



Extra-financial Report 2024

Group consolidated report including
all TSG subsidiaries figures



The European Leader in Technical Services for Responsible Mobility Solutions





In 2024, TSG reached a new milestone on Corporate Social Responsibility by being awarded the EcoVadis Platinum rating, the result of all TSG teams efforts to become together a more responsible company.

TSG has continued to further materialize its business transformation to better support its customers in their transition toward responsible mobility, constantly enriching its sustainable business technical offers to feed their new and future needs. Thus, in 2024, TSG has accelerated its development in Solar, entered the new e-heavy transportation challenge, and designed a full integrated electrical offer. Doing that, TSG places more than ever Sustainability at the heart of its business strategy and a meaningful purpose for all its stakeholders, starting with its employees and customers.

TSG's entities have consolidated together the symbolic milestone of one billion euros revenues reached in 2023, reflecting both the continuation of TSG growth strategy but more importantly the deep transformation of the Group activities with a turnover equally split between traditional energy, new energy for mobility (ie electric, gas and H2) and technical adjacent services for energy for mobility distribution's infrastructures including systems and payments solutions.

TSG's commitment on Corporate and Social Responsibility stands in TSG's business journey aiming to be a key enabler of the energy transition for mobility. But TSG's journey on Corporate and Social Responsibility is also TSG's human adventure as at TSG we think global, but we act human and local, seeing our people as our first asset.

This year again, to support both this fast growth and business transformation, all TSG's entities have strongly reinforced their teams with new joiners from whom a large part of technical experts coming from the 30+ new TSG companies acquired in the last 3 years. We are now about 6 000+ TSG people daily working to make the energy transition for mobility a reality. **Taking care and investing in our people**, remains our priority which starts by applying the highest health and safety standards and practices, offering good working conditions, and permanently investing in professional development.

By reading this report you will discover new additional initiatives and actions taken to make TSG a responsible company leading by example which starts by the heavy preparation of CSRD and Taxonomy regulations, and the certification of our Carbon emission reduction trajectory align with the Paris Agreement.

More than ever, at TSG, sustainability is a way of thinking, guiding our choices with the obsession of preparing and preserving the future. The reason why, with TSG executives, I am delighted to renew my personal commitment to the United Nation Global Compact and its sustainable goals.

By reading these updated few pages, we wish you to feel how our new signature **"Move with TSG. Energize your Future."** is the common experience we propose to all TSG stakeholders, starting with our people and customers.

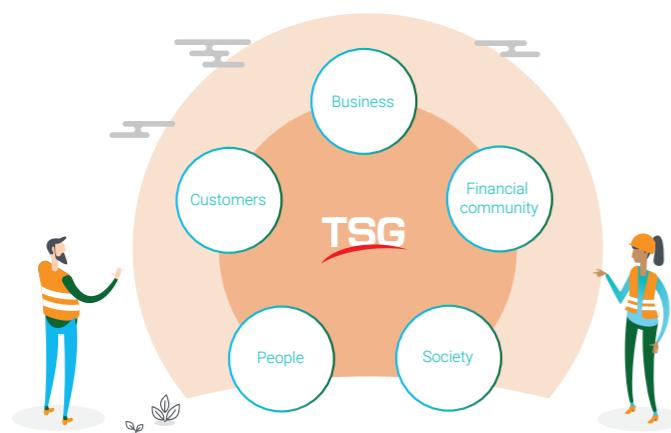
Jean-Marc BIANCHI (Group Chairman & CEO)
and TSG Executive team

WE SUPPORT



Corporate and Social Responsibility is TSG's purpose

As TSG is the European Leader in Technical Services for Responsible Mobility Solutions, delivering its business strategy is TSG's main support to the energy transition for mobility.



A CSR purpose fitting with all external expectations from all of TSG's stakeholders.

In the fight against climate change, TSG and its skilled technicians are **enabling a more sustainable world by supporting professional customers in their energy transition.**

We do this as the **European leader in technical services for responsible mobility solutions.** We provide **all types of players**, from gas station and mobility hubs networks to fleets operators and beyond, with a **one-stop shop of innovative energy and retail solutions**, paving the way towards **responsible energies** and **expanding consumer offerings beyond powering mobility.**

We are pioneers in the **transition towards biofuels, gas, electric charge, and solar installations** while situated at the cutting-

edge of the **coming hydrogen revolution.**

As mobility enters a new, more responsible era, we are helping **defining the mobility hubs of the future, but not only**, with new retail experiences, adjacent services, innovative digital services and integrated electrical and energy efficiency solutions.

