
Code of Business Conduct and Ethics



Last reviewed by the Board of Directors on July 28, 2026.

To All Directors, Officers and Employees of Metergy

The Code of Business Conduct and Ethics (the “Code”) applies to all directors, officers, employees and temporary workers of Metergy Group Inc., and all its subsidiaries (collectively, “we,” “us,” “our,” “Metergy” or the “Company”), unless such subsidiaries have adopted their own Code of Conduct with policies that are consistent with the provisions of this Code. In addition, to the extent feasible, the Code also applies to every agent, consultant, contractor and business partner of Metergy and its subsidiaries.

It has always been and remains our policy that all of our activities should be conducted with the utmost honesty and integrity and in full compliance with all legal and regulatory requirements. In varying degrees, as an employee of the Company, you represent us in your dealings with others, whether they be other employees, clients, customers, suppliers, competitors, governments or the general public. Each of us is responsible for preserving and enhancing the Company’s world-class reputation and the Code sets out what is expected of all of us who are part of the team. The enclosed Code, which has been endorsed by Metergy’s Board of Directors, sets out the commitments we all must make as part of the Metergy team. We urge you to read it carefully.

The Code does not cover every situation you may encounter while at Metergy and that is not its purpose. Rather the Code sets forth basic principles and standards you must adhere to. When in doubt, please refer any questions to your manager, People & Organization or the Legal Department (or the Chair of the Board in the case of directors).

Thank you for your continued dedication to Metergy and for your commitment to upholding the standards set forth in the Code.

Yours truly,

Adrien J. Deveau

President and Chief Executive Officer

Metergy

SUMMARY OF THE CODE'S PRINCIPLES¹

PROTECTING THE COMPANY'S ASSETS, RESOURCES AND DATA

- We often have sensitive confidential information about Metergy, other companies, our parent company, our clients, our customers, and our Personnel; preserving the integrity of this information is vital to our business and reputation and is necessary to meet our obligations under data protection laws.
- Electronic communications relating to business activities may not be conducted through electronic communication systems that have not been specifically approved for business activities, including (among others) personal email accounts, personal text messaging, non-approved chat forums or AI tools, and social media.
- Personnel other than independent directors must complete mandatory data protection training and mitigate cybersecurity risks by being vigilant about opening attachments or clicking on links.

ACCURACY OF BOOKS AND RECORDS AND PUBLIC DISCLOSURES

- We should take care that our books and records are accurate and that all of our business transactions are properly authorized.
- Because our parent company is a public company, we must ensure that our communications and other disclosures to the market are true and accurate.

DUTIES TO STAKEHOLDERS

- A company's reputation is critical and we should act responsibly in dealings with our customers, clients, suppliers, other stakeholders and competitors.

COMMUNICATIONS AND MEDIA

- Be careful in your written communications made over Company information systems, such as email and messaging applications, as this is a permanent record.
- You must ensure that your online activities, including your use of social media, are appropriate and reflect well on Metergy.

CONFLICTS OF INTEREST AND PERSONAL BEHAVIOUR

- As a representative of the Company your personal behaviour must be consistent with our values.
- We must be cognizant that we face a heightened risk that one's personal interests may conflict with or appear to conflict with the interests of the Company.

POSITIVE WORK ENVIRONMENT

- We value diversity, equity and inclusion and we should all do our part to create and maintain a respectful work environment where everyone feels safe, included and productive.
- Our success is dependent on establishing a workplace culture free from discrimination, violence, harassment and other negative influences.

COMPLIANCE WITH LAWS, RULES, REGULATIONS AND POLICIES

- We, including our parent company, operate in many jurisdictions and are subject to different laws, rules and regulations; you need to be aware of the laws that apply to your activities so that you can comply with them; ignorance of the law is no excuse.

1. These principles are for summary purposes only. For more detailed information on each of these items consult the Code attached.

- The Company has corporate policies that you must be familiar with, as they govern your business practices and other conduct while at Metergy.

FREQUENTLY ASKED QUESTIONS

WHY DO WE HAVE A CODE?

The Code serves as a guide for how you should conduct yourself as a member of the Metergy team. Preserving our corporate culture and ensuring compliance with legal, regulatory and fiduciary duties is vital to the organization and following the Code helps us do that.

WHO MUST FOLLOW THE CODE?

All Personnel of Metergy and all its subsidiaries that have not adopted their own Code of Conduct or other policies that are consistent with the provisions of the Code, as further described in the Introduction section of the Code. In addition, to the extent feasible, every agent, consultant, contractor and business partner of Metergy and its subsidiaries must also follow the Code.

WHAT ARE YOUR RESPONSIBILITIES?

You have two responsibilities. First, you must follow every aspect of the Code and the policies referred to herein and certify your commitment each year. Second, if you suspect someone may be violating the Code or the policies referred to herein, you have an obligation to report it. To make a report, follow the section of the Code: "Reporting Potential Code Violations".

HOW WILL I KNOW IF THERE IS A PROBLEM?

The Code attempts to deal with the most common issues that you may encounter, but it cannot address every question that may arise. When you are not sure what to do, ask yourself the following questions:

- Is it illegal?
- Does it feel like the wrong thing to do?
- Would you feel uncomfortable if others knew about it?
- Will it have the potential to create a negative perception of you or the Company?
- Do you have a personal interest that has the potential to conflict with the Company's interest?

If you answer "yes" to any of these questions your proposed conduct may violate the Code and you should ask for guidance.

HOW SHOULD I ASK FOR GUIDANCE?

If you have questions about the Code, any policies or guidelines referred to herein, or about the best course of action to take in a particular situation, you should seek guidance from your manager, People & Organization or the Legal Department.

WHAT IF I WOULD LIKE TO MAKE AN ANONYMOUS REPORT?

You may make an anonymous report by contacting the Company's reporting hotline, which is operated by an independent third party and is available 24 hours a day, 7 days a week. Refer to the "Contact Information" section of the Code for the Reporting Hotline website, phone number and email. If you choose to make an anonymous report, your anonymity will be protected to the fullest extent possible, consistent with the need to conduct an adequate review and subject to applicable law. Keep in mind, however, that maintaining your anonymity may limit the Company's ability to investigate your concerns and, in certain situations, it may become necessary to identify you or become possible for third parties to deduce your identity (for more information, refer to the *Whistleblower Policy*).

WHAT ARE THE CONSEQUENCES FOR VIOLATING THE CODE?

