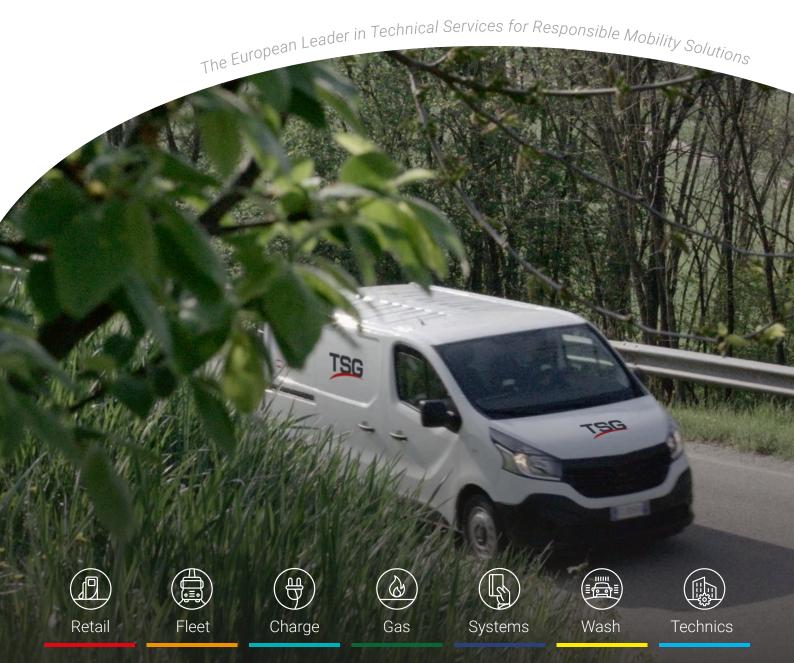


## Extra-financial Annual Report 2021\*

TSG Group consolidated Report including every TSG subsidiary



## CSR at the heart of TSG **Business Strategy**



In the challenging context of the energy transition for mobility, TSG business sustainability is constantly driving TSG management team's strategic reflexion leading us to significantly enlarge since 2018 our business scope to expand our technical services offer to new energies for mobility and to pave the way to support TSG's customers' transition.

Starting to play a key role in the energy transition with upskilled teams in gas and electric based in all of our operations, we have entered in 2020 a more formal and global Corporate and Social Responsibility approach by settling a dedicated CSR strategy and policy named "TSG Sustainability" Roadmap" supported by a dedicated CSR organization led at C-suite.

Today, being a key enabler of the energy transition for mobility, TSG is making corporate and social responsibility its purpose, at the heart of TSG business strategy. We believe that it gives us individually and collectively the duty to act as internally than externally as a responsible company taking care of each of its stakeholder's sustainable future.

In the context of energy transition for mobility and in the fight against climate change, TSG, the European leader in technical services for responsible mobility solutions, and its 2600 skilled technicians across 30 countries are enabling a more sustainable world.

We are pleased to share with you this first public report on TSG extrafinancial performance and ambition.

By reading these few pages, I personally wish you to feel the strong positive energy that all TSG teams are experiencing by being part of the mobility transition in an entrepreneurial and fast growing company.

Jean-Marc BIANCHI Group Chairman & CEO











## Facts and figures

TSG Group consolidated figures



30

Countries with direct sales and service



730

Million annual Sales (LTM 10/21)



4500+

Employees 2600+ technicians



2200+

Service vans on the road



20.000+

EV charging points installed



40.000+

Stations under direct service



1.000.000+

Payment transactions processed per day



50+

Service depots and offices



#### TSG contributes its expertise across all types of energy, providing equipment, construction and maintenance

For all customers...

- We provide all types of players gas station
- One-stop shop innovative energy & retail solutions
- Responsible energies expanding beyond refuelling

...with all solutions...

- From gas and electric charge to hydrogen
- Entering a new, more responsible era
- Help defining the mobility hubs of the future

...and a unique growth story.

