

Statement pursuant to the Norwegian Transparency Act

Business, structure and procedures

Marsh McLennan AS (Marsh) is a Norwegian insurance broking and advisory firm with offices in Oslo, Kristiansand and Stavanger. We specialize in insurance broking, risk management and consulting services for corporate clients. Marsh is part of Marsh & McLennan Companies Inc. ("MMC") (NYSE: MRSH), a global professional services company. MMC's group companies are Marsh (insurance broking), Mercer (Health, Wealth and Career solutions), Guy Carpenter (reinsurance and capital strategies) and Oliver Wyman (strategy, economic and brand consulting). In Norway, we have approximately 115 employees, while MMC has around 90,000 employees worldwide.

Marsh and MMC aim to contribute to responsible business, where respect for human rights and decent working conditions is central. MMC's 2025 [Business Responsibility Report, Business Responsibility | Marsh](#), describes established group processes for managing supplier relationships, human rights in the supply chain, and ethics and compliance.

MMC's Code of Conduct, The Greater Good, is central to Marsh's business culture and clarifies that Marsh conducts its business in accordance with high ethical and professional standards, and that all employees are expected to act with integrity and honesty and to promote mutual respect among colleagues.

We continue our commitment to our local communities, and all employees have one working day annually available to perform volunteer work. In 2025, we have an agreement with Fattighuset in Oslo, where we assist with packing and distributing food.

The Managing Director has overall responsibility for the work related to the Transparency Act, while HR and Governance have important roles in the day-to-day work.

Suppliers and assessments

As a service provider, Marsh does not operate in an industry where adverse impacts on fundamental human rights and decent working conditions are widespread. Marsh has around 60 suppliers and business partners, mainly companies registered in Norway, and assessments are carried out based on a risk-based approach. We follow up existing suppliers and business partners in sectors with potentially elevated risk, such as real estate, cleaning services, canteen services and security services, in addition to geographical affiliation. The suppliers we work with in these areas are established actors that maintain good procedures and reporting in this field.

Marsh has provided information to all employees, and training to selected colleagues, on the Transparency Act and related requirements. This includes information on how employees should handle and report any concerns. More regular training will be provided to employees who are in contact with suppliers and business partners, including suppliers and business partners with potentially higher risk of adverse impacts on fundamental human rights and decent working conditions.

Own operations, working environment and social conditions

Our employees' competence is our most important resource. We believe a workplace is at its best when we work together, and we aim to create a workplace where all employees feel welcome and included, and where we foster joy of collaboration.

We conduct annual HSE working groups for all Marsh employees, and MMC conducts annual employee surveys. The results from the 2025 employee survey show that we have a good working environment in the company. We see opportunities to improve the working

environment and also wish to increase employee satisfaction. We will therefore initiate a culture project in 2026. A working group will be established, and the Managing Director is responsible for the culture project together with Marsh management.

Marsh provides all employees with two annual wellbeing days. This is complemented by the @YourBest offering, MMC's digital tool on the intranet where employees can complete a personal self-assessment to identify strengths and focus areas and then choose activities that support their personal health and wellbeing goals. Both initiatives support our HSE work by giving employees concrete tools and time to prioritize health, wellbeing and job satisfaction. A culture of respect and openness in the workplace is a key aspect of MMC's ethical guidelines. The employee survey continues to show good feedback for Marsh within integrity and ethical attitudes, as well as inclusion and diversity. MMC respects the value and dignity of each individual and is committed to upholding human and labor rights in all operations, regardless of where in the world the business is conducted. For further information, see Marsh's [Code of Conduct](#) and [Business Responsibility | Marsh](#).

Marsh and MMC encourage employees to report concerns, including any concerns related to adverse impacts on fundamental human rights and decent working conditions.

MMC's "speak up procedures" use the group's Ethics & Compliance Line, which makes reporting easy and confidential.

Summary and the way forward

Our assessments show that the risk of breaches of human rights and decent working conditions in our operations and among our suppliers and business partners is low.

The implementation of the culture project will be central in 2026. Marsh will also continue its work to review and improve procedures and supplier agreements, and to increase awareness among employees of our work and contribution to limiting the risk of breaches of human rights and decent working conditions.

This statement has been reviewed by the Board and applies to 2025.

Annabell Siem Mathiesen
Chair of the Board

Carl Henrik Samuel Rydén
Board Member

Carolina Maria Klint
Board Member

Scott Ørmen
Managing Director