



JANUARY 2023 SUSTAINABILITY REPORT

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A MESSAGE FROM OUR CEO

Welcome to the third edition of TRIGO's Sustainability Report. In this report, we will address how we approach corporate governance, our ethics principles, the environment, and our social attitude towards diversity, human rights and consumer protection. These four areas form the foundation of our approach to sustainability and drive long-term value creation for our customers, employees and shareholders.

CORPORATE GOVERNANCE COMMITTEE



Matthieu RAMBAUD - CEO



Benoit LEBLANC - Deputy CEO



Daniel JURGENS-MESTRE - CFO

Effective governance means operating in a manner that enhances our reputation, provides appropriate disclosure and properly manages risk. The governing of activities and management systems is critical in ensuring all employee conduct is professional and of the highest level. Our Supervisory Board and Executive Committee Members oversee the management of TRIGO's business through a robust system of corporate governance and internal controls.

As a global provider of quality services, we are in a position to help address global environmental and social challenges, and to support opportunities for economic growth within local communities. It is important to contribute to the local communities where our employees, their families and our customers work and live. We are committed to the continuous engagement, with a variety of groups, on these very important matters. Their input is used to determine our actions and provides us with invaluable perspectives that shape our approach. Equally important is working towards implementing and upholding responsible practices, building strong employee ties and adding value to our internal and external stakeholders.

We encourage you to explore our Sustainability Report and look forward to continuing our engagement in the years ahead.

For more information regarding the contents of our Report, feel free to contact a member of our Corporate Governance Committee.

A handwritten signature in blue ink, reading 'Matthieu Rambaud', with a long horizontal line extending from the end.

Sincerely,
Matthieu Rambaud

ABOUT TRIGO GROUP

Over the past 25 years, TRIGO Group has concentrated on providing quality management services within the transportation manufacturing sector, concentrating on Automotive, Aerospace, Heavy Duty and Powersport Vehicles. We also support other industrial sectors facing similar supply chain and quality challenges.

With thousands of employees across Europe, Africa, Asia and the Americas, combined with our extensive breadth of services, we pride ourselves on our responsive, effective and cost-efficient provision of services and support. Our services include Inspection, Sorting, Rework, Containment, Auditing, Training, Consulting, Turnaround, Resident Engineering, Quality Representation and Measurement and Testing.

The TRIGO name and brand has become one of our greatest assets, along with each employee within our company. We have built our brand and solid reputation worldwide by delivering outstanding services and by meeting our high ethical standards. Each TRIGO employee shares the responsibility to protect our brand and live up to our full potential. This is the reason why our Environmental, Social, Ethical and Governance Policies are so critical. The actions we take and the decisions we make every day tell the world who we are.

25 Years Providing Quality Services
including 12+ years in the eMobility sector

440 Manufacturing Sites With
Permanent TRIGO Teams
including 90+ final assembly plants

25+ Countries

190+ Quality Training
Standard and tailor-made

10000+ Professionals
Worldwide

€420M+ Annual Revenue

8000+ Customers

2500+ Quality Engineers And Technicians
Engineers, Auditors, Trainers, Subject Matter Experts,
Resident Engineers, Quality Liaisons, Technicians, Site MGRS

The organizational chart illustrates the hierarchy of Airbus Group. At the top is the **Supervisory Board**, which includes three external advisors. Below it is the **Executive Committee**, headed by the **CEO Matthieu RAMBAUD**. Reporting directly to the CEO are the **CFO Daniel JURGENS MESTRE**, the **Deputy CEO Benoit LEBLANC**, and the **IT Director José NAVAS**. The Deputy CEO oversees five business units based on geographical areas:

- Western Europe and Middle East**: Benoît LEBLANC
- Continental Europe**: Hans Gerd DUSTERWAL
- Asia**: Frédéric MAURY
- Americas**: Elaine REGAS
- Aerospace & Defence**: Emmanuel MARQUIS

Each business unit is represented by a set of flags indicating its geographical scope.



OUR SUSTAINABILITY COMMITMENT AT A GLANCE

THE ESG TEAM

Senior sponsor: Emmanuel Marquis has been appointed ESG senior leader for the group to consolidate our effort on our ESG Strategy within the group. He is supported by Julie Dary, the Global ESG Coordinator, who ensures that ESG topics are fully understood and deployed.

In order to foster the development of the group ESG strategy and performance, each country has identified an ESG representative to work closely with Emmanuel and Julie.

TRIGO's Management System has been updated to take into consideration the different processes and policies around safety, social, and environmental concerns. These are an integral part of the Management System and contribute to defining our processes.



WHAT DOES TRIGO'S SUSTAINABILITY REPORT INCLUDE



TRIGO's Sustainability Report includes:

1) Governance factors such as internal controls, approval processes and regulation, 2) Ethical factors such as anti-corruption commitment and general responsible business practices, 3) Social factors such as human rights, employment, health and safety, 4) Environmental factors such as natural resources and energy.

In addition, our Code of Conduct defines our values, our ethical principles and our compliance principles. It applies to each of our employees, permanent or temporary, regardless of the country or the person's position.

MAIN IMPACTS OF OUR POLICY

TRIGO's sustainability commitment is divided into 2 key categories.

How do our services help our customers to reduce infrastructures and their environmental impact?

- We strive to mitigate the externalities of our customers production processes by reducing waste generation and minimizing additional transport needs.

How do our operations support sustainable development goals?

