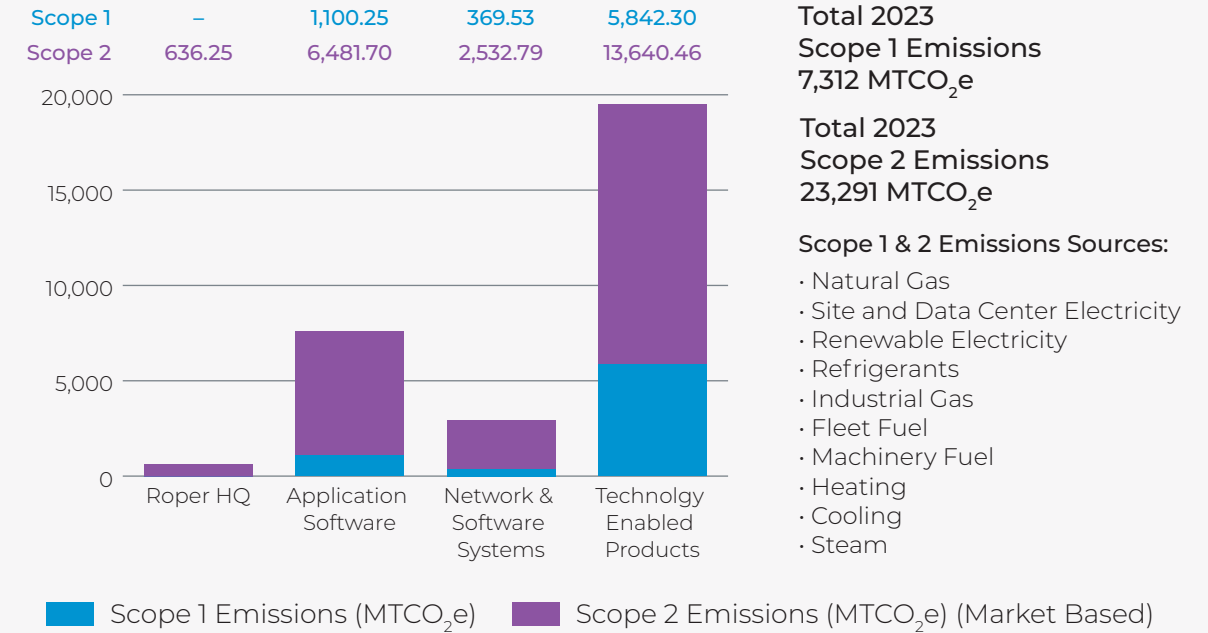


For additional information on 2023 energy and emissions data please refer to the Appendix.

Roper 2023 Emissions by Scope (1, 2, 3) (MTCO₂e)



Roper 2023 Scope 1 and 2 Emissions by Segment (MTCO₂e)



We have expanded our emissions data disclosures and calculations using the methodologies of the GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Building from prior year scope 1 and 2 emissions inventories and following a preliminary analysis of our 2022 scope 3 emissions, we are proud to present the inaugural publication of our scope 1, 2, and 3 emissions.

Scope 3 makes up the most significant portion of Roper’s total emissions—an expected outcome based on the scale of Roper Technologies and relevant industries in which we participate. We look forward to continuing to enhance the data quality and comprehension in the coming years as we work toward setting our SBTi baseline and near-term emissions reduction targets.

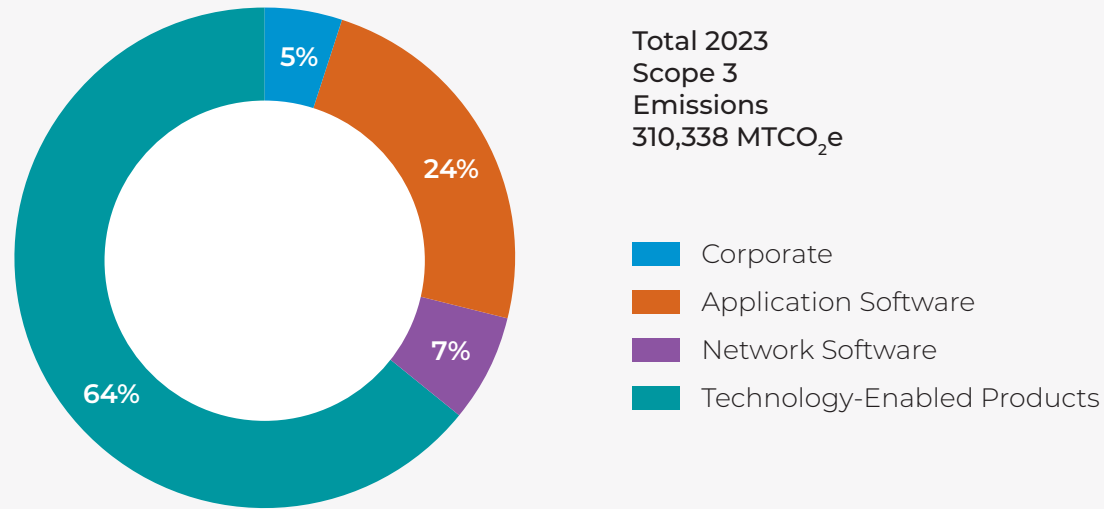
Roper’s 2023 scope 1 emissions increased significantly (by 52%) from 2022 primarily due to the inclusion of new operating sites in 2023 and an increase in fuel usage data availability across Roper businesses.

Roper’s 2023 scope 2 (market-based¹) emissions saw a slight (8%) increase compared to 2022 data, partially due to the inclusion of new operating sites in 2023 and availability of data on a site by site basis.

