



AUGUST 2022

Communication on Progress *StormGeo*

CoP Differentiation Level: GC Active

A scenic landscape featuring a turquoise lake, misty mountains, and large rocks in the foreground. The image is overlaid with a grid of small white plus signs. A dark blue rectangular box is positioned in the center-right, containing the text "Statement by StormGeo CEO" in white. The text is preceded by two orange diagonal slashes.

// Statement by StormGeo CEO

Dear Mr. Secretary-General,

On behalf of StormGeo, I am proud to offer our continued support for the United Nations (UN) Global Compact and its initiatives, including the Ten Principles, which cover human rights, labor, environment, and anti-corruption.

This letter is a declaration of our intent to uphold and actualize these principles through the utilization of the resources, expertise, and thought leaders within StormGeo. We are committed to prioritizing the UN Global Compact and its principles within the culture and operations of our organization, as well as engaging in partnerships that will advance the broader goals of the UN, with a focus on both the Sustainable Development Goals and the Ocean Stewardship Coalition. StormGeo has made its commitment known to staff, stakeholders, and the general public.

In the attached annual Communication on Progress (CoP), we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Kind Regards,



Søren Andersen
CEO, StormGeo
August 12, 2022

A photograph of two hands reaching towards each other, one from the left wearing a dark jacket and the other from the right wearing a grey sweater. The background is a blurred mountain landscape under a bright sky. A dark blue horizontal bar is overlaid on the right side of the image, containing the text 'Human Rights' in white, preceded by two orange diagonal slashes.

// Human Rights

Referring to Principles 1 and 2 of the UN Global Compact, StormGeo supports and respects the protection of internationally proclaimed human rights and ensures our operations are not complicit in human rights abuses. We do this by maintaining an inspiring, safe, and healthy work environment, as stated in our Quality Management System (QMS).

// Actions of Implementation

We have several global policies and guidelines in place pertaining to human rights, such as policies on Corporate Social Responsibility (CSR), health and safety, equality and diversity, harassment and bullying, sanctions, internal communication, and whistleblowing, as well as a code of conduct for suppliers.

The following are some of StormGeo's main human rights tenets:

- StormGeo opposes all forms of unlawful and unfair discrimination, such as those based on gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status, and social class.
- StormGeo treats all employees—and requires its employees to treat their colleagues—fairly, equally, and with respect.
- StormGeo regards breaches of our diversity and equality policy as misconduct, which could lead to disciplinary proceedings.
- StormGeo encourages employees to raise genuine concerns or any suspicions they may have concerning misconduct without suffering any detrimental treatment as a result of voicing their concerns.
- StormGeo performs an annual risk assessment at each office. From this, our Global Health, Safety, Security & Environment (HSSE) Manager compiles an annual report with suggested actions to be discussed with the Global Human Resources (HR) Manager. The report is presented in a number of management meetings.
- StormGeo expects its business partners to respect local religious and cultural customs, as well as the rights and integrity of local communities and indigenous people.

These policies and guidelines are communicated to all new employees upon onboard training, made available to all employees at all times, and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

StormGeo aims to be a non-discriminatory workplace. Within StormGeo's workforce, 29 different nationalities are represented, as are many different religions. StormGeo ensures equal opportunities and rights in recruitment, remuneration, and working conditions, as well as promotion, personal development, and protection against harassment. Furthermore, StormGeo aims to be an inclusive organization with regards to reduced functional ability.

StormGeo trained top management in 2021 and will train our leaders in diversity and inclusion during 2022. Leadership training for all managers began in 2022.

// Measurement of Outcomes

We do not tolerate harassment in StormGeo. We encourage our employees to submit a report if they feel discriminated against. No harassment cases were reported in 2021. Furthermore, in our annual anonymous employee survey of 2021, 93.6% of our employees reported being treated with respect. Together, the two data points indicate an environment where, throughout 2021, employees a) felt safe to report harassment and/or discrimination; and b) did not feel the need to do so.



// Labor

Referring to Principles 3, 4, 5, and 6 of the UN Global Compact, StormGeo upholds the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation. We do this by maintaining an inspiring, safe and healthy work environment, as stated in our Quality Management System (QMS).

// Actions of Implementation

We have several global policies and guidelines related to labor in place, including policies on Corporate Social Responsibility (CSR), health and safety, harassment and bullying, privacy data, sanctions, internal communication and whistleblowing, as well as a code of conduct for suppliers.