- Creating an environment which ensures the health and safety of our employees
- Adopting good governance practices and risk management focus
- Reducing greenhouse gas emission linked to our offices, activities and employee travels
- Implementing efficient enterprise management systems for safety and security

2023 MAIN TARGETS

Our main targets for our 2023 sustainability roadmap will focus on environmental. We are consistently working to reinforce our positive impact on the world we live in. As such, we have established ambitious targets.

We are focused on improving GHG savings at our customer sites through our quality operations by avoiding transport and waste generation. We have established a measurement methodology on CO2 emission avoidance and aim to raise the number of avoided CO2 emission by 5% every year. The ongoing work will be an opportunity to demonstrate to our clients the correlation between transport and quality of work completed.

We have developed a specific IT tool to measure our own CO2 emission in our plants & offices. Our carbon accounting process addresses all three Scopes of emissions. The tool will be rolled out in 2023 so that we will be able to set reduction targets on the basis of accurate GHG emission indicators and our team's commitment. In fact, we have to measure and understand emissions in order to reduce them. Like other companies, we are working to improve the granularity of data available and will continue to seek improvements to our reporting processes. The challenges we collectively face on the path to neutral carbon are considerable. We need to invent new solutions and scale, as well as drive down the costs of known solutions.

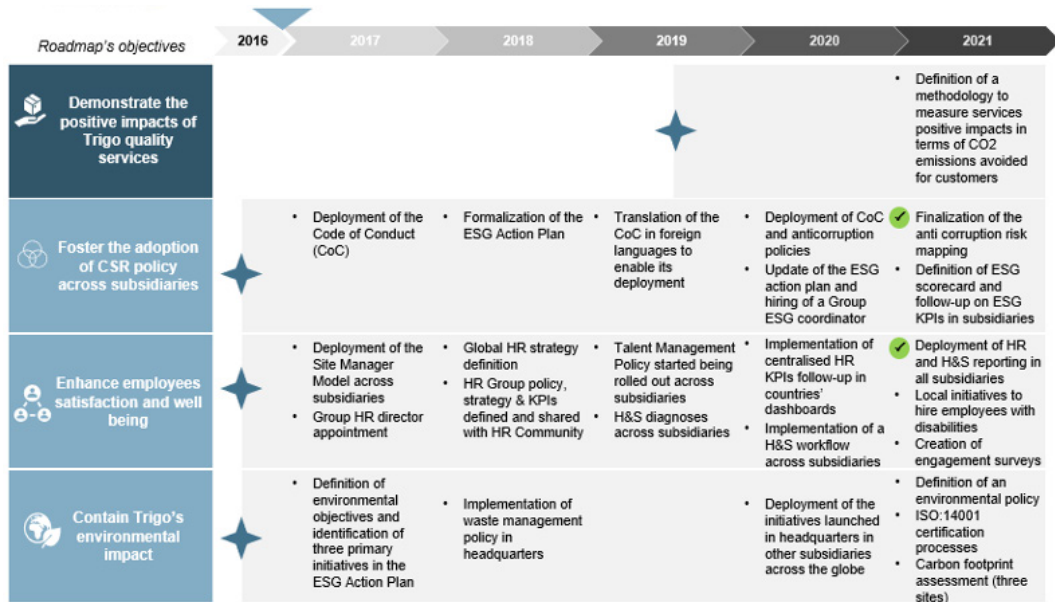
We will continue to foster our social commitment to diversity and equal opportunity employment. Bringing together differing perspectives is a key factor driving our achievements. In our commitment to building more engaged and productive workplaces, we will ensure that equality, diversity and inclusion is at the heart of what we do.

Through various local initiatives, we will support inclusion and NGO actions, such as the Red Cross donations to help relieve Ukrainian refugees.

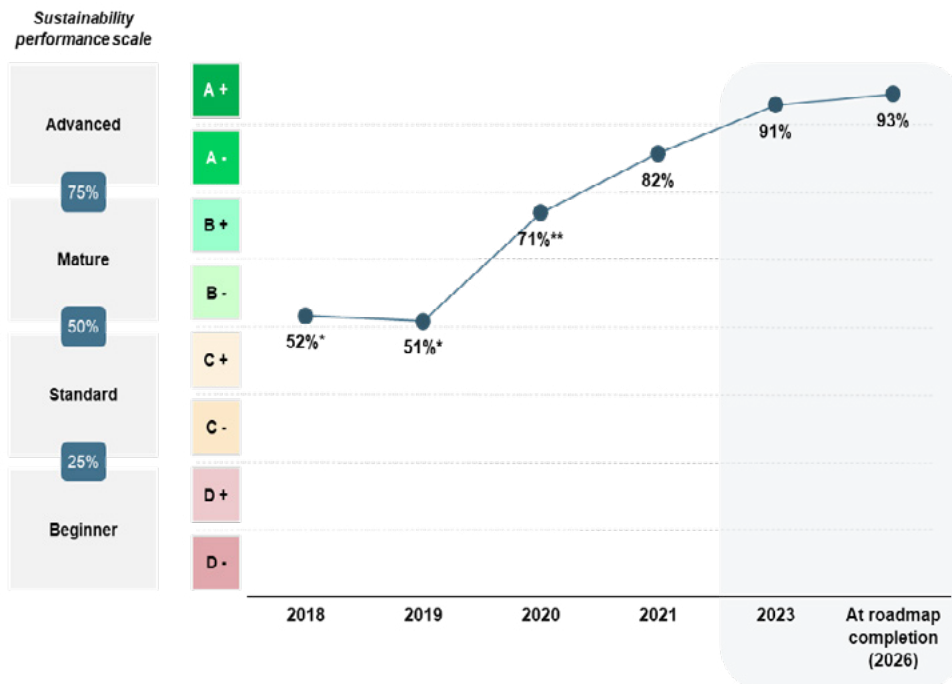


INDEFI AUDITS

Since 2018, INDEFI accompanies TRIGO on its mission to develop and measure its ESG performance. TRIGO has defined a methodology and targets for 2023 and beyond.















