



Verisk Analytics, Inc.

Code of Business Conduct and Ethics

(As Amended and Ratified August 16, 2022)

Introduction

This Code of Business Conduct and Ethics (“Code”) has been adopted by our Board of Directors and summarizes the standards that must guide our actions. While covering a wide range of business practices and procedures, these standards cannot and do not cover every issue that may arise or every situation where ethical decisions must be made, but rather set forth key guiding principles that represent the policies of Verisk Analytics, Inc. and its subsidiaries (collectively, “the Company”) and establish conditions for employment at the Company.

We must strive to foster a culture of honesty and accountability. Our commitment to the highest level of ethical conduct should be reflected in all the Company’s business activities including, but not limited to, relationships with employees, customers, suppliers, competitors, the government, and the public, including our stockholders. All our employees, officers, and directors must conduct themselves according to the language and spirit of this Code and seek to avoid even the appearance of improper behavior. Even well-intentioned actions that violate the law or this Code may result in negative consequences for the Company and the individuals involved.

One of our Company’s most valuable assets is our reputation for integrity, professionalism, and fairness. We should all recognize that our actions are the foundation of our reputation and that adhering to this Code and applicable law is imperative.

Compliance with Laws, Rules, and Regulations

We are strongly committed to conducting our business affairs with honesty and integrity and in full compliance with all applicable laws, rules, and regulations. No employee, officer, or director of the Company shall commit an illegal or unethical act, or instruct others to do so, for any reason.

If you believe that any practice raises questions as to compliance with this Code or applicable law, rule, or regulation or if you otherwise have questions regarding any law, rule, or regulation, please contact the Law Department.

Trading on Inside Information

Using non-public Company information to trade in securities or providing a family member, friend, or any other person with a “tip” is illegal. All such nonpublic information should be considered inside information and should never be used for personal gain. You are required to familiarize yourself and comply with the Company’s policy against insider trading, copies of which are distributed to all employees, officers, and directors and are available from the Law Department. You should contact the Law Department with any questions about your ability to buy or sell securities.

Protection of Confidential Proprietary Information and Intellectual Property

Confidential proprietary information generated and gathered in our business is a valuable asset of both the Company and any other party that may entrust such information to the Company. Protecting this information plays a vital role in our continued growth and ability to compete, and all proprietary information should be maintained in strict confidence, except when disclosure is authorized by the Company or required by law.

Proprietary information includes all nonpublic and other information that might, if such information is used or disclosed without authorization, be useful to competitors or harmful to the Company, its customers, or its suppliers. Rights to intellectual property, such as trade secrets, patents, trademarks, and copyrights, as well as business, research, and new product plans; objectives and strategies; records; databases; salary and benefits data; employee medical information; customer, employee, and suppliers lists; and any unpublished financial or pricing information must also be protected.

Unauthorized use or distribution of proprietary information and intellectual property of the Company or any third party violates Company policy and may violate applicable law. Such use or distribution could result in negative consequences for both the Company and the individuals involved, including potential legal and disciplinary actions.

Likewise, we respect the valid intellectual property rights of other companies and their proprietary information and require our employees, officers, and directors to observe such rights. Unauthorized use of intellectual property or infringement upon the intellectual property rights of other parties may expose both the Company and the individuals involved to criminal and civil fines and penalties and reputational harm. Please seek the advice of the Law Department and your manager if you have any questions about the intellectual property rights of the Company or other parties.

Your obligation to protect the Company’s proprietary and confidential information and intellectual property continues even after you leave the Company, and you must return all proprietary information in your possession upon leaving the Company and agree not to retain or distribute any copies.

Conflicts of Interest

Our employees, officers, and directors have an obligation to act in the best interest of the Company. All employees, officers, and directors should endeavor to avoid situations that present a potential or actual conflict between their interests and the interests of the Company.

A “conflict of interest” occurs when a person’s private interest interferes in any way, or even appears to interfere, with the interest of the Company, including its subsidiaries and affiliates. A conflict of interest can arise when an employee, officer, or director takes an action or has an interest that may make it difficult for him or her to perform his or her work objectively and effectively.

Conflicts of interest may also arise when an employee, officer, or director (or his or her family members) receives improper personal benefits as a result of the employee’s, officer’s, or director’s position in the Company.

