

GUIDE TO

D&O Insurance

for IPOs and Direct Listings

2025



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Insurance Services | Risk Management | Employee Benefits



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Leverage Our IPO and Direct Listing Knowledge and Expertise

Woodruff Sawyer is the market leader when it comes to placing D&O insurance for companies going public. Experience matters when it comes to IPOs and direct listings. You want a specialist on your insurance brokerage team to work through all the D&O insurance issues that will arise before, during, and after the process of going public, as well as during your life as a public company.

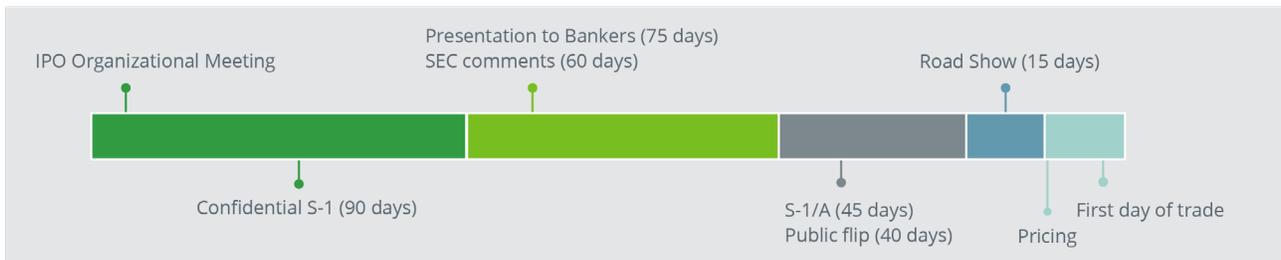
There is significant complexity to the process of protecting a company and its directors and officers as they undertake the process of going public. This interactive resource is your guide to the D&O insurance process for IPOs and direct listings.



Are you going public through a de-SPAC transaction?
 Check out our [Guide to D&O Insurance for De-SPAC Transactions](#)

Private to Public Milestones Timeline

Click/tap an area of the timeline to learn more about the D&O insurance process for companies going public. While the timeline below is specific to IPO companies, the milestones are relevant to both IPO and direct listing companies. Both types of companies must have their public company D&O insurance program ready to be put in place before their stock starts trading on a public exchange, and both types of companies benefit from getting an early start on the process of placing their public company D&O insurance.



D&O Insurance Process

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|--|--|--|--|--|
| <p>► PREPARE</p> <ul style="list-style-type: none"> • Develop strategy • Evaluate <ul style="list-style-type: none"> - Private company insurance - International - Cyber - Other insurance lines • Governance counseling <ul style="list-style-type: none"> - Corporate governance policies - Choice of forum and exculpation provisions | <p>► LAUNCH</p> <ul style="list-style-type: none"> • Implement carrier NDA • Refine limits analysis • Negotiate with markets • Preliminary board presentation | <p>► BROKER</p> <ul style="list-style-type: none"> • Negotiate coverage and pricing • Negotiate warranty statements • Present insurance program • Schedule executive and employee compliance training | <p>► IMPLEMENT</p> <ul style="list-style-type: none"> • Finalize program • Execute warranties • Additional subjectivities • Coordinate coverage transition • Bind IPO coverage | <p>► SUPPORT</p> <ul style="list-style-type: none"> • Counseling • Training/education • Market updates • Claims support |
|--|--|--|--|--|

Source: Woodruff Sawyer

1. Prepare

A. Develop a Strategy

Setting the strategy involves taking a first look at a number of key questions. Some of these questions include the following:

- What is the timing of our public listing and are we on a dual track?
- If doing an IPO, what is the size of our offering, and will we have selling shareholders?
- What is our philosophy on risk transfer and buying D&O insurance limits?
- Which insurance carriers are the best fit for our needs? Do we have any special or unusual risk exposures?
- Who are the key executives who will be involved in the insurance process?
- How involved does the board of directors want to be in making decisions about D&O insurance?

An initial strategy session can go a long way to making the overall process run smoothly and efficiently.

B. Evaluate

i. Private Company Insurance

Consider ensuring that you have at least \$5 million to \$10 million of D&O insurance limits in place as a private company. This move protects Ds and Os should the company be acquired instead of going public. It also ensures

that the subsequent public company D&O insurance program is not vulnerable to having warranty statements apply to this first \$5 to \$10 million layer of insurance. Finally, consider whether you need IPO- or direct listing-specific endorsements such as “roadshow coverage” and “failed IPO coverage.”