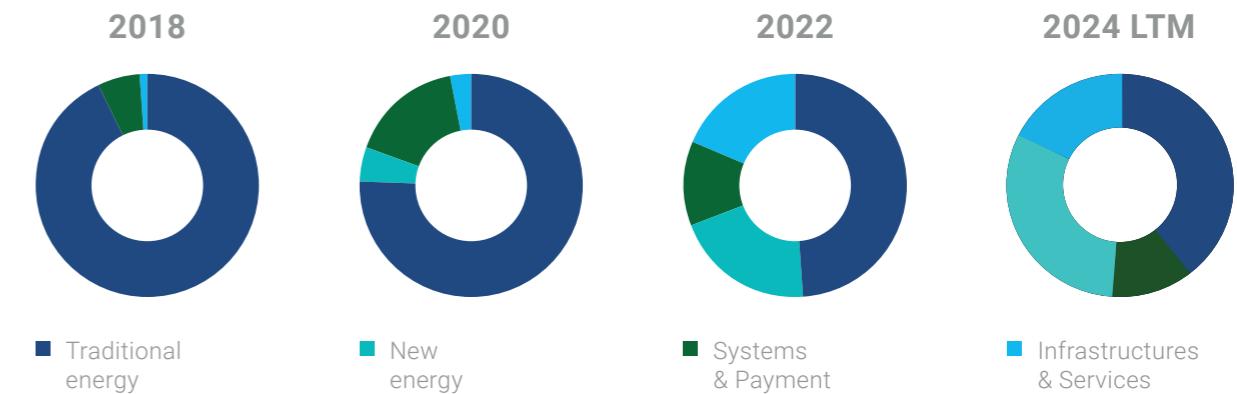
It's an exciting time for TSG. Not only are we the undisputed leader, but we are **growing fast**, backed by an **entrepreneurial culture and shareholder.**

Yet, all of this change is made possible by **our people** - 3,600 technicians across 30 countries, and growing. They are our **strongest asset**, steering the energy transition on-the-ground and enabling a new era of responsible mobility solutions.

Facts and figures TSG Group consolidated figures

TSG is developing fast in new energy for mobility and global technical services to mobility hubs.

TSG mix of revenues / Business lines



TSG fast development

TSG fast development is accelerated by a dynamic build-up strategy focused on competencies and cultural complementarities.



New Energy



Charge



Solar



TSG Power



Gas

Traditional Energy



Retail



Fleet

Infrastructure & Mobility hubs



Technics

Systems & Payments



Systems

TSG investment in new competencies is fostering its transformation in new energy and new technical services to reinforce the range of sustainable offers to professional customers.

TSG is pursuing its CSR Roadmap journey, settling its priorities by reference to the 7 principles empowering all TSG's activities



TSG is enabling the energy transition for mobility and beyond, being the global provider of technical solutions for energy distribution infrastructures and mobility hubs.

For all activities, TSG is providing sales equipment, design, building, installation and maintenance of technical solutions for energy for mobility distribution to public and private networks.



We believe in CSR and will **lead by example**

In 2024 TSG has constantly reinforced its international commitments on all key Corporate and Social Responsibility topics.

- Renewing all its international commitments : UN Global Compact signature, Diversity Charter, Sustainable IT Charter, Suppliers Relationships and Responsible Procurement Charter.
- Submitting for certification its consolidated SBTi mid-term trajectory, designed with a bottom-up approach at operational levels.
- Reaching EcoVadis Platinum level and becoming part of the best 1% of its industry on CSR maturity.
- Finalizing all studies to start the Corporate Social and Responsible Directive implementation.

"We believe that deploying our CSR strategy is contributing to preserve the future of the world while reinforcing our operational performance, our position in the mobility and energy market, and our contribution towards our people."

Jean-Marc BIANCHI
Group Chairman & CEO



We strive to develop **sustainable business offers**

TSG is a key actor of the energy transition for mobility and has continued in 2024 to enrich its sustainable business technical offers to better support its customers in their transition to responsible mobility and energy.

