

CODE OF ETHICS

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Our commitment, an exemplary conduct to serve the community

Our mission is to save lives and property by helping our customers mitigate the risks created by thunderstorms. We must fulfill this mission with the utmost standards and humility.

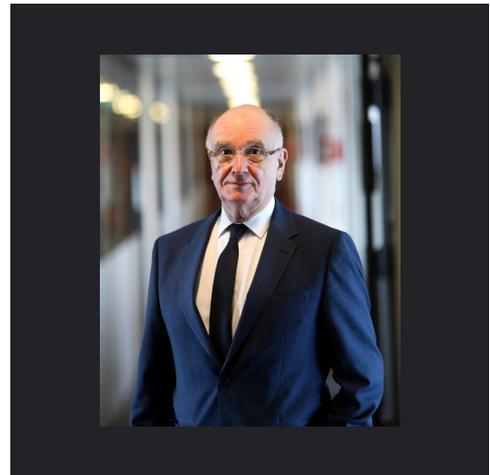
We strive for excellence as an international leader in our field, and are fully aware of the safety challenges that our customers face.

Such high standards can only be achieved through total control of all our processes, both operational and support, as well as a collective upholding of ethics by each and every one of our employees, who are nothing short of committed ambassadors.

We wanted to set out our rules of conduct, method of governance and principles of both collective and individual life in a reference document - our Code of Ethics - which underpins our commitment.

This Code of Ethics is intended first and foremost for all our employees, who must adhere to it in all their daily activities by cultivating the values of trust, mutual respect and responsibility that are established within the company.

It also sets out our commitments to our stakeholders: shareholders, customers, suppliers, partners, etc.



We are convinced that our continued growth and the robustness of our R&D department help to promote awareness about risk culture and prevention.

We endeavor to achieve our objectives with loyalty, integrity and transparency.

All our employees are involved in serving the community, and undertake to observe and enforce this Code of Ethics when carrying out their duties and responsibilities.

Dominique Lapeyre de Chavardès
President

Introduction

METEORAGE's mission is to save lives and property by enabling its customers to mitigate the risks associated with storms. To achieve this, the company operates a network for lightning detection, and therefore storm monitoring, and provides informational decision-making support services adapted to the issues faced by its highly diverse user base.

METEORAGE is fully aware of its customers' safety issues, and strives for excellence in the technologies used and the reliability of its services, in compliance with international standards where applicable. METEORAGE is an international leader in this highly specialized field.

As a corporate citizen that cares about the well-being and commitment of its staff serving the community, METEORAGE ensures that all employees, partners and those operating in the name of and/or on behalf of METEORAGE behave fairly and appropriately towards all internal and external stakeholders.

METEORAGE aims to achieve its objectives through loyalty, honesty and transparency in full compliance with the laws and regulations in force

All METEORAGE employees undertake to observe and enforce this code of ethics when carrying out their duties and responsibilities. They agree to obey rules that, if violated, (even if this does not result in the company's liability to third parties) engage their personal responsibility both inside and outside the company.

1. General rules of conduct

In all decisions that may influence relations with its stakeholders (i.e. customers, suppliers, staff, partners, etc.), METEORAGE does not accept any form of discrimination, namely on the basis of age, gender, sexual orientation, nationality, political opinions or religious beliefs.

Its employees are obliged to respect the laws in force, to refrain from any illegal behavior, to refuse any form of corruption and to avoid any situation that could be considered a conflict of interest.

Any information in METEORAGE'S possession remains confidential and its employees may not use confidential information for purposes that are not related to their professional duties.

2. Governance

METEORAGE'S management acts with full transparency in its approach to governance, and shares truthful, clear and complete information with its internal stakeholders (i.e. employees, shareholders, etc.) METEORAGE publishes and provides access to its annual accounts, and also shares useful information to improve public knowledge (e.g. lightning strike reports, rules of conduct in case of thunderstorms, thunderstorm analyses upon request of the media, etc.).

Its modus operandi is based on employee involvement and empowerment, favoring autonomy and initiative as well as active participation within the Company. Most importantly, this is to obtain their support or opinion while encouraging social dialogue.

3. Working conditions and Human resources management

METEORAGE respects the labor standards in force and condemns any form of concealed, forced or child labor. Permanent employment contracts, executive status for employees and gender diversity are a priority, including at management level.

METEORAGE protects and supports its employees' well-being, namely through measures to ensure reasonable working hours and rest periods. Part-time work is also granted in the majority of cases to employees who request it. The organization of work remains flexible, thus making it possible to maintain a healthy work-home life balance without impacting the Company's overall efficiency.

Its salary policy includes collective and individual pay rises, as well as the provision of meal and vacation vouchers and exceptional bonuses. Nearly one-third of the Company's profits are redistributed through an inclusive and egalitarian profit-sharing agreement.