Our commitment to ESG topics is evidenced by our engagement with INDEFI and our long term development plans. A yearly audit by INDEFI is set to measure the progress of our long term goals and document our substantial improvement since 2018.



In 2021, we achieved a full progress cycle with a score of 82%. The group is in a continuous improvement process, and our goal for 2023 is to exceed the 90% excellence threshold.

ACTION PLAN

Over the last two years, TRIGO has defined a group action plan to ensure consistency of quality standards and best practices across its subsidiaries.

Objectives	Why it is important	2021 Status	2021 achievements
 Demonstrate the positive impacts of Trigo quality services	<ul style="list-style-type: none"> As a provider of quality management services, Trigo's activity contributes to limiting CO2 emissions and enhancing industrial processes efficiency, making them more sustainable. Measuring its positive impacts would allow Trigo to demonstrate the added value of its services in terms of sustainability. 	 	<ul style="list-style-type: none"> Definition of a methodology to measure Trigo services' positive impacts on clients industrial processes in terms of CO2 emissions reduction
 Foster the adoption of CSR policy across the Group	<ul style="list-style-type: none"> Trigo's objective is to provide a transparent Corporate Governance policy ensuring that all subsidiaries are managed both according to local regulations and comprehensive internal rules. 	 	<ul style="list-style-type: none"> Integration of ESG performance monitoring in the Group Management System Definition of ESG scorecards to assess subsidiaries' ESG performance Follow-up on the ESG action plan at Executive Committee level Top management objectives linked to the deployment of the ESG action plan
 Enhance employees satisfaction and well being	<ul style="list-style-type: none"> Trigo could benefit from a flexible HR strategy defined at Group level to ensure consistency and quality of Group standards across subsidiaries. Remaining close to regional and local characteristics is however key to maximize its internal efficiency, enhance employee's wellbeing and development and ensure compliance with local regulations. 	 	<ul style="list-style-type: none"> Monitoring subsidiaries' diversity-related KPIs and initiatives through the ESG questionnaire Local initiatives to further hire employees with disabilities (<i>France, Spain and Hungary</i>) Creation of employee engagement surveys at Group level (<i>to be deployed at subsidiaries level</i>) Deployment of local training programs
 Contain Trigo's environmental impact	<ul style="list-style-type: none"> Considering Trigo's business sector, the Group main environmental impacts are linked energy and electricity consumptions, paper consumptions, waste recycling and travel GHG emissions. Several measures can be implemented at local level to mitigate the Group's environmental impacts. 	 	<ul style="list-style-type: none"> Definition of an environmental policy and environmental priorities for the Group Assessment of the Group's main environmental impacts, based on the ISO:14001 framework and launch of ISO:14001 certification processes in 5/26 subsidiaries Carbon footprint assessment of three French sites representative of Trigo's activity



STRATEGY AND PURPOSE

STRATEGY AND PURPOSE

As a leading provider of global quality solutions, TRIGO aims to differentiate itself from its peers by providing our customers, communities and colleagues the confidence to grow and prosper in an ever-changing environment.

Corporate Responsibility is a key part of our strategy and therefore managed within a governance structure that balances varying priorities and engages all employees across the organization. Our dedicated Corporate Governance Committee which oversees our strategy, performance and progress, stays informed about international trends and best practices and converses with both employees and our Supervisory Board.

Our CEO, Matthieu Rambaud, has ultimate responsibility for ensuring TRIGO acts as a leading corporate citizen and is supported by members of the Executive Committee.

Of course, our financial performance is a key measure of our success. However, equally important is working towards implementing and upholding responsible business practices, building strong employee ties and adding value to our customers and our communities.