- It is more than 1/3 of the 3600+ TSG's highly skilled technicians who are dedicated to new energy, globally supported by teams of experts offering shared centres of expertise.
- TSG is supporting its customers in all types of EV charging stations (all generation of AC/DC chargers, small to large EV charge stations including e-buses and e-trucks installations, battery swap installations...).
- TSG expanded its electric offer to new and complementary fields like solar, transformers and battery storage installation and maintenance.
- TSG gas experts are now working more and more on biogas and hydrogen installations.



2024
73 sites
Equipment sales

1.900 sites
LPG and 200 sites GNC/GNL/H2
Service contract



2024
146 sites
(GNC/GNL/Biogas/H2)
Installation

13.178
Points of Charge installed

19.715
Points of Charge maintained



TSG is enabling the fast development of all new Electric for mobility infrastructures through Europe, starting now in Africa, with its electrical experts locally based everywhere in Europe and Africa.

Charge



TSG continues to offer responsible technical solutions to maintain customers' traditional energy infrastructures. The highest quality and reliability to guarantee TSG's customers and end-customers safety in the traditional energy resilience context.

Retail



Fleet



TSG is supporting globally its customers in their transition to renewal energy and electrification by permanently enriching its offer to feed their new needs.

Solar



Power



In a more and more digitalized world, TSG continued to develop in 2024 all systems and payments solutions to develop its customers and their end-customers experiences, develop loyalty and to meet exigent and new regulations on payments systems.

Systems



TSG has dedicated team providing expertise in all gas to support its customers in their heavy fleet decarbonisation within their transition to biogas and hydrogen.

Gas



And TSG is supporting its customers development in all their adjacents to mobility technical needs and services providing added value to the new generation of mobility hubs willing to attract longer loyal end-customers.