Some of the actions StormGeo takes to enforce these guidelines include:

- StormGeo's health and safety management system conforms to—and is based on—International Organization for Standardization (ISO) 45001 standards.
- StormGeo's organization is structured and managed in accordance with the Norwegian Code of Practice for Corporate Governance.
- StormGeo identifies, manages, and implements control measures, reports on all activities impacting health and safety, and promotes a positive health and safety culture.
- StormGeo ensures our procedures, risk management, and work environment inspire and increase the well-being of all our employees.
- StormGeo provides information, education, training, and supervision on these policies so that all employees are competent to do their tasks, as well as consults with our employees and contractors on matters affecting their health and safety.
- StormGeo expects its business partners not to employ children below the age of 15 or any higher minimum age for employment, according to applicable laws, as well as below the age of 18 for any form of hazardous work.
- StormGeo expects its business partners not to employ people against their will or require employees to lodge identity papers or deposits (financial or otherwise) as a condition of their employment.

These policies and guidelines are communicated to all new employees upon onboard training, made available to all employees at all times and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

These processes are nothing without our people. The StormGeo community is our most important asset and the core of our success. StormGeo's community identity is expressed through our four core values:

// Passion

Our employees are skilled, dedicated, and comprise a wonderful international team. Communication is a top priority, and while "yes" is nice to hear, "why?" is just as valuable. We push our leaders to set targets that motivate their teams. We develop products that excite and inspire us so we can pass that passion onto our customers.

// Integrity

It is vital that each employee feels their contributions are respected, that they are trusted to do their tasks well, and that they can conduct themselves with integrity.

// Bravery

We encourage our employees to be brave in everything they do. Fear of failure should not get in the way of identifying creative solutions to the new challenges we face in today's rapidly changing environment.

// Innovation

At times we may encounter hurdles and challenges. Other times we may find successes where we didn't expect to find them. Whatever the result, we always learn, adapt, and change. We innovate, and we get better every time to the benefit of our customers and the world we live in.

These values serve as a foundation for our interaction, both internally and externally. We share a working culture that respects and celebrates differences while at the same time coalesces around a common set of ethical guidelines.

// Measurement of Outcomes

To further implement Principles 3, 4, 5, and 6 of the UN Global Compact in our daily operations, StormGeo has identified some Key Performance Indicators (KPIs) to measure our success.

For 2021, the KPIs relating to labor were:

- i. No serious incidents reported. (SDG #8 on Decent Work and Economic Growth)
- ii. Incident/near-miss investigations closed within 30 days. (SDG #3 on Good Health and Well-being)
- iii. Increase the share of female employees to 35%. (SDG #5 on Gender Equality)

Here, serious incidents are defined as significant events that demand a response beyond the routine, resulting from uncontrolled developments during the operation of any establishment or transient work activity. Incidents or near-miss occurrences are defined as events that have the potential to cause injury or ill health, and/or damage, and/or loss, but which were avoided.

All KPIs were achieved in 2021. StormGeo had 609 employees (587.7 full-time equivalents) in 2021. No accidents or injuries occurred as a result of performing the tasks and assignments by the employees during 2021.

The KPI to increase the share of female employees was fulfilled, as we reached 35.1% by year's end. StormGeo seeks to increase the proportion of women through recruitment and has a policy stating that the number of interview candidates should be 50/50 between males and females. In 2021, StormGeo had two females (2/7) serving in its Executive Management team.

Global Office Policy:

The yearly environmental survey in 2021 contained questions including "Working from home works well for me" (the score was 83.6%) and "I have sufficient contact with my team, also when working remotely" (the score was 89.3%).

A global hybrid working policy has been established to enable the continuation of employees working from home or the office, as needed. The StormGeo workplace is a flexible workplace consisting of both a company office and a home office. This enables StormGeo employees to benefit from the efficiencies and flexibility of remote work as well as the social interaction, creativity, and innovation that come with working in the office. StormGeo encourages employees to be in the company office weekly, with an expectation of at least two days per week, at the Manager's discretion, to maintain good interaction with their colleagues.

Other corporate goals related to Labor:

We aim for less than 4% total sick leave, defined as the total number of sick days divided by the total number of workdays for all employees. In 2021, this number was 1.12%.

We target a score of 80% response of 'agrees' and 'strongly agrees' in our annual, anonymous employee survey. This is defined as the average proportion of 'agrees' and 'strongly agrees' to statements about job demands, personal development, organizational culture, internal communication, company commitment, leadership, and wellbeing. In 2021, this number was 79.2%.

