



Roper

TECHNOLOGIES

2021 ESG REPORT

ENVIRONMENTAL ■ SOCIAL ■ GOVERNANCE

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LETTER FROM THE CEO

Dear Stakeholders,

This past year was remarkable on many fronts, set against a backdrop of a global pandemic, geopolitical uncertainties and risks, social unrest and political turmoil. Despite this, we had a strong year of execution with ongoing momentum for our enterprise. Our businesses demonstrated incredible resiliency – a hallmark of our operating model and culture.

Roper weathered the COVID-19 pandemic well. Our businesses took the necessary steps to protect our employees and keep our businesses running amid unprecedented challenges. I am proud of the discipline and tenacity our team showed, and I am more confident than ever in our team's ability to execute their strategic and operating plans.

However, the upheaval we all experienced inspired some introspection regarding the role our company plays in the world. We would be remiss if we did not acknowledge that our responsibility to our over 19,000 employees, customers and shareholders extends beyond just economic performance. It also includes our Environmental, Social and Governance (ESG) performance.

The first step in understanding and disclosing our ESG performance was to prioritize which issues were most important. Understanding where we have the greatest impacts, which topics our stakeholders care most about and how these issues drive long-term value creation will help us focus our efforts in areas that really matter and clearly execute against our strategy.

In this inaugural Environmental, Social and Governance (ESG) report, we are providing an overview of these issues. We are disclosing data regarding our performance in these areas, highlighting some of the impactful activities already in place in our 40+ companies and identifying where we aspire to improve.

Although Roper's operating and governance structure is highly decentralized, our goal is to provide an environment and governance

system that enables each business to get even better over time. This now includes not just financial performance, but our performance in other areas such as climate change, cybersecurity and data privacy, human rights and diversity, equity and inclusion. Each of our business leaders has latitude to develop and implement programs to drive performance improvements in these areas, and our commitment is to be transparent about our progress.

I am proud to be a signatory to the Business Roundtable's Statement on the Purpose of a Corporation declaring that companies should serve not only their shareholders, but also deliver value to their customers, invest in employees, deal fairly with suppliers and support the communities in which they operate. As an example of our commitment to these principles, Roper is a founding member of the OneTen Coalition. OneTen is an organization that plans to combine the power of over 50 committed American companies to hire, promote and advance one million Black individuals who do not have a four-year degree into family-sustaining careers over the next 10 years. I am honored to serve on OneTen's Board of Directors.

This is the very beginning of our ESG journey. We know we have work to do, but we are confident in our ability to drive progress and live up to the expectations of all our stakeholders. We are self-interested in this journey as better ESG performance will enable us to compete more effectively, both for talent and customers. Thank you for joining us on this journey and we look forward to your continued engagement.



Neil Hunn

President and Chief Executive Officer

ABOUT THIS REPORT

Roper TECHNOLOGIES

Roper Technologies, Inc.'s (Roper) inaugural Environmental, Social and Governance Report presents a summary of our latest ESG efforts, our understanding of ESG material topics and our strategy to make a positive impact in each of these areas. We build upon prior ESG communications in this formalized report, aligned with the SASB Software & IT Services Standard, to more strategically and transparently disclose our ESG standing. Please refer to the appendix for the SASB Index.

This report covers January 1, 2021, through December 31, 2021, and conveys not only the Roper corporate perspective, but highlights the ESG efforts of our operating businesses.

Operating businesses 100% owned by Roper throughout the reporting timeframe are within the scope of this report, unless otherwise specified. Refer to the appendix for an overview of our operating businesses as well as any disclaimers around reporting scope.

PERCENTAGE OF PEOPLE BY REGION:



Roper is a component of the S&P 500, Fortune 500 and Russell 1000 Indices and trades on the New York Stock Exchange under the symbol ROP.



At Roper, we have approximately 70 employees at our headquarters in Sarasota, Florida, serving over 19,000 employees in our businesses around the globe.¹

19,300 EMPLOYEES WORLDWIDE

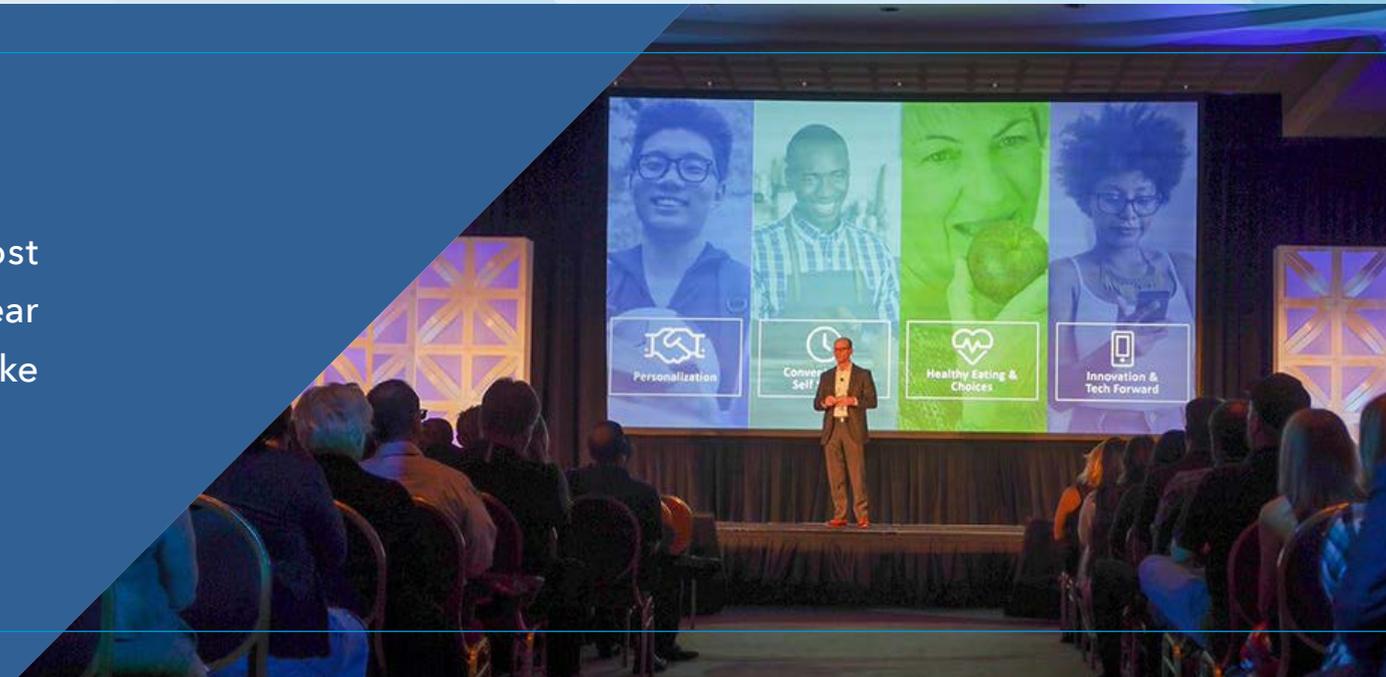
70 EMPLOYEES AT OUR HEADQUARTERS

¹ As of December 31, 2021, we employed approximately 19,300 people worldwide on a consolidated basis, of which approximately 12,300 were employed in the United States and approximately 7,000 were outside of the United States. Approximately 2,200 of these employees are employed by Zetec and TransCore, which have been divested in 2022.

Roper

ESG STRATEGY

Our strategic, collaborative approach to identifying and addressing our most impactful ESG areas has enabled us to make significant progress over the last year in better understanding how we, together with our operating businesses, can make the most significant, positive impact while enhancing our competitive position.



ESG STRATEGY (CONTINUED)

Roper Business Overview

As a diversified technology company, Roper operates 40+ businesses that design and develop software and engineered products and solutions for a variety of niche end markets. Our businesses operate across four business segments: Application Software, Network Software & Systems, Measurement & Analytical Solutions and Process Technologies. See the appendix for more information on our operating businesses.

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. However, we also seek to create value for all our stakeholders across all relevant ESG aspects. We understand that prioritizing ESG aspects for Roper and for each business will differ from one to the next, and we took this into careful consideration as we embarked on the development and deployment of our Roper-wide ESG strategy.



BUSINESS SEGMENTS:

▶ APPLICATION SOFTWARE

▶ NETWORK SOFTWARE & SYSTEMS

▶ MEASUREMENT & ANALYTICAL SOLUTIONS

▶ PROCESS TECHNOLOGIES



Approach to ESG

In developing our Roper ESG strategy, our priority was to ensure alignment with existing Roper operating principles. 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.

We first needed to understand Roper's position in the ESG landscape. We engaged a third-party sustainability consultant to assist in the development of an ESG Roadmap with our newly appointed Chief ESG Officer and ESG Senior Manager to enhance our strategic positioning. Through comprehensive benchmarking, stakeholder engagement and a materiality assessment, we were able to define Roper's inaugural ESG position.

This baseline understanding then enabled us to initiate engagement with our businesses on the topic of ESG. Throughout this process, we sought to maintain our unique operational approach and allowed our businesses to operate under our decentralized governance structure while we provided support and assistance on ESG matters. Although we are at the beginning of our effort to implement an enterprise-wide ESG program, given how our 40+ businesses responded to the challenge, we are confident in our ability to continue to drive improvement in the future.

