

Physical Health, Safety and Security Approach

Introduction

Verisk is committed to protecting the health, safety and security of its workforce as employees work and travel around the world. Verisk maintains a current internal Physical Health, Safety and Security Policy that is designed consistent with ISO 45001 and 45003, reviewed regularly and establishes requirements and accountable roles for protecting employees, contractors, visitors, company facilities and physical assets.

Verisk encourages employees to be active partners in this process by acknowledging a duty to act responsibly to protect themselves and others. Verisk's Global Protection Services team ("GPS") is responsible for duty of care and safety guidance for employees, contractors and visitors at Verisk facilities, as well as physical security guidance for Verisk's physical and human assets.

Scope

This approach applies to Verisk's global operations and is intended to address the health, safety and security of Verisk employees, contractors and visitors while they are at Verisk-operated or managed facilities. The underlying internal policy applies to global Verisk-operated or managed facilities with assigned Verisk employees and to certain data center, processing and storage environments where Verisk has operational responsibilities.

This approach complements and should be read in conjunction with other Verisk policies that reflect Verisk's expectations for respectful, ethical and responsible conduct, including Verisk's Code of Business Conduct and Ethics, Human Rights Policy and other workforce policies. Together, these policies support an inclusive and respectful environment for employees, contractors, visitors and other stakeholders.

Employee Health and Well-being

Verisk is committed to promoting the physical and mental well-being of employees by offering a range of services and benefits, which may vary by business unit, location, employment status and employee preference. These programs may include, but are not limited to:

- Paid holidays, paid time off, early closings and other practices intended to support work/life balance.
- Hybrid work arrangements and flexible daily work schedules where appropriate for the role and business needs.
- Support for individual and family medical, dental and vision care needs, including preventive care.
- Counseling and employee assistance services.
- Paid parental leave following the birth or adoption of children.
- Paid time off, leave programs and work accommodations during public health emergencies or qualifying medical situations.
- Wellness programs and resources that may support exercise, smoking cessation or other personal care goals.
- Medical and other assistance to address personal emergencies that occur during business travel.
- Emergency relief assistance for employees incurring qualifying losses or unanticipated expenses due to natural disasters or comparable civil emergencies.

Verisk's Human Resources function is responsible for addressing employee needs related to health and well-being, in coordination with other corporate functions as appropriate.

Worker Safety and Facility Security

Verisk acknowledges that the health, safety and security of employees, contractors and visitors must be addressed on multiple levels. The Physical Health, Safety and Security Policy includes requirements intended to support safe facilities, secure work environments, emergency preparedness and appropriate protection of Verisk personnel and assets.

1. Building Safety and Facility Conditions

A safe workplace requires adherence to applicable local building, fire, health and environmental requirements. Verisk expects its facilities to provide appropriate access to emergency services and in-office safety equipment, such as fire extinguishers and automated external defibrillators where applicable; clean and sanitary conditions; adequate ventilation, lighting, heating and air conditioning; access to clean drinking water; and safe entry and exit conditions.

Verisk's internal policy also addresses facility resilience and environmental protections, including fire protection, emergency lighting, temperature and humidity management where appropriate, and water-damage controls. Facilities are expected to be evaluated periodically and in accordance with applicable law, with issues identified for remediation through appropriate business, facilities and GPS channels.

2. Facility Access, Visitor Management and Physical Security

Verisk maintains physical access controls intended to authorize and manage entry to Verisk facilities and controlled areas. Access is provided based on business need and role requirements, and employees are expected to follow badge, access and facility-entry procedures while on Verisk premises. Verisk also uses visitor management practices designed to confirm that visitors, contractors and other non-employees have a valid business reason to be on premises, are appropriately registered or approved, and are escorted or otherwise managed in accordance with site requirements.

Verisk's internal policy covers additional physical security topics, including secure operating environments, access controls for technology spaces, mail and package reception, security cameras where permitted by law, and privacy and data protection considerations related to security records and surveillance. These measures are designed to help prevent unauthorized access, preserve safety, and protect Verisk personnel, visitors, contractors, facilities and physical assets.