For 2022, we have set the following KPIs related to labor:

- i. No serious incidents reported. (SDG #8 on Decent Work and Economic Growth).
- ii. Train all Local HSSE Representatives on reporting incidents, near miss observing/reporting, and root cause analysis. (SDG #3 on Good Health and Well-being).
- iii. Increase the share of female employees to 37%. (SDG #5 on Gender Equality).
- iv. Increase the share of female managers to 29%. (SDG #5 on Gender Equality).
- v. $\geq 80\%$ satisfaction of 'agrees' or 'strongly agrees' on the annual Work Environmental Survey that working in StormGeo is enjoyable and would recommend StormGeo as a workplace. (SDG #8 on Decent Work and Economic Growth).
- vi. $\geq 75\%$ score on questions in the annual Work Environmental Survey on work-life balance and wellbeing. (SDG #3 on Good Health and Well-being).
- vii. Leadership training for all managers. (SDG #8 on Decent Work and Economic Growth and #17 on Partnerships for the Goals).
- viii. Train top leaders in diversity and inclusion. (SDG #17 on Partnerships for the Goals).

We continue to strive toward these KPIs and measure them either every month or when applicable. They help us drive business awareness and action in support of achieving Sustainable Development Goals (SDGs) #3 on Good Health and Well-Being, #5 on Gender Equality, and #8 on Decent Work and Economic Growth.

A photograph of a wind farm on a grassy hill at sunset. The sky is filled with orange and purple clouds, and the sun is low on the horizon. Several wind turbines are visible, with the largest one in the foreground. The entire image is overlaid with a grid of small white plus signs.

// Environment

Referring to Principles 7, 8, and 9 of the UN Global Compact, StormGeo supports a precautionary approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility and encourages the development and diffusion of environmentally friendly technologies. We do this by maintaining an inspiring, safe and healthy work environment, as stated in our QMS.

// Actions of Implementation

StormGeo's policies and guidelines related to the environment include:

- StormGeo's environmental global management system conforms to (and is based on) ISO 14001:2015 and 14064-1 standards. StormGeo's head office is certified ISO 14001:2015.
- StormGeo manages and reports on all activities impacting the environment and sustainability.
- StormGeo is committed to the continuous improvement of environmental performance and management.
- StormGeo takes measures to minimize the environmental impacts of business travel by using telephone and video meetings. We also encourage the use of public transport and usually only provide economy class flight tickets with a lower carbon footprint.
- StormGeo has implemented and is continuously improving energy-saving initiatives and technologies to reduce natural resource consumption. Some of the steps we have taken include scheduling electric devices, lights, and heating/cooling to working hours; using electronic documentation; purchasing energy-efficient equipment; and, where possible, switching to renewable energy sources to power its offices.
- StormGeo focuses on waste reduction and recycling by introducing internal recycling programs and purchasing materials that use less packaging or recycled packaging.
- StormGeo procures environmentally responsible goods and services where possible.
- StormGeo has identified local sustainability representatives at 20 of its offices to initiate better communication on environmental initiatives, areas in need of improvement, and best practices within the entire organization.
- StormGeo expects its business partners to avoid pollution and minimize emissions and waste production and instead develop and implement environmentally friendly technologies and processes.

These policies and guidelines are communicated to all new employees upon onboard training, made available to all employees at all times and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

As a participant in the UN Global Compact and its Ocean Stewardship Coalition, we are especially committed to advancing SDG 14, Life Below Water. SDG 14 is embedded into our business model through our provision of weather routing services to the shipping industry, which reduce fuel consumption by an average of 2.5% according to the International Maritime Organization (IMO), thus reducing the carbon dioxide (CO₂) and sulfur oxide (SO_x) that would pollute our atmosphere and acidify our oceans.

In 2021, StormGeo supported 68,000 routes with weather routing services, saving 467,500 MT of fuel. This equates to the removal of close to 1.4 million MT of CO₂ and more than 23,000 MT SOX from the atmosphere and ocean. This is the equivalent of removing 303,000 cars from the road for one year. Additionally, we support offshore wind production, providing enough energy to power more than 32.8 million homes per year.

StormGeo has also signed the UN Global Compact's Sustainable Ocean Principles, a framework of nine principles for responsible business practices across sectors and geographies. In support of Principle 3 ("Take action to prevent pollution affecting the ocean, reduce greenhouse gas emissions in their operations to prevent ocean warming and acidification, and work towards a circular economy"), StormGeo has developed a new way to optimize fuel efficiency and reduce greenhouse gas emissions without compromising arrival windows together with the shipping company Pacific Basin.

This new method, Strategic Power Routing from StormGeo, allows the vessel to operate at an optimum RPM to maintain the vessel's engine on constant power, ensuring a predictable and constant fuel consumption. This is a contrast to the traditional method of ordering the vessel to sail at a set speed despite the weather conditions en route. The trials were conducted with Pacific Basin for more than six months and have proven that maintaining constant power through the encountered weather resulted in approximately a three percent reduction in fuel and GHG emissions.