- Growing fast, backed by an entrepreneurial culture
- Our people, the strongest asset
- · Steering the energy transition on-the-ground
- Enabling a new era of responsible mobility

#### CSR is the purpose of TSG, the enabler of responsible mobility

Evolving from Gas Stations to Energy Distribution Networks, operators are enabling the mobility revolution by bringing diversified energy sources to their end customers: traditional fuels, natural, gas, biofuels, electricity, hydrogen...

TSG contributes its expertise across all types of energy providing throughout its 7 business

- Sales & distribution of equipment
- Construction & project management
- Services & support

## 7 Business segments offer a one-stop shop for innovative energy and retail solutions



#### **TSG** Retail

Sales, installation and maintenance of: dispensers & systems for public petrol stations



#### **TSG** Systems

Sales, installation and maintenance of; all systems required to manage a network of stations



#### **TSG** Fleet

Sales, installation and maintenance of; dispensers & systems for private fleet depots



#### **TSG** Charge

Sales, installation and maintenance of; a full range of EV chargers for all



#### **TSG** Gas

Sales, installation and maintenance of; dispensing solutions for alternative fuels based on gas



#### **TSG** Wash

Sales, installation and maintenance of; car / truck wash, consumables and vacuum cleaners



#### **TSG** Technics

Sales, installation and maintenance of; Indoor and outdoor technical solutions



#### Turnkey Solutions to help major oil companies, independent operators and retail networks transition their gas station.

TSG Retail provides turnkey solutions for public gas stations operating with the highest environmental and human safety standards.

To develop responsible fuel, a full suite of products required for efficiently operating a station can be supplied, installed and serviced through the TSG network.

We help all types of customers to offer more responsible fuels and transition beyond fuel.

- Retail dis pensers
- AdBlue Solutions
- Piping & Containment
- Leak Detection
- Tanks & Tank sumps
- Level Gauges
- Pumps Submersible
- Tank Lining





#### Serving Commercial Fleet Operators of All Size.

TSG Fleet provides a dedicated set of products and services to the commercial fleet industry.

We supply to all sizes of operation, from small transport companies with a single site to large transport multinationals operating a wide network of sites.

TSG is uniquely positioned to respond to depot manager needs relating to the monitoring of liquids commonly used at depots, such as fuel, AdBlue and oil in the most efficient and responsible way.

- Fuel Management
- Fleet Dispensers
- · AdBlue Solutions
- Vehicle Identification
- · CCTV
- Tanks & Tanks Sumps
- Piping & Containment
- Level Gauges
- Hosting

## Segments TSG Charge

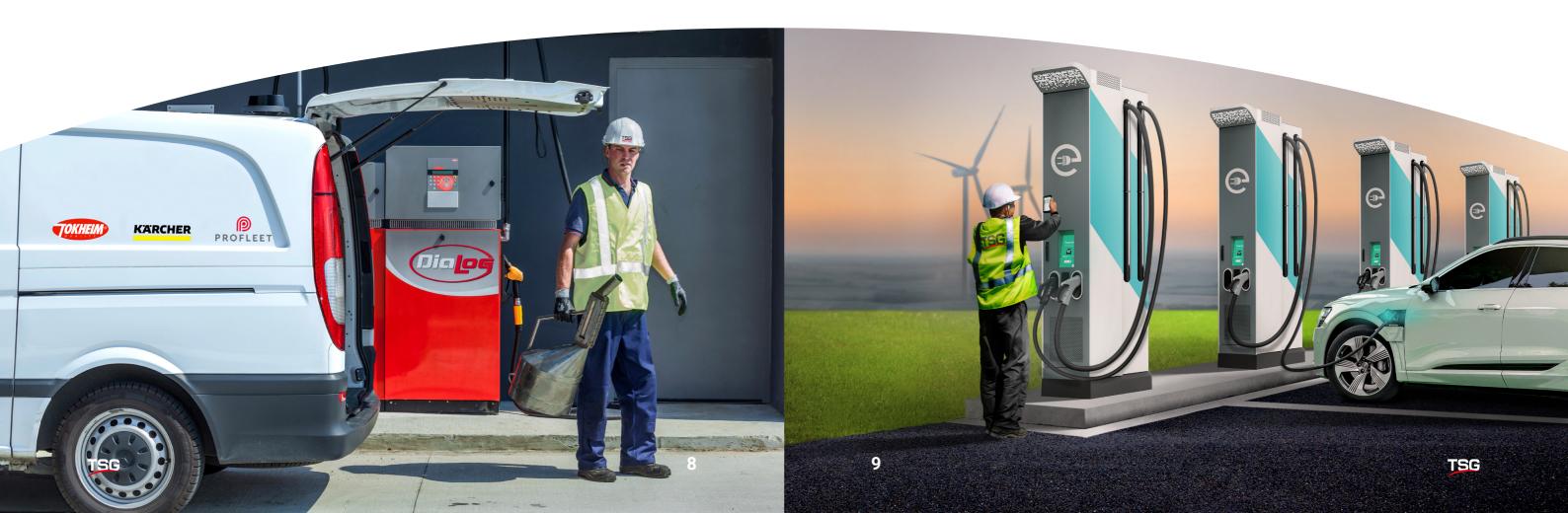
### We help "smart" cities, fleet operators and employers to lower their carbon footprint by moving to E-mobility.

