

Corporate Social Responsibility Policy

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Introduction

Our company's choices have an impact on its economic results, the communities where it operates, the environment and, more generally, society as a whole. Therefore, taking into account and involving in our policies, decisions and actions, all the stakeholders with whom the Group interacts, such as customers, territories, employees, shareholders, suppliers, public authorities and associations, must be a concern for everyone in accordance with the Group's Raison d'Être.

Society's expectations of companies are increasing. With the Duty of Care law, the legal framework for Corporate Social Responsibility (CSR) has been strengthened. The Group's profound transformation requires a strong CSR policy, integrated into the company's DNA and adapted to the challenges of a constantly changing society. This policy sets out the Group's CSR priorities and commitments in order to bring together the skills of all, create shared value and contribute to achieving the Sustainable Development Goals defined by the UN. The commitment and sincerity of our commitments are today indispensable elements of the company's overall performance.

We invite all Group employees to embody these commitments wherever they operate. By acting for a positive impact on people and the planet, the Group will be able to contribute to a more harmonious world and ensure its leadership as a sustainable and reference player in the energy transition and associated services beyond energy while meeting the constraints of a just transition in line with the Paris Agreement on climate change.

1. The Group's commitments

For energy that is ever safer, better consumed, accessible to the greatest number of people and respectful of society and its environment.

As part of its CSR policy, ENGIE is committed in many areas:

- Responsible consumption: *"Making our customers players in the energy transition"*
 - Sustainable procurement: *"Extending the scope of our commitments to our suppliers"*
 - Stakeholders: *"Committed to creating shared value"*
 - Societal influence: *"Actively contributing to societal debates"*
 - Environment: *"Reducing our carbon and ecological footprint"*
 - Responsible Investment: *"Giving meaning and long-term visibility"*
 - Business ethics: *"Acting in all circumstances in accordance with our ethical principles"*
 - Human capital: *"Fostering diversity of talent and skills"*
 - Global Care / Health-Safety-Security and Industrial Safety: *"Making everyone's safety a must"*
 - Human rights: *"Continuous monitoring of respect for fundamental rights"*
 - Access to energy: *"Promoting access to energy for all"*
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2. Breakdown by policies and objectives

The Group's CSR performance is based on this policy, supplemented by policies on the main dimensions of CSR (including an environmental policy, a stakeholders engagement policy, a due diligence plan and various due diligence policies). A global trade union agreement has also been signed with the International Trade Unions to agree on an international social floor for all Group companies.

The implementation of these policies is based on indicators to monitor their performance and on 17 CSR objectives for 2030 decided by the Board of Directors in 2020 and amended in 2022. These objectives cover the Group's main impacts on the planet and on people and are based on an analysis of the main issues for the Group's management and its stakeholders (materiality matrix). The annual monitoring of these objectives, notably through performance reviews with each Global Business Unit, enables the progress made by the company to be measured.

In addition, with a view to continuous improvement, a risk analysis is carried out annually and any employee or external stakeholder of the Group is able to issue an alert to bring to the attention of Management any points requiring particular analysis.

An annual CSR review is presented to the Group Executive Committee and to the Ethics, Environment and Sustainable Development Committee of the Board of Directors to report on the progress of the implementation of the CSR policy and the achievement of the Group's CSR 2030 objectives.

Of the 17 CSR objectives, 7 are tier 1 objectives. Three CSR objectives are systematically included in the presentation of results to investors. They demonstrate the Group's commitment to CSR and its contribution to the Sustainable Development Goals (SDGs) set by the UN for 2030.

3. CSR Governance

CSR is steered at the highest level of the company by the Board of Directors through the Ethics, Environment and Sustainable Development Committee, which validates the scope of the policies undertaken, the outlook and the action plans, and which in 2019 has been given responsibility for the fight against climate change.

The Group Executive Committee validates the proposed orientations in this area beforehand.

The CSR Department monitors the Group's CSR performance. It leads a network of CSR managers within the operational entities, regularly reviews the Group's material challenges, ensures the preparation of annual action plans, monitors their implementation through annual CSR performance reviews, pilots the answers to the extra-financial rating agencies and the monitoring of the CSR 2030 objectives with the assistance of the other departments concerned. *Focus groups* and specific networks are also mobilized for more specific CSR issues.

The CSR Department, together with the Finance Department, leads a cross-functional *Green Financing* Committee responsible for validating the projects to be financed by green bonds issued by the Group or the sustainable performance indicators linked to the other green financing tools used by the Group.