Although it would not be possible to describe every situation in which a conflict of interest may arise, the following are examples of situations that may constitute a conflict of interest:

- working, in any capacity, for a competitor, customer, or supplier while employed by the Company
- accepting gifts of more than modest value or receiving personal discounts or other benefits as a result of your position in the Company from a competitor, customer, or supplier
- competing with the Company for the purchase or sale of property, services, or other interests
- having an interest in a transaction involving the Company, a customer, or supplier (other than as an employee, officer, or director of the Company and not including routine investments in publicly traded companies)
- receiving a loan or guarantee of an obligation as a result of your position with the Company
- directing business to a supplier that is owned or managed by, or that employs, a relative or friend

Situations involving a conflict of interest may not always be obvious or easy to resolve. You should report actions that may involve a conflict of interest to the Law Department.

To avoid conflicts of interests, each senior executive officer must disclose to the General Counsel any material transaction or relationship that reasonably could be expected to give rise to such a conflict, and the General Counsel shall notify the Governance, Corporate Sustainability and Nominating Committee and its Chair of any such disclosure on a timely basis. Conflicts of interest involving the General Counsel and directors shall be disclosed to the Governance, Corporate Sustainability and Nominating Committee.

Protection and Proper Use of Company Assets

Protecting Company assets against loss, theft, or other misuse is the responsibility of every employee, officer, and director. Loss, theft, and misuse of Company assets directly impact our profitability. Any suspected loss, misuse, or theft should be reported to a manager/supervisor or the Law Department.

The sole purpose of the Company’s equipment, vehicles, and supplies is the conduct of our business. They may be used only for Company business consistent with Company guidelines.

Corporate Opportunities

Employees, officers, and directors are prohibited from taking for themselves business opportunities that arise through the use of corporate property, information, or position. No employee, officer, or director may use corporate property, information, or position for personal gain, and no employee, officer, or director may compete with the Company. Competing with the Company may involve engaging in the same line of business as the Company or any situation where the employee, officer, or director takes away from the Company opportunities for sales or purchases of products, services, or interests.

Fair Dealing

Each employee, officer, and director of the Company should endeavor to deal fairly with customers, suppliers, competitors, the public, and one another at all times and in accordance with ethical business practices. No one should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice.

No bribes, kickbacks, or other similar payments in any form shall be made directly or indirectly to or for anyone for the purpose of obtaining or retaining business or obtaining any other favorable action. The Company and the employee, officer, or director involved may be subject to disciplinary action as well as potential civil or criminal liability for violation of this policy.

Occasional business gifts to and entertainment of nongovernment employees in connection with business discussions or the development of business relationships are generally deemed appropriate in the conduct of Company business. However, these gifts should be given infrequently and their value should be modest. Gifts or entertainment in any form that would likely result in a feeling or expectation of personal obligation should not be extended or accepted.

Practices that are acceptable in commercial business environments may be against the law or the policies governing federal, state, or local government employees. Therefore, no gifts or business entertainment of any kind may be given to any government employee without the prior approval of a manager/supervisor or the Law Department.

Except in certain limited circumstances, the Foreign Corrupt Practices Act (FCPA) prohibits giving anything of value directly or indirectly to any foreign official for the purpose of obtaining or retaining business. When in doubt as to whether a contemplated payment or gift may violate the FCPA, contact a manager/supervisor or the Law Department before taking any action.

Quality of Public Disclosures

The Company has a responsibility to provide full and accurate information in our public disclosures, in all material respects, about the Company's financial condition and results of operations. Our reports and documents filed with or submitted to the Securities and Exchange Commission and our other public communications shall include full, fair, accurate, timely, and understandable disclosure, and the Company has established a Disclosure Committee consisting of senior management to assist in monitoring such disclosures.



Compliance with This Code and Reporting of Any Illegal or Unethical Behavior

All employees, directors, and officers are expected to comply with all of the provisions of this Code. The Code will be strictly enforced throughout the Company and violations will be dealt with immediately, including subjecting persons to corrective and/or disciplinary action such as dismissal or removal from office. Violations of the Code that involve illegal behavior will be reported to the appropriate authorities.

Situations that may involve a violation of ethics, laws, or this Code may not always be clear and may require difficult judgment. Employees should report any concerns or questions about violations of laws, rules, regulations, or this Code to their supervisors/managers or the Law Department or, in the case of accounting, internal accounting controls or auditing matters, the head of Internal Audit, or the Audit Committee of the Board of Directors. Interested parties may also communicate directly with the Company's nonmanagement directors through contact information located in the Company's annual proxy statement.