Adoption of the Electric Vehicle (EV) is accelerating across Europe and the infrastructure required to support this growth is being created.

Customers are looking for one single supplier to provide not only worldclass charging solutions, but also world-class installation and service with the safety highest standards.

TSG Charge provides, installs and maintains a wide range of future-proof AC and DC charging stations for all brands and models of electric vehicles.

- AC Chargers
- DC Chargers
- High Power Chargers
- LV Electrical distribution Panels
- Solar Canopies
- MV loop
- Power transformers
- Battery storages





With its legacy fuel business TSG is pivoting into a gas leader at the cutting-edge of the coming hydrogen revolution and offering every low-carbon solutions.

CNG, LNG, LPG and Hydrogen. Fundamental state of matter is gas. Compressed (CNG/LPG/hydrogen) or cooled (LNG).

Special attention required at time of installation and maintenance to ensure safety.

Site construction and installation go hand in hand. TSG takes care of it all and delivers a turn-key solution, ready to operate.

- · LPG
- · CNG
- LNG
- Hydrogen
- Piping & Containment
- Level Gauges

## Segments TSG Systems

### TSG provides innovative digital solutions for Full Payment and Station Control through Integrated Business Systems.

More and more systems to manage individual products, stations and complete networks.

TSG can supply all systems from basic dispenser control through point of sale, payment, CCTV to wet stock management.

TSG has the expertise to help select and connect all systems to optimize the data flow and operation.

TSG has developed its own maintenance system that allows customers to view the work we do.

- Point Of Sale
- Indoor Payment
- Outdoor Payment
- Mobile Payment
- Cash Payment
- Hosting
- Level Gauges
- Media
- Loyalty
- CCTV





We are helping shift the role of the gas station creating complementary services around the car with Car Wash solutions, from Jet Wash to Rollover.

TSG offers professional with high environmental standards car cleaning systems in exclusive partnership with Kärcher.

Kärcher's tailor-made self-service car wash systems can be easily adapted to meet your requirements and wishes of your customers.

The systems are modular and expandable to up to eight washing stations. On many installations there is only one machine...

TSG supplies the best maintenance and service to keep this machine in operation.

- Car Wash
- Vacuum Cleaners
- Outdoor Payment

#### The multi-technical one-stop-shop service.

Segments

TSG's offers to its customers multi-energy and multi-technical solutions enabling them to better manage and maintain their networks.

**TSG** Technics

TSG is committed to providing high-level solutions taking into account the best environmental standards and reducing the carbon footprint, in order to foster a more sustainable future networks.