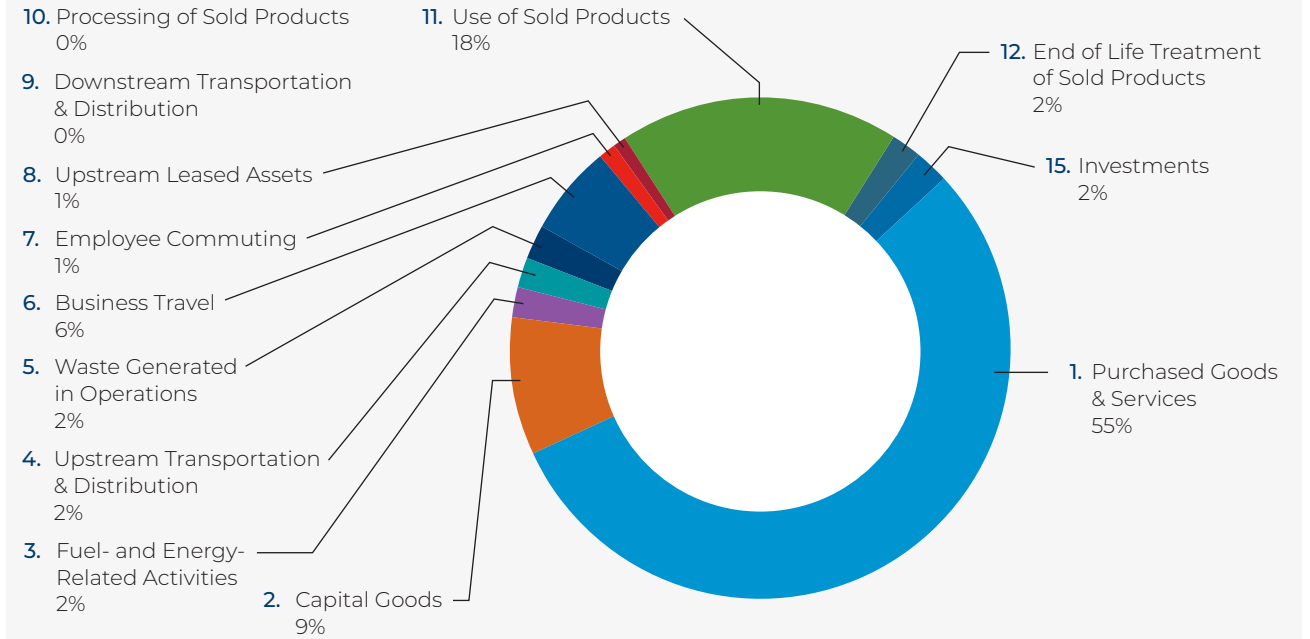
Consistent with 2022 scope 1 and 2 emissions comparisons, in 2023, scope 2 emissions outweighed those from scope 1, most notably resulting from the operations of Roper’s Technology Enabled Businesses due to the industries in which they operate.

¹ A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).
Source: [GHG Protocol Scope 2 Guidance Executive Summary](#)

Roper 2023 Scope 3 Emissions by Business Segment (MTCO₂e)



Roper 2023 Scope 3 Emissions by Category



Roper scope 3 emissions are accounted for in the most comprehensive manner based on available information at the time of publication. Roper businesses within the Technology Enabled Products segment represent the largest contribution to Roper’s total scope 3 emissions as expected as the nature of the products sold by the businesses in the segment increased the applicability of additional scope 3 categories. Building from our preliminary 2022 scope 3 analysis, in 2023, we saw increases in data quality and data comprehensiveness amongst the submitted datasets for the Roper businesses.

We continue to focus on business engagement to expand the quality and comprehensiveness of the scope 3 data. Particularly, we are proud of the increase in value chain engagement with value chain stakeholders such as shipping suppliers, waste vendors, travel companies, and customers in order to more accurately calculate Roper’s scope 3 emissions. We are eager to support the expansion of value chain engagements as Roper continues to collect and set scope 3 emissions reduction targets.

Scope 3 Categories 1, 2, and 11 make up the majority (82%) of Roper’s total 2023 scope 3 emissions. Category 1&2 increased substantially from our 2022 preliminary analysis calculations as the comprehensiveness and transparency of the provided data improved. As Category 1 emissions represent the most significant scope 3 category, this improved data quality is critical as we work toward setting our SBTi baseline.

Note that a small amount of our scope 3 emissions (<1%) are offset from 2023. However, as we evaluate future adoption of offsets, we currently report scope 3 data without consideration of offsets.



In 2023, Roper moved its headquarters to a LEED certified building in Sarasota, Florida.

Customers

At Roper, we deliver comprehensive services that improve the health of our customers and decrease their negative impact on the environment. We take pride in our ability to provide dynamic solutions that cater to the diverse needs of our customers. Our decentralized operating model enables us to offer a wide range of products and services to our customers that foster growth and progress.



Customer Environmental Impact

Roper and its businesses enable positive environmental impacts for our customers, fostering sustainability throughout our value chain.

PFAS Testing at Clinisys: *Our Clinisys business empowers its clients to be at the forefront of per- and polyfluoroalkyl substances (PFAS) testing. Clinisys clients utilize the Clinisys Environmental Laboratory™ and Clinisys Water Quality Laboratory™ information software to support them as they navigate challenging procedures and the ever-changing landscape of PFAS testing requirements and regulations worldwide.*



Leakage Detection at Neptune: *Our Neptune business helps clients reduce costs associated with water loss and leakage. Neptune Technology Group offers leak detection systems—the ARB® Mobile™ and ARB® FixedBase™ Systems—which assist clients in building successful leak detection programs. As utilities seek improved methods for water conservation and cost control, leak detection has become an essential component of modern utility management systems.*



Water Quality at FMI: *FMI provides its clients access to water quality analyzers. As an important tool to detect water contaminants, water quality analyzers continue to innovate with microfluidic pumps to deliver samples and reagents to ensure the safety of water for human consumption and public health.*



Enhancing Customer Experiences

At Roper, we take pride in catering to a diverse range of needs, from senior care and security to cutting-edge healthcare advancements. Our products and software businesses provide a comprehensive range of medical technology that not only significantly improves health outcomes but also enhances efficiency in the healthcare system by facilitating the delivery of seamless, high-quality healthcare services.



