

## Statement in accordance with the Transparency Act

### Business and structure

Marsh McLennan AS (MMC) is a Norwegian insurance brokerage and consulting firm with offices in Oslo, Kristiansand, and Stavanger. We specialize in insurance brokerage, risk management, and consulting services for business clients. MMC is part of the Marsh McLennan Group (NYSE: MMC), which is a global professional services company. The operating companies of the Marsh McLennan Group are Marsh (insurance brokerage), Mercer (providing Health, Wealth, and Career solutions), Guy Carpenter (reinsurance and capital strategies), and Oliver Wyman (strategy, economic, and brand consulting).

In Norway, we have about 130 employees, while the Marsh McLennan group has over 85,000 employees worldwide.

### Suppliers, evaluations, and routines

MMC utilizes a centralized procurement process managed by the Marsh McLennan group, which engages with over 60,000 suppliers in more than 82 different countries. As a service-oriented company, MMC does not operate in an industry where negative impacts on fundamental human rights and decent working conditions are widespread. MMC has approximately 50 suppliers or business partners, primarily Norwegian-registered companies, for which we have conducted assessments based on risk evaluations. We have not identified any suppliers or business partners that have negatively impacted human rights or decent working conditions. The assessments indicate that the risk of our suppliers or business partners violating fundamental human rights and decent working conditions is low. We monitor existing suppliers and business partners in industries with elevated risks, such as cleaning services, real estate, and security services. These involve large players with good practices in the field.

The Marsh McLennan Group's ethical guidelines, '[The Greater Good](#),' are central to MMC's business culture and clarify that MMC conducts its business in accordance with the highest ethical and professional standards that employees are expected to uphold. All employees are expected to act with integrity, honesty, and to promote mutual respect among colleagues.

MMC has provided information to our employees as well as specific training for selected colleagues on the Transparency Act and related requirements. This includes information on who employees should contact if they have any concerns. More regular training will be provided to employees who are in contact with suppliers and business partners, including suppliers with a potentially higher risk of any negative consequences for fundamental human rights and decent working conditions.

### Work environment, social conditions, and corporate governance (ESG)

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

We conduct local annual HSE working groups for all employees in MMC, and the Marsh McLennan group conducts annual employee surveys. The results from the employee survey in 2024 show that we have a good working environment in the company and that employee satisfaction has increased from 69% in 2023 to 80% in 2024. Our systematic work to increase employee satisfaction has yielded good results over the past two years, but we will not stop there and will continue our efforts to improve ourselves and our collaboration within the company.

The employee survey further showed positive feedback for MMC regarding integrity and ethical attitudes as well as inclusion and diversity. The Marsh McLennan group respects the value and dignity of each individual

and is committed to upholding human and labor rights in all operations, regardless of where the business is conducted. For more information on this, see ESG ([marshmclennan.com](https://marshmclennan.com)).

Respect and a culture of openness in the workplace are a central aspect of Marsh McLennan Group's ethical guidelines. MMC encourages employees to report concerns, including any concerns related to negative impacts on fundamental human rights and decent working conditions.

MMCs "speak up procedures" utilize the Marsh McLennan Group's Ethics & Compliance Line, which makes reporting easy and confidential.

### **The way forward**

MMC continues to review and improve procedures and supplier agreements while increasing employee awareness of our efforts and contributions to mitigate the risk of human rights violations and ensure decent working conditions.

This report applies to the period from July 1, 2024, to June 30, 2025, and is approved by the board of MMC on June 24, 2025.

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Annabell Siem Mathiesen  
Chair of the Board

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Carl Henrik Samuel Rydén  
Board member

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Carolina Maria Klint  
Board Member

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Scott Ørmen  
Managing Director