At StormGeo, 75% of the work we do supports ocean industries. With strong footholds in shipping and renewable energy, we have a depth of knowledge built over more than two decades that includes weather intelligence, ocean science, climatology, business operation effects on the ocean, and algorithms for decision support. This knowledge helps our customers reach their own sustainability initiatives. In addition, we encourage our thought leaders within the aforementioned fields to contribute relevant knowledge to the UN Global Compact and its participants to support the achievement of the 17 SDGs.

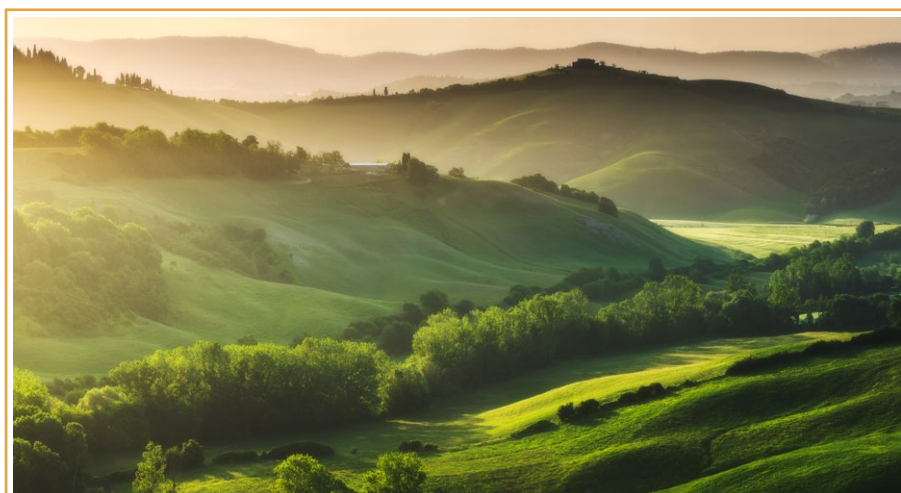
StormGeo's internal and external work on the environment are highlighted in our corporate vision and mission.

// Vision

A world beyond climate change.

At StormGeo, we know that climate change must be confronted. We envision a world that has adapted, coped with, and minimized its effects—a world that has effectively moved beyond climate change. We embrace our responsibility to make a difference for our customers and offer solutions that can bring us to this future.

Here is how we'll get there: We support our customers in achieving their environmental targets. We create products and solutions that push against accelerated climate change, with a focus on green energy, emission reductions, and the safety of personnel, operations, and assets.



// Mission

Every day, we enable our customers to navigate a changing environment by unlocking the value of data.

The 21st century has been defined by disruption—crisis after crisis has forced us to reevaluate our norms and expectations. StormGeo is focused on meeting those challenges before they arrive. Our weather intelligence and advanced analytics empower our customers to make informed decisions when they need it most, using advanced analytics combined with the most reliable data.

StormGeo's mission is to be a trusted resource our customers can turn to, guiding them through a rapidly changing future.

In 2021, StormGeo set environmental objectives for the company:

- i. We help our customers to reduce their emissions and help them to navigate a changing environment amid climate change.
- ii. We do our part internally to reduce emissions, recycle waste and optimize energy consumption.
- iii. We are proud members of the UN global compact and support the 17 SDGs. Through this, we advocate for a more sustainable future and are vocal ambassadors for a healthier planet. We use our platform to endorse and support sustainable behavior.

// Measurement of Outcomes

To further implement Principles 7, 8 and 9 of the UN Global Compact in our daily operations, StormGeo has identified a number of KPIs to measure our success.

For 2021, these KPIs were:

- i. Gain ISO 14001:2015 (Environmental Management System) certification for StormGeo corporate head office. (SDG #17 on Partnerships for the Goals).
- ii. Increase the share of renewable energy sources in the electricity supplied to our offices, where possible (SDG #7 on Affordable and Clean Energy).
- iii. Reduce our overall greenhouse gas emissions by 3% relative to 2019. (SDG #13 on Climate Action)

Here, all KPIs were fulfilled, with KPI i. resulting in the achievement of gaining ISO 14001:2015 certification for the corporate head office in Bergen, Norway.

KPI iii. is measured through annual carbon account reports. These allow us to benchmark our carbon footprint and evaluate our progress over time. At StormGeo, we have been reporting on our carbon accounting since 2011. We report from the StormGeo offices that have at least five full-time employees (FTEs).

The input data is reported by the local Health, Safety, Security & Environment (HSSE) and/or Sustainability Representatives at each office (with five or more FTEs). Using conversion factors, the data is then converted to a carbon footprint; or the total greenhouse gas (GHG) emissions caused by the reported activity, measured in tCO₂eq. The factors are purchased from the specialized sustainability consultancy CEMAsys, using the international standard A Corporate Accounting and Reporting Standard (Revised edition) by the Greenhouse Gas Protocol (GHGP).