Advanced Safety at Inovonics: *Inovonics is a highly respected provider of reliable wireless technology solutions. The company offers a range of flexible and cost-effective products that cater to the needs of senior living and commercial security service providers. By leveraging Inovonics' products, customers can experience enhanced safety and security measures and guidance, creating greater peace of mind.*



Verathon's Medical Care Solutions: *Verathon offers innovative and specialized medical solutions to healthcare providers, enabling them to improve and extend the lives of their patients. The company's products are widely used in hospitals around the globe and have earned worldwide recognition for their ability to help clients with their healthcare needs, from airway management to minimizing discomfort during invasive procedures. A major medical journal recently reported that the use of video laryngoscopes, like Verathon's GlideScope®, decreased the number of attempts needed to achieve successful intubation, thereby facilitating a better patient experience.*



Community

Our philanthropic activities, which encompass both monetary contributions and volunteer efforts, are executed at the operational level of each business, creating meaningful impacts, both local and far-reaching.

Roper’s Blood Drive

At our Roper Headquarters location, we organize blood drives in partnership with OneBlood, a nonprofit organization that works to save lives through blood donation. We hold blood drives regularly as part of our commitment to give back to the community and help those in need.



Deltek’s ERGs in the Community: In 2023, the ERG group *Asians@Deltek* collaborated with the *Deltek-Philippines Outreach Club* to support a giving campaign for the benefit of *Save the Children–Philippines*. All donated items were used by *Save the Children* to provide relief to those affected by the flooding emergency in Samar. This partnership exemplified the power of collaboration within Deltek and with community partners to make a positive impact on surrounding communities.



SPOTLIGHT ON Vertafore



► Throughout 2023, the Vertafore Cares Committee organized quarterly, themed events for the offices and remote employees that connected employees with volunteer opportunities in their area and supported colleagues in creating their own events. The events, which were hosted by Vertafore members, covered themes including Pets, Serving the Community, Back to School, and Holidays. Specific events that took place throughout the year included:

- Denver office-based employees participated in a local Sloans Lake Cleanup project, while remote employees held a fundraiser to support Give Art to Inner-City Kids, an organization that helps underprivileged kids form art clubs.
- Windsor employees walked in the Boston Marathon Jimmy Fund Walk supporting the Dana-Farber Cancer Institute.
- Queertafore sponsored a fundraiser for Transanta to benefit trans youth in need.

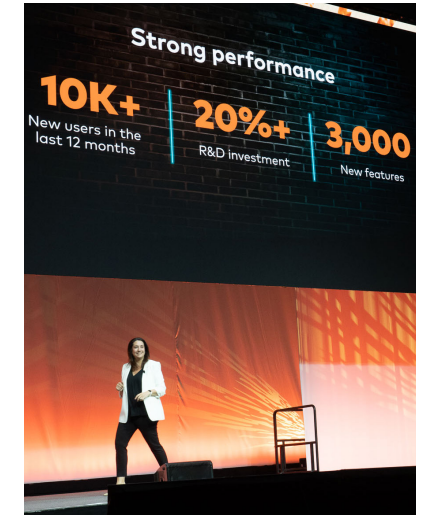
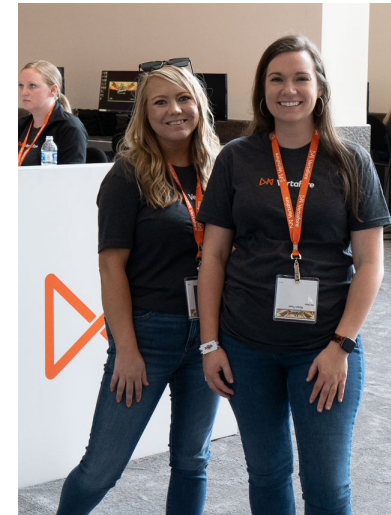
The Amigos@Deltek ERG entered into a partnership with the Society of Professional Hispanic Engineers (SHPE) chapter at George Mason University to invest in the career and professional growth of Latino/Hispanic talent interested in science, technology, engineering, and math careers. While Deltek has a long-standing relationship with the university, this partnership is the first time an ERG played a direct role in sponsoring a student organization.

The Amigos ERG also hosted a session with SHPE-GMU highlighting career paths at Deltek and in the public sector, with senior leaders from our information solutions team providing information and answering questions about career opportunities. In addition, members of the Deltek Talent Acquisition team were on hand to review resumes and offer best practices to the students.

Verathon offers its employees a Day of Giving Back, which is a paid workday for employees to volunteer individually in community service. During the October 2023 Verathon Cares Month, the company partnered with 15 nonprofit organizations and over 150 Verathon employees volunteered globally. The nonprofits the company supported ranged from local food banks and shelters to parks and road clean-up activities. Verathon's headquarters, located in Bothell, WA, organized a multi-week donation drive for a local food bank and was able to donate over 1,000 pounds of food and hygiene supplies. In addition, the Amsterdam office collaborated to raise funds for the Pink Ribbon Foundation.



SPOTLIGHT ON Vertafore



- ▶ Every year at Vertafore's annual Accelerate conference, organized in collaboration with NetVU (Network of Vertafore Users), all customers and employees attend an Annual Day of Caring to volunteer time at an organization in the host city. In 2023, sponsored by The Cincinnati Insurance Companies, close to 75 participants built 1,200 snack and hygiene care kits for Caritas of Austin to distribute to people experiencing homelessness, while other employees participated by donating items from Caritas' Amazon wish list.

ESG Governance & Ethics

With our decentralized operating model, ensuring effective governance of ESG programs across Roper and our operating businesses is critically important. We are purposeful in maintaining uniform standards and messaging across all our operations via our [Corporate Governance Guidelines](#) and our updated [Code of Conduct](#).



ESG & Corporate Governance

Roper's ESG, climate, and sustainability projects are executed at a business-specific level, with ESG Coordinators managing the initiatives for each unit. The Chief ESG Officer supervises the coordinators, providing centralized corporate leadership. This structure permits proximate oversight of each individual business's sustainability initiatives.