Learn more about [Private Company D&O Insurance](#)

ii. International

Newly public companies can suddenly find themselves subject to intense scrutiny, including in non-US jurisdictions. Before going public, make sure that you have analyzed your non-US subsidiaries and made a determination as to whether a local D&O policy might be warranted. Just because your US-issued policy says in the text of the contract that it is supposed to respond worldwide does not mean that it actually will. Many foreign jurisdictions require that D&O insurance policies, if placed, need to be placed locally.

iii. Cyber

This is an exploding area of concern for many companies, and in some cases, effectively managing this exposure is fundamental to the success of a company. This is a board-level issue that needs to be addressed in a timely and comprehensive way.

iv. Other Insurance

A newly public company has to be ready for public-company scrutiny and having a buttoned-up insurance risk management program across all lines of insurance (not just D&O insurance) is critical. This is something the board will care about at least by proxy season given the required disclosures concerning a board's role in enterprise risk management.

Read Now

Foreign Subsidiaries and D&O Insurance: Are You Prepared to Place?

Learn more about protecting directors and officers of foreign subsidiaries.

Multinational Companies and Local Foreign D&O Liability Insurance

Read more about multinational companies and placing local D&O policies.

Guide to D&O Insurance for Foreign IPOs and Direct Listings

This is the guide for foreign private issuers seeking to list securities on a US exchange.

Roadmap for Plaintiffs or Boon for Investors: The SEC's New Cyber Rules

Learn more about the SEC's new cybersecurity disclosure rules.

Is Your Board Prepared for the Growing Risk of Ransomware Attacks?

Read more about preparing your board for a ransomware attack.

Running to Stand Still: Practical Cybersecurity Governance Considerations for Boards and Management Teams

Get the blueprint for strong cybersecurity governance.

Violent Futures, Violent Ends? Two Possible Futures of SEC Cyber Regulation

Learn more about government regulation in the cyber space.

Watch Now

Why Would a Company Need a Local D&O Insurance Policy?

Six Things Underwriters Look for in Ransomware Protection

C. Governance Counseling

i. Corporate Governance Policies

D&O insurance is important—and consideration should also be given to implementing corporate governance policies that tend to help mitigate D&O risk. Examples include: insider trading policies (including the correct implementation of 10b5-1 trading plans), corporate communications policies, and appropriate [indemnification agreements](#).



Read about the [Benefits of 10b5-1 Trading Plans](#)



Watch our videos about:
[10b5-1 Basics](#)
[Indemnification Agreements](#)

ii. Choice of Forum Provisions

Your charter documents (certificate of incorporation and corporate bylaws) are a place where you can make strategic choices about where you will be sued in the future. [State choice of forum provisions](#) are a must.



Learn more about [State Forum Selection Provisions](#)

Equally important are [federal choice of forum provisions](#). Including this Delaware law provision (which can be influential for other states as well) in your charter documents may help you avoid having a suit challenging the disclosure being brought in state court in addition to federal court.

iii. Exculpation Provisions

Delaware law has, for many years, allowed companies to include a provision in their certificate of incorporation that has the effect of shielding directors from monetary liability in some circumstances. In 2022, the Delaware legislature expanded this protection in a limited way to officers. Still, some protection is better than nothing. You will want to include “exculpation” provisions in your certificate of incorporation before you go public.



Learn more about [Exculpation Provisions and Officer Exculpation Under Delaware Law](#)

2. Launch

A. Implement Carrier NDA

Companies that choose to file confidentially will want to have their broker ask each insurance carrier to sign an NDA before being sent the confidential S-1 filing. Ask your Woodruff Sawyer account executive about how we have greatly streamlined this process.

B. Refine Limits Analysis

Choosing D&O insurance limits shouldn't be limited to peer data benchmarking and reference to overly broad cuts of settlement data that may not be directly relevant to you. Consider a customized approach, the type of approach that Woodruff Sawyer is able to offer clients through its proprietary database, **DATABOX™**.

C. Negotiate With Markets

Given the current litigation environment for IPO and direct listing companies, you need significant lead time and a clear strategy to optimize your insurance coverage. Management and the board will want to consider issues like what level of self-insured retention (like a deductible) makes sense given current market pricing for IPO and direct listing company D&O insurance.

D. Brief Board of Directors

Even very sophisticated boards of directors may not be familiar with all the current issues at play when it comes to protecting themselves and their companies against the types of claims that are filed against newly public companies. A good practice is to have your broker brief your board on the current litigation environment as well as D&O insurance market dynamics.

E. Schedule Executive and Employee Training

Being employed by a public company can be very different from being an employee of a private company. Schedule your "We're public. Now what?" training to fall either right before or right after the date the company starts trading in the stock market so that employees gain a timely understanding of things like tipper-tippee insider trading liability and the like. This training can be provided by your outside counsel, Woodruff Sawyer, or both.

