



Move with TSG.
Energize your future.

Our Sustainability Roadmap

Management's Commitment

At TSG, we acknowledge our responsibility to contribute efficiently to the development of sustainable mobility. Our purpose is to be a key enabler of the energy transition for mobility, to act as a trusted service provider, create long-term value for our stakeholders and lead a business that maintains a high level of environmental and social performance.

We have built our success and our reputation on two fundamental principles: meeting our clients' stringent demands and making sure our activities respect the environment and our employees safety by being compliant with all applicable regulations. We want to support our customers in their transition towards sustainable mobility by providing the most efficient solutions and adapting to all current and future sustainable development challenges of the mobility sector.

To embrace this ambition, we are following a clear roadmap with a detailed CSR strategy that reflects our high quality, safety and ethical standards, and enhances our commitments towards our people and society. Furthermore, it provides us with guidelines to capitalise on our assets and continue to improve our CSR performance throughout the coming years.

We believe that deploying our CSR strategy is permanently reinforcing our operational performance, our position in the mobility and energy market, and our contribution towards our people and society. Doing that, we place Sustainability at the heart of TSGs business strategy and giving a meaningful purpose to all our stakeholders, starting with our employees and customers.

At TSG, we see Sustainability as a way of thinking and a never ending journey, guiding our choices with the obsession of preparing and preserving the future.

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

Our journey to date

We are TSG, a key actor of sustainable mobility

TSG, now established as a major actor in the mobility sector and a key enabler of energy transition, ambitions to continue its transformation towards always more sustainable business offers and integrated solutions to support its customers' move to sustainable mobility.

By doing so, we are willing to constantly reinforce our engagements towards our employees, stakeholders, and society, at large.

We are engaged in several highly relevant CSR programs and initiatives: the United Nations Global Compact, the Diversity Charter, the Sustainable IT Charter, the Sustainable Procurement and Suppliers Relationship Charter and the Science Based Targets Initiative.

We have developed dedicated group policies and set targets on all key subjects to our business with the aim to go beyond legal requirements by constantly anticipating future regulations, implementing industry-leading practices and opening up to continuous improvements.

Over the past five years, TSG has transformed from a key global player in the equipment and solutions for energy distribution networks to a leading full-services provider in the sustainable mobility sector. By doing so, TSG is delivering its strategic program, TSG 2.0, reflecting and structuring our "Powering Mobility" vision, within which we have incorporated Corporate and Social Responsibility as a fundamental element of TSG's business strategy.

TSG's robust management systems in the fields of quality, health, safety, environment, and ethics have been reinforced with dedicated teams on HR, CSR and procurement, and Group transversal communities have been developed to ensure consistency and alignment within all TSG entities.

Our CSR strategy is focused on the main double materiality risks and opportunities we are facing in the context of our fast transformation and growth, all shared and agreed with TSG management:

- the risks and opportunities related to TSG's current and future positioning as a mobility service provider;
- the need to capitalize on our expertise and technical excellence to reinforce our recognised reputation and maintain our strong relationships with our stakeholders;
- the importance of valuing and developing human competencies and technical skills and maintaining a strong cohesion between our teams.

In order to formalise our ambition and to continue nurturing and reinforcing a robust CSR strategy, we develop yearly a CSR action plan impacting all our departments and people, working together to make TSG a responsible company with the ambition to be a leader in Sustainability in our industry.

These actions plans set guidelines as to the Group's CSR vision and governance, ethical commitments, human resources management, internal and business related environmental impacts and our expectations towards our suppliers.

We have set our 7 strategic priorities



TSG 7 CSR strategic priorities are the foundation of both our CSR strategy and CSR Policy and the expression of our commitment towards our stakeholders and society in general.



Our journey ahead

1. We believe in CSR and will lead by example

As a leading provider of trusted solutions, with over 50 years of expertise, we are willing today to embrace our acquired knowledge, and side with our existing corporate culture to embark together in the implementation of our CSR vision of “Powering Mobility”. This tailored approach to CSR enables us to set common goals while conserving the autonomy of our decentralised management to reach our objectives.

Our CSR strategy and Group vision is relying on the following:

- Top Management commitment to successfully implement our CSR strategy
- Incorporation of CSR aspects at the heart of our business model
- Lead a Group-level CSR culture and management team that follows our business orientation
- Allocation of necessary resources to ensure that our CSR strategy is driven by a dedicated team at both local and global levels.

The strong commitment of our management toward CSR is formalized with at least one yearly CSR objective linked with each top manager variable remuneration.

2. 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 and associated policies are setting common guidelines applicable to each employee in our everyday work and in our business relationships. This code reflects our professionalism and expertise worldwide. We also ask our suppliers to align and commit to TSG’s supplier code of conduct.