SPOTLIGHT ON **Deltek.**



Our businesses make up who we are at Roper, and they each contribute to our Roper ESG program. This year, our spotlight ESG business is Deltek. Deltek is a leading global provider of enterprise software and information solutions for project-based businesses, employing over 3,000 people in more than a dozen countries. Deltek provides an excellent example of how one of our businesses approaches ESG from a holistic viewpoint, incorporating the various topics into the business's overall values and culture.

ESG STRATEGY (CONTINUED)

STAKEHOLDER ENGAGEMENT

As demand increases for companies to further act on ESG issues, we must first understand which stakeholders are being impacted. Roper's key stakeholders include its employees, customers, investors and business partners.

Our employees desire to work for a company that incorporates ESG into its business strategy, and addressing climate change and social justice issues is particularly important to our workforce. To understand these viewpoints, we conducted interviews and surveys with our operating business personnel and Roper management to gather their thoughts on Roper's and our businesses' approach to ESG.

Our customers are increasingly requesting information related to how our businesses are addressing ESG topics. These requests inform our ESG focus areas and make clear how important our ESG efforts are to ensuring customer retention. We regularly engage with our customers at the business level when providing products and services, which allowed us to gather a deeper understanding of their needs.

Our investors look to build portfolios consisting of companies with strong ESG programs in place and expect these programs to be continually improved. We engaged directly with our investors in one-on-one interviews and through our various shareholder engagement programs to align with their Roper ESG evaluations and expectations.

Our business partners are vast and diverse. From suppliers to value chain partners to software providers, we understand that ESG impacts extend beyond our collective four walls, and thus, our ESG programs must also extend beyond those boundaries. Engagement with our business partners occurs at the operating business level and helps us to not only understand their ESG priorities but provides us the opportunity to share ours as well.



ESG STRATEGY (CONTINUED)

ESG MATERIAL ASPECTS

To further focus our ESG strategy on the ESG topics that are not only of greatest concern to our stakeholders, but also impact our company's long-term value creation, we applied a lens of materiality. We developed our priorities by referencing benchmarking analyses, investor and management interview insights, policy gap analyses, and engagement with our businesses.

Our list of material ESG topics will guide us in enhancing the transparency of our ESG disclosures across our businesses. We will also be able to better meet the increasing investor interest in ESG data and information, allowing us to enhance our status as a superior long-term investment.

Most impactful ESG topics to address stakeholder interests and create long-term value:



CORPORATE GOVERNANCE



DIVERSITY, EQUITY AND INCLUSION



CULTURE AND EMPLOYEE ENGAGEMENT



ENERGY AND EMISSIONS



CUSTOMER ENVIRONMENTAL IMPACT



ETHICS AND COMPLIANCE



DATA PRIVACY AND CYBERSECURITY



HUMAN RIGHTS



Our ESG Roadmap

This year, together with our businesses, we drafted the foundation of the Roper ESG program in alignment with our operational strategy. We developed an ESG Roadmap to help us understand our priorities, engage our businesses and articulate our next steps in building our program. Many of our businesses have undertaken significant steps to address ESG-related topics, and others are in the beginning stages of their ESG journey. All our businesses were enthusiastically in support of the holistic effort to demonstrate how Roper and its businesses are addressing these critical issues.

Given the highly decentralized operating model of our company, and the diversity in size and industry of our 40+ operating businesses, we envision accelerating our progress by further empowering each of our businesses to focus on the unique needs of their respective stakeholders by providing a common structure for strategic and collaborative development and sharing.

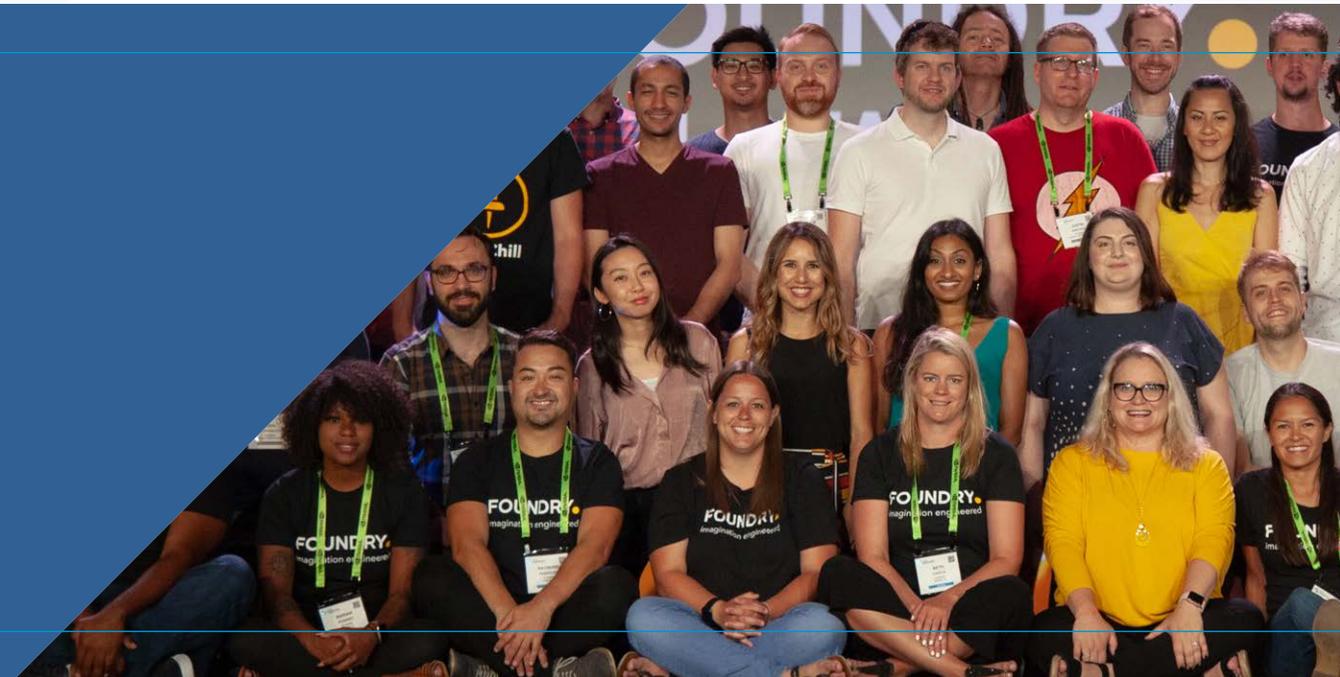
To support continued progress along our ESG Roadmap, the role of ESG coordinator was implemented at each of our 40+ Roper businesses. The coordinators will serve an essential role as we sustain the momentum generated during the first year of our collective ESG effort.

The ESG Road Ahead. In 2022, we plan to:

- *Further our engagement with stakeholders*
 - *Enhance and expand data collection efforts*
 - *Assess appropriate goals and targets*
 - *Assist operating businesses with their individual ESG efforts*
-

OUR PEOPLE

Without an engaged and quality team, our continued value-creating performance would not be possible. The employees at each of our businesses are key to the success of Roper as a whole and embody the Roper Core Four—our core value behaviors.



Roper

OUR PEOPLE (CONTINUED)

At Roper, we seek to create an environment in which our employees are valued, supported and empowered. Our businesses build inclusive work cultures and encourage engagement beyond standard job tasks. Numerous diversity, equity and inclusion (DEI) programs are implemented throughout our businesses, along with various trainings and educational opportunities. And the health, safety and well-being of all employees remains a top priority as we reflect on the years past and plan for the future.

The employees at our corporate office are guided by the "Roper Core Four," which represents our values on how we interact with each other, our businesses and those outside the organization.



OWN IT

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



KEEP IT SIMPLE

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



BE HUMBLE

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



BE A SOLVER

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

SPOTLIGHT ON **Deltek.**

Deltek is proud to be recognized for its product innovation, customer support programs and employee culture and has received over 80 awards, including being named among the 2021 Top Workplaces by The Washington Post. This is the fifth year Deltek has been recognized, ranking #12 among the Top Large Companies in the D.C. area. Deltek has also been named one of America's Best Mid-sized Employers by Forbes for 2022, and, in 2021, Deltek's office in Makati, Philippines was named one of Asia's Best Employer Brands for the ninth time since 2012. The awards, organized by World HRD Congress, recognize companies across Asia that promote strong employer brands, create exceptional human resources practices and employee engagement strategies and cultivate competencies to enable future-ready organizations.



"We're honored to be named one of Waterloo [Ontario, Canada] area's Top Employers for 2021. In our 39 years as a company, our employees have always come first. Throughout those years, we've experienced incredible changes to our technology, our industry and the Waterloo community. But the company's commitment to our employees—and their commitment to NDI—have remained constant. Our employees are the core of NDI's success, and I'm grateful and awed by the creativity, talent and passion for excellence they bring to work every day."