Technics



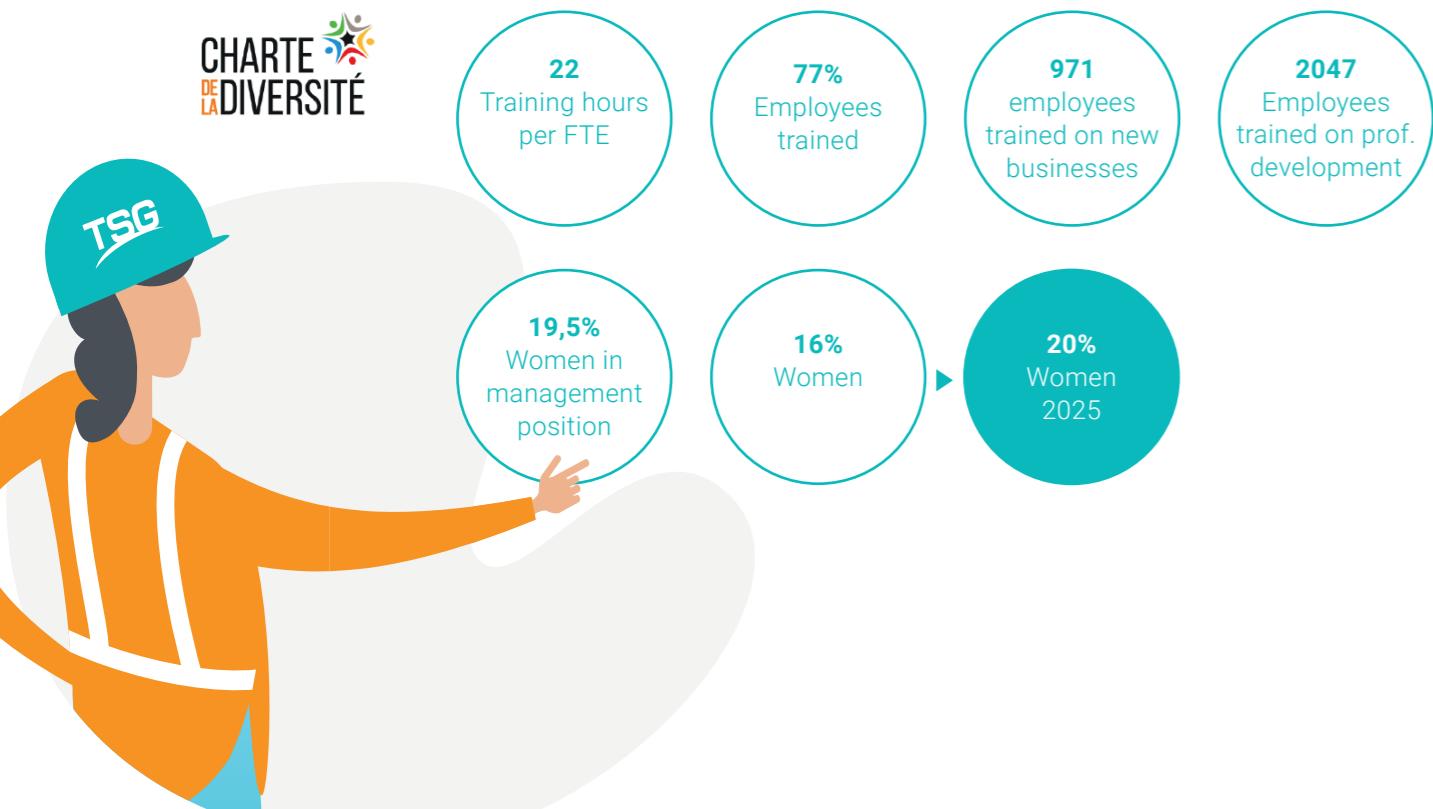


We invest in our **people**

In 2024 TSG workforce reached a new milestone with more than 6000 employees within a significant part (+1200) coming from acquisitions.

Offering good working conditions and permanently investing in TSG Talents' professional development is a priority.

- In 2024 TSG Human Resources and Management teams worked on analysing and communicating TSG Voices' results (our employee survey run in 2023), and they have designed actions plans at both global and local levels.
- By using TSG e-Academy, TSG's e-learning platform, we have deployment key trainings toward all TSG's 6000 employee, starting with TSG's first priority: Health and Safety.



Teamwork. Support. Growth.

At TSG, the European leader in technical services for responsible mobility solutions, we place our teams—our talents and future talents—at the heart of our business, because, they are our greatest asset. Today, we have more than 5,000 employees in 30 countries; tomorrow, many new talents and potential talents will join TSG to support our strong growth, united behind our challenging and ambitious adventure: to be actors of the energy transition for sustainable mobility.

tsg-solutions.com



Move with TSG. Energize your future.



We care for our **people and stakeholders**

Ensuring people sustainability, safety is TSG 1st priority with a zero accident ultimate goal.

- In 2024, TSG new HSEQ Director reinforced TSG HSE Management team and Health and Safety processes.
- Detailed dedicated manual of working and safety instructions for all Electrical and Gas activities have been designed in strong collaboration with technical experts and shared with all local operations.
- TSG entities all entered into key ISO certifications processes (45001, 9001 and 14001).
- Systematic Safety audits have been implemented for all new TSG companies for gap analysis and alignment with TSG Health and Safety standards.