OUR BRAND & PURPOSE

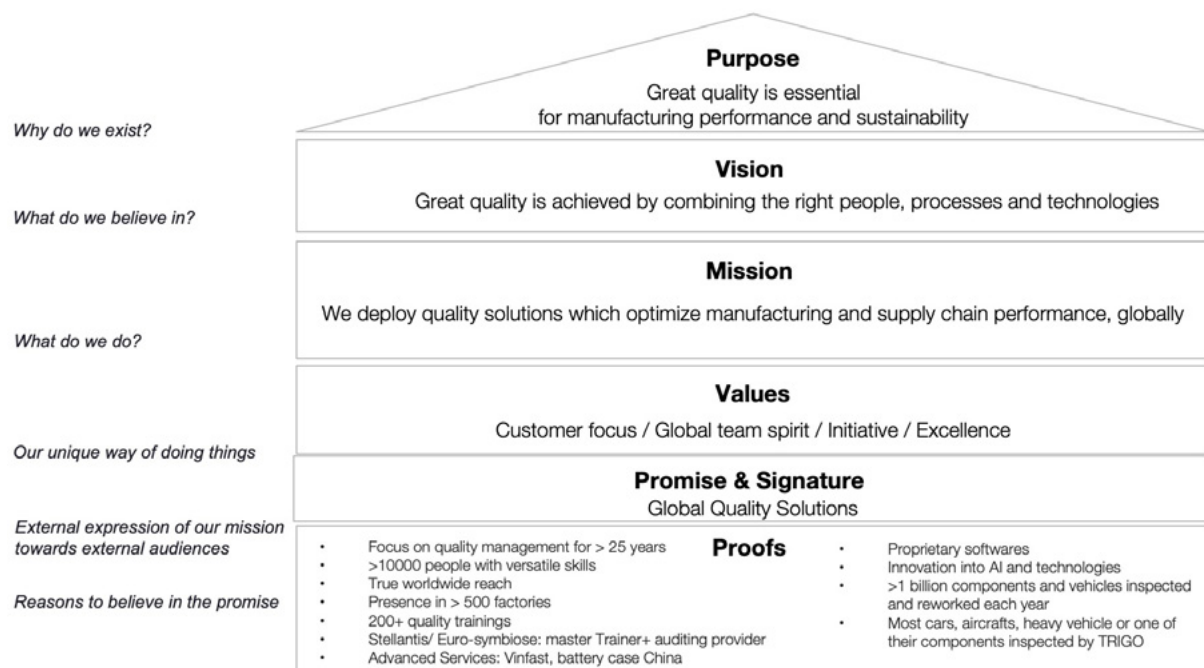
Our newly created TRIGO brand platform is the reference point to guide all our teams and their subsequent actions. It conveys a vision of cutting-edge innovation and operational excellence, as well as, the company's purpose.

At TRIGO, we firmly believe that superior quality is essential to industry performance and sustainability. Without quality controls and an effective preventive approach to quality, there is no sustainable production for the industry. Not only does quality reduce costs by decreasing time to market, it also promotes human safety by preventing accidents with potentially serious consequences. By avoiding non-conformity through preventive actions, and by controlling and correcting defects when they occur, we contribute to safe industrial production with improved economic performance.

As quality experts, we are also increasingly committed to helping our customers reduce their carbon footprint. With this goal being now a major concern for the entire industry, we believe that as partners we have a role to play in helping address this issue. This is the meaning of our quality management actions, which enable us to reduce scrap rates, as well as, the volume of waste generated on production lines and in plants. Increasingly, we are helping our customers in the transportation industry to achieve these objectives through tailor-made solutions and our innovation policy.

From our purpose flows our vision. If quality is essential in the world and in particular for the industry, we believe that delivering a high level of quality is the result of the joint and adapted action of a competent workforce, as well as, proven processes and technologies. This is why we concentrate our efforts in these three areas. In addition to the technical dimension, our success is due to our teams, who are committed to deploying solutions that optimize the performance of industry and supply chains on a global scale.

This purpose is rooted in reality. Every year, our 10,000 employees inspect and rework 1 billion components and vehicles for our customers in 550 plants. We are proud that most of the cars, planes, trains, heavy vehicles and other defense equipment produced in the world, at least through their components, are checked by TRIGO, and then sold or used safely.



Along with this new brand platform, we have defined a brand manifesto. It represents the commitment made by TRIGO as a brand to its customers or potential customers. It conveys our company's values, what differentiates us from the competition and the promises we are committed to keeping. It addresses also a strong message to both TRIGO's employees, as well as, candidates assuring them that we are a people-centric company and that we will take care of them and encourage talent grow within TRIGO. We rely on our people to contribute to improving the industrial production chain whatever the sector of activity (Automotive, Aero-Defense, and Rail).

TRIGO BRAND MANIFESTO

What is Quality?

We believe quality is a matter of people
We believe quality is a matter of process
We believe quality is a matter of technology
Quality is based on data
And quality will be soon based on AI
We believe that quality is a daily mission
And an infinite quest
We believe quality is performance and efficiency
We believe quality is in the details
We believe quality is a state of mind
Quality is our business
We are 10,000 people
We are in 25 countries
We are in 550 factories

TRIGO

Global Quality Solutions



GOVERNANCE

GOVERNANCE

As a responsible corporate body, TRIGO is committed to ensuring the interests of all key stakeholders are respected. Key stakeholders include customers, employees, shareholders, suppliers, communities, and governments. We focus on meeting the needs of all stakeholders' differing interests.

Accordingly, we have decided to create a Corporate Governance Policy, which ensures that all subsidiaries of TRIGO are managed according to government regulations, as well as, internal rules.

We have put clear and effective governance structures in place throughout TRIGO, along with many performance standards and other controls. These influence the decisions we make and the actions we take, at every level within our company.

Our governance procedures are applied to all areas of decision-making across TRIGO. This involves the Board of TRIGO, the Group Executive Committee as well as subsidiaries decision bodies. We take rigorous care to ensure decisions are cascaded within the business.

We strive to promote a transparent Corporate Governance Policy and constantly improve our management system to align with our organization needs and challenges.

Our Corporate Governance Committee is responsible for setting the tone for risk, integrity and compliance culture throughout TRIGO. They also oversee the identification and monitoring of the principal risks affecting our business. Many efforts have been made to identify and mitigate risk at every level, from contract validation, to supplier selection, employee recruitment or investment commitment.

TRIGO aims to perform tailored trainings and information sessions to employees with the focus on building a culture of risk awareness and response. Risk identification and reduction is considered a core element of every employee's responsibilities.