Violations of the Code or the policies and guidelines incorporated by reference herein, can vary in its consequences. If you're an employee, it could result in a reprimand or other disciplinary action, including the termination of your employment for cause. Parallel expectations and associated consequences apply to our agents, consultants, contractors and business partners. If you are a director, a violation may necessitate your resignation or termination under the terms of your director agreement, if any. Certain violations of the Code also contravene applicable laws and therefore can have severe consequences outside of Metergy. Depending on your actions, failing to comply with the Code could lead to civil or criminal prosecution, which could result in substantial fines, penalties and/or imprisonment.

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INTRODUCTION

This Code of Business Conduct and Ethics (the “Code”) applies to all directors, officers, employees and temporary workers² (collectively, “Personnel” or “you”) of Metergy Group Inc., and all its subsidiaries (collectively, “we,” “us,” “our”, “Metergy” or the “Company”), unless such subsidiaries have adopted their own Code of Conduct and/or other policies that are consistent with the provisions of this Code. In addition, to the extent feasible, the Code also applies to every agent, consultant, contractor and business partner of Metergy and its subsidiaries.

STANDARDS OF BUSINESS CONDUCT

Metergy seeks to foster and maintain a reputation for honesty, openness, trust, integrity and professionalism. The confidence and trust placed in Metergy by our stakeholders is something we value greatly and endeavor to protect. In many respects, our reputation is our most vital business asset. Accordingly, all our activities should be conducted with honesty and integrity and in compliance with applicable legal and regulatory requirements.

We have adopted the Code and related policies and procedures to preserve our culture and to ensure compliance with legal, regulatory and fiduciary requirements applicable to our activities. We expect and require that you meet the letter and spirit of the Code (and related policies and procedures as updated and/or superseded from time to time). This Code incorporates by reference the following Company policies which should be read in conjunction with the Code:³²

- *Anti-Bribery and Corruption Policy*
- *Business Expense and Reimbursement Policy*
- *Positive Work Environment Policy*
- *Privacy Policy and Cookie Policy*
- *Records Retention Policy*
- *Signing Authorization and Delegation of Authority Policy*
- *Whistleblower Policy*
- *Acceptable Use Policy*
- *Security Policy*
- *Electronic Monitoring Policy*

PROTECTING THE COMPANY’S ASSETS, RESOURCES AND DATA

The Company’s assets are to be used for legitimate business purposes only.

The Company’s assets are for business, not personal use. The Company’s assets span many categories. Assets can be physical, tangible goods, such as office supplies, furniture, computers or intangible items, such as intellectual property or data. You have a responsibility to safeguard the Company’s assets from loss, damage, theft, misuse and waste. If you become aware of loss, damage, theft, misuse or waste of our assets, or have questions about your proper use of them, you should speak with your manager. The Company’s name (including its corporate letterhead and logo), facilities and relationships are valuable assets and must only be used for authorized Company business.

² For purposes of the Code, “temporary workers” include non-full-time employees and consultants and contractors etc. that work on our premises. The business group retaining a temporary worker is responsible for ensuring that the temporary worker certifies their commitment to comply with the Code.

³ Copies of all these policies can be found on Metergy’s intranet.

If you use the Company's assets for personal benefit, or are otherwise wasteful with the Company's assets, you may be in breach of your duty to the Company. You have a responsibility not to abuse Company resources for reimbursement. Any requests for reimbursement for authorized Company expenses must be for legitimate business expenses. If you are unsure whether a certain expense is legitimate, you should speak with your manager or refer to the Company's *Business Expense and Reimbursement Policy*.

Confidential information must be protected at all times.

We must protect confidential information in our possession. This includes information about us and information about our clients, customers, suppliers, parent company and other third parties. Confidential information includes, but is not limited to, material non-public information, all confidential memos, trade secrets, intellectual property, marketing strategies, notes, lists, records, personal information about clients, customers and employees and other documents in your possession, in hard and soft copy. You are responsible for knowing what information must remain in confidence and for seeking clarification from your manager if in doubt.

We protect confidential information against theft, fraudulent use, loss, unauthorized access or misuse (notably as it relates to how we collect, store and retain confidential information on our computer assets). We recognize that any unauthorized use of confidential information exposes the Company to legal, commercial and liability risks. You must not disclose confidential information – except as required by law – to anyone outside the Company, including family and friends, even after you leave the Company. All confidential information is to be delivered to the Company promptly after your employment ceases or at any time upon the Company's request, and your obligation to protect this information continues after you leave the Company. You must protect hard and soft copies of confidential information that are removed from the office (e.g. to be worked with at home or at external meetings).

It is important to use discretion when discussing Company business. This includes respecting information barrier protocols where such protocols exist and discussing Company business only with those individuals at the Company that have a "need to know" the information. Additionally, be careful not to discuss company business in public places such as elevators, restaurants, and public transportation, or when using your phone or email outside of the office. You should also be careful not to leave confidential information in unattended conference rooms or in public places where others can access it. You must complete mandatory data protection training and mitigate cybersecurity risks by being vigilant about opening attachments or clicking on links.

We place high importance on combatting cybersecurity risk and, as such, conduct phishing simulations on a regular basis. The Company employs disciplinary protocols related to failures of its simulations, which are implemented at the Company's discretion. These protocols include penalties and other measures that escalate in severity for successive failures. These measures may include any or all of the following: informing your manager of the infraction; assigning of mandatory additional cybersecurity training (both live and online); written reprimands; reduction or elimination of your annual bonus and/or discretionary awards; and termination of your employment.

Please refer to Metergy's *Privacy Policy* and *Security Policy* for further information about how to protect confidential and personal data. While at Metergy, if you become aware of confidential information about the Company or another entity that you know or suspect has been inadvertently disclosed, seek guidance from the Legal Department before using or acting upon this information.

Personal data held by or on behalf of the Company must be used in compliance with applicable data protection laws.

The Company collects, processes and transfers personal data regarding individuals both inside and outside the organization in accordance with the *Privacy Policy* and *Security Policy*. This is necessary to effectively and efficiently operate our business, including compliance with applicable laws. Personal data² includes, among other things, sensitive personal, medical, financial information and customer information. Personal data should be kept and shared in accordance with applicable law and Metergy's *Privacy Policy*.

Personal data must be stored exclusively on approved technologies.

You are responsible for ensuring that you understand and comply with our data protection/privacy policies. For more information about compliance with data protection laws, refer to Metergy's *Privacy Policy*.

Intellectual property belongs to the Company.

