

LETTER OF COMMITMENT FOR INFORMATION SECURITY

Trescal's Information System is the cortex of our company. It contains the strategic, financial, technical, personal and administrative information that allows us to operate along with customer data.

We consider it our duty to protect the information we have at our disposal, whether it is ours or our clients'. To do so, we commit to:

- Setting up a global approach
- Measuring risks to manage information security proportionately
- Implicating all Trescal employees in information security

To fulfil these commitments, Trescal has set up an organization and appointed Gregoire Sandré as the Group Chief Information Security Officer (CISO). We have enumerated our guidelines, systems and procedures in the following documentation, which is available on the Information System Security intranet:

- This letter of commitment from the Chief Executive Officer sets our general guidelines
- The Information System Security Policy (ISSP), based on the ISO 27000 standards suite, defines the framework of all policies and procedures in place
- The User Charter indicates the rights of all internal or external users of Trescal's Information System and how they should apply the ISSP

Every user of the information system must be aware of the ISSP, the User Charter and the consequences applicable in the event of their non-compliance.

The Trescal Group's Executive Committee and all Country Directors commit to supporting information security by all appropriate means and actions. They request that each user be a key player in its daily implementation.

I thank you in advance for your active participation in achieving these objectives.

Guillaume Caroit

Chief Executive Officer