TRIGO has created a number of procedures and processes which are aligned with meeting our Governance objectives. These include our Whistleblower Procedure, Data Security Guidelines and Cybersecurity Policy to name a few. All Executive Committee members and Key Managers are committed to governance and have expressed their adherence with TRIGO's Governance Policy.

LEGISLATION AND REGULATIONS

We act in compliance with legislation and regulations and observe in all circumstances the national and international laws and regulations as well as the rules of professional conduct related to our activities.

TRIGO Group is committed to promoting and enforcing the labor standards established by the International Labour Organization in its various conventions and declarations.

In particular, it implies:

- Making a positive contribution in countries and communities where we operate. Striving for the abolition of child and forced labor.
- Pledging to respect human and labor rights in all countries where we operate, thus including countries where these rights are insufficiently protected.

This also means that we act as a good corporate citizen wherever we operate:

- Abiding by tax legislation and paying local & national taxes that may be due. Making sure that all accounts are fully and correctly completed, with all the supporting documentation.

CONFIDENTIALITY / DATA SECURITY

Our Group respects and protects the confidential information trusted to us by candidates, customers and any third parties in the course of business and takes appropriate measures to prevent accidental disclosure. Each employee pledges to maintain the confidentiality of TRIGO Group information and the personal data of colleagues, suppliers and customers. We are in compliance with applicable internal rules and the General Data Protection Regulation (GDPR).

CYBERSECURITY

Our commitment to data security and privacy continues to be of the highest importance to TRIGO and as such we have taken many measures to prevent any loss of data or privacy. Key employees, managers and high-risk job functions and executives have been offered information security training.

WHISTLEBLOWER PROTECTION

Whenever a wrongful behavior or breach of law and/or regulation is encountered, each employee, agent or partner of TRIGO has the responsibility to respond in a way that reflects our Code of Conduct. We encourage employees, agents and partners to speak up when they see any behavior that they do not believe lives up to our values and ensure they are protected, with no retaliation for raising a concern or making a report in good faith. In this regard, the relevant speak-up procedure shall be applied.

In addition, we make every effort to protect employees and provide them with a confidential and anonymous communication channel for the submission of concerns regarding ethical, legal or accounting matters without fear of repercussion or retaliation.

Actions to be engaged



Governance Rules

- Strengthen governance rules and controls.
- Refresh our approach to adhesion of our Governance Rules by providing online training to all Key Managers within the organization.

Whistleblower Procedure

- Update and reinforce the procedure.
- Promote the maintenance of an open and transparent corporate culture by communicating the procedure at all levels of the company.
- Integrate the procedure in our Management System.

Risk Assessment Matrix

- Enhance screenings for higher risk contracts.
- Assess and reinforce our Risk Assessment Matrix.



VALUES AND ETHICS

VALUES AND ETHICS

TRIGO supports the success and retention of a diverse workforce. Our diverse talent pool connects all professionals, empowering managers and facilitating development opportunities. It also fosters innovation, drives improved decision making and enables us to provide our customers with the guidance and localized knowledge they need to succeed in an ever-changing and diverse marketplace.



We value diversity and teamwork and as such find it invaluable when we come together to share experiences and perspectives which celebrate our commonalities and our differences.

In particular, TRIGO's Code of Conduct defines our values, our ethical principles and our compliance principles. We encourage and support our employees to do what is right and to speak up when they see any behavior that they believe does not live up to our values, with no retaliation for raising a concern or making a report in good faith. Our employees are trained on the Code of Conduct and must sign it to acknowledge their understanding and commitment to abide by its guidelines.

Our Code of Conduct applies to all and reflects TRIGO's commitment to conducting business ethically, legally and safely. The Code sets out the ethical and behavioral parameters expected from all our employees and supply chain.

TRIGO VALUES

Our values are an integral part of who we are and include the following:

CUSTOMER FOCUS

We strive for our customers' success by delivering tailor-made solutions for their most critical quality challenges.

How this value translates into action:

We use our extensive experience in quality and our quest for excellence to provide high-end tailor-made quality services in the field and build long-lasting partnerships with our customers.

- We attentively listen to and analyze our customers' requests and search for the most suitable solution to address their needs.
- We are reliable partners that strive to meet our commitments on deadlines, costs, quality and performance.
- We show professionalism and impeccable behavior, allowing us to guarantee the quality of our services and to earn the trust of our customers, including complex situations which involve third-parties.

EXCELLENCE

We deliver outstanding results building on continuous creativity, reliability and efficiency.

How this value translates into action:

For TRIGO Group, Excellence is not just a value, it is our daily objective. We deliver performance and respond quickly.

- We strive to use the resources made available for professional activities in the best interests of the company.
- We hold ourselves accountable to the highest performance standards and continuously strive to use the most efficient practices for the benefit of our customers.
- We seek out and suggest ways of improving our individual activities and the organization, as well as, alerting management accordingly.

This translates into the TRIGO Quality Management System, which ensures the consistency, the quality and the continuous improvement of our services to our customers.

INITIATIVE

We trust in courageous and innovative people, leaders and trustworthy professionals that take responsibility for their actions.

How this value translates into action:

We want our employees to embody the initiative spirit by:

- Encouraging and proposing new ideas to improve current processes to their managers.
- Creating the right conditions for them to proactively provide innovative and value added solutions

We are convinced that each one of us can bring added value to TRIGO.

