

## 1. INTERPRETATION AND OBJECTIVES

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This Code of Ethics must be interpreted and applied in conjunction with the mentioned documents.

This Code of Ethics is intended to demonstrate our leadership and our sense of responsibility toward individuals directly or indirectly affected by TSO<sub>3</sub> policies. The Code of Ethics summarizes the guiding principles in the everyday management of TSO<sub>3</sub>; this Code contains general guidelines that determine our legal, moral and ethical behaviour.

The goal of this Code is not to try to draw up a list of ethical rules and professional conduct that could apply in every imaginable situation. Rather, it is designed to provide TSO<sub>3</sub> directors, managers, and employees with a clear and comprehensive vision of the behaviour they are expected to adopt in everything they do as representatives of the Company.

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## 2. SCOPE OF THE CODE

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Anyone who witnesses a deviation from the principles expressed in this Code must report it to the chairman of the Board of Directors. Clearly, any form of corporate action against a person acting in good faith in making such a report will be considered as a breach of this Code.

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## 3. EXTERNAL RELATIONS

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### 3.1 Clients

The success of TSO<sub>3</sub> depends directly on the success of its clients and business partners. It is by providing them with superior quality products and services under competitive conditions that TSO<sub>3</sub> will gain their respect and loyalty.

TSO<sub>3</sub> is committed to dedicating itself entirely to its clients and partners so as to stand out from its competitors. To succeed, it is important that this desire for dedication be shared by all TSO<sub>3</sub> managers and employees.

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### 3.2 Shareholders

The best way to build a productive, lasting relationship with our shareholders is to always act within the spirit of the guidelines of this Code. To do so, we need to continually act in the best interests of our shareholders, and promptly inform them of any major decisions that could affect them. Pursuing the best interests of our shareholders includes setting and attaining specific financial objectives, as well as ensuring effective and cautious management of the Company's assets.

### 3.3 Suppliers

TSO<sub>3</sub> managers who deal directly with the Company's suppliers must at all times demonstrate good judgment and respect the highest standards of integrity. In its dealings with suppliers, TSO<sub>3</sub> must act as a responsible client and be respectful of the rules of free enterprise.

In the spirit of promoting healthy competition, TSO<sub>3</sub> undertakes never to require exclusivity from its suppliers. This also implies that TSO<sub>3</sub> will never ask a competitor to buy its products to offset the fact that TSO<sub>3</sub> is using this supplier.

### 3.4 Competitors

TSO<sub>3</sub> undertakes to never act against free enterprise, and also undertakes to respect international, national and provincial rules governing competition.

### 3.5 Media

Relations with the media and investors are the responsibility of authorized TSO<sub>3</sub> spokespersons, who must ensure that careful consideration is given to releasing the relevant information at the right moment. All authorized spokespersons are required to observe high standards of integrity and transparency, while abstaining from disclosing important exclusive or non-public information.

### 3.6 General Public

TSO<sub>3</sub> acknowledges the importance of a company of its size to the general public. Therefore, out of respect for the public, TSO<sub>3</sub> undertakes to respect all applicable laws and regulations, operate with respect for the environment and encourage its employees to participate in quality community projects.

In summary, TSO<sub>3</sub> undertakes to act as a responsible and respectful corporate citizen within its community.

### 3.7 Community Commitments

TSO<sub>3</sub> encourages its personnel to get involved in the community and respects their right to participate in community or political activities outside of business hours. However, no Company employee is authorized to make a donation of any type whatsoever on behalf of TSO<sub>3</sub> to a political party, candidate or campaign without prior authorization from the Board of Directors.

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## 4. LEGAL ASPECTS

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### 4.1 Accounting ledgers (Integrity and Compliance)

Any company wishing to make informed decisions and fully meet its financial and legal obligations, including its obligations to produce reports, must be able to rely on accurate, reliable accounting ledgers. For this reason, TSO<sub>3</sub> ensures that all of its accounting ledgers are prepared with integrity at all times. TSO<sub>3</sub> authorizes no input of false or misleading data in its accounting ledgers.

### 4.2 Health and Safety legislation

TSO<sub>3</sub> is resolved to creating and maintaining a healthy and safe workplace for its employees. It expects these employees to observe all safety laws and regulations, as well as their managers' instructions in this area, even if these instructions are not necessarily included in the laws or regulations.

### 4.3 Environmental Legislation

TSO<sub>3</sub> is resolved to protecting and improving the quality of the environment by focusing on responsible, environmentally friendly operating practices. The Company encourages its employees to support projects aimed at improving the environment, both at work and in the community.

#### 4.4 Human Rights

Everyone is entitled to equal treatment in terms of employment, without discrimination based on race, heritage, place of origin, colour, ethnicity, citizenship, beliefs, gender, sexual orientation, age, pregnancy, legal history, marital status, social conditions, political affiliation, language spoken, family status, disability or use of a means to overcome this disability.

