5th SDG : Achieve gender equality and empower all women and girls

*Gender-based discrimination and inequality still critically impede sustainable development around the world. Companies in the **energy sector** have a key role to play in **gender equality** promotion by providing **an inclusive and equitable work environment** for all their employees and ensuring vulnerable populations – whose energy poverty places a disproportionate additional burden on women – **access** to **affordable, reliable** and **low-carbon energy services.***

***ENGIE is actively committed** to the 5th SDG **through its actions in favor of gender equality**, including through its pledge to ensure the **full participation of women in decision-making** and by strengthening the access to the **leadership** and the **leadership roles** without gender discrimination. The **promotion of parity** within the Group also helps to strength the brand's image and its **appeal** as an employer.*

ENGIE has adopted a **strong stance** and leads an engaged **proactive policy** in favor of professional and salary equality between genders. The success of this commitment **is being materialized and will be assessed over time** through the formalization of the **2 main ESG objectives by 2030 and one by 2025:**

- *Decrease **the pay equity index under 2%** at Group level by 2030;*
- *Reach **40% to 60% of women in the Group's management** by 2030 and at **least 40% of women in the Executive Committee** by 2025.*

To increase the **visibility** of women within the Group, support them, **provide guidance** and help them progress throughout their **careers**, ENGIE is a driving force and deploys many **concrete actions**, including :

Actions in favor of managerial parity

- *The **Fifty-Fifty** project, which aims to create necessary conditions to achieve managerial parity by 2030 and strengthen cultural anchoring and managerial practices over time.*

Actions in favor of professional equality

- *The deployment of an internal international women's network, "**Women In Networking**" (WIN), bringing together committed and motivated employees to advance diversity and inclusion within ENGIE;*
- *The generalization of **equal pay monitoring** in all Group entities, all over the world;*
- *A new **Be.U@ENGIE** policy in favor of diversity, equity and inclusion;*
- *And other initiatives such as a parenting policy, the promotion of gender diversity in technical professions, etc.*

A partnership policy

- *Adherence to the UN **Women Empowerment Principles** in 2022, then **participation in the HeForShe campaign** in 2023 with the ExCom and the Global Leaders;*
- *Participation to the "cross-company think tank" **Cercle InterElles** dedicated to promote women's employment in technical and scientific fields.*

Targets	KPIs & Results	Frame of reference
5.1 – *End all forms of discrimination against all women and girls everywhere*	• Gender pay gap : *1.85% in 2024*	*GRI 405-2*
5.5 - *Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life*	• Women in the workforce : *27% in 2024* • Women in the management : *32% in 2024* • Women in the Operational Committee (OPCOM) : *38% in 2024* • Women in the Executive Committee (EXCOM) : *40% in 2024*	*GRI 405-1*

***Challenges of the materiality matrix related to the 5th SDG :** Diversity & inclusion at work, Competence and engagement of the collaborators, Leadership & responsible governance, Sustainable supply chain.*

7 AFFORDABLE AND CLEAN ENERGY

7th SDG : Ensure access to affordable, reliable, sustainable and modern energy

*The 7th SDG is the **keystone** for the achievement of all the SDGs for the actors of the energy sector. Indeed, companies in this sector are essential actors in the achievement of this goal, which lies at the heart of today's major challenges and tomorrow's opportunities. Achieving it will ensure **sustainable growth** by **revitalizing** the **territories** and **creating** new **activities** and **jobs**, as well as **improving** the **quality** of **life** and the **environment** through universal access to reliable, affordable and low-carbon energy.*

*Due to the **nature** of its activities as an energy producer and an energy supplier and associated services, ENGIE **contributes actively** to **universal access to clean energy**, **renewable energy** development and **energy efficiency improvement** of its production and its services offered. Through its **green financing** and its active contribution to the 7th SDG, ENGIE **embodies its own purpose** and works to accelerate the **transition to a low-carbon economy.***

ENGIE has formalized **4 ESG objectives by 2030** aligned with its commitments:

- *At least **58% of renewable energy capacity in the production mix, i.e. 80 GW in 2030 and 50 GW in 2025***
- ***20 TWh of local green energy production***
- ***50 TWh of biomethane capacity connected to French networks***
- ***95 GW of renewable generation and storage capacity***

ENGIE contributes to the 7th SDG through **3 main axes**: **access to energy, energy efficiency and renewable energy production.** This contribution is made possible by different actions, including the following:

