



JANUARY 2021
SUSTAINABILITY REPORT

TABLE OF CONTENTS

Introduction	3
Governance	6
Values and Ethics	10
Social	15
Environmental	19

INTRODUCTION – A MESSAGE FROM OUR CEO

Welcome to TRIGO’s Sustainability Report. In this report, we will address how we approach corporate governance, our ethics principles, the environment, and our social attitudes towards diversity, human rights and consumer protection. These four areas form the foundation of our approach to sustainability and its driver of 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.

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.

Sincerely,

A handwritten signature in black ink that reads "Matthieu Rambaud". The signature is written in a cursive style and is underlined with a long horizontal stroke.

Matthieu Rambaud

ABOUT TRIGO GROUP

Over the past 24 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.

20+ YEARS EXPERIENCE
SUPPORTING OUR LOYAL CUSTOMERS

PERMANENT TEAMS IN
550+ MANUFACTURING SITES
SUPPORTING 160+ OEM PLANTS

25+ COUNTRIES
LOCAL RESOURCES AVAILABLE 24/7

TRUSTED BY
100% OF THE TOP 10 AUTOMOTIVE AND
AEROSPACE OEMS AND THE TOP 5
HEAVY TRANSPORTATION OEMS

10000+ QUALITY PROFESSIONALS
WORLDWIDE

2000+ SUPPLIERS
WHO RELY ON US TO DELIVER QUALITY
SOLUTIONS AROUND THE GLOBE

2500+ QUALITY ENGINEERS AND TECHNICIANS:
ENGINEERS, AUDITORS, TRAINERS, SUBJECT MATTER EXPERTS,
RESIDENT ENGINEERS, QUALITY LIAISONS, TECHNICIANS, SITE MGRS

The TRIGO name and brand has become one of our greatest assets, along with each employee of 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.

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. They stay informed about international trends and best practices and converse 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.

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 anticorruption commitment, 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.



GOVERNANCE

GOVERNANCE

As a responsible corporate body, TRIGO needs to ensure 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.



Our objective is to provide a transparent Corporate Governance Policy which ensures that all subsidiaries of TRIGO are managed according to government regulations, as well as, internal rules.

Additionally, our Group Quality Management System is based on the ISO 9001/AS 9100 standards and explains the general rules of the TRIGO Group organization in order to ensure the quality of our services to our customers is standardized across all geographies and services.

