



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Verisk Analytics family of businesses has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned, and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, 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 and recall from layoffs, and access to training, education, tuition assistance, and social recreation programs, are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, 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 Patricia Alevrontas to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day-to-day implementation and monitoring of the Company's Affirmative Action Plan. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's workforce actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Patricia Alevrontas during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Patricia Alevrontas.

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

Sincerely,

DocuSigned by:
A handwritten signature in black ink, appearing to read "Sc: Stephenson", is written over a blue DocuSign signature line.

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Scott G. Stephenson

Chairman, President, and Chief Executive Officer