

At TRIGO, sustainability is an integral part of our business which permeates every aspect of our activities including sourcing and procurement. We recognize the contribution of our suppliers in our journey to become more sustainable and therefore we also expect our suppliers to aspire to the same standards in their business operations, including but not limited to, Environment, Business Ethics, Labour and Human Rights. Our management is committed not only to upholding the laws and regulations of the respective countries we operate in, but also to implementing our ESG policy as well as our customers' sustainable purchasing guidelines throughout our supply chain.

To this end, we strive to:

- Identify and appropriately manage risks, opportunities, and potential non-conformities associated with our purchasing process, considering our needs for performance (quality, cost, lead time), security (business continuity, information security, etc.) and the guidelines of this policy.
- Develop a sustainable purchasing culture among our buyers by dedicated trainings.
 - TRIGO ensures that 90% of its buyers / procurement employees receive training on sustainable purchasing practices, with coverage assessed annually.
- Integrate environmental, social and ethical criteria into supplier selection processes, as well as in the selection of products and services. For instance:
 - Choose, for our ERP, hosting services (data centers) that limit carbon emissions (powered by renewable or green energy, etc.).
 - Make socially responsible purchases, for example from companies employing disabled workers.
- Promote among key suppliers the application of TRIGO's Supplier Code of Conduct which includes compliance with laws and social, environmental and ethical principles.
 - TRIGO aims to have 70% of its key suppliers sign the Supplier Code of Conduct by the end of 2027.
- Apply a risk-based and differentiated approach to supplier management by assessing key and recurring suppliers to determine their level of maturity in Business Ethics, Labour & Human Rights, Environment and Information Security, including through self-assessment mechanisms.
 - TRIGO aims to have 70% of its key suppliers assessed on ESG criteria by the end of 2027.
- Maintain sustainable and balanced relationships with our suppliers.

This policy is drafted by the Group ESG leader and approved by the CEO and deputy CEO. It applies to all TRIGO entities worldwide. It sets the Group's common framework for sustainable purchasing practices, while allowing for adaptation to local legal, regulatory and operational contexts. It is supported by our Supplier Code of Conduct and additional rules and documents to ensure its implementation.

The implementation of this policy is ensured through a defined governance structure. At Group level, the Executive Committee provides overall direction and oversight. At local level, the

General Manager of each entity is accountable for the proper implementation of this policy within their respective scope and for ensuring that all decisions, arrangements, practices and actions implemented locally are aligned with the principles and requirements set out in this policy, with the support of the local Support (SUP) process owner and the local procurement / purchasing team.

The Group also promotes continuous improvement by monitoring relevant indicators and implementing corrective actions where necessary.

This policy is subject to an annual review as part of the Management Review process. This review takes into account internal and external issues and the Group's strategic direction, in order to ensure the continued relevance, effectiveness and continuous improvement of the policy.

We rely on all employees involved in purchasing activities to adopt the right behaviors and contribute to the continuous improvement of the purchasing process by escalating ideas for improvement.

Matthieu RAMBAUD
CEO

Benoît LEBLANC
Deputy CEO

Version #	Applicability date (mm/dd/yy)	Page(s)	Description of change(s)
A	07/15/26	All	Content initially included in document PR.SUP.WW.01.EN-E Selection, evaluation and re-evaluation of suppliers (version of July 23, 2024). This document also incorporates quantitative targets.