Any concerns about violations of laws, rules, regulations, or this Code by any senior executive officer or director should be reported promptly to the General Counsel, and the General Counsel shall notify the Governance, Corporate Sustainability and Nominating Committee of any violation. Any such concerns involving the General Counsel should be reported to the Chief Executive Officer or the Governance, Corporate Sustainability and Nominating Committee.

Reporting of such violations may also be done anonymously through the Whistleblower Hotline by submitting a web-based report on <https://verisk.ethicspoint.com/>, or by submitting a telephone report using one of the [global hotline numbers](#) available by country location. An anonymous report should provide enough information about the incident or situation to allow the Company to investigate properly. If concerns or complaints require confidentiality, including keeping an identity anonymous, we will endeavor to protect this confidentiality, subject to applicable law, regulation, or legal proceedings, and the Company's need to investigate.

The Company encourages all employees, officers, and directors to report any suspected violations promptly and intends to thoroughly investigate any good faith reports of violations. The Company will not tolerate any kind of retaliation for reports or complaints regarding misconduct that were made in good faith. Open communication of issues and concerns by all employees without fear of retribution or retaliation is vital to the successful implementation of this Code. You are required to cooperate in internal investigations of misconduct and unethical behavior.

The Company recognizes the need for this Code to be applied equally to everyone it covers. The General Counsel of the Company will have primary authority and responsibility for the enforcement of this Code, subject to the supervision of the Governance, Corporate Sustainability and Nominating Committee, or, in the case of accounting, internal accounting controls, or auditing matters, the Audit Committee of the Board of Directors, and the Company will devote the necessary resources to enable the General Counsel to establish such procedures as may be reasonably necessary to create a culture of accountability and facilitate compliance with the Code. Questions concerning this Code should be directed to the Law Department.

Waivers and Amendments

Any waivers of the provisions in this Code for executive officers or directors may only be granted by the Board of Directors and will be promptly disclosed to the Company's stockholders. Any waivers of this Code for other

employees may only be granted by the Law Department. Amendments to this Code must be approved by the Governance, Corporate Sustainability and Nominating Committee, and amendments of the provisions in this Code applicable to the CEO and the senior financial officers will also be promptly disclosed to the Company's stockholders.

Modern Slavery

The Company supports international efforts prohibiting modern slavery, including servitude, forced or compulsory labor, human trafficking, and exploitation. Employees, suppliers, or business partners who aid, abet, or are complicit in acts of modern slavery may be subject to sanctions, including termination of employment or contract. Please consult the Verisk Statement on Modern Slavery accessible through the Verisk.com website.

The Company encourages all parties to report incidents that may involve modern slavery to appropriate Company management or through the Company's confidential whistleblower hotline.

Equal Opportunity, Nondiscrimination, and Fair Employment

The Company's policies for recruitment, advancement, and retention of employees forbid discrimination on the basis of race, religion, color, national origin, citizenship, sex, gender identity and/or expression, sexual orientation, veteran's status, age, or disability, and any other criteria prohibited by law. Our policies are designed to ensure that employees are treated, and treat each other, fairly and with respect and dignity. In keeping with this objective, conduct involving discrimination or harassment of others will not be tolerated. All employees are required to comply with the Company's policy on equal opportunity, nondiscrimination, and fair employment, copies of which are available from the Human Resources Department.

Compliance with Antitrust Laws

The antitrust laws prohibit agreements among competitors on such matters as prices, terms of sale to customers, and allocating markets or customers. Antitrust laws can be very complex, and violations may subject the Company and its employees to criminal sanctions, including fines, jail time, and civil liability. If you have any questions, call the Company antitrust hotline at (201) 469-2918 or consult the Law Department.

Political Contributions and Activities

No political contributions may be made by or on behalf of the Company. This policy applies solely to the use of Company assets and is not intended to discourage or prevent individual employees, officers, or directors from making political contributions or engaging in political activities on their own behalf. No one may be reimbursed directly or indirectly by the Company for personal political contributions.

For purposes of this Code of Business Conduct and Ethics, "political contributions," "political association," "political candidate," and "political party" have the same meaning as in the Verisk Analytics, Inc. Anti-Bribery and Corruption Policy (Version 5, September 27, 2021, or any subsequent superseding edition of such policy).

Environment, Health, and Safety

The Company is committed to conducting business in compliance with all applicable environmental and workplace health and safety laws and regulations. The Company strives to provide a safe, healthy work environment for our employees and to avoid adverse impact and injury to the environment and communities where we conduct our business. Achieving this goal is the responsibility of all officers, directors, and employees.