#### 4.5 Competition Act

TSO<sub>3</sub> has a duty to make independent decisions that best serve its own interests, without seeking to conclude agreements with competitors. The Competition Act and similar provisions in legislation governing competition abroad prohibit companies from establishing certain types of agreements affecting prices, sales conditions, market share or clients, as well as other anti-competition practices. It is incumbent on all Company managers to respect the letter and the spirit of all legislation concerning competition.

#### 4.6 Securities Act and Insider Trading

TSO<sub>3</sub> personnel who know important, non-public information are not authorized to buy or sell TSO<sub>3</sub> shares, nor disclose this information to third parties (including family members) until it enters the public domain. This ban is based on the fact that important information could give insiders an unfair advantage.

#### 4.7 Bribes

TSO<sub>3</sub> employees may accept favours or special gifts, provided they are of minimal value and are not offered in the goal of obtaining an unfair advantage.

For its part, TSO<sub>3</sub> will never bribe clients or representatives in the goal of obtaining a contract from them.

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## 5. PRÉVENTION OF CONFLICTS OF INTEREST

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### 5.1 General Instructions

The employees, directors, and management Representatives (the Representatives) shall avoid true or seeming conflicts of interest as they should avoid any conduct detrimental to TSO<sub>3</sub> or its reputation. Such conflict exists when a Representative favors his personal interests before those of TSO<sub>3</sub> or its clients, or when a situation ensues from personal activities, or from the business relations of a Representative and which may have unfavorable effects on his appreciation of the execution of his functions for TSO<sub>3</sub>.

### 5.2 Business Relations

Representatives will refrain from wittingly doing business with TSO<sub>3</sub>'s partners if such relations are outside the normal course of business or if there is a risk that such relation might influence their behavior and decision.

### 5.3 Financial Interests

Representatives shall not, directly or indirectly, have interests in any suppliers, clients or competitors of TSO<sub>3</sub>, unless the entirety of such interest is not higher than 1% of the issued shares of a corporation listed on the stock market and that such security is not a large part of Representative's assets.

### 5.4 Gifts and Favors

Representatives shall not seek nor accept gifts or favors from suppliers, clients or firms doing business with TSO<sub>3</sub>.

To that effect, a "gift" or a «favor» shall mean notably, gratuitous service rendered, a loan, a rebate, a sum of money or any item of value. This does not include items of minimal value normally used for sales promotion purposes, ordinary business meal nor reasonable recreation compliant to commercial practices, as long as they are obtained sporadically.

### 5.5 Personal Use

Representatives shall not use TSO<sub>3</sub>'s assets or work force for personal purposes.

#### 5.6 Business Relations with TSO<sub>3</sub>

Representatives shall prevent from acquiring goods or assets of any kind for the purpose of selling or leasing them to TSO<sub>3</sub>.

#### 5.7 Non-competition

Representatives shall abstain, on their own or with others, from competing with TSO<sub>3</sub>. They shall not have employment that could be a nuisance, to the sole opinion of the Management in the execution of their functions for TSO<sub>3</sub>.

Representatives shall not work nor render services for companies that are competing with TSO<sub>3</sub>, neither wittingly make an important investment in such companies without prior consent from TSO<sub>3</sub>'s Board of Directors.

#### 5.8 Confidentiality

Representatives acknowledge that any information they could receive from TSO<sub>3</sub> constitutes privileged information that is given for their exclusive benefit. Furthermore, they agree to use discretion and never to disclose nor communicate, directly or indirectly, to whomever, information pertaining to TSO<sub>3</sub>'s operations, suppliers, clients or processes, policies or techniques.

In the event that a Representative is obligated to disclose confidential information pursuant to a law or a court ordinance, he/she shall notify the Management of TSO<sub>3</sub> of such situation as soon as it is brought to his/her attention and he shall collaborate with them in order to prevent or minimize such disclosure.

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## 6. PROTECTION OF INTELLECTUAL PROPERTY

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#### 6.1 Intellectual Property

For a company like TSO<sub>3</sub>, trademarks, copyright and trade secrets represent high-value assets. Our trademarks are our clients' guarantee of the quality of our products. Our work methods and trade secrets protect the technologies and techniques used by TSO<sub>3</sub>.

#### 6.2 Copyright

TSO<sub>3</sub> policies on copyright are to continually protect its inventions when such protection can guarantee a better business opportunity.

### 6.3 Trade Secrets

TSO<sub>3</sub> policies regarding trade secrets are to do everything in its power to preserve its trade secrets and to refuse to disclose them to third parties without appropriate authorization.

### 6.4 Licenses

TSO<sub>3</sub> may sell or lease its trademarks, trade secrets or copyright where possible, provided it does not create conflicts with its own use of the said rights.

TSO<sub>3</sub> policies are to comply with the terms of licenses and agreements, and to respect the intellectual property of other companies. All TSO<sub>3</sub> managers and employees are subject to the same standards of respect.

No employee may disclose confidential information about a trade secret unless the release of this information has been duly approved by a member of management.