David Rath, President of NDI

SPOTLIGHT ON **Deltek.**

Deltek employee resource groups (ERGs) play a significant role in employee engagement and promotion of DEI. By embracing differences—including age, culture, ethnicity, gender identity, sexual orientation, religious belief, disability and veteran status—Deltek strengthens its employee connections, in turn supporting Deltek’s diverse customer community. Historically, the ERGs consisted of Pride@Deltek and Women@Deltek; however, Deltek recently launched nine additional groups including Asians@Deltek and Black Voices@Deltek to embrace and celebrate its diverse team. Deltek’s ERGs have become a critical platform—especially while working remotely—and are key to fostering open, transparent and heartfelt conversations. They have also become a way to engage in meaningful discussions through educational sessions, addressing topics such as how COVID has impacted women, how we can be inclusive of transgender employees in the workplace and about the Black experience. Through these powerful sessions, employees continue to learn about the ongoing challenges their colleagues may be experiencing and how they can be more supportive. Deltek makes a point of celebrating diverse cultures and events, such as International Women’s Day, Black History Month and Pride Month.

“The establishment of our collaborative ERGs met a desire by our employees to have safe forums to share common interests and concerns and to meet and support one another in creatively addressing those concerns. The ERGs help to make us better employers and better positioned to serve our customers.”

Corey Jensen, Vice President, Human Resources, CBORD, Horizon

OUR PEOPLE (CONTINUED)



Culture & Employee Engagement

Company culture and employee engagement are significant contributing factors to the success of an organization. In the decentralized Roper operating model, we enable our businesses to build their culture and engagement programs to best fit their own needs. We support our 40+ businesses by providing them with shared engagement resources and active coaching. We also facilitate engagement across our businesses to communicate best practices and build collaborative programs. The engagement efforts of our individual businesses are reviewed by our operating Group Vice Presidents and other senior leaders at least twice a year.

In early 2021, we initiated a program to measure engagement among the 70 employees at our corporate office. We also initiated biannual talent reviews for each corporate department, during which leaders discuss their engagement results and actions to improve, as well as employee development plans.

In 2021, several Roper businesses headquartered in the Atlanta, Georgia area launched 10 ERGs to help foster an inclusive work environment. The businesses—CBORD, Horizon, IPA and PowerPlan—received a favorable response after conducting outreach to their approximately 850 U.S.-based employees. As a result of these engagement efforts, the businesses identified the most impactful platforms and established the following ERGs:



- Asian Community
- Black/African American Community
- Disability Alliance Community
- Environmental and Sustainability Community
- Hispanic and Latinx Community
- LGBTQIA+ Community
- Mental Health Awareness Community
- Veteran’s Community
- Women in Business Community
- Working Families Community

OUR PEOPLE (CONTINUED)

TRAINING AND EDUCATION

Roper promotes training and education for all our employees and provides customized training campaigns. However, our businesses are responsible for implementing these programs and are expected to have the right people, right environment and right coaching to enable their employees to thrive and excel. To support our businesses, routine check-ins between Roper and each operating business, along with on-demand training offered by Roper, build alignment with best practices and offer opportunities for learning and knowledge sharing. Beyond engagement with Roper, our businesses continue to cross-collaborate with each other to develop new training tools for implementation.

This business-to-business cross-collaboration resulted in the creation of a DEI Playbook template to track diversity metrics. Developed in 2020 with substantial input from several operating businesses, including Strata, this tool was deployed in 2021 as an optional initiative for other operating businesses to use. Rollout is continuing in 2022 for businesses to incorporate into operations to help them understand their own DEI maturity and track their DEI performance. It is also being rolled out as requested through a series of cross-business trainings.



SPOTLIGHT ON Deltek.

Deltek is building a learning community where employees can work with diverse individuals, explore new ways of thinking, and expand their capabilities through a trajectory of leadership programs across all levels, mentoring, enterprise-wide coaching, and other instructor-led programs. The LIFE program (Leading Innovation for Employees) is designed for individual contributors and focuses on key competencies to help participants develop an innovator's mindset. The LEAD2 program (Leadership Exploration and Discovery) focuses on developing skills to support team leads in managing and scheduling tasks through a series of role-based activities and online curriculum. Deltek's LAMP program (Leadership Accelerator Management Program) has participants in all Deltek locations around the world and is designed to develop and enhance leadership competencies of new and existing people managers. Deltek's LEAP program (Leadership Engagement with Awesome People) aims to develop high-performing leaders who demonstrate the qualities that will drive strategy with internal and external customers, grow the company, and meet the challenges that lie ahead. Through a series of facilitated discussions and self-directed curriculum, participants in the six-month LEAP program work with senior and executive leaders at Deltek to practice director-level competencies and present solutions that will have real business impact.

Roper provides targeted annual training to our businesses that support the medical community for the AdvaMed Code of Ethics, Anti-Kickback and Sunshine Act.

SPOTLIGHT ON Deltek.

Deltek is proud of its ongoing partnership with Year Up, an organization that works to close the opportunity divide by providing young adults with the skills and experience to achieve professional careers and higher education. Through its partnership over the past eleven years, Year Up has placed interns at Deltek's corporate headquarters in Herndon, Virginia, where they work across the business gaining valuable experience and providing meaningful contributions to their teams. The program started with one intern in 2010 and since then has welcomed more than 70 interns, with many participants being hired to join Deltek full time.

"Deltek has a focus on its culture of learning, and part of that is providing the best leadership programs we can to help cultivate our top talent. Our LEAD2, LAMP and LEAP programs help us develop and shape employees into future leaders who will steer the company toward its corporate vision, while our LEAD and LIFE programs focus on the core values and driving innovation."

Ed Hutner, Senior Vice President of Human Resources at Deltek.



OUR PEOPLE (CONTINUED)

TALENT DEVELOPMENT

To optimize the performance of our workforce, Roper has developed its Talent Offense. The program is built upon three pillars: Select, Develop and Engage, each designed to enable businesses to conjure and capture the discretionary effort of highly capable individuals and teams. The Select pillar guides businesses to identify key roles, define standards for elite performance and acquire talent capable of consistently advancing the enterprise. The Develop pillar guides businesses to build succession depth, grow high performers, and enhance employee performance. The Engage pillar guides businesses to evaluate and address the workforce environment, generate and monitor plans for improvement and build highly effective teams.

SELECT
DEVELOP
ENGAGE

The Talent Offense guidance and governance assures that every business is maturing these efforts in a manner most appropriate and relevant to their financial performance. The talent development and succession plans of our businesses are reviewed at least twice a year by our operating Group Vice Presidents and other senior leaders.



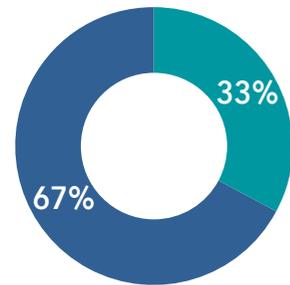
OUR PEOPLE (CONTINUED)



Diversity, Equity and Inclusion

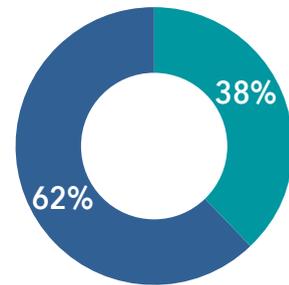
Across Roper and our businesses, we are committed to fostering a diverse, equal and inclusive work environment for all employees.

MANAGEMENT – GENDER DIVERSITY %



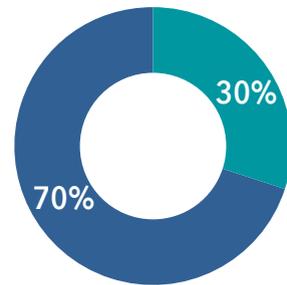
Female Male

ALL OTHER EMPLOYEES – GENDER DIVERSITY %



Female Male

TECHNICAL STAFF – GENDER DIVERSITY %



Female Male

*EEO-1 2020 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 2020 reporting.

DIVERSE HIRING AND INCLUSIVE WORK ENVIRONMENTS

Roper is a founding member of OneTen, a coalition of leading companies working together to upskill, hire and promote one million Black individuals without four-year degrees into family sustaining jobs with opportunities for advancement over the next ten years. Our CEO, Neil Hunn, serves on the coalition’s Board of Directors and Advisory Board.

In 2021, the first year of OneTen’s existence, eight Roper businesses engaged with OneTen directly to refine hiring and promotion practices and to better calibrate compensation, onboarding and cultural practices to align with and support OneTen’s mission. Roper’s participating businesses included Aderant, Deltek, IntelliTrans, IPA, iPipeline, MHA, Strata and Sunquest. Each of these eight businesses engaged with OneTen due to their growth and hiring prospects, as well as geographic overlap with the markets in which OneTen operates.

OneTen Participating Roper Businesses:

- Refined job requirements to broaden their candidate pools
- Examined and refined compensation and benefits packages using the MIT living wage calculator
- Incorporated communications and cultural practices into onboarding learning to build a more inclusive environment

As Roper participating businesses ramp up their OneTen engagement to acquire new talent through the OneTen platform for years to come, there are ongoing noteworthy impacts to highlight.

- Employee Resource Groups have emerged as a collaborative advocacy effort between Roper businesses.
- Underrepresented groups (minorities and women) made up 67% of new hires at Sunquest in 2021.
- The leadership team at IPA is now over 50% female and over 33% minority.

OneTen aims to close the opportunity gap for Black talent in America. Together we create opportunities to earn success and ignite potential for generations to come.



OUR PEOPLE (CONTINUED)

Beyond our engagements with OneTen and our developing plans to address diversity, equity and inclusion, our businesses are taking additional steps towards more diverse and inclusive workforces. Roper discloses its most recently filed EEO-1 report on its website.