Input data and conversion factors are compiled and verified by our Global HSSE and Sustainability Representatives, who present the data in an annual carbon accounting report. The report is broken down into three scopes:

- **Scope 1** - Direct GHG emissions due to fuel combustion, company vehicles and fugitive emissions.
- **Scope 2** - Indirect GHG emissions due to consumption of electricity, heating/cooling and steam.
- **Scope 3** - Indirect GHG emissions from other sources such as purchased goods and services, investments, leased assets and franchises, transportation and distribution, business travel, employee commuting, waste disposal, and use of sold products.

In 2021, StormGeo's carbon emissions were 294.06 tCO₂eq, a decrease of 48.6% from 2020

For 2021, the breakdown of emissions is as follows:

- 1.20 tCO₂eq from Scope 1
- 206.83 tCO₂eq from Scope 2
- 86.03 tCO₂eq from Scope 3

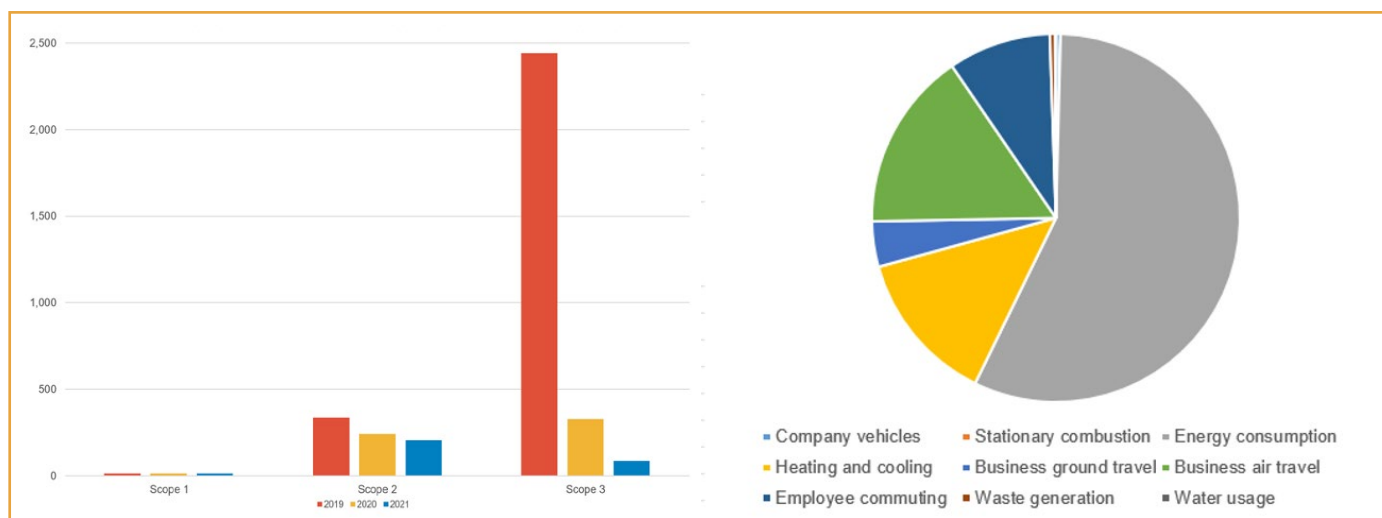


Figure 1: Annual GHG emission in Scope 1, 2 and 3 for the last three reporting years, measured in tons of CO₂ equivalents (tCO₂eq).

Figure 2: 2021 GHG emissions breakdown for Scope 1, 2, and 3. The majority of StormGeo's carbon footprint in 2021 results from Scope 2 GHG emissions (energy consumption).

StormGeo's total footprint in 2021 was 48.6% lower than in 2020 and 89.4% lower than in 2019 (StormGeo base year). The main decreases were due to progressing into a hybrid working policy, which decreased Scope 3 emissions regarding employee commuting (a 97.6% reduction from the base year 2019) and waste generation (a 78.5% reduction from the base year 2019). Continued COVID-19 and company travel restrictions enabled a decrease in business air travel by 96.2%. Due to offices being situated mainly in shared spaces, the Scope 2 emissions regarding energy consumption decreased by 43.5%.