- *The commissioning of **4.2 GW of additional renewable capacity in 2024**, enabling ENGIE to reach **46.1 GW capacity of renewable assets by the end of 2024;***
- *The development of **digital solutions** enabling ENGIE's customers – B2C and B2B – to **optimize the control of their consumption, thereby increasing their energy efficiency** (NextFlex, Gazpar).*

Targets	KPIs & Results	Frame of reference
7.1 – *By 2030, ensure universal access to affordable, reliable and modern energy services*	• Number of beneficiaries with access to affordable, reliable, clean energy : *3.1 million in 2024*	*N/A*
7.2 – *By 2030, increase substantially the share of renewable energy in the global energy mix (compliant with the SBT trajectory)*	• Share of renewable capacity in the electricity production mix*: 43% in 2024, i.e. 46.1 GW*	*GRI 302-1*
7.3 – *By 2030, double the global rate of improvement in energy efficiency*	• Primary energy consumption for the energy production : *212 TWh in 2024* • Emissions avoided by ENGIE offers and products: *36 Mt CO_2 eq. in 2024*	*GRI 302-1*

Challenges of the materiality matrix related with the 7th SDG : *Energy efficacity & sobriety, Green gas, Centralized & decentralized energy infrastructures, Responsible leadership & governance, Electric renewable production, Low-carbon transformation, Sustainable finance, Sustainable supply chain (goods, services, energy), Dialogue with our customers, Digital, Impact & development of communities and stakeholders.*

8 DECENT WORK AND ECONOMIC GROWTH

8th SDG: Promote inclusive and sustainable economic growth, employment and decent work for all

*A **sustained** and **shared economic growth** contributes to **progress**, to decent **employment creation** and to the **improvement of living standards**; it is an essential foundation to all companies. **The energy sector** allows **creation of local jobs by providing dignified working conditions** due to the **deployment of new renewable and innovative infrastructures** dedicated to the clean energy production, to **infrastructures modernization and security and maintenance activities** of its sites.*

*ENGIE benefits from a **close privileged** relationship **with the territories** and contributes to a **social and economic development, both local and dynamic, encouraged by responsible taxation.** By the nature of its industrial activities, **promoting** the **safety** and **protection** of its **employees** and **subcontractors** on all sites is fundamental to ENGIE's positive contribution to the 8th SDG.*

ENGIE creates **conditions conducive to healthy and sustainable growth**, particularly through **3 ESG objectives for 2030** which demonstrate this approach:

- *Reach a **lost time injury rate** for employees, temporary workers and (sub)contractors **lower than or equal to 1.5**;*
- *Train **100%** of the Group's **employees**;*
- *Reach **10% of apprentices** in the Group's workforce in France by 2030.*

ENGIE creates **social and economic value** through **multiple initiatives**, such as:

- *The deployment of a **"No Life at Risk"** action plan aimed at developing a **culture of safety and vigilance**, and the **"ENGIE One Safety" health and safety transformation plan**;*
- *The launch of "ENGIE One Safety Culture", a program that aims at improving the **health and safety leadership** of operational managers;*
- *The implementation of a **Global Framework Agreement on Fundamentals Rights and ENGIE's Social Responsibility**;*
- *Strong commitments, including the **adherence to the B Team responsible tax principles**.*

Targets	KPIs & Results	Frame of reference
8.2 – *Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sector*	• Workforce: *97,967 in 2024* • R&D budget: *146 million euros in 2024* • Number of researchers: *650* • Employee engagement rate through the ENGIE&ME global survey: *87% in 2024*	*GRI 201-1*
8.5 – *By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value*	• Annual training hours: *1,961,880 hours in 2024* • % of trained employees: *95% in 2024* • % of apprentices in France: *8.3% in 2024*	*GRI 404-1* *GRI 404-2*
	• Gender pay gap: *4.3% in 2024* • Disabled people employment rate : *5.7% in 2024*	*N/A*
8.8 – *Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment*	• Lost time injury rate for employees, temporary workers and (sub)contractors : *1.7 in 2024 for a 2030 target of 1.5 or less*	*GRI 403-2*
	• Number of ethical incidents: *335 proven and unproven incidents reported in My Ethics Incident, including 23 cases of alleged discrimination in 2024*	*GRI 406-1*

Challenges contributing to the realization of the 8th SDG : *Diversity & Inclusion at work, Ethic & conformity, Health & safety at work, Sustainable growth, Competence & engagement of the collaborators, Sustainable supply chain (goods, services, energy).*