Our Vertafore business is a leader in modern insurance technology and has built and delivers best-in-class InsurTech solutions to connect every point of the insurance distribution channel. Vertafore employs over 2,100 individuals globally and believes “our differences make us stronger and that excellence comes from equity, diversity and teamwork between different perspectives, values and backgrounds.” Vertafore continually looks for ways to strengthen its global culture and positively impact its employees, customers and industry.



Vertafore has established many ERGs to build a supportive network for employees to share their passions, interests and perspectives.

Vertafore Employee Resource Groups:

- Women of Vertafore
- Queertafore (LGBTQIA+)
- NEXT (Early in Career)
- Parent Network
- Black @ Vertafore
- Vertafore Cares, an employee-led initiative that helps local communities and creates social awareness with volunteering and give-back opportunities.

AMOT is exploring how to best develop diverse candidate pools when expanding their teams and publishes job postings on various recruitment sites catering to diverse candidates, including Black Perspective, Hispanic Today and Women in Business, to reach a larger, more diverse applicant base. Their employees' differences in background and perspective strengthen their business and Roper at large.



For the last several years, our Vertafore business has also proudly partnered with an internship program—InternX—that 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 2021, Vertafore hosted 16 interns across various Vertafore groups creating a diverse pipeline of talented individuals.

OUR PEOPLE (CONTINUED)

Vertafore's CEO, Amy Zupon, reflects on the importance of these initiatives:



"The success of our company comes from the strength of our team, and our team is stronger because of our commitment to diversity, equity and inclusion. Two strategic initiatives central to Vertafore's DEI strategy are our InternX program and "Voices for Change" fireside chat series. InternX is a platform that allows us to identify and recruit highly qualified young adults from diverse backgrounds to participate in meaningful internship experiences that advance our interns' professional development as well as provide Vertafore with a pipeline

of world-class talent. We launched "Voices for Change" following the killing of George Floyd and the heightened awareness that we all must do our part to create a more inclusive, just and equitable society. Our quarterly dialogues have provided an opportunity for us to engage with and learn from the personal and professional experiences of diverse, senior professionals across sectors, and we are a stronger team because of it."

DEI TRAINING AND EDUCATION

Training for both leaders and employees is a critical contributor to DEI program success. Our businesses offer courses on subjects such as unconscious bias, microaggressions and being an inclusive leader. These trainings are significant factors in expanding our employees' understanding of DEI topics and allow them to promote a greater sense of community at their organizations.

Additional opportunities allow employees to continue expanding their understanding of a topic and become more engaged. Some businesses offer seminars and conversations to discuss DEI topics and feature outside speakers to bring additional perspectives to the table.

Vertafore's Voices for Change initiative is a series of open conversations to discuss issues of race, social justice and diversity and inclusion with diverse leaders across the insurance and technology industries and beyond. The goal is to elevate these voices and examine how the Vertafore community can positively contribute to the progress we hope to see.



In 2021, speakers included Sally Susman, EVP and Chief Corporate Affairs Officer at Pfizer, who discussed the impacts of our own biases in our journey to stand together against violence, hate and discrimination in all its forms, and Aarti Kohli, Executive Director of Advancing Justice—Asian Law Caucus, who spoke about the work she is doing to drive positive change for the Asian and Pacific Islander communities and the ways we can play a part in making a difference.

SPOTLIGHT ON Deltek.

Deltek is committed to making DEI a priority at all levels of the business. Wanting to take a unique yet impactful approach to DEI, Deltek reviewed and removed all exclusive terminology in their software code and documentation. By removing terms such as "master" and "blacklist" from company coding, as well as gendered and heteronormative language in its documentation, Deltek is working to ensure that diversity and inclusion are woven into every aspect of their organization. Deltek has also committed to nominating underrepresented minorities for every director-level vacancy and has created a DEI Council comprised of its DEI leader and the leaders of the various ERGs. Furthermore, Deltek's business unit leaders have all had DEI training and unconscious bias assessments.

OUR PEOPLE (CONTINUED)

Health, Safety and Wellness

The health, safety and wellness of our employees, customers and members of the communities in which we operate are of paramount importance to Roper. We expect our businesses to meet or surpass all relevant Environment, Health and Safety (EHS) laws and regulations, as is specified in our Roper EH&S Policy.

Our businesses prioritize prevention of workplace accidents and injuries, while continually identifying any hazards and addressing them in a timely manner. They also promote the well-being of our employees and their families through several initiatives including wellness, financial security and family member assistance.

Our sites work to implement best-in-class management practices pertaining to environmental, health and safety topics and several hold certifications in management system ISO 45001, aligning with audited best practices for health and safety.

iPipeline is a great example of an operating company that promotes overall well-being.



iPipeline sponsors and encourages workers to participate in health and wellness activities during the work week through walking or step programs. It also offers health and wellness perks such as a fund for exercise equipment, subsidized gym memberships and health risk assessments. Employees and their spouses, partners or children have access to behavioral health counseling services, web resources and Employee Assistance Programs. iPipeline also has policies and programs in place to prevent ergonomic-related injuries in the workspace.

Aderant

Our Aderant business took on building its first Sustainability and CSR Committee in 2021 and embarked on implementing sustainability programs across the organization. One of its guiding sources for ensuring employee health, safety and well-being is its Health and Safety Statement. Addressing topics such as health and safety training and risk assessment and safe working conditions, the Aderant Health and Safety Statement demonstrates its commitment to supporting its employees and keeping them safe.



OUR PEOPLE (CONTINUED)

SPOTLIGHT ON **Deltek.**

Deltek offers fitness reimbursement, virtual wellness activities and sponsored sports teams as part of its many programs that focus on improving the quality of life for its employees and their families. In addition, Deltek offers a complete package of benefits and programs to help employees simplify and enrich their lives. Competitive benefits include healthcare coverage, paid leave, retirement packages and workplace flexibility.

rf IDEAS provides RFID card readers used in numerous identity access management applications across a variety of vertical markets and anchors their approach to employee safety and well-being in their Health and Safety Policy. Additionally, competitive PTO and a healthy work-life balance ensure that work stays at work and employees are rejuvenated and recharged.



iTrade is a highlight when it comes to employee well-being and work-life balance among Roper businesses. From benefits including flexible hours, LinkedIn Learning for all, smoothie and juice Wednesdays, yoga offerings and lunch and learns, iTrade recognizes the importance of supporting the holistic well-being of each of its employees. On-site benefits were also adjusted to maintain the safety and well-being of its employees during the global pandemic.



IMPACTS AND ACCOUNTABILITY

Roper has a significant opportunity to positively impact the communities and environments in which we are based. Our businesses actively seek new ways to support the cities and towns where they are located and lower their overall environmental impact of operations. Roper continually highlights the positive impacts our businesses have already created, while providing guidance and structure to our businesses looking to progress.



IMPACTS AND ACCOUNTABILITY (CONTINUED)

Community

Our businesses are responsible for their own charitable activities, which can range from monetary donations to volunteering. These activities are the direct decision of our 40+ operating businesses, making their impact much larger than any one Roper initiative.

Our NDI business, a leading innovator and manufacturer of optical and electromagnetic 3D measurement and tracking technology solutions based in Waterloo, Canada, clearly demonstrates its commitment to community. It sponsors local science-based competitions and education efforts and participates in a variety of charitable giving programs, including supporting local food banks and organizations dedicated to improving the health of Waterloo residents. NDI employees also participate in annual toy and gift drives for local children.



Our Neptune business, a technology company that serves water utilities across North America, has underlined its commitment to the people in its local and global communities through its activities regarding water conservation, water quality and access to clean water. Neptune has cultivated partnerships with organizations such as Water for People, a nonprofit organization whose mission is to promote the development of high-quality drinking water and sanitation services, accessible to all, and sustained by strong communities, businesses and governments.

SPOTLIGHT ON **Deltek.**

Deltek is pleased to support philanthropic organizations that foster health and well-being, reflecting the commitment of its employees, customers and global community. Not only does Deltek recognize how important it is for employees to engage and give back, it also understands how volunteering can greatly impact a person's health and well-being by reducing stress levels, improving their mood, helping them stay active and giving them a sense of purpose. To help employees find the necessary time, Deltek offers a Volunteer Time Off program where every employee may elect to use eight hours of paid time off to make a positive impact on organizations they are passionate about.

Deltek is proud to continue its ongoing support of the Leukemia & Lymphoma Society (LLS), the world's largest voluntary health organization dedicated to funding blood cancer research, education and patient services. Deltek employees are committed to LLS's efforts to cure leukemia, lymphoma, Hodgkin's disease and myeloma, and to improve the quality of life for patients and their families. In 2021, Deltek was honored with the Lifetime Achievement Award from LLS for its continuous support of the organization's important work, including participation in the Light the Night Walks and annual fundraising. Since 2014, Deltek employees have participated in these annual walks—held in over 200 communities—raising over \$340,000.

IMPACTS AND ACCOUNTABILITY (CONTINUED)

SUPPORTING COMMUNITIES DURING COVID-19

In the face of the pandemic, we have implemented several practices to prevent the spread of COVID-19 and other infectious diseases in both our workplace and community. Across Roper, working from home became our best defense against COVID-19 in keeping our employees safe and healthy. When this could not occur, we took care to ensure that social distancing in our offices was accommodated, provided masks across the organization for an added layer of safety and implemented enhanced cleaning protocols.