Each operational entity ensures that the Group's CSR commitments are respected at local level. In this respect, the CSR managers of the operational entities are responsible for the annual analysis of CSR risks and opportunities, for the implementation of a CSR action plan to contribute to the Group's CSR objectives, which may include local CSR objectives, as well as for ensuring the proper application of CSR criteria for investment projects.

Each employee can become a Group CSR ambassador, participate in CSR debates and contribute to the Group's CSR initiatives. The CSR Department runs collaborative workshops with external stakeholders on high-stakes CSR issues.

4. References

External references

- Universal Declaration of Human Rights
- UN Global Compact
- OECD Guidelines for Multinational Enterprises
- UN Sustainable Development Goals
- International Labour Organisation (ILO) Conventions
- Global Reporting Initiative (GRI) reporting standards
- International Integrated Reporting Criteria (IIRC)
- ISO 14 000 - Environmental management
- ISO 26000 - Social responsibility
- ISO 37 001 - Anti-corruption management systems
- European Environmental Management and Audit Scheme (EMEA)
- European taxonomy ?

ENGIE references

available at: <https://www.engie.com/groupe/responsabilite-societale>

APPENDIX A: The Group's commitments in detail

Responsible consumption: "*Making our customers players in the energy transition*"

Consumer expectations are changing profoundly in all sectors of the economy. These expectations are moving towards greater transparency on the energy supply.

Customers are increasingly involved in controlling their consumption, sometimes becoming green energy producers themselves.

ENGIE is committed to making its customers aware of the solutions of tomorrow by helping them to control their consumption, to integrate new technologies, and to orient their needs towards green mobility or renewable energy. In 2021, ENGIE set itself the objective of contributing to its customers decarbonation by 45Mt CO₂ e by 2030, thanks to the Group's products and services, including green energy production, decentralized energy networks and associated services, the sale of energy saving certificates, carbon certificates and the purchase or resale of green electricity.

Sustainable procurement: "*Extending the scope of our commitments to our suppliers*"

Apart from energy purchases, the Group relies on thousands of suppliers ranging from large international groups to small and medium-sized local companies. ENGIE's supplier relationship fundamentals aim to create a balanced and sustainable relationship with all these suppliers.

The Purchasing Policy specifies ENGIE's commitments (fair treatment, punctuality of payments, confidentiality of data, etc.) and requirements in terms of competitiveness, health and safety, ethics and social responsibility, and the environment with regard to its suppliers. All the Group's purchasing contracts contain an "ethics and CSR" clause. For preferred Suppliers selected as part of a category strategy, a single account manager is appointed to continuously improve operational performance and ensure compliance with the Group's responsibility requirements. The Group encourages the certification of its Preferred Suppliers through the *Science Based Targets* initiative and their alignment with the Paris Agreement Commitments. As a reflection of this commitment, ENGIE has set itself the objective that all its preferred suppliers will be certified or aligned with SBT by 2030.

In the event of a dispute, ENGIE aims to seek amicable solutions for their resolution and, failing that, to have recourse to the ENGIE Mediator responsible for settling persistent disputes with any person or organization concerned by the Group's activities. A Code of Conduct for Relations with Suppliers with 7 principles applies to all Group employees and to buyers in particular.

Stakeholders: "Committed to creating shared value"

ENGIE's activities place the Group in territories and bring it into contact with multiple stakeholders such as local communities and authorities, associations and non-governmental organizations.

Exchanges with stakeholders are fundamental to sharing the long-term value creation of the Group's projects. These stakeholders contribute to the sustainability of the Group's activities, which are intended to provide essential services and strengthen the vitality of employment areas.

The Group is committed to making its managers aware of the benefits that dialogue with stakeholders brings to its activities; to training its employees in consultation adapted to the context, needs and constraints of the field and to drawing up action and dialogue plans with its stakeholders, particularly in the context of the launch of new offers or new projects.

ENGIE has set itself the objective that by 2030, all its activities and assets should have a societal plan.

The Group monitors and ensures that it responds to all questions and possible public controversies. It seeks to ensure a regular link with the communities impacted by its activities and non-governmental organizations. The Group's actions are in line with new regulatory frameworks such as the French Sapin 2 law, the French law on the Duty of Vigilance and the European CSR Directive. In this context, the Group has implemented a policy of due diligence of its suppliers and subcontractors in order to verify their reliability. The Group has also put in place a specific policy for its subcontractors to integrate health and safety requirements into all services provided.