9th SDG: Build resilient infrastructure, promote sustainable industrialization and foster innovation

*The 9th SDG promotes the **industrialization and innovation development through resilient infrastructures.***
*The implementation of this SDG represents an **opportunity** for the energy **sector** to **reinforce its involvement in the scientific research and innovation** in order to allow development of **intelligent, sustainable** and **low energy consumption infrastructures** while contributing to the **local economic development** and to the **well-being of populations.***
*ENGIE mobilizes for the accomplishment of this objective by centralizing its efforts on the **R&D and innovation** while **modernizing** and working for the **greening** of its **infrastructures.** The Group **positions** itself as a **fair and innovant actor and a leader, using the results of its research in the service of low-carbon transition** while working for a **value sharing.***

An ESG objective by 2030 embodies this ambition:

- *Establish **an environmental plan** on sites covering **100% of the Group's industrial activities**.*

Through **research, innovation and modern infrastructures deployment**, ENGIE is committed to building a **resilient infrastructure**, including through :

- *A **priority** given to **conversion of the** current **infrastructure** of the Group to **green gas** (development of biogas production and injection units in France, the Netherlands, and the rest of the world);*
- ***Renewable energy development programs** such as the Lifou island project (New Caledonia), which aims to achieve nearly 100% renewable energy in the island's energy mix by 2027;*
- *The **ENGIE Lab CRIGEN**, a research and innovation center focusing on gas and renewable energies, equipped with the latest generation of testing facilities dedicated to green gases.*

Targets	KPIs & Results	Frame of reference
9.2 – *Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries*	• Number of permanent hires: *10,230 in 2024* • Number of hires on fixed-term contracts: *5359 in 2024*	*GRI 102-8*
9.4 – *By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities*	• Gross maintenance investments: *2.7 billion euros in 2024, of which 52.6 % in the Networks GBU*	*GRI 203-1*
	• Growth investments: *7.3 billion euros in 2024 of which 12.8% in the Networks GBU*	*GRI 203-1*
9.5 – *Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending*	• R&D expenses: *146 million euros* • Number of researchers: *650* • Numbers of R&D laboratories in the world: *4*	*GRI 203-1*

Challenges contributing to the realization of the 9th SDG : *Security and resilience of installations, Sustainable growth, Centralized & decentralized energy infrastructures, Competence & engagement of the collaborators, Agility & Innovation, Digital, Circular economy, Preservation of biodiversity, water & environment.*

11 SUSTAINABLE CITIES AND COMMUNITIES

11th SDG: Make cities inclusive, safe, resilient and sustainable

***Growing urbanization** is one of the most impactful phenomenon of the past and upcoming century. The UN estimates that **by 2050, 68% of the global population will live in urban areas.** Clean energy and services suppliers play a **key role in development of the sustainable city** thanks to the deployment of **renewable and local energy production systems**, the improvement of **microgrids reliability** by combining clean energy and associated storage facilities, the **promotion of new forms of mobility**, etc.*

*As a privileged actor of territories, ENGIE contributes to this city of tomorrow through the establishment of **urban planning** means (energy networks, low-carbon mobility, etc.) by its service offerings (flow management, heat networks, connected networks, etc.) and **adapted clean energy** while working as well for **air quality improvement.***

To make the city of tomorrow **sober in energy consumption, resilient, inclusive, and concerned with designing long-term installations** is one of ENGIE's ambitions. As a **privileged partner** of cities and territories where the company operates, ENGIE has the following **commitment**:

- *Ensure that **100% of the activities, projects and industrial sites (including those being dismantled)** are accompanied **by an environmental plan** established in consultation with stakeholders*

ENGIE supports cities and territories to improve citizens' living conditions through **innovative, sustainable and affordable solutions**, including:

- *The deployment of **district heating and cooling networks** in Paris or Abu Dhabi powered by **local and renewable energies** (heat recovery, geothermal energy, biomass, etc.)*
- *The development of **fast and ultra-fast charging stations for electric vehicles**, promoting sustainable mobility (motorway network service areas, Eurometropolis of Strasbourg, Aix-Marseille Provence, Flanders)*
- *The development of **energy performance contracts** guaranteeing energy savings and contributing to the decarbonization of buildings*