During the course of your employment, you may be involved in the creation, development or invention of intellectual property such as concepts, methods, processes, inventions, confidential information and trade secrets, know-how, physical products, ideas, plans, programs, software, applications, code, works of authorship, trademarks, service marks and designs, alone or jointly with others, including but not limited to the improvement of existing intellectual property belonging to the Company. All such intellectual property and the rights therein shall be owned by the Company and your moral rights to such intellectual property, if any, will be waived. You are responsible for cooperating with the Company and providing all necessary assistance, including the preparation and execution of any necessary documentation such as assignments and applications to register rights before relevant government authorities on behalf of the Company, to ensure that all intellectual property and related rights become or are recognized as the exclusive property of the Company.

The documents of the Company must be preserved.

It is critical that you help preserve our business records, follow the guidelines set forth in the Company's *Records Retention Policy* and comply with related legal and regulatory requirements. If you are notified that your documents are relevant to an anticipated or pending litigation, investigation or audit, you must follow the guidance set forth in the notification you receive from legal counsel regarding retention of documents and act in accordance with Company's *Records Retention Policy*.

Be cautious in your use of computer systems, e-mail and the internet.

Technical advances are making it easier and easier to share information with others via mobile phones, networks, e-mail and the internet. Access to e-mail and the internet is made available to promote effective work-related research, improve our development and enhance Companywide communication. Of course, these are useful tools, but it means that valuable information needs to be protected from unwanted access, use or disclosure. Since the internet is an "open" environment and accessible to numerous users, care must be taken to protect all information.

You are responsible for protection of information. This applies at all times, whether you are using a Company computer or accessing the Company's systems in the Company's office, an outside location or while traveling. When using e-mail or the internet, you will not download programs not already supported by the Company, access sites carrying socially or politically offensive material, send chain letters, send threatening, slanderous or harassing messages or send, view or obtain pornographic material. Refer to the "Be cautious in your use of social media" section for further guidelines and rules regarding social media use, both during and outside working hours.

Ensure Generative Artificial Intelligence (AI) Tools are used appropriately.

Generative AI tools such as ChatGPT, Gemini (including in Google Search), Microsoft Copilot and other products with pre-trained language models are powerful tools that can benefit our business if used appropriately. The use of certain tools, however, can present significant risks relating to the protection of confidential information (including personal data) and the reliability of your work and the company's decision-making that are based on AI-generated outputs.

Higher risk AI tools, as defined in the *Artificial Intelligence Usage Policy* can only be used if they have been approved for the specific use in accordance with the procedure described therein. If you want to use a high-risk AI tool, you must submit an AI Approval Request Form and receive approval before using the AI tool.

You can use AI tools that are not high-risk without approval, subject to applicable company policies. Confidential information should not be shared with, input into, uploaded to, or used to train AI tools unless such use has been approved in accordance with the Artificial Intelligence Usage Policy or other applicable policies.

When using AI tools, you must carefully review and validate any AI-generated output for quality and accuracy. You must not rely on AI output to make important or significant business, HR, or legal decisions.

You must not integrate any AI tool - or any AI-generated output - into existing company IT processes where disruption could affect a company entity's ability to comply with legal or regulatory obligations or to provide critical services, unless you have obtained specific approval.

You are responsible for ensuring that you understand and comply with our restrictions on the use of AI tools, as set out in the *Artificial Intelligence Usage Policy*.

ACCURACY OF BOOKS AND RECORDS AND PUBLIC DISCLOSURES

Ensure that the Company conducts its financial affairs only for lawful and proper purposes.

The Company will conduct its financial affairs only for lawful and proper purposes in accordance with approved authorities, and properly record resulting transactions. No undisclosed funds or accounts may be established. All cash and bank account and other business transactions are handled in a manner that avoids any questions of bribery, kickbacks, other illegal or improper payments or any suspicion of impropriety whatsoever.

You will appropriately identify and control the Company's risks, within the limits of your accountabilities and allocated resources. This does not mean eliminating all risks, but rather it means mitigating the risks to acceptable levels for the Company. Risk is defined as any possible event that may adversely impact the Company's business objectives. Personnel will be responsible for understanding the business objectives relevant to their work, and asking their managers or other appropriate Company contact for help or information on objectives where these are not understood. If, in your opinion, there are situations where risks are not being appropriately controlled, either by other Personnel, you must discuss the situation with your managers or other appropriate Company contact and, if not resolved, consult the Legal Department for direction.

Ensure that the books and records of the Company are complete and accurate and that all business transactions are properly authorized.

The books and records of the Company must reflect all its transactions in order to permit the preparation of accurate financial statements. Personnel must never conceal information from (i) an external auditor; (ii) an internal auditor; or (iii) the Board of Directors of the Company. In addition, it is unlawful for any person to fraudulently influence, coerce, manipulate or mislead an external auditor of the Company.

The Company's contracts and agreements govern our business relationships. Because the laws governing contracts and agreements are numerous and complicated, we have put in place policies and procedures to ensure that any contract entered into by the Company has the appropriate level of approval. As a result, Personnel who enter into contracts or agreements on behalf of the Company must have proper authorization to do so and, prior to their execution, these documents must be reviewed by the Company's Legal Department where required by policy or practice. Consult a member of the Legal Department if you are unsure whether a contract requires a review. Further, if you are unsure whether you have proper authorization to enter into a contract on behalf of the Company, refer to the Company's *Signing Authorization and Delegation of Authority Policy* or consult a member of the Legal Department.

Ensure that the Company's business reporting is accurate and true.

Personnel who are responsible for the preparation of the Company's audited financial statements, or who provide information as part of this process, must be aware of and report any of the following: (a) fraud or deliberate errors in the preparation, maintenance, evaluation, review or audit of any financial statement or financial record; (b) deficiencies in, or noncompliance with, internal accounting controls; or (c) deviations from full, true and plain reporting of the Company's financial condition.

Additionally, each person who is in a financial reporting oversight role, and their Family Members⁴ are prohibited from obtaining any tax or other services from the external auditor, irrespective of whether the Company or such person pays for the services.

DUTIES TO STAKEHOLDERS

Deal fairly with the Company's stakeholders.

You must deal fairly with the Company's clients, customers, suppliers, communities in which we operate, other stakeholders and competitors. To preserve our reputation and relationship with stakeholders, do not engage in any illegal or unethical conduct when dealing with stakeholders or competitors.

Make purchasing decisions honestly and with integrity.