90%
Employees
trained on TSG
HSE
2024

5167
Safety audits
on site
2024

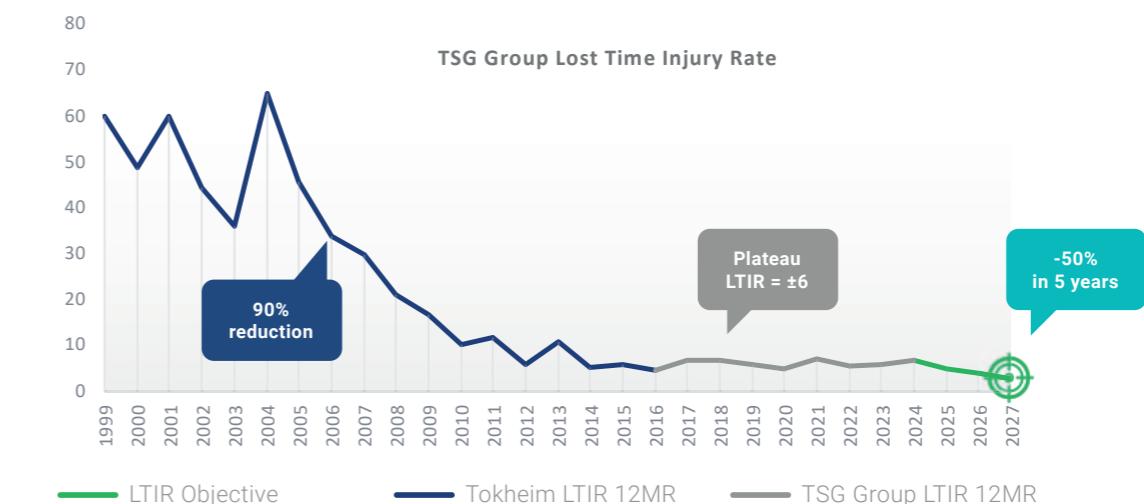
0,12
Severity rate
2024

6
Lost Time
Injury Rate
2024

71
Sites ISO
45001 certified
(ISO,VCC,SCCP)
2024



TSG Group Lost Time Injury Rate

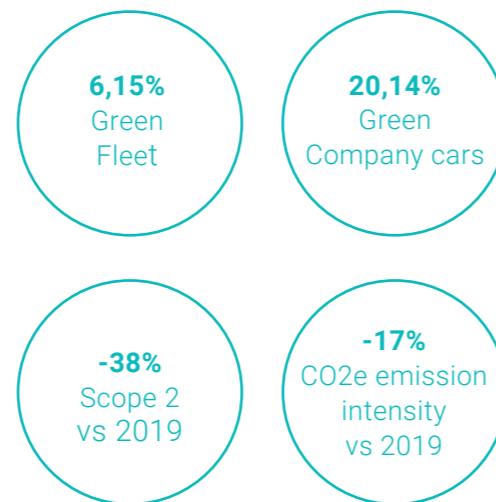




We aim to *reduce our environmental impact*

TSG, enabler of the energy transition for mobility, is willing to reduce its own environmental impact. In 2024, TSG has further engaged into the fight against climate change.

- EcoVadis 2024 Platinum rating is confirming TSG improvement on Environment
- TSG carbon footprint has been updated for year 2023. For the first time, the 23 companies acquired by TSG in the last 2 years have been included in the perimeter.
- TSG Climate Risks assessment has been updated to take in account TSG's offer evolution.
- TSG has launched Environmental Impact studies on Pollution, Water and Biodiversity to assess the potential environmental impact of its operations with the goal to align its activities eligible to Taxonomy.
- In 2024, each TSG entity has worked on its own carbon trajectory to reach globally the SBTi mid-term target requirements. By doing that, all TSG operations have designed the appropriate actions plan that should conduct them to collectively decrease by -42% their CO2e emissions by 2030. The main part of these local actions plan stands in TSG fleet transitioning toward responsible mobility.
- End of 2024, TSG has submitted its Carbon Footprint trajectory to SBTi for certification.



TSG objectives



TSG 2023 Carbon footprint data : **229 552 t CO2e**

(+31% due to a significant change in the reporting perimeter with 23 acquisitions in the scope for the 1st time representing + 32% of Revenues)



■ 28.423 Scope 1 emissions ■ 1.601 Scope 2 emissions ■ 199.527 Scope 3 emissions
+7% +56% (due to TSG Fleet electrification)





We uphold the **highest ethical standards**



In 2024 TSG continued with regular improvements on ethics and cybersecurity for its own benefit and its customers one.

- Writing a dedicated IT policy for the use of artificial intelligence
- Pursuing the alignment of its IT systems all over its operations
- Reinforcing its cybersecurity

But other key actions on ethics are pursued with:

- TSG whistleblowing system that didn't recorded any alert.
- New TSG local operations externally audited on compliance.
- Engaging local corruption-risks cartography to complement its group corruption-risks cartography updated in 2023.