The expansion of the data collection process across our operating businesses, stemming from our scope 3 project, represents significant growth in our ESG responsibility. Prior to this expansion, the ESG coordinator at each business was responsible for data collection. Now, a cross-functional group, encompassing representatives from operations, finance, legal, and HR, manages the process in most of the businesses. This change has broadened ESG responsibility across our businesses while providing further opportunities for employees to engage in our ESG program.



Data Privacy & Cybersecurity

Data Privacy

Roper prioritizes the security of data systems and the ethical handling of data. Safeguarding the privacy of individuals that entrust us with their personal information is a guiding principle in our business. To honor this commitment, we empower our businesses to establish their own privacy practices in response to conditions within the niche markets they serve, subject to general, enterprise-wide guidance and mandatory compliance activities, such as data mapping and self-assessments. Specifically, Roper mandates (and monitors) that our businesses maintain acceptable:

- Internal-facing privacy governance policies
- External-facing privacy policies and employee privacy notices
- Roper-wide and operating business-specific document retention policies
- Intra-company cross-border data transfer agreements (when necessary)
- HIPAA-compliance reviews for operating businesses subject to HIPAA
- GDPR and US-state privacy law compliance reviews for all operating businesses
- Data mapping
- Appointment of operating business privacy advocates
- Appointment of external or internal Data Protection Officers (when necessary)
- Implementation of a data subject access request policy and privacy impact analyses
- Cyber Incident Response Plans (CSIRP) and escalation procedures
- Data protection agreements
- Artificial intelligence oversight and policies

Roper's privacy policies are reviewed annually and updated as necessary to maintain our privacy program. Roper briefs our Board of Directors at least three times a year on our privacy-related activities, and we continue our efforts to mitigate risks through policy implementation or updates, data mapping, training, and enhanced engagement with our businesses.

In 2023, we updated and upgraded our data mapping across our businesses and conducted comprehensive surveys of our companies' compliance with both general privacy laws (e.g., CCPA, GDPR) and industry-specific laws (e.g., HIPAA). We also began providing guidance and oversight mechanisms for our companies' growing use of artificial intelligence technologies. We have enhanced our understanding of our data footprint across all our operating businesses, which has helped us better safeguard the privacy of our stakeholders. At Roper, we maintain our conservative approach to data management, with controls in place to limit the use of targeted advertising and the sale of personal data.

Cybersecurity Program

Roper maintains a Cybersecurity Program that outlines the necessary cybersecurity controls for all its businesses around the world. Since Roper operates in a decentralized manner, each of its business units is responsible for managing and implementing the Cybersecurity Program on a day-to-day basis. This includes deploying cybersecurity controls in accordance with the program's standards. Furthermore, because Roper's businesses generally operate independently and have separate systems and infrastructure, the likelihood of a cybersecurity incident affecting the entire enterprise is somewhat reduced.

Although the cybersecurity technologies and implementation may vary depending on the specific needs and risk profile of each business, Roper has implemented cyber tools and managed services to monitor certain aspects of the Cybersecurity Program centrally. The Cybersecurity Program is overseen by Roper's Vice President of Cybersecurity, who has relevant experience in cybersecurity, IT, Cloud, and Security Compliance.

Roper implements cybersecurity practices and tools to safeguard its data, maintain resilient operations, and mitigate the impact of cybercrime. We deploy a Managed Detection and Response (MDR) solution across all of our business units and our corporate infrastructure is designed to address the detection, response, and remediation effectiveness of cybersecurity threats. This solution is intended to provide real-time visibility of the endpoint footprint throughout the enterprise, including patch management, vulnerabilities, device encryption, and detection of cybersecurity threats. Managed Identity Protection is also enabled, which includes monitoring threats and attacks through the same solution. Dark and deep web scanning is also performed periodically to identify any cyber targeting of our businesses. Ransomware resiliency continues to be a key focus with contingency planning performed across the businesses to include immutable copies of business-critical data.

Roper is focused on furthering its Zero Trust Architecture implementation in 2024 and 2025 to better protect critical assets and data. There is also a focus on reducing cyber supply chain risks of products and services ingested from third parties, as well as those products and services provided to our customers. We continue to assess risks as part of our development pipeline by performing periodic vulnerability scans and penetration testing.

The Cybersecurity Program has controls in place to identify and examine third-party involvement in Roper's software code development processes or other activities that require third-party access to critical infrastructure. These controls include regular assessments of access control management and cybersecurity risks posed by third parties.

Roper performs cybersecurity risk assessments to assess compliance with mandated cybersecurity controls and to assess the likelihood and impact of specific cyberattacks. Areas identified for enhancement and improvement are monitored and tracked to remediation by the Roper Cyber team, including the Vice President of Cybersecurity.

We maintain a centralized incident response process with a forensic partner on retainer. We have taken measures to protect our cybersecurity by having insurance policies in place. Roper has a Cybersecurity Incident Response Plan (CSIRP) that requires each business to appoint a Cybersecurity Incident Response Team (CSIRT) responsible for receiving, reviewing, and responding to cybersecurity incidents. In case of a cybersecurity incident, it is mandatory to report it to Roper. Furthermore, Roper's cybersecurity team monitors the incidents and their resolution closely. We keep our employees informed about cybersecurity throughout the year with training and simulated phishing campaigns to identify and report unusual behavior. This helps us reduce the probability and impact of possible incidents.

In May 2024, Roper will host a two-day cyber summit to bring together Cyber experts across the enterprise, from engineers to executives, and industry partners to discuss topics including:

- Cyber Threat and Industry Trends for 2024
- Managing Cybersecurity in Mergers and Acquisitions
- Cyber Regulatory Perspective
- Zero Trust Architecture
- GenAI
- Accelerating Cloud Security Maturity

Cybersecurity Governance

The Roper Board of Directors has not delegated responsibility for cybersecurity matters to a committee. Rather, the Board believes that due to the importance and continually evolving nature of cybersecurity threats, all members of the Board should participate in the oversight of these topics. As a result, management briefs the Board on cybersecurity matters during regularly scheduled Board meetings. Roper's Vice President of Audit Services also periodically briefs the Audit Committee on cybersecurity matters and related risks, as needed.