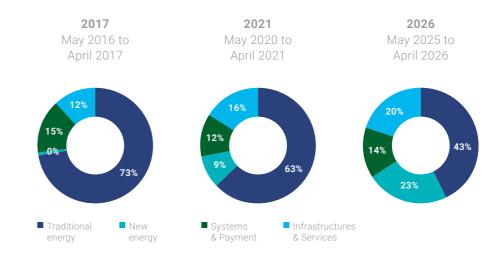
TSG uses quality partners that provide the solutions required by the customers.

- Ventilation Air-conditioning
- Solar Panels
- Shop Equipment
- Automatic Doors
- Emergency Generator
- Lighting

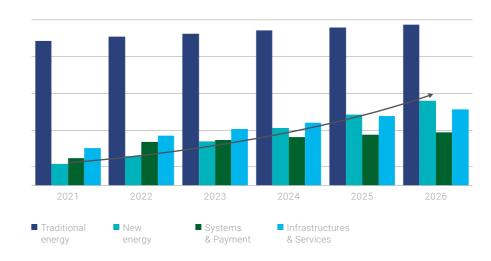


TSG business is vastly transitioning, to shift to new activities with a strong acceleration in new energies

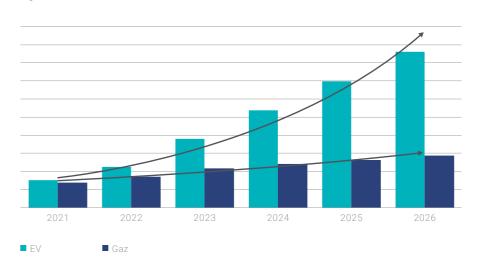
#### TSG business split from May 2016 to April 2026



#### TSG 2021 – 2026 Business Plan TSG 2021 – 2026 BP



#### 2021 – 2025 BP New energies focus New energies evolution 2021 – 2026 BP



## TSG, A Responsible and CSR committed Company

7 CSR principles and commitments

TSG CSR strategy is built on 7 equally important axes being both strategic principles and commitments.

Our People and all of our stakeholders are in the centre of our CSR strategy.

Our entrepreneurial DNA turns naturally our energy to action.

We want our day to day work to participate to the energy transition for mobility and the fight against climate change to enable a more sustainable world.

We aim to become the best in class in CSR in our industry.

TSG works to make its CSR engagement a differentiation factor of success and an employer asset.





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TSG is committed to participate to the United Nations Sustainable Development Goals(SDGs), also known as the Global Goals, adopted in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.



## We believe in CSR & will lead by example

As The European Leader in Technical Services for Responsible Mobility Solutions we aim to become one of the best-in-class in CSR, showing the example in the transforming mobility industry.

It is why, we have decided to make the fight against the climate change The Purpose of TSG giving to TSG People a great sense to work.

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 definition of our CSR vision of "Responsible Mobility".

This tailored approach to CSR enables us to set common goals and to conduct in the 30 countries we operate a consistent CSR management while conserving the autonomy of our decentralised management to reach our objectives.

In 2020 TSG management team wrote TSG CSR strategy and policy, TSG Sustainability Roadmap, based on 7 principles and commitments.

In 2020 TSG has reinforced its CSR organization with a Group CSR Officer, member of its Executive Committee, and a dedicated team of 13 CSR Referents based locally within TSG operations.

To mark a new step in its CSR engagement, TSG joined the United Nation Global Compact.

And assessed its CSR management system and performance to benchmark with its peers.

In 2021 TSG has accelerated its CSR management making CSR TSG Purpose, aligned with TSG Business orientations:

"In the fight against climate change, TSG's skilled technicians are enabling a more sustainable world."

And completed a strong actions plan (27 actions) to become EcoVadis "advanced" for 2022.

Since January 2021, CSR is systematically at the agenda of every TSG Board, Executive Committee and Management Committee meeting. TSG 1st CSR Annual Review, the 21th of July 2021 - TSG Board CSR Official Annual Review. The 23th of November 2021.

100 CSR KPIs covering Environment, Human Resources, Ethics and Supply Chain have been implemented and are monthly or yearly collected in every TSG entity.