Our Managed Health Care Associates, Inc. (MHA) business is a leading health care services and software company that supports the diverse and complex needs of the alternate site health care provider. In 2020, the Centers for Disease Control and Prevention (CDC), under “Operation Warp Speed,” selected MHA as the COVID-19 vaccinations network administrator on behalf of the MHA independent long-term care pharmacy network, comprising over 1,600 pharmacy locations nationwide. This supplemented programs the CDC already had in place with national drug store chains by including the option for independent, long-term care pharmacies to provide vaccinations to residents and staff of long-term care facilities. By volunteering to act as a network administrator, MHA coordinated the delivery of vaccines through its pharmacy members to the elderly population throughout the United States. MHA received the ASCP 2021 Herb Langsam Pharmacy Services Provider Award from the American Society of Consultant Pharmacists for being “an exemplary provider of pharmacy services through innovation, dedication and care” in connection with MHA’s involvement with Operation Warp Speed.



IMPACTS AND ACCOUNTABILITY (CONTINUED)

Our CliniSys business played a significant role by lending their services and expertise to preventing the spread of COVID-19 over the course of the pandemic. CliniSys provides laboratory information management solutions (LIMS) to more than 2,000

laboratories in 34 countries and drew on their existing scalable systems to quickly support governments and health organizations across the UK and Europe. They developed both rapid response solutions and innovations that supported and improved testing and reporting. By sharing knowledge and experience across borders, CliniSys succeeded in supporting several national projects, despite the unprecedented time pressure and the exceptional circumstances that the company, and their customers, faced.



CliniSys' contributions include:

United Kingdom—Helped deliver agile, sustainable solutions to hospitals, supporting rapid reporting to customers and enabling clinicians to have all needed data in one place.

Belgium—Contributed to the creation of a federal, cloud-based IT platform for COVID-19 testing to digitally support the workflow and facilitate the sharing of information between the various laboratories, governmental agencies, care providers and contact tracers.

Austria—Enabled 600 employees to carry out highly complex logistics at a vast capacity by setting up state-of-the-art laboratories in Vienna over just a few weeks. Aided the analysis of up to 400,000 COVID test samples per day with the help of CliniSys solutions.

France—Was instrumental in developing and implementing the national SI-DEP IT platform. The purpose of the national SI-DEP (Système d'Informations de DEPistage), a project implemented by the French Ministry of Health and Solidarity, is to detect and trace COVID-19 cases throughout France. At the heart of the platform is CyberLab, the CliniSys web-based order entry and result consultation application, which can easily be linked to all the laboratory information systems used in France and is capable of processing large volumes of data independent of its origins. The platform was built in just two months and supports France's population of 67 million. Please see accompanying image for more details.

SI-DEP IN FIGURES



SPOTLIGHT ON **Deltek.**

Sustainability is woven into many areas within Deltek. One of Deltek's ERG groups, Global Green@Deltek, is a cross section of employees dedicated to raising awareness around environmental and sustainability related programs.

Deltek was awarded a LEED® Silver certification for Commercial Interiors for its headquarters building in Herndon, Virginia. Deltek's 230,000 square foot facility includes features such as low-impact site maintenance and erosion control, low-emissions materials, access to transit, bicycle storage and locker room facilities. Features at Deltek's Herndon headquarters that reduce energy use include:

- Access to daylight so that overhead lights can be dimmed or turned off for most of the day
- Occupancy sensors so that lights are off when spaces are not being used
- Task lighting so that overhead light levels can remain low or be turned off when not needed
- Demand controlled ventilation so that HVAC equipment only runs when spaces are occupied
- ENERGY STAR® equipment and appliances

IMPACTS AND ACCOUNTABILITY (CONTINUED)

Environment

Roper understands the importance of assessing and addressing the environmental impacts of our operations to reduce our environmental footprint and combat climate change. Roper's initial priority is to set a baseline for energy use and emissions across all businesses to track year-over-year changes. We also work to educate our businesses to ensure they fully understand how to manage their environmental impacts and make progress in reducing them. However, the implementation of environmental management is primarily overseen at the business level. As programs launch, cross-business collaboration will be critical to share best practices across the portfolio, propel Roper toward environmental impact reductions and enhance our competitive position.

One way our businesses are reducing their environmental footprint is by developing recycling programs. These programs include the recycling of paper, scrap metal, cardboard, plastic, and electronics, reducing the waste streams coming out of the businesses.



IMPACTS AND ACCOUNTABILITY (CONTINUED)



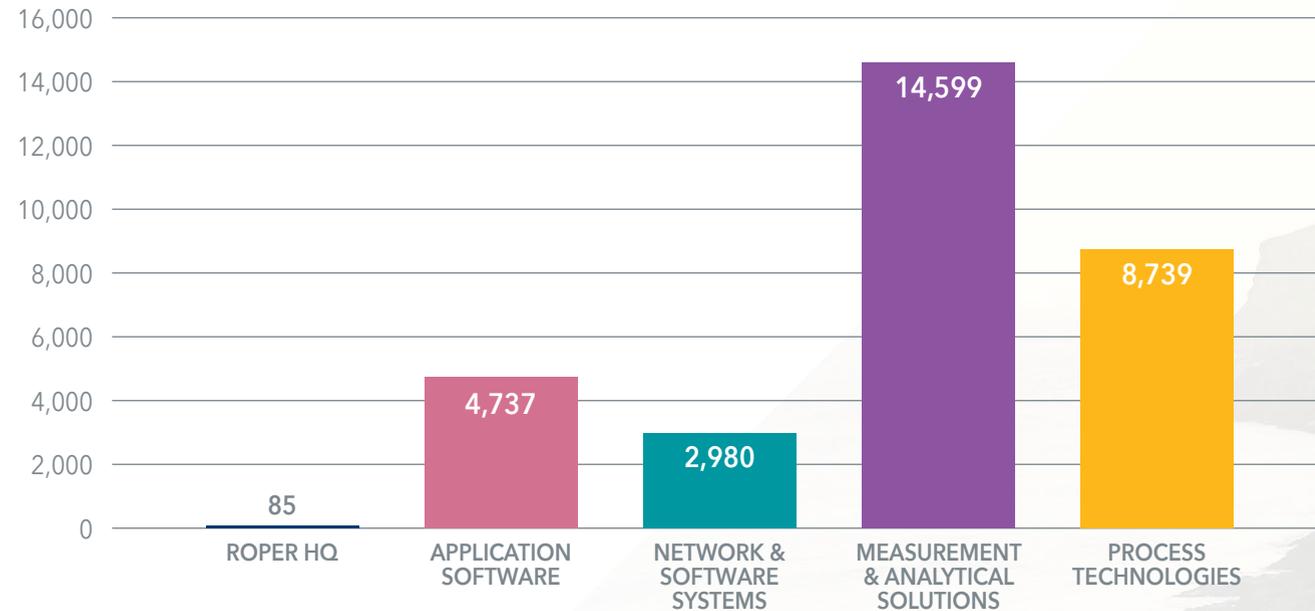
Energy and Emissions

Establishing a baseline of energy use and emissions is the first step in reducing the Roper climate impact. To achieve this baseline, all operating businesses completed surveys that addressed a variety of topics including total electricity usage, natural gas usage and sources of energy to calculate Roper-wide totals. With this information, Roper will plan accordingly to help its businesses find additional ways to reduce overall energy use and related emissions and analyze and implement enterprise-wide climate change initiatives.

One of our companies, NDI, has made a commitment to environmental sustainability and conducted an energy audit that resulted in the implementation of a number of measures, including switching to LED lighting. Furthermore, NDI's employee-led Environmental Committee focuses on bringing company-wide attention to addressing sustainability improvements in NDI's offices and at home. NDI was also an early member of Sustainable Waterloo, a nonprofit that helps other organizations in the Waterloo Region achieve carbon reductions through collaboration and education.



**ROPER TOTAL METRIC TONS CO₂e
PER BUSINESS SEGMENT**



For additional information on 2021 energy and emissions data please refer to Environmental Footprint of Operations in the SASB Index at page 39.

IMPACTS AND ACCOUNTABILITY (CONTINUED)



Customer Environmental Impact

Roper operating businesses are not only understanding and improving their own environmental impacts, but they are also assisting their customers in increasing their operational efficiencies while meeting their business needs. Some of our businesses, particularly within the supply chain and shipping industries, can help their customers reduce their environmental footprint and save costs by using the products and services they offer.



Our Neptune business's passion is supporting water utilities in their efforts to provide safe and clean drinking water, and to protect and conserve

this precious commodity. Neptune's solutions make data actionable by providing effective measurement tools, networks, software and services for the business of water. These data analytics provide insights to help water utilities be more efficient and reduce waste through timely identification of leaks both at the point of delivery in homes and businesses and in the network of water pipes for distribution.

Our DAT, Loadlink Technologies and IntelliTrans businesses all provide solutions that allow their trucking and shipping industry customers to improve operational efficiency, thereby reducing emissions from trucks and other modes of shipping. In addition, these businesses provide tools to enable truckers, trucking companies and other shippers to better navigate the supply chain challenges that became prevalent during 2021, providing customers with assistance in getting goods and freight to their ultimate destinations in a timely, cost-efficient manner.