3. Broker

A. Negotiate Coverage and Pricing

Pricing for new public companies has dramatically improved since the **worst of the recent hard market**. In addition, coverage terms can be very favorable if negotiated upfront by a skilled broker. If you are working with a carrier that has panel counsel, you will want to vet this list before finalizing your carrier decision. If you are asking outside counsel to review the terms and conditions of your D&O insurance policies, you will want to loop outside counsel into your broker's process sooner rather than later.

B. Negotiate Higher Limits Warranties

Higher limit warranties are conditions precedent (“subjectivities”) to a new layer of D&O insurance being placed for a company. When a company buys an additional, new layer of insurance (a higher limit) that it did not purchase the previous year, the insurance carriers require that the buyer affirm the following with respect to that new layer or layers: the buyer's directors and officers know of nothing that's likely to give rise to a claim. Exceptions must be disclosed, and coverage for the disclosed exceptions will normally be excluded from the new layer or layers of insurance being placed. Should a claim arise, the warranties will be tested. In some circumstances, carriers may assert that no coverage is available because the warranty was inaccurate (i.e., something that should have been disclosed was not). The stakes are high and insurance carrier warranty language can vary dramatically. You will want to review any proposed higher limits warranty language carefully.

C. Present Insurance Program

D&O insurance is personal to board members. In our experience, most boards like to hear about the proposed insurance program directly from their insurance broker. This allows the board to have a robust discussion about personal liability and the proposed D&O insurance program.

4. Implement

A. Finalize Program

B. Execute Warranties

Each newly purchased layer of insurance requires a warranty statement that says, in effect, that the company and its directors and officers know of nothing that is likely to give rise to a claim. Companies have a duty to update any material changes in risk before the program is bound.

C. Address Subjectivities

Subjectivities are carrier-imposed condition precedents to their insurance becoming effective.

Common subjectivities for a company first going public include (1) the initial offering or reference price, (2) the offering's registration statement being declared effective by the SEC for trading to begin, and (3) higher limits warranties.

Even these sorts of housekeeping items can have complications. For example, sometimes insurers attempt to impose a restriction on the final offering size to give themselves the opportunity to increase their premium if the offering size increases dramatically in the final hours. The most critical subjectivity, however, is usually the higher limit warranty.

D. Coordinate Coverage Transition

Some brokers recommend sending your private company insurance program into run-off. In all but the rarest cases, this is inadvisable.



Do you need a [tail policy](#) for your private company D&O insurance?



Watch our video to learn more about [D&O tail policies](#)

E. Bind the Public Company D&O Insurance Program

The SEC has declared your registration statement effective and you have either priced your IPO or set the reference price for your direct listing—Congratulations! Before you pop the champagne, call your broker to convey the price and your authorization to bind the D&O insurance program. You want the insurance to be in place before your first trade the next morning. Now you are done with the insurance process—but if anything changes, for example if the company is unexpectedly sued immediately after pricing (it has happened!), call your broker right away with this update.

5. Support

A. Counseling

One of the reasons companies hire Woodruff Sawyer is the ongoing support we are able to offer on topics ranging from insurance and claims to corporate governance as it impacts D&O risk. Talk to your Woodruff Sawyer account executive to find out more.

B. Training/Education

Congratulations on going public—now the challenge of life as a public company begins. Keeping directors, officers, and the company on track includes training and education. To help our friends and clients, Woodruff Sawyer provides a variety of resources, including webinars and white papers. You can also sign up to receive our weekly blog on topics related to D&O risk and corporate governance, the [D&O Notebook](#). In addition, your Woodruff Sawyer account executive can send you our latest [Board Education Resource Guide](#), which includes information about a variety of resources, including Woodruff Sawyer's own customized sessions.

C. Market Update

The insurance market is a dynamic system, and the IPO and direct listing D&O insurance market can be very different from the market for more mature public companies.



Need help planning for the upcoming year?
[Check out our *D&O Looking Ahead Guide to 2025*](#)

D. Claims Advocacy

All companies hope that paying for D&O insurance will turn out to have been a waste of money—but sometimes claims arise and the policy is triggered. Claims, and even the possibility of a claim, should be reported to your broker as soon as possible. In the midst of everything else, you do not want to find out that you had a misstep when it comes to your compliance with the terms of your D&O policy.

Questions about this Guide? Comments? Compliments?



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Additional Resources



Whiteboard Videos

Making the Complex Simple in 3 Minutes



D&O Notebook

D&O Insurance, Corporate Governance, IPOs, Board Issues



Cyber Notebook

Cybersecurity, Market Trends, Privacy Laws and Regulations



M&A Notebook

Private Equity and M&A, Reps and Warranties Insurance,
Litigation Trends



SPAC Notebook

IPOs, Transactional Insurance, SPACs, de-SPACs,
Mergers & Acquisitions



Guide to D&O Insurance for Foreign IPOs and Direct Listings



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