You must protect the Company's reputation by refusing to make purchasing decisions based on favouritism, prejudice, preferential treatment or personal gain. You must make them honestly and with integrity, using such criteria as competitive pricing, quality, quantity, delivery and service. You should refuse involvement in purchasing decisions that could lead to a conflict of interest, and declare to the Legal Department all conflicts or potential conflicts, seeking guidance from the Legal Department when you are uncertain. Employees should treat suppliers courteously, respectfully and in a professional manner.

You should inform suppliers of this Code and expect suppliers to abide by it. Non-compliance should be communicated to the Legal Department and a decision will be made on a case-by-case basis about what actions should be taken. An example of an action would be to discuss our ethics with suppliers and make it known to them that their conduct is unacceptable. A relationship with a supplier should be ended if there is a lack of improvement, consistent with any contractual obligations.

Treat clients and customers courteously, respectfully and in a professional manner.

In all aspects of doing business with clients and customers, employees should strive to build strong and mutually valued relationships. You must demonstrate that the Company is a relationship-focused Company in every transaction. We strive to give our clients and customers high value, reliable products and services. We seek clients' and customers' views on issues affecting them, consider their views, and give them feedback where possible. Clients and customers are given the information they need to make informed choices and they receive truthful information about our products and services. Their safety and health is protected. We respect our clients' and customers' privacy and diversity. In all interactions with clients and customers, every employee shall act as an ambassador of the Company thereby treating clients and customers courteously, respectfully and in a professional manner.

⁴ For the purposes of this Code, "Family Members" are your spouse, partner or other family members who live in the same dwelling as you.

COMMUNICATIONS AND MEDIA

Use the Company's various forms of communication properly and appropriately.

All business matters communicated in writing must be conducted via the Company's email system and/or through other systems provided and approved by the Company for such use, in accordance with the Company's *IT Security Policy*.² These systems must be installed by the Company's IT Department on your devices and only company managed versions of those systems are approved. You must always use our e-mail, Internet, telephones and other forms of communication appropriately and professionally. Personnel must comply with our *IT Security Policy* and all related policies. While we appreciate the need for limited use of these tools for personal purposes, any such use should not be excessive or detract from your work.

Personnel must not email business information to their personal email accounts or maintain a copy of business information on their personal computers, other non-Company-owned electronic devices or other non-approved external systems or applications. When using Company-provided technologies such as computers, cell phones and voicemail, you should not expect that the information you send or receive is private. Your activity may be monitored to ensure these resources are used appropriately and are in compliance with the Company's policies and laws and regulations (for more information, refer to the *Electronic Monitoring Policy*).

Employees should keep their company login ID and password (including multifactor authentication) secure and not share these credentials with anyone (internal or external). Personnel should take care when using the Company's email system and other systems and devices to ensure that no viruses, malware or similar items are introduced into the systems or devices, including by clicking on links in phishing emails. Be cautious of social engineering tactics (including email, voice and text-based phishing) as they can manipulate your trust and compromise the security of our organization. You should exercise particular caution when opening unsolicited emails from unknown sources or an email which appears suspicious. Always report all suspicious messages using the "**Report Message**" button in Microsoft Outlook. Promptly report any unusual or suspicious activity to the IT Department. Your vigilance is crucial in ensuring the integrity of our systems, especially if you use our IT equipment/devices outside the workplace. Our systems contain information which is confidential and subject to data protection legislation. Such information must be treated with extreme care and in accordance with our *Privacy Policy*.

Be cautious in your use of social media.

The Company's social media policy is that, unless you are expressly authorized, you are strictly prohibited from commenting, or posting about, or otherwise discussing the Company, its clients or customers, Personnel as well as our parent company and its securities, investments and other business matters on all social media forums, including, but not limited to, social networks, chat rooms, wikis, virtual worlds and blogs (collectively, "social media"). Employees may repost, share or comment on job postings or other Company posts on social media platforms such as LinkedIn provided that such sharing and commenting is professional, respectful, honest, not disparaging and otherwise complies with the Company's policies. You are a representative of the Company when engaging in online activities and you must ensure that your behaviour online, including on social media, is appropriate and consistent with our values.

The Company requires professionalism, respectful conduct and honesty in social media and other communications. Employees are prohibited from making disparaging comments about the Company on social media or engaging in conduct that is harmful to the Company's interests or reputation. Employee actions or statements through social media, even those made through personal accounts outside working hours, about the Company, its clients or customers, and our parent company and its securities, investments and other business matters that harm the interests of Metergy, its employees, clients, customers, or parent company, may result in disciplinary action up to and including termination for cause.

In accordance with the *Positive Work Environment Policy*, the Company does not tolerate harassing, threatening or discriminatory conduct on social media that impacts the workplace. In personal use of social media, employees should also avoid conduct that the Company's customers, clients, business partners,

suppliers, vendors and other stakeholders would find offensive, including ethnic slurs, sexist comments, discriminatory comments, profanity, abusive language or obscenity, or comments that are maliciously false. Any use of a Company device to access social media must be outside of working hours, must not interfere with an employee's job duties or productivity and will be subject to monitoring to ensure the security of those systems and compliance with the Company's policies (for more information, refer to the *Electronic Monitoring Policy*). All information stored on Company devices are the exclusive property of the Company and the Company has the right to access such information at any time. You must ensure that your use of online social media at all times is appropriate and reflects well on Metergy.

Do not speak on behalf of the Company unless authorized to do so.

Because our parent company is a public company, it is important to ensure our communications to the investing public are: (a) timely; (b) full, true and plain; and (c) consistent and broadly disseminated in accordance with all applicable legal and regulatory requirements. You may not make public statements on the Company's or our parent company's behalf unless you have been designated as a spokesperson.

Our parent company employs professionals who are trained and qualified as spokespersons to release information to the public and legal counsel who are authorized to communicate with regulators, stock exchanges, and other members of the public or media. You may be contacted by a member of the media, a shareholder, a financial analyst, a governmental authority or any other third party for information about the Company or our parent company and its business, and a response can have far-reaching implications, including effects on our ability to compete. When we provide information on the Company's operational strategies, financial results or other material information, we must ensure both that the information is accurate and that it is an appropriate time to "go public" with that information. If you receive a request from outside the Company to speak on the Company's behalf and you are not authorized to do so, refer the request to your manager, who may forward the request to the President, who may seek the guidance of individuals at our parent company employed in investor relations or communications.

CONFLICTS OF INTEREST AND PERSONAL BEHAVIOUR

Exhibit personal behavior that reinforces a positive image of you and the Company.