TSG aims to serve the United Nations Sustainable Development Goals (ODD) with its CSR management.













7 CSR principles and commitments

## We uphold the highest ethical standards

As business is covering more than 30 countries across Europe and Africa, serving a wide panel of clients and stakeholders, it requires us to adopt high ethical standards.

Our internal Code of Conduct and our Ethics policies set common guidelines applicable to each employee in our everyday work and our business relationships. This code and policies reflect on our professionalism and expertise worldwide.

We regularly train our teams to improve their Ethics awareness and manage internal audits willing to uphold high ethical business standards, meeting or exceeding applicable regulations and our partners requirements.

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In 2021 TSG has reinforced its Ethics management system with more detailed policies and a local deployment lead globally and locally by TSG Executive Committee.

TSG Code of Conduct (2020 updated version) has been fully locally deployed within TSG entities - 310 individual certificates of adhesion have been signed by managers from every entity (100% of the targeted population).

**355** TSG managers, sales and purchasing people have been trained **on** anti-bribery and corruption with a TSG dedicated e-learning tool.

11 Ethics KPIs are now yearly collected.

An additional "TSG Gift & Invitation policy", has been deployed: a Group procedure with a local declination fixing local limits in consistency with local regulations, uses and practices. Its objective is to develop ethics awareness and to organize responsibilities and authorizations processes.

TSG Ethics system has been 100% deployed and implemented locally by the TSG 13 local CSR referents based within TSG perimeter. The deployment consistency is managed with an every two weeks meeting led by TSG CSR Officer.

A process of Ethics audits is in place to regularly check local practices compliance with TSG Ethics rules. This process is based on TSG 2021 external analysis of risks from PWC ranking level of risks per country.

Another time, in 2021, TSG whistleblowing system didn't record any alert. It is regularly tested. It will be progressively opened to TSG suppliers in 2022.





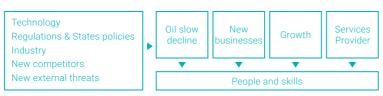
## We invest in our people

We want to be a Responsible employer taking care on both its and its employee future.

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 care 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. We also want to attract new talented employees, eager to accompany the Group in its transition towards sustainable mobility.

TSG is aware of the importance of its Human Capital in its operations, and especially regarding its growth ambition in the challenging context of new energy for mobility development.



As attractiveness, People development and retention are becoming more and more key for TSG sustainable future, in 2020 TSG reinforced its corporate organization with an HR Officer to accelerate the implementation of every HR must-have and best-practices exchanges in a consistent way within TSG local entities.

These TSG HR must-have have been formalized in 2021 into a new Group HR policy.

61 HR KPIs are now regularly collected to monitor FTEs, FTEs per business segment, recruitments, exits, turn-over, trainings and diversity.

A large part is dedicated to monitor the strong efforts TSG is doing on trainings within HSSE and new energy in consistency with TSG priorities.



TSG 1st Annual Global People Review has been managed in 2021 for 120 managers, TSG's management 1st line at both corporate and local levels:

- Implementing an Annual Appraisal Individual Interviews process in every TSG entity.
- Based on Performance and Soft-skills (TSG culture fit) assessment and Potential.
- Crossed with a matrix of risks.
- With individual development plans implementation.
- And successions plan to secure TSG sustainable future.

#### TSG external objectives on diversity based on priority





7 CSR principles and commitments

## We care for our people and stakeholders

Our activities require us to be mobile and operate on multiple sites, 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 responsibility and priority to deliver services in a safe and adequate manner.

To make sure these criteria's are met and maintained by our Group, we have put in place a robust HSSE policy and management covering all our activities worldwide. Our goals are clearly defined and frequently monitored through key performance indicators.

In order to remain a leader in the field, we keep up with new health and safety requirements, notably linked to the specificities of new Responsible mobility solutions and offers. We will keep focusing on tracking risks which could arise with our new business activities. We continuously work to provide a safe and secure workplace for all employees with the ambition to reach a zero accident goal.

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HSSE is personally lead by TSG Group CEO who follows each accident situation.

