



TECC/November 2020

LETTER OF THE CEO OF THE TSG GROUP

"TSG ETHICAL CODE OF CONDUCT"

TO ALL EMPLOYEES OF THE GROUP

In consistency with its social responsibility values and the practices of its partners, major customers and suppliers, TSG Group is constantly looking to comply with the most exigent standards in terms of Ethical rules and appropriate behaviors.

The enclosed 2020 version of the "**TSG Ethical Code of Conduct**" (TECC)" sets out the Business Conduct principles and guidelines applicable to every TSG Group employee and subsidiary.

In addition to strict compliance with legal requirements, all employees of TSG Group are expected to be guided by basic principles of honesty and fairness in the conduct of the Group's affairs and to comply with taken obligations to shareholders, employees, customers, suppliers, government officials and all stakeholders.

It is my personal commitment and undertaking to respect and comply at all times with the terms and conditions of the TECC.

All members of the Executive Management Committee, reporting directly to me, have also personally agreed to be bound by the TECC by signing its Adhesion and Compliance Certificate.

I rely on each of you to respectfully share our Group values and adhere to them to guaranty Employees well-being, safety and health and Business Ethics as fundamental values for TSG, supplier of reference in Europe and Africa for technical services to mobility energies.

Let us all be an example to our stakeholders, customers, suppliers and ourselves.

Yours Sincerely,

Jean-Marc BIANCHI

CEO