- *DAT operates the largest truckload freight marketplace in North America. The DAT One platform is the industry's only end-to-end solution for motor carriers, freight brokers, 3PLs and shippers. Every year, hundreds of millions of loads are posted on the largest load board in the world, resulting in approximately 52 million transactions taking place across 68,000 lanes. DAT provides increased efficiency to the freight industry and reduces the percentage of empty truckload miles and idle time for truckers and their cargo.*



- *Loadlink Technologies helps Canadian transportation companies facilitate the critical movement of goods by trucks through the use of its technology. As Canada's leader in load and freight-matching services, Loadlink transforms its customers' needs into*



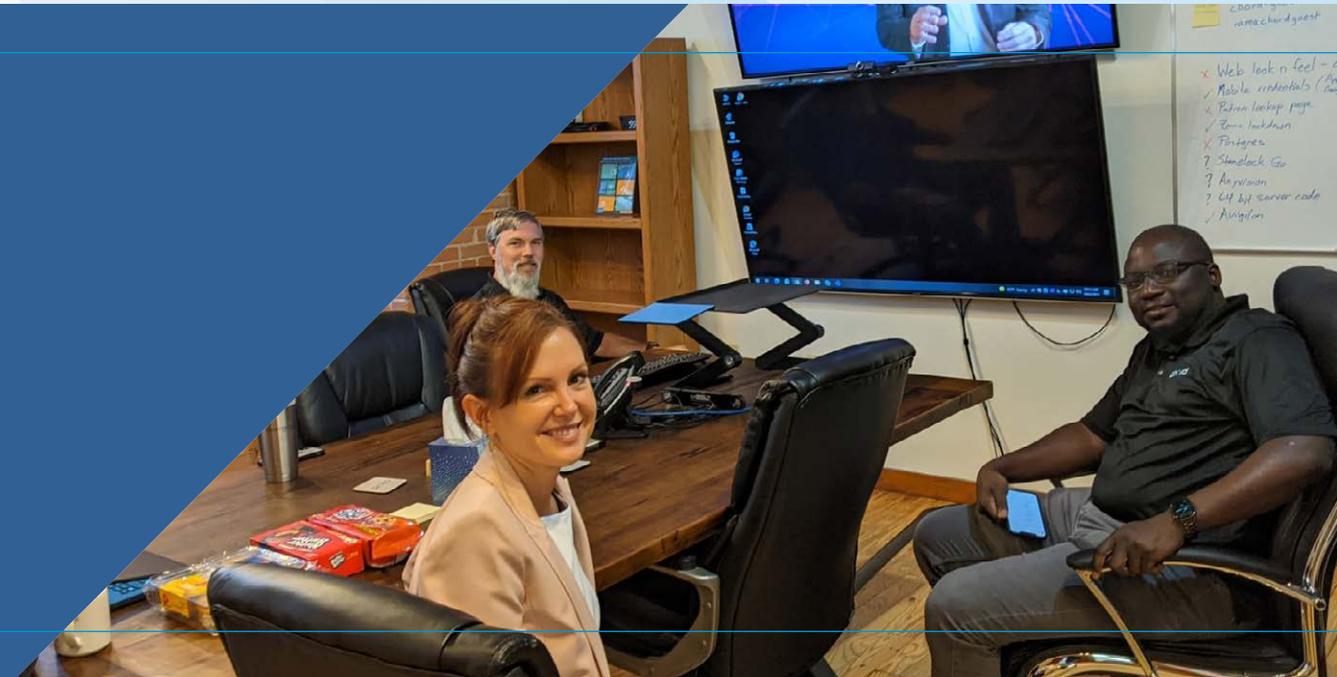
insights that deliver solutions, turning empty trucks and available loads into full trucks and moved loads across Canada.

- *IntelliTrans provides unified and proactive solutions to manage the complex supply chain challenges of "bulk" and "break bulk" commodity producers (plastics and chemicals, forest products, mining and metals, cement and energy). IntelliTrans has become a useful ESG tool for its customers' operations by determining the most efficient means to transport their shipments. Its Global Visibility Platform helps companies load as much product as possible into every shipment, thus reducing that company's (and carrier's) carbon footprint by preventing "empty miles" and maximizing available capacity. By managing flawless execution, ensuring that carriers show up on time, and eliminating extra rail switches, IntelliTrans helps companies achieve their ESG goals in a very cost-efficient, effective manner.*



ESG GOVERNANCE AND ETHICS

Governing ESG programs at Roper and across our operating businesses is critical when considering our decentralized operating model. We work to ensure that consistent standards and messaging apply throughout our company. Our Corporate Governance Guidelines and our Business Code of Ethics and Standards of Conduct outline these expectations.



ESG GOVERNANCE AND ETHICS (CONTINUED)

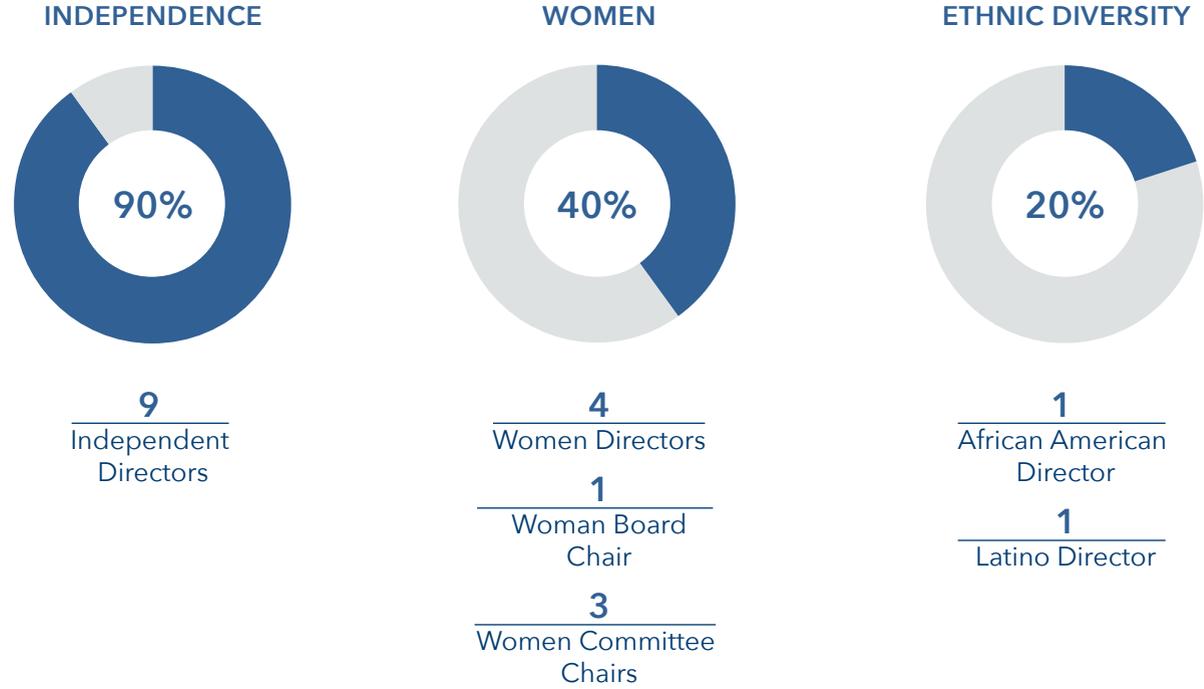


Corporate Governance

Roper Operating Model

Our ESG Governance is overseen at the highest level of our Board of Directors, with the Nominating and Governance Committee of the Board supervising the ongoing implementation of Roper’s ESG program. In the spring of 2021, the Board designated a Chief ESG Officer to work with Roper’s 40+ businesses to develop a more comprehensive, robust approach to ESG.

ROPER BOARD OF DIRECTORS COMPOSITION AS OF DECEMBER 31, 2021:



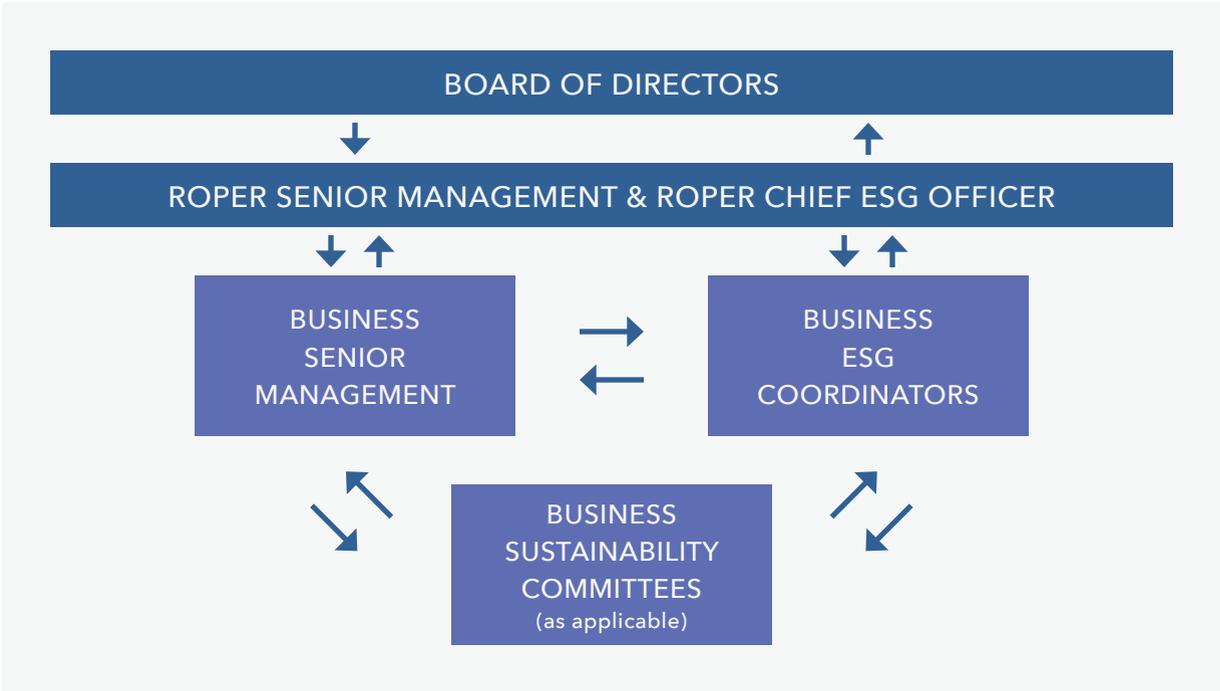
Board of Directors, left to right: Thomas P. Joyce, Jr., Irene M. Esteves, Richard F. Wallman, Laura G. Thatcher, Robert D. Johnson, Shellye L. Archambeau, John F. Fort III, L. Neil Hunn, Amy Woods Brinkley, Christopher Wright

ESG GOVERNANCE AND ETHICS (CONTINUED)



Roper has centralized oversight over all the businesses they own, including a standardized set of governance and ethics policies. In practice, however, the actual day-to-day management is handled at the business level. At the most basic level, Roper buys great businesses and provides an environment and governance system that enables each business to get even better over the long term. Roper’s model allows each of its businesses to focus exclusively on their small, niche market and enables nimble execution to address the unique needs of their customers. These businesses are empowered to make their own strategic and operational decisions with active oversight and coaching from Roper.

Roper is leveraging our decentralized operating model to implement our ESG strategy. An enterprise-wide ESG program also provides a forum for Roper’s diverse portfolio of businesses to collaborate, share best practices and help each other to more effectively address common ESG issues.



ESG GOVERNANCE AND ETHICS (CONTINUED)



Ethics and Compliance

At Roper we hold our businesses to high ethical standards. This commitment is upheld by our Business Code of Ethics and Standards of Conduct (Code of Conduct), which outlines policies, regulations and laws that govern our daily operations. Our Code of Conduct provides guidance to promote integrity and mutual respect for our employees, stakeholders and customers. Everyone at Roper is trained in and expected to follow the components of the Code of Conduct to ensure a welcoming environment for all.

To address issues of ethics and compliance, we have a system in place to report violations or concerns. If anyone suspects unethical or illegal behavior in violation with our Code of Conduct, they can report directly at their business or contact Roper's Chief Compliance Officer. We also have a confidential and anonymous reporting hotline in place—the Roper Technologies Ethics and Compliance line. This is operated by a leading ethics platform provider and serves as the link between employees and Roper for flagging potential concerns. We encourage our employees to report their concerns via this channel and we ensure there is no retaliation, which would be counter to our principles.

The Roper Code of Conduct is available in 14 languages, and the Roper Ethics and Compliance reporting hotline is available in local languages in over 25 countries.



Human Rights

Roper is committed to respecting human rights and supports global efforts to protect them. All our businesses, employees, agents and vendors are required to comply with all applicable laws prohibiting all forms of forced labor, child labor, human trafficking and modern-day slavery. Our Human Rights Policy is consistent with the core tenets of the International Labor Organization's (ILO) fundamental conventions, the human rights principles set in the United Nations Universal Declaration of Human Rights, and the goals of the Responsible Minerals initiative.

Our compensation of our employees is competitive relative to the industry and labor market, while adhering to all applicable laws.



ESG GOVERNANCE AND ETHICS (CONTINUED)

Roper complies with all international and local legal requirements of the varying countries in which we operate. Our human rights policies outline our commitments across a variety of topics. Roper prohibits the use of all forms of forced labor and believes that people should work because they want or need to. We employ people based on their ability to do their job and actively prohibit discrimination based on employees' protected characteristics or protected conduct.

We respect the rights of freedom of association and collective bargaining and encourage an open dialogue between employees and management. Roper works to ensure that the workplace is free from violence, harassment and intimidation, and any other threats. The privacy of all individuals is of utmost importance, and we work to protect and mitigate risk of data breach, data losses and misuse. Lastly, we expect our suppliers and contractors to treat their employees and interact with the community in a manner that respects human rights and is in line with our policy.

SUPPLIERS AND BUSINESS PARTNERS

Our businesses evaluate their suppliers to ensure they are conducting business with like-minded companies as it pertains to environmental and human rights concerns. Some of our businesses implement supplier codes of conduct, which they expect their suppliers to sign and follow. Additionally, all suppliers must adhere to Roper's conflict minerals program and Roper's Conflict Minerals Policy. Suppliers are expected to act with the same honesty and integrity upheld across all Roper businesses.

Roper has an overarching Supplier Code of Conduct and Purchase Order Terms and Conditions, which suppliers are also expected to uphold. The Supplier Code of Conduct covers employment practices, ethical conduct, anti-corruption, environmental, security and gratuity policies, as well as monitoring and reporting. In addition to the Supplier Code of Conduct, suppliers must follow all applicable laws and industry standards.





Data Privacy and Cybersecurity

Roper is committed to protecting the privacy of individuals that trust us with their personal information. Because each of our businesses operates in a niche market with unique market conditions, Roper gives our individual businesses the authority to establish their own privacy practices subject to general, enterprise-wide compliance activities and guidance that include:

- *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*
- *HIPAA-compliance Reviews for Operating Businesses Subject to HIPAA*
- *Data Mapping Using OneTrust's Data Mapping Tool*
- *Appointment of Operating Business Privacy Advocates*
- *Appointment of External or Internal Data Protection Officers (when necessary)*
- *Implementation of a Data Subject Access Request Policy*
- *Incident Response Plans and Escalation Procedures*
- *Data Protection Agreements*

There are now more than 120 jurisdictions with privacy and data protection laws and that number will continue to grow. Our Roper Privacy Policies are reviewed annually and updated as necessary as part of the maintenance of our Roper Privacy programs. We brief our Board of Directors at least twice annually on our privacy-related activities, and while we cannot eliminate all risk associated with the data we control or process, we will continue to mitigate these risks going forward through policy implementation, data mapping, training and engagement with the businesses.

We have also committed to maintaining a robust cybersecurity posture across all our businesses to protect our data and prevent cybercrime. In particular we have committed to our Board of Directors to reduce supply chain risk, further improve cloud security and adopt a zero trust security framework. To accomplish this, we continue to develop our cybersecurity programs—which were first formalized in 2017—and have an updated NIST-based (National Institute of Standards and Technology) framework for addressing cybersecurity. We continue to raise security awareness with our employees throughout the year with cyber training and monthly phishing campaigns. We have recently adopted Cloud Security Maturity Frameworks from cloud partners to further improve cloud security. We are also implementing new key performance indicators (KPIs) this year, which will help Roper assess the success of each business's approach to cybersecurity. These KPIs consist of overall maturity, vulnerability ratio and patching remediation and Center for Internet Security (CIS) score.

ESG GOVERNANCE AND ETHICS (CONTINUED)

Our Roper cybersecurity program, which is implemented at all our businesses, consists of:

- **Implementing a maturity framework.** We provide our businesses with a cybersecurity roadmap to continuously improve cybersecurity maturity. Each business is presented a roadmap unique to their cyber risk, considering business type, data privacy requirements, cyber expertise products, and systems that are in place, among other indicators. Some businesses have inherently less risk given their products and services. The maturity framework is also leveraged to measure state of maturity at each of our businesses. These maturity assessments are conducted every year.
- **Conducting cyber health checks.** The health check includes the review of current cyber state, as well as the strategic cyber direction, and testing of security configurations through the environment. Cybersecurity recommendations are made during these visits and are updated based on progress throughout the health check cycle.
- **Defense in-depth.** Cybersecurity controls are designed to provide a multi-layer approach to protecting the businesses. This begins with a focus on preventing entry point and lateral movement within the environments with an equal focus placed on detection, containment and recovery. This defense in-depth approach allows for business continuity and resilience, with all aspects of our cyber approach strengthening each other.

To implement an extra layer of protection, Roper engaged a leading cybersecurity technology solutions provider in 2020 and has expanded this partnership to cover all our businesses. It provides 24/7 Managed Detection and Response (MDR) coverage of our systems and a rapid response to any potential incidents, giving us an added layer of defense against any cyberattacks, including ransomware. This solution supplements our Incident Response Plan and retainer and allows for prioritized incident response.