The Group is committed to maintaining a strong and high quality dialogue with its investors.

The Group is committed to facilitating the exercise of shareholders' rights and developing a lasting relationship with them in order to build their loyalty and long-term support for its strategy, by providing them with clear and relevant information.

The Group was the first CAC 40 group in France to publish an Integrated Report, which is published each year prior to its General Meeting and which endeavors to take into account feedback from previous years. This report makes it possible to integrate the various components of the Group's performance that create value for ENGIE and the Company. It contributes to improving the accessibility and transparency of the information provided by the Group. It also allows each year to develop a thematic subject presented in the form of a booklet (climate notebook, biodiversity notebook).

Societal influence: "Actively contributing to societal debates"

ENGIE is a group with a strong international presence and a wide range of activities. With its strong positions and culture, ENGIE wishes to defend its positions in economic and social debates.

ENGIE is committed to an ambitious gender diversity policy.

ENGIE intends to continue to defend its positions and contribute to public decisions and the drafting of regulations in a constructive dialogue with the public authorities and in partnership with its peers. The Group deploys its lobbying mainly in France and Belgium, notably within the framework of professional associations of which it is a member. ENGIE works to bring the positions of these associations into line with its own positions, which may nevertheless differ even if it is a member. The Group thus publishes a detailed document on the compliance of its direct and indirect lobbying actions with the Paris Climate Agreement.

Environment: "Reducing our carbon and ecological footprint"

ENGIE operates in a world where environmental issues are multiplying. Risks related to climate change, overexploitation of natural resources including water, erosion of biodiversity and air pollution are central concerns for the Company and for the resilience of its activities.

Through its environmental policy, ENGIE undertakes to identify its environmental impacts within the scope of the activities controlled by the Group, to implement action plans to avoid, reduce and, where relevant, compensate for them, while managing the resources at its disposal as well as possible. It is based on environmental reporting audited by the Statutory Auditors.

The Group is committed to phasing out coal-fired power generation by 2027 at the latest and aims to move its portfolio of power generation assets onto a "well below 2°C" trajectory compatible with the Paris Agreement. This is the reason for the certification by the *Science Based Targets* initiative. ENGIE has set itself the goal of being carbon neutral in all its direct and indirect emissions by 2045. Finally, the Group supports its operating entities in complying with local environmental standards and recognized international environmental standards. Where local environmental standards are deemed insufficient by the Group, it strives to make the impacts of the assets it controls acceptable.

Responsible Investment: "Giving meaning and long-term visibility"

In its investment choices, the Group applies CSR criteria aimed at limiting the negative impacts of its activities on the climate, the environment and people. These criteria are the translation of its CSR policy. To ensure that its investment decisions are consistent with its climate trajectory, each activity has a carbon budget. ENGIE also integrates anticipated carbon prices according to the regions into the valuation of its projects.

Since 2014, the Group has been committed to promoting sustainable finance and is financing an increasing proportion of its sustainable investments through green bonds. Engie thus reports on the responsible nature of these projects and their positive impact on the environment. It promotes the development of new sustainable financing tools in line with the changes and expectations of financial markets.

Business ethics: "Acting in all circumstances in accordance with our ethical principles"

In terms of business ethics, the Group conducts its activities according to four fundamental principles: acting in compliance with laws and regulations, behaving honestly and promoting a culture of integrity, demonstrating loyalty and respecting others. A strong "zero tolerance" message to fight fraud and corruption is included in the Group's ethics and compliance guidelines. These principles concern all the Group's employees and partners, who receive training in particular in the fight against fraud and corruption.

A confidential ethics reporting system (ethics@engie.com) enabled by the use of a qualified external service provider (ADIT) is open to every employee of the Group and to any external stakeholder.

Internal monitoring of all ethical incidents, a summary of which is regularly presented to the Board of Directors' Ethics, Environment and Sustainable Development Committee, is made possible by a second tool managed by the Group's management (Inform'ethics).

ENGIE is committed to respecting with honesty and integrity the tax laws and regulations that concern it in the countries where it operates and is committed to increased communication on tax matters. ENGIE adheres to the principles of responsible taxation advocated by the United Nations *BTeam* initiative.