We will uphold high ethical business standards, meeting or even exceeding applicable regulations and our partners’ requirements when less demanding than our practices.

3. We invest in our people

With more than 3,600 technicians and 500 sales representatives worldwide, our human capital has always been the key to our success. Being an industry leader and pioneer in the transition to sustainable mobility services, our expertise and talents are more than ever an asset, at the heart of our business model and CSR strategy.

We have created and deployed a complete set of Group human resources policies to develop a consistent and high level of standards within all our entities.

We are caring for the wellbeing and ensure the development of each of our employees, to foster and uphold their technical expertise. In order to promote and develop their skills, we aim to continuously improve our training offers by proposing both common and personalized training paths.

We also want to attract new talented employees, eager to accompany the Group both in its transformation towards sustainable mobility and in its fast growth journey.

And while doing so, we ambition as well to promote diversity starting with gender diversity that we see as a lever of collective performance.

4. We care for our people and stakeholders safety

Our activities require us to be mobile and operate on multiple sites and our fast transformation towards all new energies for mobility associated with our fast growth are presenting health and safety challenges. Therefore, we regard the health and safety of our employees and stakeholders as an essential aspect in our strategy and corporate culture. It is our priority to deliver services in a safe and adequate manner.

To make sure these criterias are met and maintained by our Group, we have put in place both a robust HSE policy and a dedicated HSE organization led and challenged at corporate level, and covering all our activities worldwide.

Our ultimate goal is zero accident, an ambitious objective monitored monthly through key performance indicators at global and local levels and managed through a bold Group HSE strategic roadmap.

5. 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 transformation and upgraded products, services and integrated solutions. Supporting our customers in their transition toward responsible mobility is our purpose and our main contribution to CSR.

We want to maintain our high technical standards and environmental considerations in all our business segments and developments to continue meeting and exceeding our clients' expectations. We want to provide and constantly develop services that reflect our ambition to be a major actor of sustainable mobility and new energy-related services.

Paving the way to sustainable mobility by entering each new area of energy for mobility, we also aim to continue to constantly improve the quality of our historical fuel-related services, taking into account the necessity to support in the most responsible manner the resilience of traditional energy for mobility.

6. We aim to reduce our environmental impact

We have always considered protecting the environment and delivering our services with efficient resource use as a major commitment. We are now playing a key role in the energy transition for mobility by supporting our customers in their move toward responsible mobility, and by doing that, we are willing to participate in the fight against climate change.

As we see climate change as a priority and because our business is benefitting from the energy transition for mobility, we consider our CO2e emission reduction as a duty and a top priority.

We have established a complete set of environmental policies covering all environmental aspects and we have made public our engagement to reach the Paris Agreement's objective. We are engaged in the Science Based Target initiative with a bottom-up approach involving each of our entities on their own emission trajectory and action plan.

We are also yearly challenging ourselves with external assessments such as EcoVadis and the Carbon Disclosure Project.

More than ever, we are fully committed to energy transition and we understand the changes it will induce in the way in which we operate and conduct our business. We are therefore fully committed to developing more environmentally sustainable business offers by regularly enriching our technical solutions and services and also by increasing our teams' commitment on the matter.

Our objective is to lead through change and that our transformation reflects our engagements towards our stakeholders, partners and industry actors.

7. We value CSR as a driver in our supply chain

In order to deliver high quality services, we see as fundamental to ensure that our supply chain is in line with our CSR requirements and objectives. We extend our ambition to improve our environmental, social and quality performance to all our value chain.

This necessity 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. We are also aware that TSG will face additional supply chain-related challenges regarding our new business offers as we frequently deal with a range of new suppliers, some of them being early joiners on these new markets. In this context, we are committed to maintaining the highest ethical and sustainability standards regarding our suppliers and to make CSR a criteria in our suppliers selection process.

We are communicating our value chain initiatives and standards publicly.

Reaching beyond

To date and with a strong acceleration in the last four years, we have placed Sustainability at the heart of TSG's strategy and have integrated all key CSR topics in our day-to-day operations. It has been a powerful lever of transformation for both our business, and the consolidation and the consistency of TSG Group.

Being conscious that Corporate and Social Responsibility is a never-ending journey in a challenging and fast transforming world, we have, to date, successfully made our CSR management maturity a differentiating factor of success in developing our business and meeting our worldwide customers' most stringent expectations.

Our ambition is to continue to evolve at this same pace as we believe that ensuring our position as an industry leader requires conducting harmonious and dynamic actions towards society. We will therefore pursue actively our global ambition to provide support to local communities by supporting the main challenging causes in the countries of operation, in line with our employees' interests and suggestions.