



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Affirmative Action and Equal Employment Opportunity Policy Statement

The Verisk Analytics family of businesses is an equal employment opportunity (EEO) employer. For full implementation of this policy, we will take steps to ensure that:

- a. People are recruited, hired, assigned, and promoted without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b. All other workforce-related actions, such as compensation, benefits, transfers, layoffs, recall from layoffs, access to training, education, tuition assistance, and social recreation programs, are administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing, or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal employment opportunity; or (4) exercised any other right protected by federal, state, or local law requiring equal employment opportunity.

I have appointed Laurie Lovett, Chief Human Resources Officer, to take on the responsibilities of EEO Coordinator. As EEO Coordinator, she will be responsible for the day-to-day implementation and monitoring of this Affirmative Action Program. As part of that responsibility, she will periodically analyze the company's workforce actions and their effects to ensure compliance with our Equal Employment Opportunity Policy.

If you, as an employee or as an applicant for employment, have any questions about this policy, or if you would like to review portions of our Affirmative Action Program, please speak to Laurie Lovett during regular business hours.

I have reviewed and fully endorse our Affirmative Action Program and Equal Employment Opportunity Policy. In closing, I ask the continued assistance and support of the company's workforce to attain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in black ink that reads "Sc: Stephenson" with a long horizontal flourish extending to the right.

Scott Stephenson
Chairman, President, and
Chief Executive Officer