GLOBAL TEAM SPIRIT

We value individual and collective commitment, loyalty and honesty in full respect of local cultures and people.

How this value translates into action:

TRIGO Group is committed to developing mutual support and trust at every level in the company. As a global team, we respect one another and value the contribution of each employee to TRIGO's development.

- We encourage employees to express themselves freely to enable them to enhance their work activities
- We foster communication across all functions and at every level (locally, nationally and globally) and encourage employees to share their experience, knowledge, successes and insights to support our growth.
- We expect everyone to play as a team and to support their colleagues for the benefit of our customers and for the collective success of the Group.

Our ethical principles are designed to help our people to understand what we believe in and which behaviors are appropriate.

OUR ETHICAL PRINCIPALS INCLUDE:

INTEGRITY

Integrity is a key prerequisite for our company and ensures we show respect for our colleagues, suppliers and customers. It implies that each of us can rely on and trust each other.

FAIRNESS

We show fairness and honesty in all that we do. To build solid relationships with our customers, suppliers, and partners we communicate with one another in a fair, honest and open manner.

RESPECT

We show respect for others. This means respecting the rights of individuals, treating them with dignity and being mindful of cultural differences. Building on a variety of cultures and points of views can bring more value. It also implies that we strongly reprehend discrimination.

ANTI HARASSMENT

Moral or sexual harassment is characterized by, hostile conduct, verbal comments and actions that impugn the employee's dignity and integrity. Any form of abuse, harassment, or bullying is strongly prohibited.

Therefore, any misconduct could cause disciplinary actions leading to a sanction.

ANTI CORRUPTION

We ban any form of bribery or influence peddling. On this basis, we make sure that TRIGO Group's resources and goods are never used for corruption purposes. We do not request or accept any advantage, of any third party, with the goal of directly or indirectly promoting its activities. It can be any type of benefit, promised or given in an inappropriate manner. Increased vigilance must be shown in case of behaviors and situations that could lead to bribery matters.

SAFETY

Safety of our employees is of paramount importance. Each one of us shall abide by the local TRIGO internal rules & guidelines in terms of safety as well as by the customer's safety rules.

2021-2022 ACHIEVEMENTS

- We completed our anti corruption risk mapping and deployed action plans at subsidiary levels
- Our Code of Conduct is now fully effective and we have trained 86% of our employees
- The ESG policy is now fully incorporated into the company management system and reporting indicators are defined.

NEXT STEPS

- Maintain continuous awareness of the Code of Conduct across the group
- Follow specific actions plans in subsidiaries exposed to corruption risks
- Roll out the ESG scorecard in subsidiaries with alignment with Group objectives



SOCIAL

SOCIAL

TRIGO is a responsible employer and we believe that we can have an impact on the communities that we live in. Multiple actions and projects are engaged or sponsored by TRIGO around the world to participate in developing a more caring environment for the benefit of the whole society.

Over the last two years, TRIGO has defined a comprehensive HR strategy and processes at Group level to ensure consistency of quality standards and best practices across its subsidiaries.

Diversity is not a key issue for TRIGO Group, but promoting diversity is a matter of social responsibility and a component of performance.

In fact, TRIGO has been defining an official policy on equality and diversity in a document called “Golden Rules for Equality and Diversity” aimed for all countries. The document will disclose TRIGO's objectives and commitments, as well as information on recruitment and appraisal processes. French subsidiaries also work under an Ethical Chart for recruitment.

The Group aims at facilitating the integration of juniors, seniors, women and disabled people.—One of the HR Golden Rules for recruitment's guidelines, “Be open minded”, promotes diversity and equal opportunity. TRIGO also raises awareness around disability taking part in French and European initiatives.

Regarding Health and Safety, Several initiatives are in place to ensure security and well-being in the workplace and in the clients' sites, such as audits and flash news releases.

2021-2022 ACHIEVEMENTS

- Code of Conduct has been deployed in all subsidiaries and translated in different languages to engage around our values & our ethics principles.
- HR KPI's have been identified and integrated into our management system: TRIGO has defined standard HR and H&S reporting frameworks that have been deployed in all subsidiaries: The H&S policy has been incorporated into the TRIGO Management System. For H&S KPIs, A Workflow has been implemented in the Management System to communicate on accidents and subsequent action plan.

NEXT STEPS

- Improve employee satisfaction: Foster employee engagement by conducting an annual survey
- Enhance and measure efforts in developing employees' skills through training plans
- Inclusion: TRIGO strives to pursue the efforts done to increase the number of disabled employees.



ENVIRONMENTAL

ENVIRONMENTAL

We have taken and continue to take steps in all that we do to reduce our footprint on the environment. In general terms, we are changing the way we use energy, managing waste better, taking steps to reduce the level of the pollution produced and reducing the utilization of natural resources.

TRIGO's environmental policies and our ability to mitigate any environmental risks is one of our key priorities. We have introduced several environmental policies to comply with worldwide standards. We have taken steps to reduce the use of natural resources such as paper and energy. Paperless initiatives are in process and in many cases have been entirely replaced with technological advancements in the areas of operations and subsequently have increased the productivity of our company's operational resources.