35%
additional
employees
trained on
cybersecurity

100%
population
trained on
anti-corruption*

* TSG Ethical Code of Conduct



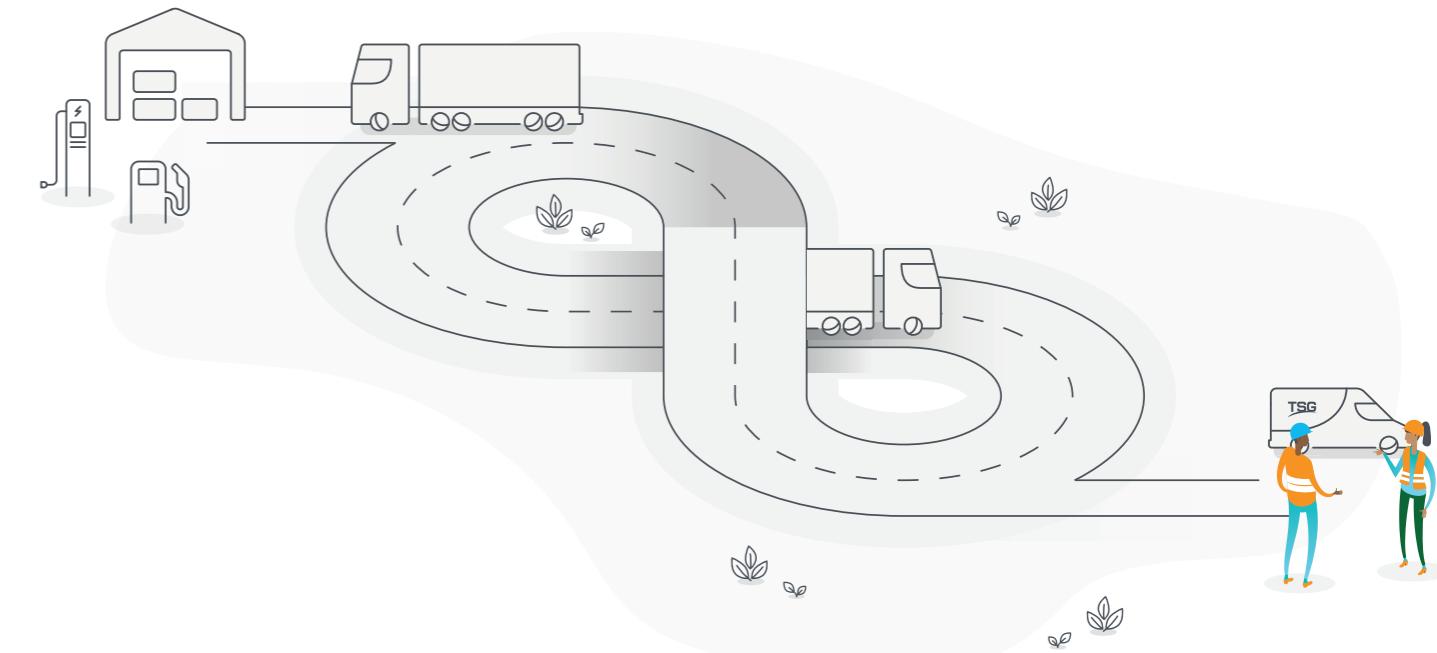
We value CSR as a **driver** in our supply chain



In 2024, TSG has started to structure and reinforce its procurement team to enter into a more responsible supply chain approach

- Updating and completing its Purchasing Policy with a Supplier Management Core Process, an updated Suppliers Code of Conduct and a standard Offers Evaluation Matrix.
- In strong collaboration between TSG's Purchasing and HSEQ departments, and following TSG Procurement risks cartography built in 2021, TSG has designed a strong and reliable process of management for its sub-contractors to be locally deployed in 2025.

Over developing a responsible supply chain, TSG is willing to use its suppliers relationships to be able to sell more sustainable offers and services to its customers by providing alternative sustainable offers.