METEORAGE seeks to develop each employee's skills by allocating more than 3% of its payroll to training programs. The aim of this is to help its employees' to progress in their career through a proactive policy that encourages them to take part in at least one training program every two years.

METEORAGE ensures that all hierarchical relations remain harmonious, by enforcing authority fairly and avoiding any abuse or exercise of power that undermines its employees' dignity and autonomy.

Any candidate being considered for recruitment is evaluated on the basis that their profile fits the job description, while respecting equal opportunities, rejecting all forms of discrimination and ensuring a generational balance within its teams.

Access to roles and appointments is also based on skill and ability.

METEORAGE guarantees its employees optimal working conditions, in compliance with safety standards and while protecting their health. Employees are supplied with ergonomic, high-quality equipment. When working from home, they are provided with individual laptop computers so they can carry out their tasks in the best conditions.

First aid training is available to all employees, and first aid equipment (i.e. a defibrillator and a first aid kit complying with the French National Research and Safety Institute's requirements) can be found on the premises.

METEORAGE promotes initiatives and actions that strengthen team cohesion and regularly organizes events centered around this.

4. Communication

The information provided by METEORAGE is complete, transparent and proven, especially with regard to the technical performance and availability of its services.

METEORAGE undertakes to assist all of its customers by providing tutorials to facilitate the use of its services, as well as technical support that is available 24 hours a day, 7 days a week.

METEORAGE'S communication not only promotes its commercial activity, but also contributes to developing scientific and technical understanding and improving knowledge about thunderstorms. METEORAGE also takes part in raising awareness of the risks associated with lightning and thunderstorms, as well as promoting International Lightning Safety Day (ILSD) on June 28th of every year.

5. Business conduct

METEORAGE undertakes not to exploit any circumstances (e.g. poverty, ignorance, etc.) to obtain unfair advantages.

Its employees refrain from any form of unfair practice or disparagement of its competitors.

Any form of gift-giving that could be construed as exceeding normal business practices or common courtesy, and that seek to obtain preferential treatment or an advantage in business conduct is prohibited. In countries where it is customary to give gifts to customers or others, this is only permitted when said gifts are appropriate or of modest value, but still within the law. This should in no way be interpreted as an attempt to gain privileges.

The conduct of METEORAGE employees towards its stakeholders (i.e. customers, suppliers, etc.) is characterized by cooperation, respect and courtesy, with a focus on highly professional, ethical and collaborative relationships.

6. Listening to stakeholders

METEORAGE has set up a monitoring system in order to collect all information that could help improve relations with all its stakeholders.

METEORAGE considers any request that can help improve the quality of its services as essential and incorporates any developments desired by its customers into its product development plan.

In accordance with budgetary limitations and employee availability, METEORAGE aims to participate in any event that contributes to the public interest or to education and teaching in its field of competence.

7. Environmental protection

As a fully digital service company that does not manufacture any equipment, METEORAGE does not use any raw materials or environmentally hazardous products.

METEORAGE is sensitive to environmental issues despite its limited environmental impact. Its environmental commitment consists of reducing its electricity consumption by moving its operations center to the Cloud and reducing its paper consumption, notably by digitizing its customer files and associated billing documentation.

In terms of waste disposal, METEORAGE makes every effort to recycle 100% of its obsolete but functional equipment by donating it to non-profit organizations. Selective sorting has been set up in its offices to raise environmental awareness among employees.

METEORAGE strongly encourages its staff to limit their travel (e.g. by using videoconference technology, etc.) and to favor public transport. Bicycle mileage allowances are granted to any employee who cycles to work.

8. Selection of suppliers

METEORAGE favors the use of local suppliers, in accordance with the information provided in ISO 26000 on corporate social responsibility. Where possible, it also favors the use of services provided by non-profit organizations that deal with working with disabilities or that serve a societal purpose, as well as suppliers who are committed to social responsibility - or failing that, suppliers who are striving to achieve the best possible standards in terms of environmental protection.

METEORAGE also undertakes to pay its suppliers as quickly as possible - generally within 15 days.

9. Support for local development

Despite its limited local activity (most of its work taking place on a national and international scale), METEORAGE does its utmost to contribute to the promotion of local communities through its direct involvement, its contribution to education by welcoming or visiting educational establishments, or its participation in and support of sports or cultural non-profit organizations.

This code of ethics is available to the public and integrated into the METEORAGE quality management system.

All METEORAGE stakeholders may report any breach or suspected breach of this code of ethics to communication@meteorage.com, which management will deal with in an appropriate manner

Global player in storm monitoring and lightning risk prevention in Europe and Worldwide, METEORAGE is a subsidiary of METEO FRANCE, official service of meteorology and climatology in France.

Since 1987, our mission is to save lives and property by enabling its customers to mitigate the risks associated with storms.



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