TSG last safety indicators are systematically introducing every TSG Executive Committee meeting.

Starting the 28th of March 2021, TSG Safety Days are yearly organised in every entity to make Health and Safety a way of thinking and acting for each TSG employee.

#### Our ultimate goal is to reach a zero accident rate.

For that, we notably organize quarterly specific safety campaigns and we reinforce our trainings on the specific risks associated to new energy for mobility activities.

20 HSE KPIs are now regularly collected to monitor Accident, Accident per business segments, Traffic accidents and Safety audits.

A dedicated HSSE team is in place for years with an HSSE manager in each TSG entity led by an HSSE Group Manager.

83% of TSG local entities are engaged in an official HSE certification process and they are all regularly successfully audited by our most demanding global customers (MOCs). 40% have a HSSE certification within 20% certified ISO 45001 or OHSAS 18001.

A Group HSSE monthly letter is systematically communicate in every TSG entity to share incidents and accidents of the months and their learnings, and to diffuse TSG updated frequency and gravity rates.

#### TSG external objectives on HSE based on priority







## 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 concern.

We work internally and externally to fight climate change with all of our stakeholders.

We are pioneers in the transition towards biofuels; now, we are disrupting the sector with gas and electric charge, while situated at the cutting-edge of the coming hydrogen revolution.

We are also working with our people to reduce our environmental impact and our carbon footprint globally and locally in every TSG entity.

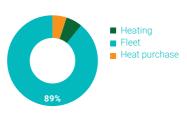
We are fully committed to the energy transition and we understand the changes it will induce in the way in which we operate and conduct our business. Thus, we commit to more environmentally sustainable business offers by conducting a strategic transition towards new energies' technical solutions and services but also by increasing our teams' engagement on the matter. Our objective is to lead by change and reflect our engagements towards our stakeholders. partners and industry actors.

Since 2015, TSG is reporting BGES figures for TSG France in compliance with French regulation.

In 2021 TSG assessed its CO2 emissions at both global and local levels for 2019 and 2020. 94% of TSG direct CO2 emissions (scope 1) are fleet consumptions (mostly diesel vans used for operations). 92% of TSG scope 2 emissions is electricity within 38% of renewal electricity.

TSG 2019 CO2 emissions (Scopes 1 & 2) TSG Carbon Footprint (Scopes 1,2 & 3)







Each TSG entity carbon footprint and carbon intensity have been internally

TSG committed to significantly reduce its CO2 emissions in the following years.

In 2020, TSG has decided to develop a lower-carbon and electric fleet:

- By changing its car policy for office employees (no more ICE new cars starting in 2022).
- By moving 30% of TSG Vans to new energy for mobility (2025).
- By deploying EV Chargers in every TSG entity (2022).

TSG has also decided to only use renewal electricity for its buildings.

#### TSG external objectives on CO2 emissions based on priority



11 Environmental KPIs are regularly collected to monitor consumptions and fleet vehicles composition within TSG.

In 2021 TSG started to report waste in every entity. It is representing 737 TCO2 for 2020. A first step before developing a serious waste management project.

48 % of TSG entities are certified with environmental criteria (Safety certifications like MASE, VCA, SCCp) - 24% of TSG operations are certified ISO 14001.

TSG is engaged in the mobility transition and the fight against the climate change both externally by supporting its customers transition and internally to reduce its emissions.



#### 7 CSR principles and commitments

### We strive to develop sustainable business offers

Mobility is at the heart of today's climate change and global sustainability challenges. Our efforts are highly represented throughout our business transition and upgraded products and services with the shift that we are leading towards new energies and mobility services. For this reason, we have developed a strategic plan, TSG 2.0, which focuses on the integration of sustainable products and services within our global business strategy.

We provide a one-stop shop of innovative energy and retail solutions, paving the way towards responsible energies and expanding consumer offerings beyond refuelling. We are also helping shift the role of the gas station, with new retail experiences, adjacent services, and innovative digital services.