Charte 
RELATIONS FOURNISSEURS
ET ACHATS RESPONSABLES

TSG Sustainability Accounting Standards Board (SASB) 2024 reporting

			Page
Environment	Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards and regulation	0
	Structural Integrity & Safety	Total amount of monetary losses as a result of legal proceedings associated with defect and safety related incidents	836.806 €
	Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon-related works (2) new activities / non hydrocarbon-related works (3) New energy for mobility works including equipment sales, projects and maintenance (1) Number of hours of new businesses training days (2) Number of people trained on new businesses	(1) 196 912 204 K€ (2) 361 538 793 K€ (3) 227 475 192 K€ <i>i.e Impact of yearly maintenance contracts part in the fuel backlog</i> (1) 15508 (2) 971
Labor and Human Rights	Workforce Health & Safety	(a) Life Time Injury Frequency (LTIF) and fatality rate for (b) direct employees and (c) contract employees (*) Severity rate (*) Average hours of health, safety and emergency response training per employee	(a) 6 - (b) 0 - (c) 0 0.12 12
Ethics	Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index Number of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	(a) 0 - (b) 0 0 0 (1) (2) Letter of TSG Goup's CEO as the preamble fo TSG Ethical Code of Conduct "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 "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 Employee well-being, safety and health, and Business Ethics, 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." TSG Ethical Code of Conduct is completed by a Gifts and Invitation dedicated Policy deployed in each TSG entity. TSG Sustainability Roadmap (CSR strategy) 2nd principle : We uphold the highest ethical standards Our business, covering more than 30 countries across Europe and Africa, serving a wide panel of clients and stakeholders, requires us to adopt high ethical standards to maintain our position as leader in the industry. Our internal Code of Conduct sets common guidelines applicable to each employee in our everyday work and in our business relationships. This code reflects on our professionalism and expertise worldwide. We will uphold high ethical business standards, meeting or exceeding applicable regulations and our partners requirements, where less demanding than our practices. All TSG managers, sales and purchasing teams are trained every 2 years on Anti-corruption and anti-bribery. Since 2022, TSG conducts yearly aleatory external compliance audits with a focus on its African entities. In 2023, TSG has updated its Corruption Cartography to take in account all of its new activities. In 2024, TSG started a 3 years program to progressively built a local corruption-risks cartography in each of its operations.
Suppliers		(1) Number of suppliers (2) Number of suppliers operating in the 20 lowest rankings in Transparency International's Corruption Perception Index (3) Number of suppliers that have the ranking 5+ or 5 in the International Trade Union Confederation (ITUC) Index	(1) 21699 (2) 0 (3) 0
General	Number of Employees		6009
	Total Turnover		1 093 M€

TSG FY2024 (from May 2023 to April 2024)

(*) 12 months - 10/2023, (**) International Trade Union Confederation (ITUC)

TSG other reporting

TSG 2021 Sustainability-Linked Loan KPIs

Baseline	Top line growth of select segments of the New Energy business unit (TSG 2021 Sustainability-Linked Loan definition)					
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Objective	€45 millions	€77 millions	€110 millions	€143 millions	€179 millions	
Achieved	€30 millions	€51 millions	€130 millions	€199 millions		
	Equals 70% year-over-year growth	Equals 254% year-over-year growth	Equals 153% year-over-year growth			

United Nations Sustainable Development Goal 2024 Reporting

	Sustainable Development Goal	TSG's Impact	KPI 2024	Report page
7	7 AFFORDABLE AND CLEAN ENERGY 	7.2 Increase substantially the share of renewable energy in the global energy mix 7.B Access to quality energy / Climate change mitigation / Greenhouse Gas Emission	<ul style="list-style-type: none"> 6,15% of green vehicles in TSG total fleet 20,14% of green company cars + 42 000 Electric Vehicles Point of Charges maintained 	16 5
9	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.1 Develop quality, reliable, sustainable and resilient infrastructure. 9.2 Promote inclusive and sustainable industrialization 9.4 Upgrade infrastructure and retrofit industries to make them sustainable 9.A Facilitate sustainable and resilient infrastructure development in developing countries through enhanced financial, technological and technical support to African countries	<ul style="list-style-type: none"> TSG revenues is made for 50 % of New Energy and Infrastructure services + 42 000 EV Points of Charge maintained + 146 Gas Station built (CNG/LNG/Biogas/H2) + 2100 Gas Stations under maintenance (CNG/LNG/Biogas/H2) + 40 000 Gaz Stations under maintenance contracts TSG presence in 5 African countries (Cameroun, Morocco, Senegal, South Africa, Tunisia) representing all TSG's activities (start on EV and Gas). TSG Climate Risks Assessment conducted in 2022 and 2023 including for TSG's 5 Africa countries. TSG engaged in SBTi in 2023 and has design each of its operations' carbon mid-term trajectory in 2024. 22 training hours / FTE with 77% of TSG employees trained in 2024. 	5 5 5-6 16 16 12
13	13 CLIMATE ACTION 	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disaster in all countries. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning		

TSG has written and implemented a full set of policy on **Ethics, Human Rights, Human Resources, Diversity, Working Conditions, Social Dialogue, Sustainable Environment, Responsible Procurement, QHSE** with **Codes of Conduct** applicable to all employees and suppliers.

Together let's create Services for a Greener world

Move with TSG. Energize your future.



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