2021-2022 ACHIEVEMENTS

TRIGO HOLOLENS

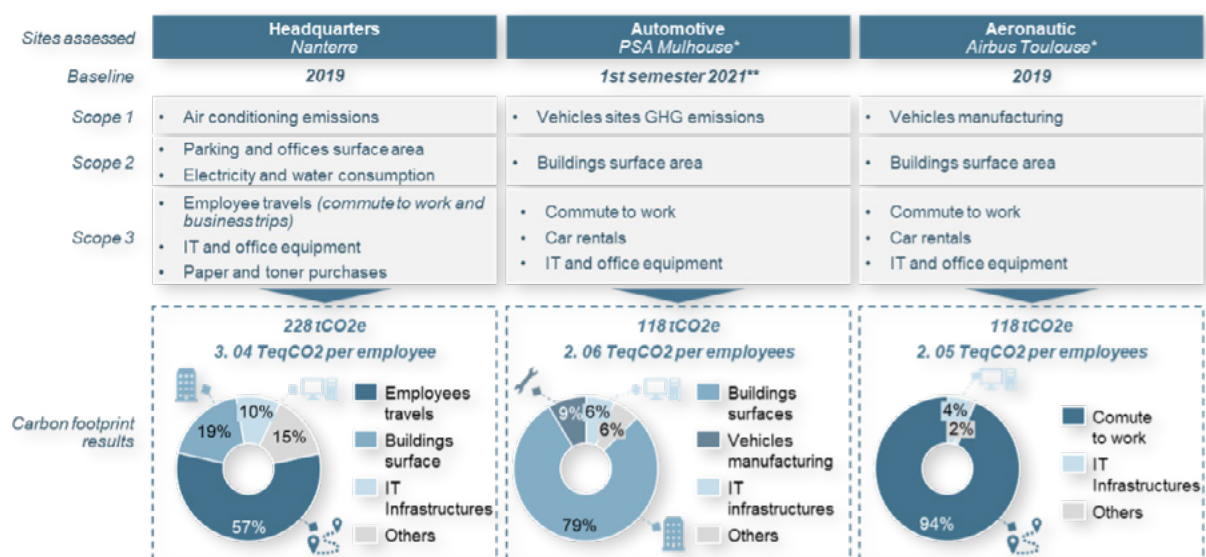
- Innovative technical applications: TRIGO has introduced a state-of-the-art interactive visual technology to its service portfolio: the HoloLens.

The TRIGO HoloLens solution provides a live and fully interactive communication gateway between the on-site and remote users via multiple platforms, including Microsoft Teams and Zoom with highly immersive on-site visualization of a mission from any location in the world that can reduce the need for personnel to visit production sites to improve productivity and resolve costly manufacturing issues.

<https://www.youtube.com/watch?v=z26fD4nOWNQ>

CARBON FOOTPRINT ASSESSMENT

We carried out a carbon footprint assessment of three French sites, representative of the Group's main activities: i) Nanterre Headquarters, ii) Mulhouse Automotive Site, and iii) Toulouse Aeronautic Site.



ENVIRONMENTAL POLICY

- Based on the ISO:14001 framework, we assessed its main environmental impacts and defined an environmental policy with four priorities:
 - i) implementing an energy management system,
 - ii) reducing paper consumption,
 - iii) reducing CO2 emissions and
 - iv) implementing recycling processes.
- In 2021, Hungary, Spain, Germany, Romania and France have begun certification processes.
- We rolled-out trainings and internal communication to raise employee awareness on the environmental policy and initiatives.
- Green Teams in France, Spain, Germany, USA, Canada, Mexico and Brazil continue to work locally on implementing eco-friendly initiatives.

NEXT STEPS

- Deploy the carbon footprint assessment methodology at Group level
- Reduce GHG emissions to meet the Group's science-based targets
- Reduce paper consumption in operations by leveraging digital solutions. We aim to move 50% of our processes to digital solutions in 2023
- Reduce environmental impact of back-offices by deploying in all subsidiaries the Green team's model
- Achieve ISO:14001 certification for Hungary, Spain, Germany, Romania and France

PAPERLESS DATA ENTRY

All of TRIGO's missions are recorded and monitored via our etraq software system that guarantees the quality of the services we provide. This centralized web-based ERP system stores, synchronizes and manages all mission-related customer data. As part of our environmental initiatives to reduce paper, we have introduced our Paperless Data Entry module and continue to deploy it country by country.

Once fully implemented in all locations, this would allow the complete removal of various paper forms (mission timesheet & traceability) which are typically used by our inspectors to report their daily activity on containment services. Paperless Data Entry has already been rolled out within 10 countries for a total of 60 permanent sites around the globe and utilized by over 800.

THINK GREEN INITIATIVES

Protect your planet from the office!

On the professional scale, we decided to unify our actions to step forward and be stronger. We act locally to contribute to our global initiatives. We encourage our subsidiaries to deploy the Green teams model implemented in the HQ in Nanterre to reduce the environmental impact of back-offices.

We are convinced that small actions can have a big impact. For example, the creation of simple stickers to launch our green initiatives, created awareness which led to increased initiatives being taken.



PRINT RESPONSIBLY
THINK GREEN!

TRIGO
Global Quality Solutions

The paper is the first office consumable. Every year, 300 000 million tonnes of paper are produced worldwide, being 60 000km² of forests. On average, each individual consumes 70 to 85 kg of paper per year, which is the equivalent of two trees. Some simple actions can contribute to the environmental protection:

- Use the reverse of your printings as draft*
- Print only when it is necessary
- Print double sided
- Print in shades of grey
- Recycle the non-required prints (use them as draft paper for example)

*except confidential documents that have to be destroyed



ECO-FRIENDLY SURF
THINK GREEN!

