

ETHICS & COMPLIANCE POLICY

Tractebel - a leading global player in energy, water and infrastructure engineering - aims to build a trustworthy and reliable relationship with all its stakeholders adopting a culture of integrity and zero tolerance towards any illegal or unethical actions.

As part of the ENGIE Group, Tractebel adopts the ENGIE Ethics Charter as the foundation for its Ethics & Compliance Program. **The ethical standards are based on the following four fundamental ethical principles which each and every one in Tractebel must promote and protect**, whatever his/her position in the hierarchy, entity, or geographical sphere of intervention:

- **Act in accordance with laws and regulations**
- **Behave honestly and promote a culture of integrity**
- **Be loyal**
- **Respect others**

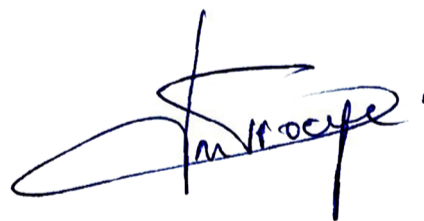
These principles are further detailed in the ENGIE Practical Guide to Ethics and the Policies and Codes of Conduct of the Tractebel Ethics & Compliance Program.

In order to ensure the implementation of this Policy and the continuous improvement thereof, Tractebel deploys an anti-bribery management system as part of its Ethics & Compliance Program which meets the requirements set out in the ISO 37001:2016 standard.

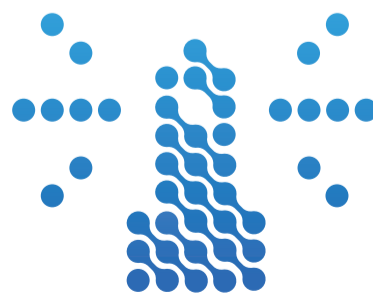
This Ethics & Compliance Policy applies to all Tractebel subsidiaries, entities, and each person acting on behalf of any entity. It is also part of our global objective of achieving excellence in all our activities by continuously measuring and improving our performance.



Sabien VERMEULEN
Chief Legal, Ethics & Compliance Officer



Philippe VAN TROEYE
Chief Executive Officer



STAND
FOR **UP**
ETHICS

STAND OUT
FOR EXCELLENCE