Your personal behavior, both inside and outside work, should reinforce a positive image of you, the Company, its business activities and clients, and our parent company. It is essential to use good judgment in all your personal and business dealings. You should refrain from engaging in activities that could hurt the Company's reputation, or yours, and that could undermine the relationship of trust between you and the Company or between the Company and its clients and other stakeholders. Personnel who have acted inappropriately may be subject to disciplinary action up to and including termination for cause.

Remember your duties to Metergy, when participating in outside personal interests; obtain permission before pursuing business activities outside the scope of your role with the Company.

The Company encourages Personnel to be active participants in their community. While pursuing personal, political, not-for-profit activities or other similar activities, be mindful that your participation in any outside interest must not prevent you from adequately discharging your duties to the Company and should not conflict with or otherwise be adverse to the Company's interests. You should not perform work for the other organization on the Company's time, nor should you use the Company's equipment, supplies, personnel or intellectual property for the use of the other organization. In addition, ensure that when you are involved in these activities you are not seen to be speaking or acting on behalf of the Company or the parent company without express authority.

"Outside Business Activities," otherwise known as "OBAs" include any business activities outside the scope of one's role with the Company, including any activity as an employee, independent contractor, sole proprietor, officer, director, or partner of another business organization, regardless of whether compensation is involved. Personnel must receive written approval from their manager and the Legal Department prior to accepting an OBA. Directors of the Company must advise the Chair of the Board of

Directors prior to taking on any OBAs. Subject to any local regulatory requirements, prior approval is not required to serve on boards of charities, not-for-profit organizations or small, private family holding companies that have no relation to the Company. For greater clarity, approval is not needed to serve on the board of a family holding Company which is an extension of one's personal business affairs; however, it is needed to serve on the board of a private operating business with significant operations. Similarly, you may not serve on the board of any organization that supplies goods or services to the Company, buys goods or services from the Company or competes with the Company, without the prior written approval of the Legal Department. When in doubt whether you need to obtain permission, consult with a member of the Legal Department.

Avoid situations in which your personal interests conflict with the interests of the Company or others as clients of the Company.

A "conflict of interest" for this purpose occurs when a person's private interest incline the person, consciously or unconsciously, or appears to incline the person to act in a manner which is not in the interests of the Company. You may have a conflict of interest if you are involved in any activity that prevents you from performing your duties to the Company properly, or that may create a situation that could affect your ability to act objectively, effectively and in the best interests of the Company, including due to among other things, personal interest or receipt of benefits from our relationships with companies, business partners, counterparties, investment banks, brokerage firms, service providers, and other constituencies. Accordingly, you must place the Company's interest in any business matter ahead of any personal interest. Remember that the Company's interest includes the Company's obligations to its clients.

You have an obligation to declare any conflict of interest, or any potential or perceived conflict of interest, as soon as they become known to your manager and the Legal Department. You may also have a conflict of interest, or the appearance of a conflict of interest, as a result of a "close personal relationship" with another Personnel member. To ensure that these relationships are managed appropriately, and to deal with any possible conflicts of interest in an appropriate and responsible manner, you are expected to disclose the existence of such relationships to People & Organization.

For the purposes of the Code, a close personal relationship includes, but is not limited to, relationships with a parent or parent equivalent (e.g., adoptive parent), close relative or friend, spouse, fiancée, common law, or anyone else with whom you are in, or have been in, a romantic or intimate relationship.

The best way to judge whether you may have a conflict of interest is to ask yourself whether a well-informed person would reasonably conclude that your interest, activity or close personal relationship could in any way influence your decision or performance in carrying out a duty on behalf of the Company. To avoid conflicts of interest, identify potential conflicts when they arise and contact the Legal Department if you are unsure whether a specific interest or activity gives rise to a conflict situation or contact People & Organization to disclose any close personal relationship that may give rise to a conflict. Directors should consult with the Chair of the Board of Directors on conflicts matters. In addition, if you become aware of any conflict or potential conflict of another Personnel member, you should consult with the Legal Department or the President and Chief Executive Officer, as appropriate.

Do not take corporate opportunities as your own personal opportunities.

You are prohibited from taking personal advantage of a business or investment opportunity that you become aware of through your work at Metergy. You owe a duty to the Company to advance its interests when the opportunity arises, and you must not compete with the Company in any way.

Relatedly, employees should not promote any non-Company product or service to others during working hours. Customers and colleagues from the OBA may not contact you at the Company workplaces. You may not sell products and services from your outside work to the Company.

Avoid investing in a Company's competitor or supplier.

Investment in a Company's competitor or supplier can create a potential conflict of interest. You and your immediate family members – including common-law relationships – normally may not hold any ownership or financial interest in any organization that competes with any business activity of the Company or that sells goods and services to the Company where that interest may give rise to a potential or perceived conflict of interest. Exceptions include where the interest is exercised through a blind trust, or equivalent, such as a mutual fund, or as discussed below.

While, as an example, ownership of less than 5% of the issued shares of a publicly-traded corporation would be permitted for an employee and immediate family members in total, there may be situations in which such ownership would give rise to the potential for conflict of interest. Any holdings which exceed these limits will be approved only on an exception basis and must receive prior approval from the President and Chief Executive Officer.

It is the responsibility of employees to disclose to the Legal Department or to the President and Chief Executive Officer any investments which contravene these guidelines. With respect to investments in publicly-traded shares, disclosure is only required if the investment or financial interest exceeds 5% of the issued shares or the value of a Company, or if an investment below this level could be perceived to create a potential conflict of interest.

In addition, in order to avoid conflict of interest situations, when you are aware that a family member or a friend has more than 10% ownership in a competitor or supplier of the Company, you must inform the Legal Department or the President and Chief Executive Officer, both of the ownership interest and of your relationship to the investor.

POSITIVE WORK ENVIRONMENT

Be committed to our respectful work environment free from discrimination⁵, violence⁶ and harassment⁷.

The Company is committed to promoting equal opportunities and diversity in the workplace. We value the background, experience, perspective and talent of each individual. We strive to create a workforce that reflects the diverse populations of the communities in which we operate. We regard differences as positive: they help us provide better products and services to our clients and customers. We value diversity, equity and inclusion, and we should all do our part to maintain our respectful work environment where everyone feels safe, included and productive. The Company does not tolerate workplace discrimination, violence or harassment. Personnel must work to ensure that the Company is a safe and respectful environment where high value is placed on integrity, fairness and respect. For more information on our commitment to a positive work environment, refer to the Company's *Positive Work Environment Policy*.