Roper has established a Cyber Disclosure Committee, which is chaired by the Vice President of Cybersecurity. The committee's role is to track and evaluate cybersecurity incidents and assess their potential impact on the organization. This process is a part of the CSIRP and provides a framework for Roper management to monitor potentially material cyber incidents. The Cyber Disclosure Committee reports its activities and findings to the Chief Executive Officer, Chief Financial Officer, Principal Accounting Officer, and General Counsel, and if appropriate, to the Board.

Starting in November 2023, Roper deployed a GRC platform to enhance central governance of cyber control deployment and effectiveness across its operating businesses. A full assessment of cyber-mandated controls was performed in early 2024, including the gathering of cyber control evidence. Results from this cyber assessment serve to prioritize remediation efforts. Our remediation approach is risk-based and focused on addressing the highest risks to our organization.

Cybersecurity reviews are integrated in our acquisition due diligence, as well as the onboarding process post-acquisition.

Ethics & Compliance

Our Code of Conduct, which governs our daily operations, comprises regulations, policies, and laws that ensure integrity and mutual respect for our employees, stakeholders, and customers. All employees at Roper are trained in and expected to follow the Code of Conduct to ensure compliance and a respectful work culture.

In 2023, Roper's Code of Conduct underwent a revision to reflect our current expectations for all employees and our recent corporate transformation, during which we divested most of our industrial businesses. The updated code (<https://www.ropertech.com/code-of-ethics/>) is designed to place additional emphasis on topics pertinent to a technology/software company.

Roper recently implemented a Political Contributions policy that requires us to disclose all political contributions and trade association payments exceeding \$25K on an annual basis. Additional topics covered include Voluntary Employee Political Participation and Participation in Trade Associations and Lobbying. The policy can be found [here](#).

To address any concerns related to ethics and compliance, Roper has an established system that allows individuals to report violations or suspected unethical and illegal behavior that goes against our Code of Conduct. This system is designed to promote transparency and accountability in all our operations. If our employees suspect any illegal or unethical behavior, we encourage them to report the matter directly to their business or contact Roper's Chief Compliance Officer. The Roper Ethics and Compliance Line, an anonymous reporting hotline, remains a resource for our employees to confidentially report any previously mentioned circumstances. The hotline is operated by a trusted leading ethics platform provider. We encourage employees to communicate their concerns through this channel without any apprehension of retaliation.

In 2023, we implemented a new training platform that provides us with insights into the efficacy of our training, as well as areas that require additional guidance or awareness. These data points are readily available for each of our individual businesses. With 28 businesses under Roper's ownership, this type of insight provides details for targeted initiatives. Furthermore, this platform offers a range of specialized training options that can be accessed by each business in accordance with their unique requirements.

The platform covers annual compliance training managed at the Roper level, including Code of Conduct (four topics per year), Anti-Harassment and Cybersecurity. It also includes Anti-Kickback, AdvaMed Code, Sunshine Act, and Health Insurance Portability and Accountability Act (HIPAA) for our medical-related businesses. Ethics and Integrity, Reporting and Non-Retaliation, and Conflicts of Interest training are offered as part of our extensive on-demand micro-course library as well.

Human Rights

Roper is committed to upholding human rights and supporting global efforts to protect them in all business actions. Our [human rights policy](#) aligns with the fundamental principles of the International Labor Organization (ILO), the human rights standards outlined in the United Nations Universal Declaration of Human Rights, and the objectives of the Responsible Minerals Initiative.

Roper adheres to all applicable international and local legal requirements in the countries in which we operate. Our human rights policy details our commitments across a range of topics, including mandatory adherence by all our businesses, employees, agents, and vendors to all applicable laws that prohibit any form of forced labor, child labor, human trafficking, and modern-day slavery. We strongly believe that individuals should engage in employment because they either want or need to.

Our hiring process is based on the candidate's ability to perform the job requirements, and we actively prevent any form of discrimination based on an employee's characteristics or protected conduct. Our employees are compensated competitively based on industry standards and labor market analysis, while adhering to applicable laws.

Roper respects employees' freedom of association and collective bargaining rights. We encourage open dialogue between management and staff. We continue our efforts to support work environments free from all forms of violence, harassment, intimidation, and any other threats. The privacy of every individual is crucial to us, and we take necessary measures to safeguard their data and prevent any unauthorized access or misuse.

Suppliers & Business Partners

Through our decentralized operating model, each business is expected to ensure alignment with environmental and human rights concerns with applicable suppliers. Many of our businesses have supplier codes of conduct that they require their suppliers to sign and follow. We also maintain a [conflict minerals policy](#). All Roper businesses are held to the same standard of transparency and ethics.

Roper maintains a [Supplier Code of Conduct](#) and general [Purchase Order Terms and Conditions](#). The Supplier Code of Conduct encompasses various areas, including ethical conduct, anti-corruption, environmental, security, gratuity policies, as well as monitoring and reporting. Suppliers are also required to comply with all applicable laws and industry standards.

Third-Party Procurement Policy at Foundry: Foundry's third-party procurement policy outlines the procedures for ensuring the appropriate selection of third parties and managing these relationships to meet Foundry's objectives in the following areas: a) legal, regulatory, and corporate requirements, b) Foundry's code of conduct, and c) Foundry's goals concerning environmental and social impact and appropriate governance of these areas. The Policy emphasizes that we must fully consider the impact of instructing or appointing third parties. It also ensures appropriate protection of Foundry confidential information and personal data.

FOUNDRY.