3. Emergency Preparedness and Response

Verisk facilities are expected to maintain emergency preparedness practices, including emergency action plans and site-level emergency response support. The company's internal policy addresses emergency response teams, evacuation planning, emergency communications, medical emergency response, fire drills and coordination with building management or emergency services as appropriate. These practices are intended to support employees, contractors and visitors in emergencies and to help Verisk respond promptly to incidents affecting its facilities.

4. Workplace Safety and Conduct

A safe workplace requires steps to minimize the risk of physical and emotional harm within the workplace. Verisk prohibits workplace violence, threats, intimidation, coercion and other conduct that may endanger employees, contractors, visitors or company assets. Weapons are prohibited in the workplace except where expressly permitted by applicable law and company policy. Employees are expected to follow Verisk's workplace conduct policies, including policies addressing harassment, smoke-free workplaces, respectful conduct and reporting obligations.

Incidents involving workplace violence, threats, unsafe conditions or other health, safety or security concerns should be reported promptly through appropriate management, GPS, Human Resources or compliance channels. Verisk reviews concerns and incidents through appropriate internal processes and, where warranted, coordinates with civil authorities or emergency responders.

5. Safety on the Job

Verisk recognizes that health and safety measures must be tailored to the nature of the work being performed. Strategies for protecting in-office workers may differ from strategies used for employees or contractors performing field work, on-site property surveys, data-center work, facilities work or other activities outside a traditional office setting. Depending on the role and circumstances, safety measures may include training, guidance, personal protective equipment, site-specific procedures, incident reporting and business-unit coordination with GPS or other corporate functions.

6. Vehicle Safety

Verisk maintains policies governing the use of vehicles for business purposes. These include requirements related to the use of company fleet vehicles, vehicle safety practices and training where applicable. Verisk also maintains protocols applicable to employees using personally owned vehicles in the performance of work-related duties.

Crisis Response and Command

GPS takes an all-hazards approach to Verisk's immediate response to potential global health, safety and security incidents. This approach includes evaluating information from public and private sources, maintaining and executing mass communication capabilities to reach affected employee populations during emergencies, and coordinating Verisk's response to medical emergencies, accidents or other events that may affect personnel or facilities.

As circumstances warrant, Verisk may convene an executive crisis command structure to provide oversight and coordination. The composition of the crisis command structure may vary based on the nature of the incident, but may



include GPS leadership and relevant executive, legal, human resources, finance, business unit, communications and operational leaders.

Governance and Oversight

The internal Physical Health, Safety and Security Policy assigns accountability for policy implementation and ongoing oversight. Senior business leaders are responsible for ensuring compliance at facilities under their responsibility and for designating local facility leadership to coordinate with GPS. GPS establishes and maintains physical security and safety-related procedures, conducts due diligence and risk assessments where appropriate, and collaborates with corporate functions and business units to improve processes.

Facility leaders, or their designees, are responsible for local coordination, including communicating with GPS regarding health, safety and security incidents or deficiencies, supporting emergency preparedness activities, and helping ensure that local facility practices align with applicable policy requirements. Verisk monitors compliance through methods that may include business tool reporting, internal or external audits, incident reporting, stakeholder feedback and periodic policy review.

Applicability to Acquisitions

Companies newly acquired by Verisk are expected to demonstrate substantial compliance with Verisk's Physical Health, Safety and Security Policy requirements within twelve months of acquisition, subject to integration planning, local law and other applicable considerations.

Feedback and Reporting

Verisk welcomes employee feedback through its annual engagement survey and other appropriate channels. Health, safety and security concerns, alleged policy violations or unsafe conditions may be reported to the appropriate level of business unit management, GPS, Human Resources, compliance or other designated reporting channels, including Verisk's confidential and, if desired, anonymous reporting hotline where applicable.

Violations of this Approach

Violations of Verisk's underlying policies may result in disciplinary action commensurate with the nature and circumstances of the offense and may include termination of employment. Retaliation against an employee for complying with a policy, participating in an investigation, reporting a concern or making a complaint through an authorized reporting channel is strictly prohibited.