⁵ "Discrimination" means the differential treatment of an individual or group based on prescribed characteristics protected by law. Prescribed characteristics generally include age, colour, race, religion, sex, gender, marital status, ancestry, sexual orientation, national origin and/or disability. It does not matter whether the discrimination is intentional; it is the effect of the behaviour that matters.

⁶ "Violence" means an action (oral, written or physical) which causes, is intended to cause, could reasonably be interpreted as a threat to cause, or is capable of causing death or bodily injury to oneself or others, or property damage.

⁷ "Harassment" means conduct which is known or ought reasonably to be known to be unwelcome and includes conduct (e.g. comments and actions) which would be perceived by a reasonable person as being hostile, humiliating or abusive or cause him/her torment. Harassment covers a wide range of conduct and includes sexual harassment, bullying and psychological harassment. Harassment may occur in a variety of ways and may, in some circumstances, be unintentional, but regardless of intent, all harassment negatively affects individual work performance and our workplace as a whole.

You have a duty to report discrimination, violence and harassment.

If you experience or become aware of what you believe to be discrimination, violence or harassment, you are expected to report it in accordance with the “Reporting Potential Code Violations” section of the Code and/or in accordance with the *Positive Work Environment Policy*. Reports of discrimination, violence or harassment will be taken seriously and investigated. If you are found to be discriminating against, acting or threatening to act violently towards, or harassing any individual, or if you knowingly condone the discrimination of, violence towards, or harassment of another individual, you will face corrective action up to and including termination without notice and for cause.

We want to create a culture of reporting when it comes to discrimination, violence and harassment, as reporting is essential for us as a Company to stamp out these behaviors. While we reserve the right to take corrective action if you knowingly make a false accusation about an innocent party, you will not face retaliation for making a good faith report or assisting in the investigation of a report.

Be committed to ensuring the health and safety of Personnel.

We all have the right to work in an environment that is safe and healthy. In this regard, you must:

- a. comply strictly with all occupational, health and safety laws and internal procedures;
- b. not engage in illegal or dangerous behaviour, including any acts or threats of violence;
- c. not possess, distribute or be under the influence of drugs while on Company premises or when conducting Company business; and
- d. not possess or use weapons or firearms or any type of combustible material in the Company’s facilities, or at Company-sponsored functions.

If you or someone you know is in immediate danger of serious bodily harm, first call local law enforcement authorities and then report the incident in accordance with the “Reporting Potential Code Violations” section of the Code.

Sustainability Management

We believe that value creation and sustainable business practices are complementary goals. We manage our Company by combining economic goals with responsible citizenship. This is consistent with our longstanding philosophy and experience that conducting business with a long-term perspective in a sustainable and ethical manner maximizes value. It also requires maintaining a disciplined focus on integrating and operating with robust sustainability principles and practices.

Our sustainability principles codify our strategy of integrating sustainability and considerations into decision-making. It is based on the following guiding principles:

1. Mitigate the impact of our operations on the environment:
 - a. Strive to minimize the environmental impact of operations and improve our efficient use of resources over time.
 - b. Support the ambition of reaching net zero greenhouse gas emissions by 2050 or sooner.
2. Strive to ensure the well-being and safety of our workforce:
 - a. Foster a positive work environment based on respect for human rights, valuing diversity, and having zero tolerance for workplace discrimination, violence or harassment.
 - b. Operate with robust health and safety practices to support the goal of achieving zero serious safety incidents.
3. Uphold strong governance practices:
 - a. Operate to the highest ethical standards by conducting business activities in accordance with our Code of Business Conduct and Ethics.
 - b. Maintain strong stakeholder relationships through transparency and active engagement.

4. Be good corporate citizens:
 - a. Strive to ensure the interests, safety and well-being of the communities in which we operate are integrated into our business decisions.
 - b. Support philanthropy and volunteerism by our Personnel.

Human Rights and Anti-Modern Slavery

We are committed to conducting business in an ethical and responsible manner, including by carrying out our activities in a manner that respects fundamental human rights and supports the prevention of human rights violations within our business, including but not limited to:

- a. operating with leading health and safety practices to support the goal of achieving zero serious safety incidents;
- b. striving to ensure that the interests, safety and well-being of the communities in which we operate are integrated into our business decisions;
- c. fostering a positive work environment based on respect for human rights, valuing diversity and having zero tolerance for workplace discrimination, violence or harassment; and
- d. operating to the highest ethical standards by conducting business activities in accordance with the Code.

We strive to embed these standards into our core business activities, including training, communications, contracts and due diligence processes set out in our Human Rights and Anti-Modern Slavery Policy and Vendor Code of Conduct. These practices extend to our interactions with our key suppliers and other business partners. For more information about our business practices and systems and controls to safeguard against modern slavery and human trafficking, please refer to the company's *Human Rights and Anti-Modern Slavery Policy*.

COMPLIANCE WITH LAWS, RULES, REGULATIONS AND POLICIES

Know and comply with all laws, rules, regulations and policies applicable to your position.

The Company is committed to compliance with applicable laws, rules, regulations and policies. Many of our Company's activities are governed by laws, rules, regulations and policies that are subject to change. If you have questions about the applicability or interpretation of certain laws, rules, regulations or policies relevant to your duties at the Company you should consult with the Company's Legal Department. In the event a local law, custom or practice conflicts with the Code you must adhere to whichever is most stringent. If you know of any of our practices that may be illegal, you have a duty to report it. Ignorance of the law is not, in general, a defense to breaking the law. We expect you to make every reasonable effort to become familiar with the laws, rules, regulations and policies affecting your activities and to comply with them. If you have any doubts as to the applicability or interpretation of any of the above, you should obtain advice from the Company's Legal Department.

Do not trade in securities of the parent company or in any other publicly-traded securities if you possess material non-public information.

While at the Company, you may have access to or become aware of material⁸ non-public information either about the parent company, a subsidiary or controlled affiliate, or a related or unrelated publicly-traded entity. You must not use this information to gain a financial advantage for yourself or others, either by way of

⁸ Information about an entity is "material" if there is a substantial likelihood that a reasonable investor would consider the information important when deciding to buy, sell or hold that entity's securities or if the information would reasonably be expected to result in a change in the market price or value of the securities. Information is "non-public" until it has been generally disclosed to the public and adequate time has passed for the securities markets to analyze the information. If you are not sure whether information is material or non-public, consult with the Legal Department for guidance.

making a trade for yourself, “tipping” others on the information (i.e. disclosing the information to others such as relatives or friends), or otherwise. Doing so is not only a violation of the Code that will result in immediate termination for cause but is also a serious violation of securities laws and will expose any individuals involved to potential civil and criminal prosecution.

