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## Background

As a global company, Verisk has always been committed to acting in accordance with the laws and regulations applicable in the jurisdictions where we conduct business. If and where we believe such laws and regulations fall short of expectations governing internationally recognized human rights, we will nevertheless strive to conduct business in a manner consistent with our culture and values and as reflected in this Human Rights Policy.

As professionals, our own research and work on behalf of customers calls attention to actual and potential human rights abuses across the world. In committing to this Human Rights Policy, we acknowledge our responsibility to respect and uphold human rights in our workplace and sphere of influence, including the supply chain that sustains us and the communities where we live and work.

The foundations of this Human Rights Policy are informed by various principles expressed in the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; and the UN Global Compact, in which Verisk is a participant. This Human Rights Policy also complements and should be read in conjunction with other Verisk policies reflecting our company's beliefs, including our [Code of Business Conduct and Ethics](#), [Statement on Modern Slavery](#) and [Supplier Code of Conduct](#), among others.

## Purpose

This Human Rights Policy is an extension of our vision to become the world's most effective and responsible data analytics company. It embodies our purpose of working together to build global resilience for individuals, communities and businesses.

## Scope

This Human Rights Policy applies to all Verisk corporate subsidiaries and affiliates ("**Member Companies**"), as well as their directors, officers, employees, temporary workers, contractors and subcontractors acting or operating on Verisk's behalf. Verisk further pledges to honor and promote human rights and this Human Rights Policy's commitments with and among our business partners and other stakeholders.

## Policy Statement

This Policy evidences the following commitments:

### Antidiscrimination and Fair Treatment:

Verisk's policies for recruitment, advancement and retention of employees forbid discrimination on the basis of race, ethnicity, religion, color, national origin, citizenship, sex, gender identity and/or expression, sexual orientation, marital status, veteran status, age, or disability, and any other criteria prohibited by law. Our policies are designed to ensure 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.

### Child Labor:

Verisk is committed to ensuring through appropriate diligence that underage labor is not employed in our operations. Our minimum hiring age is 18 except in countries with a higher age limit or with restrictions on minimum hiring age requirements per applicable law.

### Compensation and Benefits:

Verisk is committed to ensuring that fair and equitable compensation and benefits are paid to our employees, in line with a living wage and commensurate with the work performed, and that our compensation and benefits practices conform with all applicable laws and regulations. Eligible employees are granted a fixed amount of paid annual leave based on their seniority.

### Employment Status:

Verisk is committed to employing workers who are legally authorized to work in their location and facility. We acknowledge that it is our responsibility to validate employees' eligibility-to-work status through appropriate diligence.

### Employment/Labor Practices:

Employment at Verisk is voluntary. We prohibit the use of any form of slave, forced, bonded, indentured or involuntary labor. We will not aid, abet, or be complicit in human rights abuses or tolerate human trafficking or exploitation within our supply chain. Non-exempt employees are subject to working hour limitations and eligible for overtime pay. We do not retain employees' government-issued identification, passports, or work permits as a condition of employment.

### Freedom of Association:

Verisk is committed to respecting the rights of workers to associate or not associate with any groups, as permitted by and in accordance with all applicable laws and regulations.

### Privacy and Security:

Verisk is committed to respecting individuals' rights concerning their personal data, and safeguarding the confidentiality, integrity, and responsible use of personal data.

### Working Conditions and a Safe Workplace:

Verisk is committed to ensuring that it complies with all laws and regulations governing employee health and safety in the jurisdictions where we operate. In furtherance of this commitment, we will: monitor and address workplace and travel-related risk; provide awareness and training to employees on safety, health, and security issues appropriate to their location and job category; and distribute protective gear and other safety equipment when warranted. We are also committed to providing all employees with the right to rest, access to water, toilets, and vacation/holiday in accordance with legislation of the jurisdictions where they work.

### Zero Tolerance for Harassment:

Verisk has a zero-tolerance policy for harassment and intimidation of any kind. No form of physical, sexual, psychological, or verbal harassment or abuse will be tolerated. Verisk's zero-tolerance policy covers all forms of harassment, including sexual harassment and unwelcome verbal, visual, physical, or other conduct that creates an intimidating, offensive, or hostile work environment. We are committed to ensuring a work environment in which employees feel valued and respected for their contributions.

## Requirements

### Communications & Training:

All Verisk employees shall receive a copy of this Human Rights Policy and are required at time of hire or retention to acknowledge receipt of the Policy and to confirm that they have read it and understand it. All employees are required to complete training on workplace inclusion, data protection, modern slavery and human rights, as well as our Code of Business Conduct and Ethics, which emphasizes our human rights commitments and incorporates this Human Rights Policy by reference. All employees are responsible to complete their required training and annual Code of Business Conduct and Ethics acknowledgements at time of hire and annually thereafter.

### Supplier Code of Conduct & Due Diligence:

Provisions consistent with this Human Rights Policy are also included in Verisk's Supplier Code of Conduct, which requires suppliers to complete an annual Supplier Attestation acknowledging their compliance. As part of our third-party credentialing process, we contract

with a leading risk and compliance organization to monitor whether our current and prospective Tier 1 suppliers are subject to sanctions. The organization scans content daily from government bulletins and news sources in approximately 200 countries to identify instances where such suppliers may have been implicated in unlawful activity, including human rights abuses, modern slavery or human trafficking. Verisk reviews each potential violation, taking appropriate action when necessary, including termination of the business relationship.

### Reviews; Updates

The Policy Owner will annually review and update this Human Rights Policy, in consultation with all relevant stakeholders and under the oversight of the Corporate Compliance Governance Team. The Policy Owner will also update it on an ongoing basis as needed to reflect emerging legal requirements or accurately capture business practices. The Corporate Compliance Governance Team will oversee reviewing all changes and coordinate obtaining any required approvals.

### Monitoring; Violations

Compliance oversight teams will verify compliance to this Human Rights Policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback to the Policy Owner. Any suspected violations of this Human Rights Policy or the law should be reported immediately to management or confidentially (including anonymously where permitted by law) to the Verisk EthicsPoint hotline, available at: <https://secure.ethicspoint.com/domain/media/en/gui/77926/index.html>.

### Disciplinary Action

Any member of the Verisk workforce found to have violated this Human Rights Policy may be subject to disciplinary actions up to and including termination of employment.

### Exceptions

Should there be any occasional extenuating circumstances requiring an exception to this Human Rights Policy, such circumstances, policy exceptions and risk acceptance ("PERA") require formal review and approval by the Policy Owner and in case of high risk levels, by the Enterprise Risk Management Committee ("ERMC").

### Owner; Questions or Concerns

Verisk's Chief Human Resources Officer is the Owner of this Human Rights Policy. Should you have questions or concerns, please contact [CorporateComplianceGovernance@verisk.com](mailto:CorporateComplianceGovernance@verisk.com).

### Revision History

| Version | Date   | Section(s)                     | Change Made By | Change Description                                                                                                                                                                                                                      |
|---------|--------|--------------------------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.0     | 2/2025 | All                            | N/A            | Initial release                                                                                                                                                                                                                         |
| 2.0     | 8/2026 | Policy Statement, Requirements |                | Updated template/formatting. Clarified living wage, fixed annual leave by seniority and working hour details. Removed Human Rights Committee reference. Updated privacy, security and training/acknowledgements. Added owner/revisions. |