Actions Engaged



Governance Rules

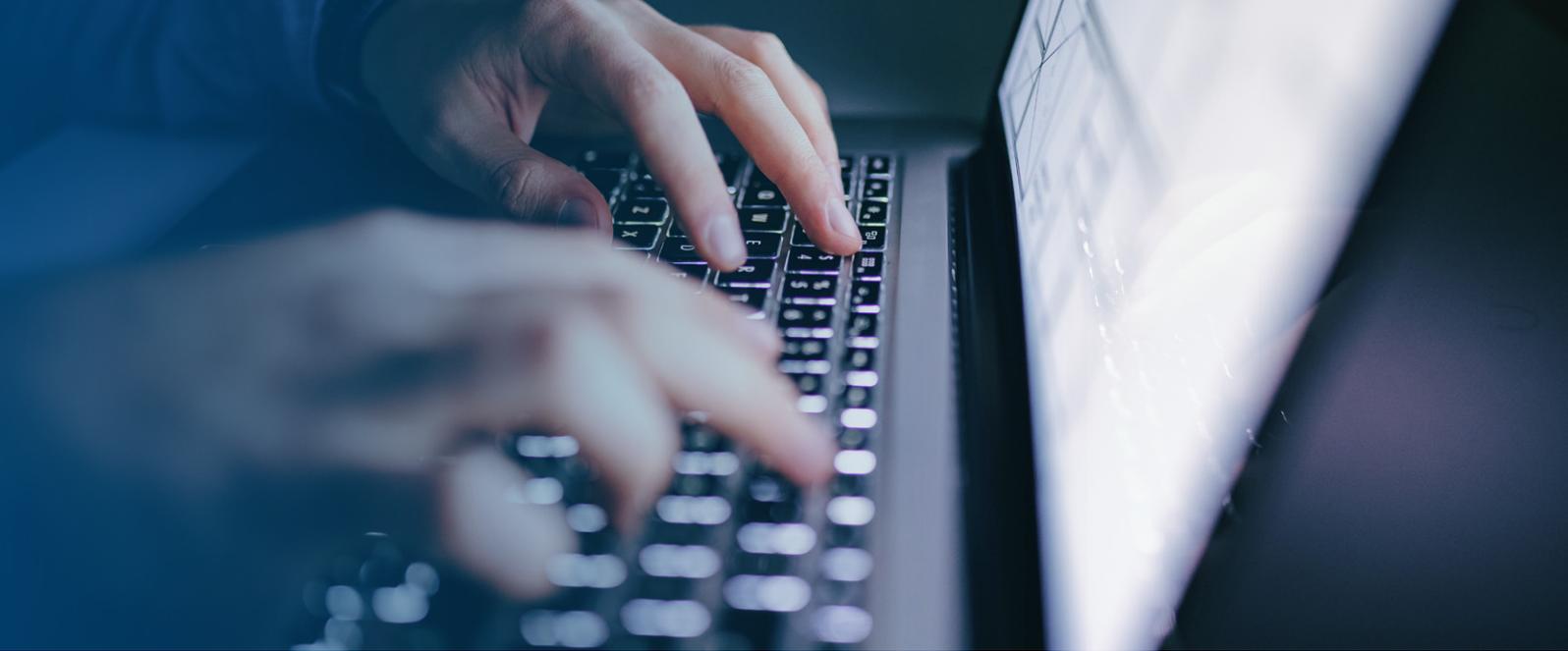
- Strengthen governance rules and controls
- Sign off by all key managers within the organization

Whistleblower Procedure

- Communicate and reinforce procedure
- Create training kit for managerial line

Risk Assessment Matrix

- Reinforce the risk assessment matrix for new contracts
- Embed RAM into Dynamics (TRIGO CRM system)



Our Corporate Governance Committee is responsible for setting the tone for risk, integrity and compliance culture throughout TRIGO Group. 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 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 signed 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 HOTLINE

Whenever an ethical issue is encountered, each employee has the responsibility to respond in a way that reflects our Code of Conduct. We encourage employees 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 repercussions or retaliation.



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 we 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 behavioural parameters expected from all our employees and supply chain.

OUR VALUES are an integral part of who we are and include the following:

1. 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.

2. 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.

3. 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.

4. 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 a 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.



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.



TRIGO SUPPORTS ROTARY TO PROVIDE SAFE DRINKING WATER IN THAILAND

TRIGO helps to supply approximately 60 schools throughout Thailand with water filtration systems and hygiene education through the TRIGO Quality Life Global Grant Project.

The project is part of The Rotary Foundation's Global Grants Program, which aims to have a long-term, sustainable impact, address an important need identified by the community itself, and strengthen the community's capacity to meet its own needs.

"The TRIGO Group named fund is especially important as the Foundation rises to meet evolving, urgent needs of communities across the globe," said Eric Schmelling, Chief Philanthropy Officer of The Rotary Foundation of Rotary International. "I am energized by our partnership and seeing this passion turn into meaningful action."

TRIGO is committed to improving the lives of local communities, in alignment with its ESG Policy (Environment, Social and Governance). The TRIGO Quality Life Global Grant Project effort has already improved the lives of approximately 25,000 people in the rural and suburban areas of Thailand in 2020.



TRIGO SUPPORTS RED CROSS INITIATIVE TO COMBAT LONELINESS DUE TO PANDEMIC-RELATED ISOLATION

The Red Cross is combating loneliness, just one of the group's many humanitarian initiatives making a positive impact globally. TRIGO is proud to support these efforts through a donation to the Red Cross in France, home to TRIGO world headquarters.