Do not give or receive bribes, including “facilitation payments”.

We value our reputation for conducting business with honesty and integrity. It is vital for us to maintain this reputation as it generates confidence in our business by our stakeholders, which ultimately means it is good for business. We do not pay bribes in furtherance of our business, either directly or indirectly, and you are not permitted to pay bribes on our behalf or authorize others to pay bribes on our behalf. This commitment comes from the highest levels of management and you must meet this standard. A bribe is anything of value that is offered, promised, given or received to improperly influence a decision or to gain an improper or unfair advantage in promoting, enhancing, obtaining or retaining business. Bribery may not always be in the form of cash payments and may take many other forms, including gifts, travel, hospitality, political contributions, charitable donations, lobbying payments, sponsorships, employment opportunities, internships, and secondments. Facilitation payments⁹ are also a form of bribe and are therefore not permitted. For further details, refer to the Company’s *Anti-Bribery and Corruption Policy*.

Giving or receiving gifts/entertainment should be reasonable, and in certain cases prohibited.

Gifts and entertainment given to or received from persons who have a business relationship with the Company are generally acceptable, if the gift or entertainment is modest in value, appropriate to the business relationship, infrequent, and does not create an appearance of impropriety. In the case of entertainment, a representative from the sponsoring organization (the party paying for the entertainment) should be present at the event. No cash or cash equivalent payments should be given or received. In addition, gifts must not be given to or received from public officials or their close relatives. Personnel who do not comply with these requirements may be required to reimburse the Company for the value of any gifts or benefits they make or receive on behalf of the Company and may be subject to disciplinary action up to and including termination for cause. For further details, refer to the Company’s *Anti-Bribery and Corruption Policy*.

There are restrictions on your Political Contributions to candidates and political parties.

In Canada, Political Contributions made on behalf of the Company are prohibited. In the U.S., various federal, state, and municipal laws and regulations impose specific restrictions and rules with respect to Political Contributions, both those made on behalf of the Company or made by individuals on their own behalf, which can carry significant penalties for the company for violations. To ensure that we do not breach the law regarding Political Contributions, no political contributions, regardless of size, may be made on behalf of the Company (directly or indirectly) in any country. Political Contributions made by individuals on their own behalf must comply with local laws and regulations.

Our parent company’s investment management business includes providing investment advisory services to various government entities. These services are subject to a range of federal, state and local laws and regulations. To ensure that the Company does not breach any laws regarding these interactions, you will not discuss:

- a) Brookfield’s efforts to obtain or retain advisory services from US Government Entities with any Brookfield employees (unless you have received pre-clearance from Brookfield’s compliance team (BAM.compliance@brookfield.com))

⁹ Facilitation payments are small payments made to secure or speed up routine actions or otherwise induce public officials or other third parties to perform routine functions they are otherwise obligated to perform, such as issuing permits, approving immigration documents or releasing goods held in customs. This does not include legally required administrative fees or fees to fast-track services.

- b) Brookfield's current advisory services (including, for example, any of its private fund offerings) with any US state or local government entities (unless you have received pre-clearance from Brookfield's compliance team (BAM.compliance@brookfield.com)).

"Political Contributions" means the giving of any gift, expenditure, subscription, loan, advance, deposit of money or anything of value that is provided for the benefit of a candidate campaign, political party, political committee, any other 527 political organization, or a ballot measure committee. A political contribution includes any monetary contributions as well as any in-kind contribution, such as payment for services or use of facilities, personnel and/or other resources to benefit such a recipient. Political contributions are covered whether made to directly benefit one of the entities above or to some other person or entity: (a) for the purpose of ultimately benefiting such entity; (b) for the payment or retirement of debt incurred by a candidate campaign; or (c) for transition or inaugural expenses incurred by a successful candidate.

"US Government Entities" means any entity or organization that is part of US state or municipal government. Examples include but are not limited to state or municipal pension funds, public university endowments or investment funds, state sovereign wealth funds, state or municipal treasures or other investment arms. For the purposes of this Code, US Government Entities do NOT include federal government entities.

We must prevent the use of our operations for money laundering or any activity that facilitates money laundering, the financing of terrorism, or other criminal activities.

The Company is strongly committed to preventing the use of its operations for money laundering, the financing of terrorism, or other criminal activities, and will take appropriate actions to comply with applicable anti-money laundering laws. Jurisdictions may publish lists of individuals and organizations that the Company is prohibited from accepting funds from or distributing funds to under applicable anti-money laundering laws. Employees are expected to use reasonable care to verify that counterparties are not owned or controlled by, or acting on behalf of, sanctioned governments, groups, individuals or others. This includes requiring counterparties to make anti-money laundering representations in documents with the Company, which the Legal Department (or legal counsel of our parent company) can provide upon request.

We must comply with all sanctions laws applicable in the jurisdictions in which we operate.

The U.S. and other jurisdictions and international organizations utilize economic sanctions to promote national security or advance foreign policy objectives. These sanctions prohibit companies from conducting business with certain countries, individuals or entities. Restricted activities may include transfers of assets, monetary payments, provision of services, financial dealings, exports and imports and travel to certain countries.

Our parent company and we are required by law to comply with sanctions restrictions applicable in the jurisdictions in which we operate and in other jurisdictions, such as the U.S., where such laws have extra-jurisdictional reach.

You should consider your rights and obligations when providing information to governmental authorities.

Either during or following your employment or directorship at Metergy you may be contacted by governmental authorities (e.g. law enforcement, securities regulators, etc.) who are seeking confidential information you obtained through your association with Metergy. Whether you are able to respond to these questions or not, we strongly recommend that, for your own protection, you do not speak with authorities without first seeking legal advice on your rights and obligations, as well as those of the Company. In this situation, you may contact the Legal Department who can help you retain counsel that can assist you.

Notwithstanding the foregoing, nothing in the Code prohibits or restricts you in any way voluntarily (or upon request) communicating with, or providing information to any government authority, agency or regulator regarding any potential violations of law, rule or regulation, or from making other disclosures that are

protected pursuant to applicable whistleblowing rules and regulations. For further information, refer to the *Whistleblower Policy*.