Targets	KPIs & Results	Frame of reference
11.3 – *By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries*	• Production capacity of decentralized urban heat and cold : *25.7 GW in 2024* • Number of asset-based electric vehicle charging points deployed in Europe: *more than 9000 in 2024* • Number of public GNVERT CNG/BioCNG and LNG/LNG-C stations: *62 in 2024*	*N/A*
11.6 – *By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management*	• Activities, projects and industrial sites (including those in dismantling) with an environmental plan in 2024: 74% • Emissions of atmospheric pollutants in 2024 : • *NOx: -75% vs 2017* • *SO_2: -98% vs 2017* • *Particles: -64% vs 2017*	*GRI 413-1*

***Challenges contributing to the realization of the 11th SDG:** Energy efficacity & sobriety, Low-carbon transformation, Dialogue with our customers, Digital, Impact & development of communities and stakeholders.*

13th SDG: Take urgent action to combat climate change and its impacts

*The **climate change impact** is **omnipresent** in our **daily life** and **economy.** As a large producer of the greenhouse gases, the energy sector knows a **strong** and **fast transformation** through the **renewable energy development.** Thus, the **principal contribution** of the sector to this SDG is through the **reduction** of **fossil fuels** in **the global energy supply chain.***

By the nature of its activities and ambition,** ENGIE's contribution to the 13th SDG represents an **undeniable opportunity** to demonstrate and realize its **purpose** by strengthening many activities to allow **low-carbon transition acceleration.** Those actions include the reinforcement of **demand control** technologies, **energy efficiency** and development of **renewable electric and thermal** (renewable gas) **energy** to pursue its **decarbonization strategy and that of its supply chain.

In line with its ambition to contribute to the fight against **climate change**, ENGIE has formalized **7 ESG objectives by 2030**:

- ***Reduce GHG emissions related to energy production**: 36 Mt CO_2 eq. target;*
- ***Reduce GHG emissions related to final fuel sales**: 46 Mt CO_2 eq. target;*
- ***Reduce GHG emissions related to the purchase of products, services, capital goods, etc.**: 83 Mt CO_2 eq target;*
- *Reach **carbon neutrality** of ways of working (after offsetting);*
- *Commit that 100% of the **top 250 preferred suppliers** (excluding energy) be SBT certified or aligned;*
- ***Avoid a least 65 Mt CO_2 eq. for ENGIE's customers** thanks to the Group's offers and services;*
- ***Reduce the carbon intensity of energy production and consumption** to reach 103 g CO_2 eq. per kWh and **that of the sales of energy produced and purchased** to 143 g CO_2 eq. per kWh.*

ENGIE's commitment is also reflected in concrete and innovative initiatives and projects, such as:

- *The deployment of **integrated customers solutions**, intended for companies and local authorities, allowing them to **reduce their consumption**, with **intelligent and sober equipment**, powered by **decarbonized energy**;*
- *A strong positioning as a player in the deployment **of low-carbon energy deployment including renewable hydrogen**;*
- *The opening of an apprentice training center (CFA), **the "Academy of Energy and Climate Transition Professions"**, to train its future technicians in the Group's future professions, and the **Renewable Academy**, to upgrade the skills of employees in the renewable energy sectors.*

Targets	KPIs & Results	Frame of reference
13.1 – *Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries*	GHG emissions related to energy production (scopes 1 and 3): *48.3 Mt CO_2 eq. and 202 gCO_2/kWh in 2024*	*GRI 305-1 GRI 305-3*
	GHG emissions of the final gas sales : *53 Mt CO_2 eq. in 2024*	
	GHG emissions related to the purchase of products, services, capital goods, etc.: *86 Mt CO_2 eq. in 2024*	
	GHG emissions related to work practices (after offsetting): *0.3 Mt CO_2 eq. in 2024*	
13.3 – *Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning*	Share of top 250 preferred suppliers (excluding energy) SBT certified or aligned: *44% in 2024*	*GRI 414-2*
	Training courses dedicated to sustainability issues (including topics related to biodiversity, climate and stakeholder engagement): *2537 participants in 2024*	*N/A*
	Avoided emissions for customers thanks to our offers and services: *36 Mt CO_2 eq. in 2024*	*N/A*

***Challenges contributing directly or indirectly to the realization of the 13th SDG :** Security & resilience of installations, Energy efficiency and sobriety, Green gas, Responsible Leadership & governance, Electric renewable production, Low-carbon transformation, Competence & engagement of the collaborators, Sustainable finance, Dialogue with our customers.*