StormGeo earned a climate certificate from CEMAsys in 2022 for voluntarily offsetting all 2021 GHG emissions. StormGeo's chosen project to offset these emissions was GS 7469 – Wind power project in India: <https://registry.goldstandard.org/projects/details/1836>

The purpose of the project activity is to generate power using a renewable energy source (wind energy) and sell the power generated to the Indian grid. The project activity generates electricity using wind energy. The generated electricity is exported to the Indian grid system, which is under the purview of the INDIAN electricity grid of India. The project activity replaces anthropogenic emissions of greenhouse gases estimated to be approximately 101,733 tCO₂e per year, thereon displacing 108,597 MWh/year amount of electricity from the generation-mix of power plants connected to the INDIAN GRID, which is mainly dominated by thermal/ fossil fuel-based power plant.



The offset of our 2021 emissions was 294.06 tCO₂eq.

For 2022, we have set the following KPIs related to the environment:

- i. Train all employees on environmental awareness within the office and while working from home (hybrid working). (SDG #13 on Climate Action).
- ii. Recycle 70% of waste within our local reporting offices. (SDG #13 on Climate Action).
- iii. Offset StormGeo company carbon emissions (GHG) for 2021. (SDG #13 on Climate Action).

In 2022, StormGeo set short and long-term targets for the reduction of greenhouse gas emissions and Net Zero:

2023 target year:

- Reduce our Scope 1 and 2 greenhouse gas emissions by 50% relative to the 2019 baseline (SDG #13 on Climate Action).

2030 target year:

- Reduce our Scope 1 and 2 greenhouse gas emissions to Net Zero (SDG #13 on Climate Action).
- Reduce our Scope 3 greenhouse gas emissions by 50% relative to the 2019 baseline (SDG #13 on Climate Action).

We continue to strive toward these KPIs and monitor them monthly with annual results. They help us drive business awareness and action in support of achieving SDGs #7 on Affordable and Clean Energy, #11 on Sustainable Cities and Communities, #12 on Responsible Consumption and Production, #13 on Climate Action, #14 on Life Below Water, and #17 on Partnerships for the Goals.

StormGeo Stories and News (linked with the UNGC 17 SDGs) during 2021/22 included:

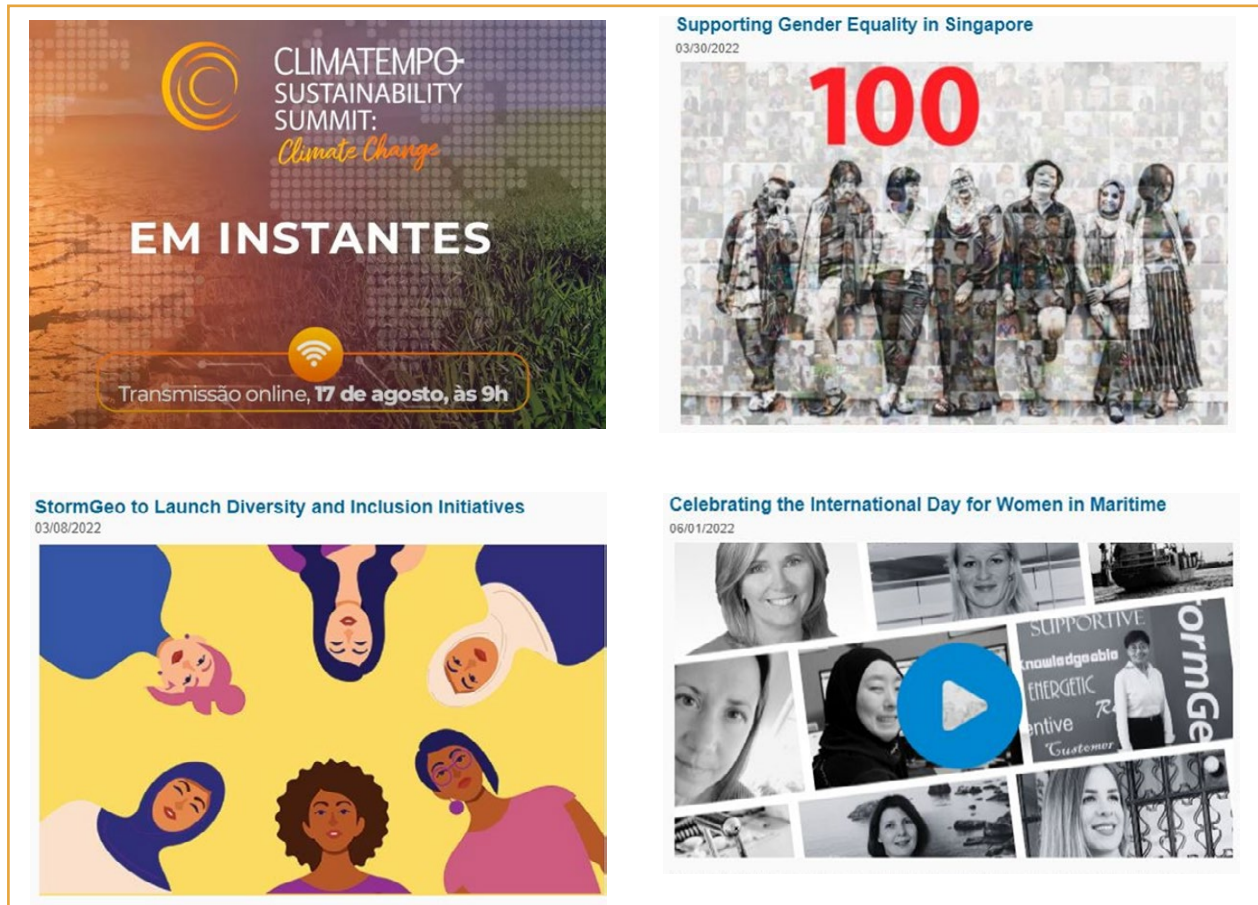
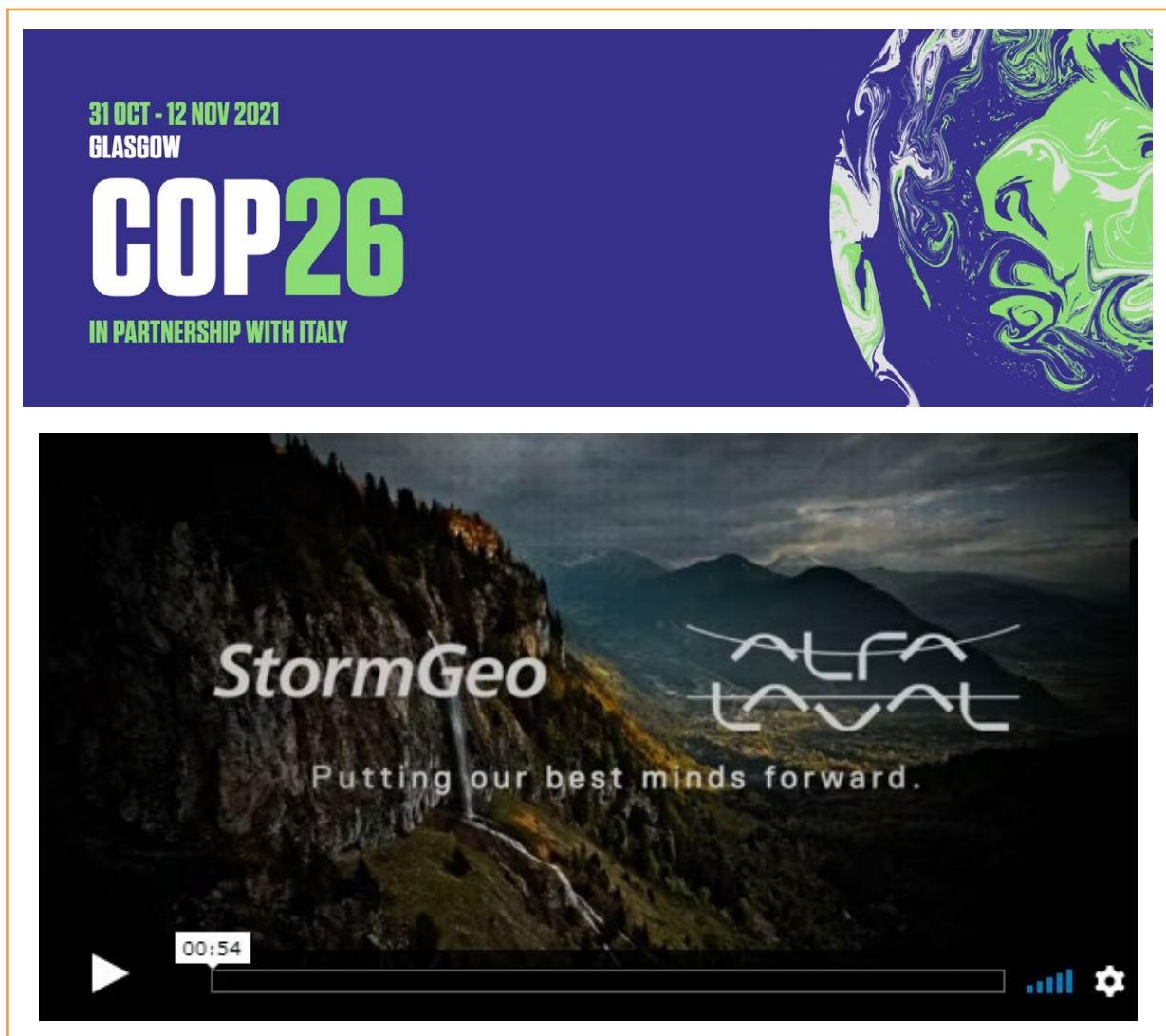


Figure 3: 17 August 2021 – Climateempo held a seminar (transmitted on YouTube) discussing climate change impacts on the agriculture business and how sustainability and carbon neutrality may work hand in hand in the industry.