You have internal reporting obligations in the event you are convicted of a felony or misdemeanor

We are only as good as our people, and therefore our reputation depends on the reputation of the individuals who serve the Company as a Personnel. Our screening process at Metergy is rigorous and includes background checks so that we have the best information possible about our prospective Personnel. Once at Metergy, we expect you to continue to adhere to these principles of openness, honesty and transparency. If at any time while you are associated with the Company you are convicted of a felony or misdemeanor (or been subject of any similar conviction in any jurisdiction) or are involved in any conduct that you think may be relevant to your reputation, you have an obligation to report this information to your manager, People & Organization or the Legal Department, so that it may be appropriately documented internally.

REPORTING POTENTIAL CODE VIOLATIONS

You are expected to make good faith reports.

Internal reporting is critical to the Company's success, and it is both expected and valued. You are required to be proactive and promptly report any suspected violations of the Code, or any illegal or unethical behavior or misconduct that you become aware of or are involved with. When making a report, please include specific details and back-up documentation where feasible in order to permit adequate investigation of the concern or conduct reported. Vague, nonspecific or unsupported allegations are inherently more difficult to pursue.

Personnel are expected to report actual or potential misconduct or violations of the Code to their manager in the first instance, since their manager is generally in the best position to resolve the issue. Alternatively, you may contact People & Organization or the Legal Department to report any actual or potential misconduct or Code violations, or if you have any specific or general questions. Directors should promptly report violations to the Chair of the Board of Directors.

If you have questions about securities laws or the Company's *Whistleblowing Policy*, contact the Legal Department.

In the event you do not want to report violations to your manager, People & Organization, or the Legal Department, you can always report through the Company's reporting hotline.

Our reporting hotline (the "Reporting Hotline") is managed by an independent third party. The Reporting Hotline allows anyone to call anonymously (if they so choose) to report suspected unethical, illegal or unsafe behaviour in English, French and Spanish. The Reporting Hotline is available toll-free, 24 hours a day, 7 days a week. Refer to the "Contact Information" section of the Code for the Reporting Hotline website, phone number and email. If you choose to make an anonymous report, your anonymity will be protected to the fullest extent possible, consistent with the need to conduct an adequate review and subject to applicable law. For more information, refer to the Company's *Whistleblower Policy*.

Reports will be kept confidential and will be dealt with appropriately.

The confidentiality of reported violations will be maintained to the fullest extent possible, consistent with the need to conduct an adequate review and subject to applicable law. You may wish to identify yourself to facilitate our investigation of any report; however, you can make an anonymous report through the Reporting Hotline. The party receiving the initial report must record its receipt, document how the situation was dealt with and file a report with internal audit, which will be retained for the record. The President and Chief Executive Officer will report all illegal and unethical conduct in violation of the Code to the Board of Directors of the Company and the Chief Internal Auditor of our parent company and externally in accordance with applicable laws.

We prohibit retaliation against anyone who reports suspected violations of the Code or any law or regulation.

No retribution or retaliation will be taken against any person who has filed a report based on the reasonable good faith belief that a violation of the Code or any law or regulation has occurred or may in the future occur; however, making a report does not necessarily absolve you (if you are involved) or anyone else of the breach or suspected breach of the Code. The Company reserves the right to discipline you, if you provide false information or make an accusation you know to be untrue. This does not mean that the information that you provide has to be correct, but it does mean that you must reasonably believe that the information is truthful and demonstrates at least a possible violation of the Code. If you believe that you have been unfairly or unlawfully retaliated against, you may file a report with your manager, People & Organization, or the Legal Department, or through the Reporting Hotline.

You are required to cooperate in any internal investigation.

Personnel are required to cooperate in any internal investigation into allegations of illegal or unethical behaviour or misconduct. In connection with an internal investigation, you must provide honest, accurate and complete information.

DISCIPLINARY ACTION FOR CODE VIOLATIONS

Please note that we reserve the right to take disciplinary action for Code violations that fits the nature and particular facts of the violation. This could include immediate termination for cause and, if warranted, legal proceedings may be brought against you. Equivalent expectations and associated consequences apply to our agents, consultants, contractors and business partners.

STATEMENT OF COMPLIANCE

Upon starting at Metergy or any of its subsidiaries (unless such subsidiaries have adopted their own Code of Conduct with policies that are consistent with the provisions of this Code) each Personnel will be provided with a copy of the Code and policies referred to herein and is required to complete an electronic confirmation through Dayforce or ADP. The acknowledgement is maintained by People & Organization. On an annual basis, each Personnel will be required to re-certify compliance with the Code by completing an electronic confirmation through Dayforce or ADP. Annual certification of the Code shall be a condition of your continued directorship, employment or engagement with the Company.

WAIVERS

A waiver of the Code will be granted only in very exceptional circumstances. A Code waiver for Metergy's Personnel, other than the Company's executive officers, must be approved by the President and Chief Executive Officer.

AMENDMENTS

Metergy's Board of Directors reviews and approves the Code on at least an annual basis and is ultimately responsible for monitoring compliance with the Code.

CONTACT INFORMATION

REPORTING HOTLINE

- i. **Website:** www.lighthouse-services.com/metergysolutions.
- ii. **Phone Number (toll-free):**
 - English speaking USA and Canada: 1-833-401-0002
 - Spanish speaking USA and Canada: 1-800-216-1288
 - French speaking Canada: 1-855-725-0002

The details of your disclosure will be recorded in writing.

- iii. **Email:** reports@lighthouse-services.com. If you raise your concern via the Reporting Hotline email, you must include the Company name with the report.

INTERNAL CONTACTS

If you have any questions on this Policy, please contact:

Chelsea Provencher
Chief People & Legal Officer
Email: Chelsea.Provencher@metergysolutions.com
Phone: (416) 649-1842

LEGAL NOTICE

The Company reserves the right to modify, suspend or revoke the Code and any related policies, procedures, and programs at any time. The Company also reserves the right to interpret and amend the Code and these policies in its sole discretion. Any amendments to the Code will be disclosed and reported as required by applicable law.

The Company employs unionized employees. If the Code conflicts with a collective bargaining agreement governing the wages and/or conditions of employment for unionized employees, the collective bargaining agreement will prevail; if a collective bargaining agreement is silent with respect to an area addressed in the Code, or if the Code supplements a collective bargaining agreement, unionized employees are expected to abide by the Code.

Neither the Code, nor any of the policies referred to herein, confer any rights, privileges or benefits on any employee, create an entitlement to continued employment at the Company, establish conditions of employment for the employee, or create an express or implied contract of any kind between employees and the Company. In addition, the Code does not modify the employment relationship between employees and the Company.

The Code is posted on Metergy's intranet. The version of the Code on Metergy's intranet may be more current and supersedes any paper copies, should there be any discrepancy between paper copies and what is posted online.