Business Continuity

Effectively competing in our markets is critical to our business health. As we grow, we plan to strategically capitalize on the benefits of building strong ESG programs across our businesses to mitigate risk and strengthen the sustainability and continuity of our company. With effective ESG programs, we strengthen our position in competitive markets and in investors' minds and continued improvement with respect to our most impactful ESG topics will be vital as we build sustainable strategies for operations and growth.

See our Annual Report for additional business continuity risks as they relate to operations, and the remainder of this ESG Report for additional specificity regarding ESG aspects.



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.
- Please note that the inclusion of information in this Report is not an indication that such information is necessarily material as defined under the U.S. federal securities laws and the applicable regulations thereunder.
- Any trademarks, product names or brand images appearing herein are the property of their respective owners.
- Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Roper. The data included in this Report are good faith estimates and have not been externally assured. We expect our data collection systems to evolve and we seek to continually improve our processes for collecting and disclosing accurate, meaningful and consistent data.

APPENDIX – OPERATING BUSINESSES

Application Software

Aderant

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

CBORD

Campus solutions software including access and cashless systems and food and nutrition service management, serving primarily higher education and healthcare markets.

CliniSys
A CLINISYS GROUP COMPANY

CLINISYS

Laboratory information management software solutions. Subsequent to year end, our Sunquest business combined with CliniSys to create one of the world's largest organizations dedicated to diagnostics and laboratory informatics.

DI Data Innovations

DATA INNOVATIONS

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

Deltek

DELTEK

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

H HORIZON
SOFTWARE

HORIZON

Software, services and technologies for foodservice operations, specializing in K-12.

IntelliTrans

INTELLITRANS

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

POWERPLAN

POWERPLAN

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

strata

STRATA

Cloud-based financial analytics and performance management software that is used by healthcare providers for financial planning, decision support and continuous cost improvement.

Vertafore

VERTAFORE

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

APPENDIX – ROPER OPERATING BUSINESSES

Network Software & Systems



CONSTRUCTCONNECT

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



LOADLINK TECHNOLOGIES

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



DAT

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



MHA

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



FOUNDRY

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



RF IDEAS

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



INOVONICS

High-performance wireless sensor network and solutions for a variety of applications.



SHP

Data analytics and benchmarking information for the post-acute health care provider marketplace.



IPIPELINE

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



SOFTWRITERS

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



ITRADENETWORK

Leading global provider of SaaS-based trading network and business intelligence solutions to the food industry.

APPENDIX – ROPER OPERATING BUSINESSES

Measurement & Analytical Solutions



ALPHA

Precision rubber and polymer testing instruments and data analysis software.



CIVCO MEDICAL SOLUTIONS

Accessories focused on guidance and infection control for ultrasound procedures.



DYNISCO

Solutions for testing and analyzing plastics used in a variety of end markets.



FMI

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



HANSEN

Control valves for large industrial refrigeration systems.



HARDY

Precision weighing equipment for process and packaging for a variety of industries including food processing, automated manufacturing, chemical, plastics and rubber.



IPA

Automated surgical scrub and linen dispensing equipment for health care providers.



LOGITECH

Equipment and consumables used for sample preparation and material analysis used primarily in the semiconductor and geological science industries.



NEPTUNE

Water meters, enabling water utilities to remotely monitor their customers utilizing Automatic Meter Reading (AMR) and Advanced Metering Infrastructure (AMI) technologies.



NORTHERN DIGITAL

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



STRUERS

Equipment and consumables for sample preparation and testing of solid materials used across a variety of end markets.



TECHNOLOG

Products and services to water and gas utilities, used for network monitoring, pressure control and remote meter reading.



USON

Automated leak detection equipment for a variety of end markets, including automotive, medical device, pharmaceutical and general industrial.



VERATHON

Medical devices that enable airway management and bladder volume measurement solutions for health care providers.

APPENDIX – ROPER OPERATING BUSINESSES

Process Technologies



AMOT

Temperature control and emergency shutoff valves used by customers in the energy and general industrial end markets.



METRIX

Vibration monitoring systems and controls across a variety of end markets.



CCC

Turbomachinery control hardware, software and services for customers across the upstream, midstream and downstream energy markets.



PAC

Analytical instruments used by energy refineries and laboratories.



CORNELL

Specialized pumps used across a variety of end markets, including agriculture, energy, food processing, mining, waste water processing and general industrial.



ROPER PUMP

Specialty pumps and drilling power sections used by customers in the energy, general industrial and transportation end markets.



FTI

Flow meter calibrators and controllers used primarily in the aerospace, automotive, energy and general industrial end markets.



VIATRAN

Pressure and level sensors for energy and general industrial end markets.

Note: In 2021, we entered into agreements to divest our CIVCO Radiotherapy, TransCore and Zetec businesses. As a result, these businesses have been excluded from the scope of this report.

APPENDIX – SASB INDEX

SASB IT Services and Software Standard

Environmental Footprint of Operations			
ACCOUNTING METRIC(S)	CODE	UNIT	RESPONSE OR LOCATION IN REPORT
(1) Total energy consumed (2) percentage grid Electricity (3) percentage renewable	TC-SI-130a.1	Gigajoules (GJ), Percentage (%)	<p>1) Total Energy Consumed: 387,084.94 GJ 2) Percentage Grid Electricity: 62.04% 3) Percentage Renewable: 2.92%</p> <p>Section: Impacts and Accountability > Environment > Energy and Emissions P. 25</p> <p><i>*Energy consumption assessed included the electricity and natural gas usage at Roper's headquarters and the locations owned or leased by Roper's 40+ operating businesses (including owned data centers) for which information was available. Modeling was applied as needed based on Roper business segment-wide and Roper-wide average usage per ft2. This data does not include energy consumed by cloud providers who provide services to Roper or its operating businesses. We plan to continue to expand and enhance our assessment and compilation of GHG impact moving forward to establish a more complete GHG baseline. Long term, Roper plans to further leverage cloud-based platforms to take advantage of our cloud providers' ability to reduce our environmental footprint.</i></p>
(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Thousands of cubic meters	Total water withdrawn, consumed is not available at this time.
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Discussion and Analysis	<p>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:</p> <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

APPENDIX – SASB INDEX

Data Privacy and Freedom of Expression			
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Discussion and Analysis	Section: ESG Governance and Ethics > Data Privacy and Cybersecurity P. 32-33
Number of users whose information is used for secondary purposes	TC-SI-220a.2	Quantitative	Roper’s operating businesses are responsible for maintaining the privacy and security of customers and users and only utilize 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	TC-SI-220a.3	Quantitative	There were no monetary losses or judgements associated with user privacy in 2021 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	TC-SI-220a.4	Quantitative	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	TC-SI-220a.5	Discussion and Analysis	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.

APPENDIX – SASB INDEX (CONTINUED)

Data Security			
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Quantitative	<p>All Roper operating businesses maintain a defined incident response process which applies to all potential incidents at every business level. 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.</p> <p>In 2021, Roper operating businesses notified customers regarding 11 data incidents. All these events were the result of data mishandling, system configuration errors, or human mistakes. None of these events were a result of a deliberate cyberattack or third-party penetration and in all cases data exposure was limited.</p>
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Discussion and Analysis	<p>Due to Roper’s decentralized operating structure, Roper’s individual operating businesses are primarily responsible for identifying and addressing data security risks. In most cases, Roper businesses utilize independent/separate IT infrastructures and, except for certain HR, finance and other legal/compliance functions, generally do not share technical resources between operating businesses. The primary exception to this structure is the Roper-wide deployment of an industry-leading Managed and Detection Response (MDR) solution across all operating businesses. This greatly reduces the risk that an operating business impacted by a security event would impact other Roper operating businesses.</p> <p>Section: ESG Governance and Ethics > Data Privacy and Cybersecurity P. 32-33</p>

APPENDIX – SASB INDEX (CONTINUED)

Recruiting and Managing a Global, Diverse and Skilled Workforce			
Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Quantitative	1) 2% 2) 14%
Employee engagement as a percentage	TC-SI-330a.2	Quantitative	Section: Our People > Culture and Employee Engagement P. 12
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Quantitative	<p>Ethnic Group Representation:</p> <p>Legend: ■ Asian ■ Black or African American ■ Hispanic or Latino ■ White ■ Other</p> <p>Gender Group Representation: Section: Our People > Diversity, Equity and Inclusion P. 15 <i>*EEO-1 2020 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 2020 reporting.</i></p>
Intellectual Property Protection and Competitive Behavior			
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Quantitative	There have been no such monetary losses in the reporting period.

APPENDIX – SASB INDEX (CONTINUED)

Managing Systemic Risks from Technology Disruptions			
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Quantitative	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. There were no material performance or service disruptions to customers known to Roper during 2021. <i>*Two of the four Roper operating business segments are applicable to IT Services and Software Services Activity Metrics—Application Software and Network Software and Systems.</i>
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Discussion and Analysis	Each of Roper’s operating businesses maintain a disaster recovery plan to maintain continuity of operations. The plans are 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. Section: ESG Governance and Ethics > Business Continuity P. 35
Activity Metrics			
(1) Number of licenses or subscriptions, (2) percentage cloud based	TC-SI-000.A	Quantitative	Applicable Roper operating businesses track this information at the business level and differ in reporting methods.
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Quantitative	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 does not maintain or use a material amount of data processing capacity at the corporate level.
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Quantitative	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. 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 GCP, and other cloud platforms. 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.