Other Information About This Report

Certain statements included or incorporated by reference in this Report are “forward-looking statements” within the meaning of the United States federal securities laws. All statements other than historical, factual information are forward-looking statements. Forward-looking statements are based on assumptions and assessments made by our management in light of their experience and perceptions of historical trends, current conditions, expected future developments, and other factors. Forward-looking statements are not guarantees of future performance and actual results may differ materially from the results, developments, and business decisions contemplated by our forward-looking statements. Accordingly, you should not place undue reliance on any such forward-looking statements. Important factors that in some cases have affected us in the past and that in the future could cause actual results to differ materially from those envisaged in our forward-looking statements are described in Roper’s filings with the U.S. Securities and Exchange Commission (SEC). The forward-looking statements included in this Report speak only as of the date of this Report, and except to the extent required by applicable law, we do not assume any obligation to update or revise any forward-looking statement, whether as a result of new information, future events and developments, or otherwise.

Appendix – Roper Operating Businesses

Application Software

Our Application Software segment had net revenues of \$3,186.9 million for the year ended December 31, 2023, representing 51.6% of our total net revenues. Below is a description of the products offered by businesses that comprise the Application Software segment:



ADERANT

comprehensive management software solutions for law and other professional services firms, including business development, calendar/docket matter management, time and billing, and case management.



CBORD

campus solutions software including access and cashless systems, and food and nutrition service management, serving primarily higher education and healthcare markets along with software, services, and technologies for food service operations specializing in K-12.



CLINISYS

diagnostic and laboratory information management software solutions.



DATA INNOVATIONS

software solutions that enable enterprise management of hospitals and independent laboratories.



DELTEK

enterprise software and information solutions for government contractors, professional services firms, and other project-based businesses.



FRONTLINE

K-12 school administration software, connecting solutions for human capital management, student and special programs, and business operations, with powerful analytics to empower educators.



INTELLITRANS

transportation management software and services to bulk and break-bulk commodity producers.



POWERPLAN

financial and compliance management software and solutions to large complex companies in asset-intensive industries.



PROCARE SOLUTIONS¹

provider of real-time information for making critical decisions, maintaining compliance with local and state regulations and adhering to business best practices in the early childhood education industry.



STRATA

cloud-based financial analytics, performance management software, and data solutions used by healthcare providers, higher education, and financial institutions for financial planning, decision support, and continuous cost improvement.



VERTAFORE

cloud-based software to the property and casualty insurance industry, including agency management, compliance, workflow, and data solutions.

¹ Roper Technologies acquired Procure Solutions in February of 2024. Procure Solutions is not incorporated in the data disclosed in this report.

Appendix – Roper Operating Businesses

Network Software

Our Network Software segment had net revenues of \$1,439.4 million for the year ended December 31, 2023, representing 23.3% of our total net revenues. Below is a description of the products offered by businesses that comprise the Network Software segment:



CONSTRUCTCONNECT

cloud-based data, collaboration, and estimating automation software solutions to a network of pre-construction contractors.



DAT

electronic marketplaces that connect available capacity of trucking units with the available loads of freight throughout North America.



FOUNDRY

software technologies used to deliver visual effects and 3D content for the entertainment and digital design industries.



IPIPELINE

cloud-based software solutions for the life insurance and financial services industries.



ITRADENETWORK

electronic marketplaces and supply chain software that connect food suppliers, distributors, and vendors, primarily in the perishable food sector.



LOADLINK

electronic marketplaces that connect available capacity of trucking units with the available loads of freight throughout Canada.



MHA

health care service and software solutions to alternate site health care markets.



SHP

data analytics and benchmarking information for the post-acute healthcare provider marketplace.



SOFTWRITERS

software solutions to pharmacies that primarily serve the long-term care marketplace.

Appendix – Roper Operating Businesses

Technology Enabled Products

Our Technology Enabled Products segment had net revenues of \$1,551.5 million for the year ended December 31, 2023, representing 25.1% of our total net revenues. Below is a description of the products offered by businesses that comprise the Technology Enabled Products segment:



CIVCO MEDICAL SOLUTIONS

accessories focused on guidance and infection control for ultrasound procedures.



FMI

dispensers and metering pumps which are utilized in a broad range of applications requiring precision fluid control.



INOVONICS

high-performance wireless sensor networks and solutions for a variety of applications.



IPA

automated surgical scrub and linen dispensing equipment for healthcare providers.



NEPTUNE

water meters, enabling water utilities to remotely monitor their customers utilizing Automatic Meter Reading (AMR), Advanced Metering Infrastructure (AMI) technologies, and cloud-based software supporting meter data management.



NORTHERN DIGITAL

optical and electromagnetic precision measurement systems for medical and industrial applications.



RF IDEAS

RFID card readers used in numerous identity access management applications across a variety of vertical markets.



VERATHON

medical devices that enable airway management and bladder volume measurement solutions for healthcare providers.

SASB Index

This report is aligned with the Sustainability Accounting Standards Board (SASB) Software & IT Services disclosures.

TOPIC	ACCOUNTING METRIC	2023 DISCLOSURE
IT Services and Software		
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	1) Total Energy Consumed: 298,593.11 GJ 2) Percentage Grid Electricity: 79% 3) Percentage Renewable: 1%
	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	1) Total Water 107.59 thousand m ³ usage: We do not track water usage percentages as they relate to water stressed regions at this time.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Roper's operating businesses are responsible for determining their computing and data center requirements and for integrating environmental considerations into their strategic planning. Roper's operating businesses seek to mitigate the environmental impact of their computing needs and data center operation with a variety of approaches including: <ul style="list-style-type: none"> • Cloud-First Policies • Mitigation Technologies and Approaches <ul style="list-style-type: none"> – Temperature monitoring systems – Use of Energy Star efficiency-rated UPS systems – Standby generators equipped with oxidation catalysts to reduce carbon particulates • Partnerships with environmentally conscious data storage providers