We are focussed on business developments to continue meeting and exceeding our clients' expectations to provide services that reflect on our ambition to be a major actor of Responsible mobility and, doing that to participate to fight against climate change.

TSG is proposing Responsible Fuel solutions.

TSG helps every type of companies and institutions to become greener in their activity and as an employer.

TSG is offering turnkey projects, products and maintenance in Biofuels, GNL, LNG, EV and soon in H2 partnering with the most well-known

TSG ambition to continue to innovate by offering its customer specific carbon footprint calculation per contract and new sustainable offers based on circular economy.

To lead the market and accelerate the impact of its operations on mobility transition TSG is constantly reinforcing its skills:

- Dedicated corporate teams are leading TSG new business segments strategy and managing international tenders for respectively EV and Gas businesses. They are offering their expertise and support to every TSG entity to insure consistent high quality standards to our customers.
- Dedicated teams of EV Charge and Gaz experts are in place in each
- In parallel TSG is transitioning its technicians skills by training them internally and externally on new energy for mobility.

TSG is also preparing the hydrogen revolution, with H2 experts and the signature of key partnerships with the major H2 actors.



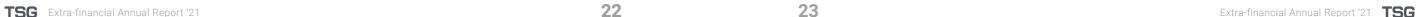






242 people trained on EV 2021

239 people trained on Gas 2021







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

We are convinced of the virtuous circle of CSR and responsibility.

In order to deliver high quality services, it is fundamental for us 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 responsible mobility business offers as we are dealing with a range of new suppliers.

In this context, we are committed to maintain the highest ethical and sustainability standards regarding our suppliers that we are asking to contractually commit to our CSR standards in consistency with the deep analysis of our potential risks we have conducted in 2021.

In 2021 TSG has conducted an **external CSR risk assessment** with PWC regarding its supply chain with the objective to reinforce its responsible procurement procedures.

As a consequence, TSG suppliers chart has been updated including CSR requirements. This chart has been locally deployed within every TSG entity firstly for all new suppliers and contracts.

TSG Suppliers Dues Diligences process (already in place in the main TSG operations) has been reinforced with CSR requirements. It will be deployed with consistency within all TSG entities in 2022.

TSG risk assessment showed Health & Safety, Quality of Products and Services and Raw materials as the main theoretical risks in TSG supply chain

We keep these risks under control by:

- Continuously reinforcing our HSE standards and by asking all of our sub-contractors to apply the same rules.
- Partnering with the main and most well-known actors for energy for mobility equipment providing us the highest quality of product for which our technicians are getting regular appropriate trainings.
- The longevity of our partnerships with our suppliers helps us to benefit the best delivery conditions despite the current worldwide issues due to the Covid pandemic.

TSG suppliers are mainly European and local companies which are chosen for their seriousness and responsibility.

100% of TSG suppliers risks analysed by PWC Supplies from high risk countr < 0,44% TSG Total TO 2020 2021 TSG Suppliers code of conduct deployment 100% on new suppliers 2021 TSG Suppliers code of conduct deployment 20% of TSG Conclusion

## TSG and CSR, a long and accelerating journey



Starting with a compliant level regarding corporate and social responsibility, TSG accelerated a lot in 2021 willing to become one of the most responsible company in its industry.

Over the fact that all the corporate and social responsibility "must-have" have been put in place, the most important achievement of the year stands in the awareness that all TSG management team has developed on the topic, keeping the shared conviction that corporate and social responsibility is more than ever TSG business.

TSG top management and TSG teams are committed to always go further and with the needed speed despite the expected fast changes in the society and regulations. We are clearly on the way to make CSR an asset for TSG; a competitive advantage towards competitors; an added value for our customers and a great purpose to retain and attract employees.

But we want to keep in mind that CSR is not a set of actions but a management way and a long journey. It should lead us to think business differently, to constantly adapt but preserving the strong values that are making TSG success for a long time.