Human capital: "Fostering diversity of talent and skills"

The individual development of employees and respect for their diversity are key levers of the Group's performance and its Human Resources policy.

ENGIE has made strong commitments: respecting the principles of fairness and non-discrimination in recruitment; supporting a policy of gender diversity in promotions; implementing forward-looking management of jobs and skills to help employees meet the Group's future needs and increase their employability; supporting employees' career development through training or internal mobility and taking on apprentices to facilitate their professional integration.

In addition, the Group favors constant social dialogue, seeking well-being in the workplace, the commitment and motivation of its employees, professional equality between men and women, the prevention of psycho-social risks and economic and social development.

Global Care / Health-Safety-Security and Industrial Safety: "Making everyone's safety a must"

Health, safety and protection for all and the industrial safety of its facilities are permanent priorities for the Group, wherever it operates, regardless of country or activity.

Global Care is driven by three major commitments: preserving the integrity of people and property, promoting quality of life at work and improving health, safety and protection through the professionalism of all. These commitments aim to build a "No life at risk" culture of protection shared by the Group's employees and all those who work on its behalf.

In this context, ENGIE is committed to eradicating fatal and the most serious accidents and to ensuring a high level of prevention and protection for all. In particular, the Group ensures that its employees and service providers comply with its "9 rules to save lives", concrete rules established on the basis of its experience feedback.

The Group has set itself the objective of having a lost time injury frequency rate for Group employees and subcontracted employees on closed sites of less than 2.3 by 2030.

The Group has a policy for the protection of its data and the security of its information systems. It applies the General Data Protection Regulation to ensure the protection of the personal data of its employees, suppliers and customers.

Human rights: "Continuous monitoring of respect for fundamental rights"

In addition to dialogue and consultation to ensure that its activities do not infringe on the rights of local communities, ENGIE is committed to conducting its activities in a manner that respects the fundamental rights of its employees and complies with the conventions of the International Labour Organization.

ENGIE rejects all forms of forced and compulsory labour, child labour and discrimination as well as all forms of modern slavery, harassment and violence in the workplace. It promotes freedom of association and the right to collective bargaining. Where local labour standards are deemed insufficient by the Group, it undertakes to ensure working conditions consistent with the dignity of every human being.

Access to energy: "Promoting access to energy for all"

Today, more than 2 billion people do not have sufficient access to electricity or clean cooking solutions. To address this, ENGIE is committed to fighting against disparities in access to energy.

In 2011, the Group created an impact investment fund (ENGIE Rassembleurs d'Energies), one of whose missions is to promote access to sustainable energy for all through minority investments in high-impact local companies.

In addition, the Group promotes, through its *Energy Volunteer* Program, the involvement of its employees in associations of employees working on a voluntary basis for humanitarian actions.

ENGIE is also involved in the fight against fuel poverty: setting up appropriate tariffs, preventing unpaid bills, contributing to home improvement, raising awareness of energy savings, and maintaining contact with local authorities and associations to provide personalized assistance to the most vulnerable customers.

Finally, the ENGIE Foundation, which is in charge of corporate philanthropy, has a philosophy and action that is in line with the Group's environmental, social and societal commitment.

APPENDIX B: The Group's Tier 1 CSR objectives

Among the 17 CSR objectives, 7 are rank 1. They demonstrate the Group's commitment to CSR and its contribution to the Sustainable Development Goals (SDGs) set by the UN for 2030.

Theme	Tier 1 CSR Objective 2030
Decarbonisation of the Group  	43 Mt CO₂ eq. of emissions related to energy production in line with the trajectory certified by <i>Science Based Targets</i> 52 Mt of CO ₂ eq. of emissions related to the use of products sold in accordance with the trajectory certified by <i>Science Based Targets</i>
Decarbonisation of our customers  	45 Mt CO₂ eq. of emissions avoided for our clients through the use of ENGIE products and services ; 100% of our preferred suppliers (excluding energy purchases) certified or aligned with the <i>Science Based Targets</i> initiative
Diversity 	40-60% women in the Group's management Maximum gender pay gap of 2% at Group level
Health/Safety 	Lost time injury frequency rate (including Group employees and subcontractors on closed sites) below 2.3

Three CSR objectives for 2030 are systematically included in the presentation of the results:

- **43 Mt CO₂ eq. of emissions related to energy production** in line with the trajectory certified by *Science Based Targets*
- **40-60% women in the Group's management**
- **58% of the Group's installed capacity is renewable.**