

	<b>TSG GROUP</b>	Reference	TSG-POL-CSR-001
		Date <i>(Last update)</i>	05 January 2024
<b>Group Policies &amp; Procedures</b>	<b>SUSTAINABILITY POLICY</b>	Issued by Approved by	Group CSR Director Group CEO

**TSG is dedicated to actively contributing to the development of sustainable mobility as an integral aspect of our core business model, underscoring our firm commitment to Corporate and Social Responsibility.**

**Our mission** is to enable the energy transition for mobility by supporting all types of customers in their transition towards responsible mobility and to act as a trusted service partner of choice creating long-term value for our stakeholders and leading a business with the highest level of environmental and social performance.

**Our journey** on Corporate and Social Responsibility makes us steadily more conscious of the world’s challenges and of our collective responsibility toward the society to preserve our planet for the future generations, both as a company and as individuals.

With our skilled technicians, we are paving the way to a more sustainable world.

TSG’s journey on Corporate and Social Responsibility is also a human adventure as we think global, but we act human and local, considering our people as our first asset.

We believe that deploying our CSR strategy will reinforce our operational performance, our position in the mobility and energy market, and our contribution towards our people.

TSG Sustainability Policy is aligned with relevant international standards, regulations and initiatives, which materializes as TSG adherence to the United Nations Global Compact’s 10 principles and TSG’s commitments to international initiatives like Diversity Charter, Sustainable IT Charter, Sustainable procurement and suppliers relationship Charter and the Science Based Targets Initiative.

TSG Sustainability Policy is based on the 7 principles defined by TSG Sustainability Strategic Roadmap, which sets the foundations of our CSR strategy.



TSG Sustainability Policy is aligned with all TSG Group policies starting with TSG’s Ethical Code of Conduct (TECC), TSG Group Human Resources Policy, TSG Group Health Safety and Environment Policy, TSG Group Responsible Procurement Policy, TSG Group Environmental Sustainability Policy and TSG Group Circular Economy Policy.

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**Two main principles based on TSG culture and DNA are founding TSG CSR strategy and are at the heart of TSG Sustainability Policy:**

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

TSG is committed to be a responsible company willing to be a key enabler of the energy transition for mobility, and the actor of reference for professional customers. We consider as our duty to act as a responsible company working on every topic in a responsible manner. We expect all TSG entities, operations and teams to respect this key principle and rule which should lead us to act with exemplarity by taking sustainable decisions and actions. Globally, TSG group is willing to engage in all main international CSR initiatives with the goal to always anticipate coming CSR regulations and more, willing to take sustainable decisions in every field at both global and local levels.

**2. We uphold the highest ethical standards**

At TSG we believe that ethics leads sustainable business. TSG 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. TSG teams are committed to adopt a common and consistent responsible business approach in compliance with the highest ethical standards in all their operations, regardless of the country and its local regulations. We expect all TSG entities, operations and teams to see Ethics as a priority, especially in their relationships with every Customer, Supplier and stakeholder. Consequently, TSG teams are regularly trained on ethics including anti-corruption, discrimination, data-protection and cybersecurity for the benefit of both TSG operations and customers.

**Two additional key principles are driving TSG responsible operations:**

**3. We invest in our people**

TSG human capital is TSG's first asset and the key to our success. Being an industry leader and pioneer in the transition to sustainable mobility services, our expertise and talents are at the heart of our business model and CSR strategy. TSG business sustainability relies on TSG's human resources sustainability. Therefore we attract, develop and retain talents. Willing to keep the right balance between consistency, agility and responsibility, TSG has formalized key group HR policies and processes being the common HR ground applicable in all TSG entities: TSG Group HR Policy, TSG Group Diversity Policy, TSG Working Conditions Policy, TSG Social Dialogue Policy. We expect all TSG entities, operations and managers to implement them and permanently work on their team professional development promoting diversity, equality and fairness, good working conditions favorising individual and collective performances, all of that with human proximity.

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#### 4. We care for our people and stakeholders

**TSG raises Health, Safety and Environment as a value and a top priority for the Group with the ultimate Health & Safety objective being zero accident.**

Our activities requires to operate on multiple sites and to permanently adapt our activities to our customers' specific needs which is presenting health and safety challenges. Therefore, we set the protection of health and safety of our employees and stakeholders as an essential aspect of our strategy and corporate culture. It is our first priority to deliver services in a safe and adequate manner and to provide a safe workplace for all employees.

Our main commitments are to address Health, Safety and Environment as the first topic of each top management meeting, to develop a culture of trust where all employees are aware of their HSE roles & responsibilities and to promote a culture of transparency where we are all encouraged to speak out and report incident for the benefit of the whole organization.

TSG Group has formalized its HSE policy and PPE policy being the common imperative framework within all TSG entities.

**And three core commitments are fostering TSG's contribution to sustainable mobility:**

#### 5. We aim to reduce our environmental impact

TSG is committed to building a long-term, sustainable and profitable business that respects people and the environment, protecting the ecosystems, natural resources and biodiversity. We aim to deliver the highest standard of environmental care at our facilities, as well as with our products and services, for the benefit of our customers. Our employees and contractors are instructed to respect local environmental requirements and waste management guidelines to ensure they always work in an environmentally friendly way. TSG continually improves the control and management of its energy consumption, in order to reduce pollution, greenhouse gases emissions and waste production to demonstrate our commitment to work toward international environmental standards.

TSG has formalized its Environmental Sustainability Policy and Circular Economy Policy which set a common framework for environmental impact reduction applicable to all TSG entities.

As key enabler of the energy transition for mobility, we are willing to reduce TSG's own environmental impact with **the key objective to decrease TSG Group carbon footprint at the Paris Agreement level in due time.**

#### 6. We strive to develop sustainable business offers

Mobility is at the heart of today's climate change and global sustainability challenges. Thus, our environmental, social, and quality commitments are not limited to internal initiatives. Our efforts are highly represented throughout our business offer permanently evolving with regularly upgraded and enriched products, technical solutions and services to anticipate our customers needs in their transition to responsible mobility.

Our objective is to constantly adapt our technical offer to all of our customers' future needs in their will to transition to sustainable mobility, to allow them to extend their equipment end-of-life, and to propose them lower carbon alternative solutions.

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## 7. We value CSR as a driver of our supply-chain

In order to deliver high quality services, we consider fundamental to ensure that our supply chain is in line with our CSR requirements and objectives and we extend our ambition to improve our environmental, social and quality performance to all our value chain, which is in line with the growing level of expectations from our partners at large in terms of transparency of the products and services value chain. Willing to positively impact local communities, we favor local suppliers in the 30 countries where we operate. In our growing and adaptive context, we are especially committed to maintain the highest ethical, health, safety, environmental quality and sustainability standards regarding all our suppliers, with a focus on sub-contractors, who are required to comply with TSG Group Responsible Procurement Policy and TSG Group Suppliers Code of Conduct, both being deployed locally in all of our operations. TSG is a signatory of the 'Sustainable Procurement and Suppliers Relationship Charter,' presenting itself to its stakeholders as a commitment to implement action plans for the continuous improvement of its responsible procurement policy.



**Jean-Marc BIANCHI**  
TSG Group Chairman and CEO



**Camille RAINCARD**  
TSG Group HR, Communication and CSR Director