Figure 4: StormGeo perspectives on gender equality as part of the ground-breaking project #candid: 100 Perspectives on Gender Equality in Singapore.

Figure 5: Diversity and Inclusion Initiatives during 2022 (including strengthening gender equality).

Figure 6: Celebrating the International Day for Women in Maritime (18 May 2022). Videos from StormGeo's female professionals on their experiences in the maritime industry and advice to young professionals for a career in shipping.



Figures 7 and 8: StormGeo's video aired at COP 26 (Nov 2021).

StormGeo's sustainability work was showcased in the Nordic pavilion at COP26 in November 2021 along with the collaboration with Alfa Laval Marine Division. Søren Andersen (CEO, StormGeo), along with specialists from Alfa Laval, spoke in a panel discussion that was streamed to millions of viewers on the subject "Accelerating the transition in shipping through digitalization and partnerships."



Figure 9: StormGeo is a participant in the United Nations Global Compact Ocean Stewardship Coalition.



Figure 10: StormGeo's CII Simulator to Advance Shipping Decarbonization.

In June 2022, StormGeo launched a new Carbon Intensity Indicator (CII) Simulator. This new tool simulates vessel carbon intensity by presenting a complete view of the CII rating and its commercial impact, helping shipowners and operators efficiently decarbonize their operations, remain compliant, and stay competitive. A first-to-market solution, this delivers a flexible, powerful, and actionable tool to collaborate on operational deployment and achieve desirable CII ratings by:

- Assessing environmental performance and efficiently computing compliance status of vessels.
- Providing decision support to meet environmental goals and commercial obligations.
- Comparing vessel trading patterns in relation to carbon intensity limits.
- Confidently estimating the impact of operational measures on CII performance.
- Providing a reliable CII through validated and secure data management from ship to shore.



// Anti-Corruption

Referring to Principle 10 of the UN Global Compact, StormGeo works against corruption in all its forms, including extortion and bribery. We do this by maintaining an inspiring, safe, and healthy work environment, as stated in our QMS.

// Actions of Implementation

We have several global policies and guidelines related to anti-corruption in place, including policies on CSR and sanctions, as well as a code of conduct for suppliers.

- StormGeo does not engage in or tolerate any form of corruption, bribery, extortion, or embezzlement.
- StormGeo expects its business partners not to engage, be complicit in, or encourage any activity, practice, or conduct that would be an offense under or breach of applicable laws relating to corruption and bribery.

These policies and guidelines are communicated to all new employees at the time of onboarding, made available to all employees at all times, and updated continuously. Additionally, we adhere to local rules and regulations and adapt to local culture and traditions. Together, these processes ensure we build one united company culture and unified production system.

In StormGeo, we comply with the Corporate Governance recommendations through regular Board of Directors meetings, regular operational monitoring, and information provided in annual reports and other materials. In addition to the Code of Practice, our Board of Directors has adopted the Employee Conduct Code. These policies form a comprehensive set of ethical guidelines and guidelines for the corporate social responsibility of the StormGeo Group.

The Employee Conduct Code defines the Group's standards for the conduct of all business, legal, and ethical matters carried out, and arising in, daily business. This is meant as a tool and a guide for dealings with customers, partners, interaction with competitors and fellow employees, as well as in financial areas.

We demand honesty and integrity in all our business relations. No employee may instigate, invite to, or accept services that conflict with legislation directly or through an intermediary. Business transactions made on behalf of StormGeo must be available for documentation in accordance with proper business codes of conduct.

// Measurement of Outcomes

To further implement the Principle 10 of the UN Global Compact in our daily operations, StormGeo has identified a KPI to measure our success.

For 2022, we have set the following KPI related to diversity and inclusion:

- i. Train leaders in diversity and inclusion

We continue to strive toward this KPI and measure it every month or when applicable. It helps us drive business awareness and action in support of achieving SDG #10 on reducing inequalities and Principle 6 regarding eliminating discrimination in respect of employment and occupation.

StormGeo's organization is structured and managed in accordance with the Norwegian Code of Practice for Corporate Governance. The Board of Directors states that StormGeo has followed the code throughout 2021.

The Ten Principles of the UN Global Compact

// Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

// Labor

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labor;
- **Principle 5:** the effective abolition of child labor; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

// Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

// Anti-Corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

StormGeo

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