TOPIC	ACCOUNTING METRIC	2023 DISCLOSURE
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Section: ESG Governance & Ethics> Data Privacy & Cybersecurity > Data Privacy P. 37 ESG Governance & Ethics> Data Privacy & Cybersecurity > Cybersecurity Program P. 38
	Number of users whose information is used for secondary purposes	Roper's operating businesses are responsible for maintaining the privacy and security of customers and users and use the personal data of unique users as described in each operating business's customer agreements or privacy policies which are publicly posted on the businesses' websites.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	There were no monetary losses or judgments associated with user privacy in 2023 that required disclosure in our public SEC filings.
	(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	Due to Roper's decentralized governance structure and diversity of its operating businesses, the operating businesses respond to law enforcement requests on a case-by-case basis. While we do not specifically track this information, we believe we received fewer than 50 requests from law enforcement for user information across all Roper businesses.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	None of the Roper operating businesses provide products or services in any country where the products or services are subject to government-required monitoring, blocking, content filtering, or censoring.
Data Security	(1) Number of data breaches (2) percentage involving PII (3) number of users affected	Roper maintains a central incident response process, which applies to potential cyber and data incidents across all Roper operating businesses. A third-party Incident Response Partner is on retainer and cybersecurity insurance covers all Roper operating businesses. If additional legal counsel is necessary, both internal and external counsel and support are provided as appropriate. In 2023, Roper operating businesses notified customers regarding approximately 20 data incidents. In all cases data exposure was limited.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Section: ESG Governance & Ethics> Data Privacy & Cybersecurity > Data Privacy P. 37 ESG Governance & Ethics> Data Privacy & Cybersecurity > Cybersecurity Program P. 38

TOPIC	ACCOUNTING METRIC	2023 DISCLOSURE
Recruiting & Managing a Global, Diverse, & Skilled Workforce	Percentage of employees that are (1) foreign nationals (2) located offshore	1) 1% 2) 19%
	Employee engagement as a percentage	Roper businesses independently measure their employee engagement through their own chosen methods. 28 of our 28 separate operations (including Roper Corporate) measure employee engagement. Of those 28, 20 use Gallup as a third-party survey tool. Roper Corporate's engagement score for its 2023 Gallup survey was in the 78th percentile. Our People > Our Culture > Employee Engagement P. 22
	Percentage of gender and racial/ethnic group representation for (1) management (2) technical staff (3) all other employees	<div style="display: flex; flex-wrap: wrap; justify-content: space-around;"> <div style="text-align: center; width: 30%;"> <p>Management— Gender Diversity %</p> </div> <div style="text-align: center; width: 30%;"> <p>All Other Employees— Gender Diversity %</p> </div> <div style="text-align: center; width: 30%;"> <p>Technical Staff— Gender Diversity %</p> </div> <div style="text-align: center; width: 30%;"> <p>Management— Ethnic Diversity %</p> </div> <div style="text-align: center; width: 30%;"> <p>All Other Employees— Ethnic Diversity %</p> </div> <div style="text-align: center; width: 30%;"> <p>Technical Staff— Ethnic Diversity %</p> </div> </div> <div style="margin-top: 10px;"> <p>Legend for Gender Diversity: ■ Male, ■ Female</p> <p>Legend for Ethnic Diversity: ■ Asian, ■ Black or African American, ■ Hispanic or Latino, ■ White, ■ Other</p> <p><small>Values may not add to 100% due to rounding.</small></p> </div> <p>Section: Our People > Diversity, Equity, Inclusion, & Belonging P. 17 <small>*EEO-1 2022 data utilized as it is the most recently available EEO-1 data at the time of report compilation. Data is representative of Roper corporate and Roper operating businesses in the U.S. at the time of EEO-1 2022 reporting.</small></p>

TOPIC	ACCOUNTING METRIC	2023 DISCLOSURE
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	There have been no such monetary losses in the reporting period.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues (2) service disruptions (3) total customer downtime	This information is not centrally tracked at the Roper corporate level. However, any significant impact or outage occurring at an operating business is communicated to Roper corporate staff. Short service disruptions were experienced by customers as a result of the third parties impacted by ransomware; however, none were considered material.
	Description of business continuity risks related to disruptions of operations	Roper's operating businesses are encouraged to maintain a disaster recovery plan along with a Business Impact Analysis, inclusive of cyber events, to maintain continuity of operations. Where in place, the plans are reviewed and tested at least yearly and account for business interruptions related to cyber events as well. In addition to continuity planning, daily backups are maintained, tested at least quarterly, and are ransomware resilient.
Activity Metrics	(1) Number of licenses or subscriptions (2) percentage cloud based	Applicable Roper operating businesses track this information at the business level and differ in reporting methods. Businesses various datapoints that enable Roper corporate assess subscription activity from different viewpoints. Tracking this data year-over-year gives corporate applicable subscription trends. AWS, GCP, and Azure subscriptions are also monitored at the Roper level and metrics exist to measure percentage of each cloud usage (measured by presence and spend).
	(1) Data processing capacity (2) percentage outsourced	Roper's operating businesses maintain separate processing capacity based on the needs of their businesses. Beyond processing capacity necessary for ordinary support functions such as human resources and record keeping, Roper did not maintain or use a material amount of data processing capacity at the corporate level. Roper businesses outsource both total and non-total data across all their operations.
	(1) Amount of data storage (2) percentage outsourced	Due to Roper's decentralized governance structure and diversity of its operating businesses, each business is responsible for developing and implementing its own policies for the collection and management of data. While Roper provides some technical assistance with data mapping of personally identifiable information, this information is not centrally tracked at the Roper corporate level. Cloud transition and transformation has been a focus at Roper and our businesses are increasingly utilizing AWS, Azure and GCP. A significant portion of Roper's business units that offer SaaS business solutions leverage cloud platforms to host customer information, applications, and/or enterprise infrastructure. We expect Roper's operating businesses will continue to transition to cloud platforms over time to continue to aid in the reduction of our carbon footprint.