Jean-Marc BIANCHI
Group Chairman & CEO







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# TSG 2020 consolidated reporting in SASB standard

TSG Group CSR 2020 consolidated KPIs have been reported for the 1st time in consistency with the international SASB standard. They have been selected based on 3 industries closed to TSG activities: Engineering & Construction Services, Industrial Machinery & Goods and Oil & Gas Services.

Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards and regulation	0
·	Discussion of processes and manage environmental risks associated with project design, siting and construction	TSG HSE Policy (Part 3)  "At TSG, Health, Safety and Environment (HSE) is a top priority and a fundamental part of the business. We take care of our employee's health and safety, we respect legislation and customer requirements and we do what is reasonably practicable to reduce our impact on the environment. We believe that the strong commitment of everyone, in HSE, will be beneficial in other areas of the business and will help to develop a sustainable performance for our Company and our customers. We strongly believe each accident can be avoided and we continuously strive to reduce the risk of incidents, as well as their potential impact on people, environment, assets and reputation, for all our staff, including contractors and for the benefit of our customers. All TSG Subsidiaries fully integrate HSE in their decisions and actions at all levels of the organization. Our aim is ultimately for zero accident. HSE is at the heart of our activities. It is a line responsibility and a shared accountability, The goal of TSG in HSE is to create safe working conditions, in an environmentally friendly context, for all employees, contractors, customers and their end users.  TSG Ethical Code of Conduct environment (part 2) TSG is committed to building a sustainable long term and profitable business that respects people and the environment. "We protect the environment, natural resources and biodiversity. We aim to deliver the highest standards of environmental care throughout our facilities as well as our products and services for customers. Our employees and contractors work in an environmentally friendly manner. They are informed about local environmental requirements and waste management rules to respect. We improve the control and the management of energy consumption, in order to reduce pollution, greenhouse gas emissions and final waste production. To support that, TSG is committed to work towards international and relevant."
Energy Management	(1) Total energy consumed (2) Buildings total electricity (3) Percentage renewable electricity (buildings)	(1) 330027 GJ (2) 14714 GJ (3) 39%
Structural Integrity & Safety	Total amount of monetary losses as a result of legal proceedings associated with defect and safety related incidents	44,7 K€ Amount of claims provisioned by our insurers and directly provisioned by TSG (if not insured) in 2020/2021 (FY2021)
Climate Impacts of Business Mix	Amount of backlog for (1) Traditional Energies (hydrocarbon) related works (2) New activities related works (3) New energy for mobility works including equipment sales, projects and maintenance	(1) 180800 K€ (2) 158800 K€ (3) 38100 K€ i.e Impact of yearly maintenance contract part in the fuel backlog
	(1) Number of hours of new businesses training days (2) Number of people trained on new businesses	(1) 13764 (2) 731
Workforce Health & Safety	(a) Total recordable incident rate (TRIR) and fatality rate for (b) direct employees and (c) contract employees (*)	(a) 7,5 - (b) 0 - (c) 0
	Gravity rate (*)	0,05
	Average hours of health, safety and emergency response training per employee	9,20
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	(a) 0 - (b) 0
	Number of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	0
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behaviour in the project bidding processes	(1) (2) Letter of TSG Goup's CEO as the preambular of 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 behaviour. 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 TSG CEO's 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 TSG CEO, have also personally agreed to be bound by the TECC by signing its Adhesion and Compliance Certificate (310 individual Adhesion and Compliance Certificates registered). TSG CEO relies on each of TSG People to respectfully share TSG 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 TSG be an example to its stakeholders, customers, suppliers and itself.  TSG Sustainability Roadmap (CSR strategy) 2nd principle is: "We uphold the highest ethical standards" 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 to maintain our position as leader in the industry. TSG internal Code of Conduct sets common guidelines applicable to each employee in its everyday work and in business relationships. This code reflects on TSG professionalism and exp
		Certificates reception.
	(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) 11387 (2) 0 (3) 6 representing 0,5% of TSG total purchasing amount
Number of Employees		4334
Total Turnover (***)		668 M€

(\*) 12 months - 08/2021, (\*\*) International Trade Union Confederation (ITUC), (\*\*\*) FY 21