TRIGO
Global Quality Solutions

Each internet search generates approximately 7g of CO₂, mainly because of the data storage indexed by the search engine. More than 200 million searches are made on Google per day. Sending an email of 1Mb (with an attached file) is the equivalent of the use of a 25W light bulb for one hour. Some simple actions can contribute to protecting the environment:

- Sort your emails and delete those which are not needed anymore
- Delete your internet browser history and your cookies regularly
- Use Ecosia rather than Google for your online searches
- Do not take up too much space on the servers with out of date files




TURN IT OFF
THINK GREEN!

TRIGO
Global Quality Solutions

Turn off your computer and all its devices for 1.5 hours per day, this avoids the production of 80 kg of CO₂! There are 3 billion employees working in offices, with an annual average consumption of 200 kWh per sqm and per year. We could potentially reduce our electricity consumption at the office by 20% by adopting some simple actions:

- Turn off your computer every evening
- Turn off and unplug the non-used electrical devices
- Turn off the light when you leave a room
- Lower the heating or the air conditioning systems (each degree matters)



AVOID THE USE OF PLASTICS
THINK GREEN!

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Every second, 10 tonnes of plastic are produced in the world from which only 9% are recyclable. 1 million of plastic bottles are sold per minute. 8 million tonnes of plastic waste end up in the ocean every year. At this rate, we estimate that there will be more plastic in the ocean than fish by 2050. Some simple actions can contribute to the environmental protection:

- Use a mug instead of a plastic cup
- Recycle your plastic cup using the provided recycling bins
- Use washable cutlery instead of disposable cutlery
- Use a flask instead of a single-use plastic bottle



Print responsibly actions are displayed in TRIGO China/Germany/India
We tend to avoid using plastic.

Example of TRIGO Americas:

TRIGO'S THINK GREEN AND GROW WITH TRIGO ENVIRONMENTAL CAMPAIGN SAVES ON DISPOSABLE DRINK CUPS.

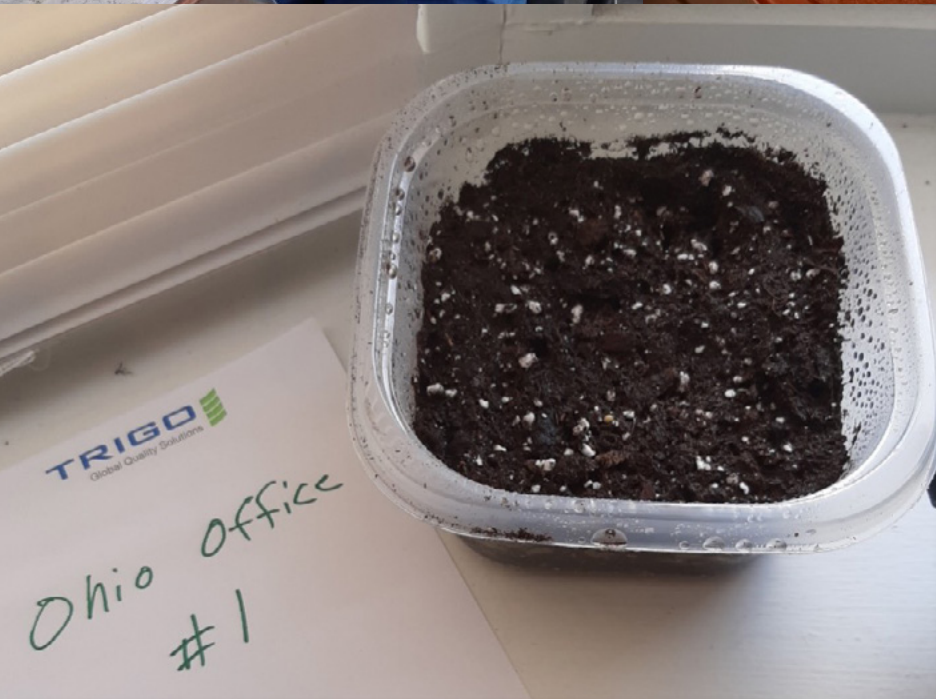
TRIGO Americas, as part of their "Think Green" initiative, distributed hundreds of reusable aluminum tumblers to salaried staff in Canada, USA, Mexico and Brazil. The campaign was intended to reduce the team's use of disposable plastic or Styrofoam drink cups. According to research, the average worker produces around 2.9 lbs of waste during an 8-hour working day. One simple way to reduce this waste is by ditching single-use water bottles and coffee cups.

The card explaining the campaign was printed on recycled paper with seeds (dill, thyme, oregano, parsley, chives, and basil) embedded in it, so the user could plant the card and grow their own herbs at home. The teams had a great time comparing what grew as a result. From Team Mexico: "We have not used disposable cups since the day we received our tumblers!"

Total tumblers purchased and distributed in USA, Canada, Mexico: 200
Brazil ordered and distributed their own due to shipping issues.



Dill, thyme, oregano, parsley, chives, and basil.



THINK GREEN & GROW!

**GROW
WITH TRIGO**

Plant this eco card embedded with edible herbs under a thin layer of soil, water lightly but frequently, and watch it grow.

Ditch your disposables and instead use your TRIGO hot/cold tumbler

The average worker produces around 2.9 lbs of waste during the 8 hour working day.



One simple way to reduce this waste is by ditching single-use water bottles and coffee cups.

Thank you for your efforts in 2020. We look forward to your contribution and growth in 2021.

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