The French Red Cross provides emergency response, social aid, healthcare, training and international aid. One prominent Red Cross program includes efforts to combat loneliness.

Due to pandemic-related lockdowns, social distancing, and a lack of sporting, social, recreational, and even family activities, many community members may suffer from loneliness and isolation. This can have a particularly negative impact on the mental and physical health of older people. In order to tackle this issue, the Red Cross has set up programs designed to counter isolation and preserve the quality of life of the elderly.

TRIGO's donation will help the Red Cross in their efforts to provide local support and deliver tangible results and long-term solutions.



TRIGO TO CELEBRATE EUROPEAN DISABILITY EMPLOYMENT WEEK

From November 16 to 22, 2020 TRIGO is mobilizing during the Week for the Employment of Persons with Disabilities in partnership with the [Agefiph](#).

All TRIGO France employees were invited to test their preconceived ideas about disability through a digital board game “Handi’Pursuit”. Each participation was equivalent to a donation from TRIGO. The final sum, collected through the participation of the employees, was then be donated to associations working on a daily basis for the integration of people with disabilities!”



TRIGO SPAIN JOINING THE FUNDACIÓN ADECCO

During the International Day of Persons with Disabilities, TRIGO Spain is joining the [Fundación Adecco](#) to raise awareness and work for the full inclusion of people with disabilities.

We need to bet on values such as empathy, unity or equity, fundamental values to achieve a more inclusive future.

“There is more that unites us than divides us”. We are all vulnerable, but together we are strong.

Don’t miss the message that Pablo Pineda, Desirée Vila and María Petit want to convey on behalf of the 4 million people with disabilities who have felt vulnerable at some point since March. And you, have you felt vulnerable?

QUALITY CARE FOR CHRISTMAS

Every December, TRIGO Group employees around the world are committed to supporting families in need at Christmas time through various charities. TRIGO’s Employees generously donate both food and toys and have been doing so for over a decade. We truly believe that every child deserves to unwrap a new toy of their own on Christmas morning.

Food and toys are then delivered by local charities to those less fortunate over the Christmas season. TRIGO is proud to be part of upholding this noble tradition.





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.

Actions Engaged



Eco friendly IT Charter

- New IT charter which takes into account actions in favour of the environment has been written and registered under SP

Waste Management

- Reduce the use of paper; banish plastic
- Recycle all papers, newspapers, cardboard, electronics, computers etc

Eco Friendly Rules

- Stickers have been created in order to reinforce awareness

Green Car Policy

- Encourage countries to put in place Green car policies



TRIGO PLANTS MANGROVE TREES IN THAILAND TO ASSIST WITH FOREST DEVELOPMENT

TRIGO management and 43 employees planted more than 200 mangrove trees in Rayong, Thailand in November 2020. This effort is intended to help preserve biological diversity and ecosystems and to protect coastal area from being eroded by wave action. The mangrove forests are expected to alleviate natural disasters such as unusual high tides, stormy waves or tsunami. TRIGO personnel are dedicated to performing an array of initiatives which serve to strengthen environmental preservation for their community and country.



Rotary



TRIGO CONTRIBUTES TO ROTARY FOUNDATION'S SUPPORT OF THE ENVIRONMENT

TRIGO continues its support of Rotary International with a contribution toward their Rotary Foundation's Environment Area of Focus.

Rotary now has seven areas of focus, which are categories of service activities supported by global grants. They include peacebuilding and conflict prevention; disease prevention and treatment; water, sanitation, and hygiene; maternal and child health; basic education and literacy; and community economic development. The seventh and latest category is support of the environment.

Rotary has long supported local activities that sustain the environment, providing \$18 million in Rotary Foundation global grant funding for environment-related projects over the past five years. Creating a distinct area of focus to support the environment will give Rotary members even more ways to bring about positive change in the world.

"We envision larger-scale, sustainable initiatives that will have long-lasting impact in the communities around the world," said Elizabeth Lamberti, Rotary representative.

TRIGO's donation will contribute to global Rotary grant support and the launch of this worldwide initiative.



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 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 employees.