TCFD Index

Roper climate-related financial disclosures have been prepared in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

TCFD RECOMMENDATION	ROPER DISCLOSURE
GOVERNANCE	
<p>a. Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>At the highest level, our board oversees ESG-related matters and their related risks. Since 2020, the board’s nominating and governance committee has been responsible for reviewing and guiding the company’s ESG strategy, initiatives, and policies, as well as monitoring implementation and performance. Our Chief ESG Officer and/or the Executive Vice President and General Counsel, updates this committee at least four times a year on a number of ESG-related matters, including significant climate issues and related regulations. These climate-related updates are available to all board members, and the full Board is provided an update on ESG-related matters at least once a year.</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="957 652 1758 1072"> <p>Director Independence and Tenure</p> <p>90% of our director nominees are independent</p> <ul style="list-style-type: none"> 3 have tenure of >10 years 3 have tenure of 4-10 years 4 have tenure of <4 years </div> <div data-bbox="1881 652 2827 1072"> <p>Director Diversity</p> <p>50% of our director nominees are diverse</p> <ul style="list-style-type: none"> 4 are Women* 2 are racially/ethnically diverse 1 identifies as LGBTQ* <p><small>*Including Board Chair (who also serves as Chair of the Executive Committee) and Chairs of the Compensation Committee and Nominating and Governance Committee</small></p> </div> </div>
<p>b. Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Roper’s ESG, climate, and sustainability initiatives are managed on a business-by-business basis by ESG Coordinators in each of the company’s operating businesses. These coordinators are overseen by the Chief ESG Officer. This structure allows proximate oversight for each individual business’s sustainability initiatives, while having centralized corporate leadership coming from the Chief ESG Officer. The Chief ESG Officer supervises the Senior Manager of ESG & Compliance and an ESG & Compliance Associate, who provide coaching and guidance to operating personnel in each of the company’s operating businesses. The responsibilities of Roper’s individual ESG Coordinators include data and information collection, record tracking, employee sustainability initiatives, and, if applicable, decarbonization strategy development and implementation.</p> <p>The Chief ESG Officer supervises the corporate compilation of data and information from each of Roper’s operating businesses and is responsible for emissions tracking, goal setting, and decarbonization strategy origination.</p>

TCFD RECOMMENDATION	ROPER DISCLOSURE
CLIMATE STRATEGY	
<p>a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.</p>	<p>With respect to our operating businesses, natural disasters and extreme weather events could adversely impact our value chain, including manufacturing and distribution networks, the availability and cost of raw materials and components, energy supply, transportation, or other inputs necessary for the operation of our operating businesses. Climate change and natural disasters could also result in physical damage to our facilities as well as those of our suppliers, customers and other business partners, which could cause disruption in our business and operations or increase costs to operate our business.</p> <p>With respect to Roper Technologies, such risks may include climate-related regulations requiring more expansive disclosure and reputational challenges, including if any action or lack thereof with respect to climate-related matters is perceived negatively by stakeholders or if we are perceived or accused of making inaccurate or misleading climate-related statements.</p> <p>The potential financial impact to Roper Technologies of the above risks may include, as applicable, reduced revenues and/or increased expenses.</p>
<p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p>	<p>Select climate risks have been identified based on discussions with our operating businesses and knowledge of the industries in which they operate. Roper has not yet developed a formalized process for assessing the impacts of identified climate risks and opportunities.</p>
<p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.</p>	<p>Roper has not yet completed a climate change scenario analysis for long-term strategy development.</p>

TCFD RECOMMENDATION	ROPER DISCLOSURE
RISK MANAGEMENT	
a. Describe the organization's process for identifying and assessing climate-related risks.	Roper has not yet formalized a system for identifying and assessing climate related risks.
b. Describe the organization's process for managing climate-related risks.	Roper has not yet formalized a system for managing climate related risks.
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Roper has not yet formalized a system for managing climate related risks.
METRICS & TARGETS	
a. Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	Roper has not yet established metrics for identifying climate risks.
b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>Roper disclosed its greenhouse gas emissions for 2023, which included the Roper Corporate Headquarters and all its 27 businesses scope 1, 2, and 3 emissions.</p> <p>Impacts & Accountability > Environment > Energy & Emissions P. 28-30</p>
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Roper has not yet established targets for managing identified climate risks.</p> <p>However, Roper also views its efforts to reduce enterprise-wide emissions as an important component of its responsibility to mitigate climate change. In April 2024, Roper made a commitment to the Science Based Targets Initiative to set a near-term science-based emission reduction target.</p>

Roper Emissions Scope 1 & 2 Market-Based and Location-Based Emissions

Roper 2023 Market-Based GHG Emissions by Segment				
	Roper HQ	Application Software	Network Software	Technology Enabled Products
Scope 1 Emissions (MTCO ₂ e)	0	1,100.25	369.53	5,842.30
Scope 2 Emissions (MTCO ₂ e) (Market-based)	636.25	6,481.70	2,532.79	13,640.46

Roper 2023 Location-Based GHG Emissions by Segment				
	Roper HQ	Application Software	Network Software	Technology Enabled Products
Scope 1 Emissions (MTCO ₂ e)	0	1,100.25	369.53	5,842.30
Scope 2 Emissions (MTCO ₂ e) (Location-based)	636.25	6,920.84	2,467.65	14,364.41

¹ A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).

² A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).

Source: [GHG Protocol Scope 2 Guidance Executive Summary](#)

Roper 2023 Emissions Scope 3 Category Breakdown

Scope 3 Category	Emissions MTCO ₂ e
1. Purchased Goods & Services	170,139
2. Capital Goods	26,646
3. Fuel- and Energy-Related Activities	6,397
4. Upstream Transportation & Distribution	6,672
5. Waste Generated in Operations	7,095
6. Business Travel	16,873
7. Employee Commuting	3,267
8. Upstream Leased Assets	2,672
9. Downstream Transportation & Distribution	53
10. Processing of Sold Products	Not Applicable
11. Use of Sold Products	56,898
12. End of Life Treatment of Sold Products	6,897
15. Investments	6,728