

Bloomberg Gender-Equality Index (GEI) KPI

KPI	Definition	2022	2021	2020	Comments on 2022 data	source
Leadership						
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers) indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	53,30%	42,80%	30,80%	At the end of 2022, women represented 53% of ENGIE's board (8 women among 15 persons) : Catherine MacGregor, Françoise Malrieu, Marie-José Nadeau, Stéphanie Besnier, Mari-Noëlle Jégo-Laveissière, Marie-Claire Daveu , Magali Viot, Jacinthe Delage.	2023 Integrated report
Chairperson is a woman Yes/No	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	No	No	The chairperson of the board is Mr Jean-Pierre Clamadieu.	2023 Integrated report
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman	50%	50%	50%	Among the four committees of the board of Directors, two are chaired by a woman : the Audit Committee is chaired by Mrs Nadeau, the appointments, compensation and governance committee is chaired by Mrs Malrieu.	2023 Integrated report
Chief executive officer (CEO) is a woman Yes/ No	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	Yes	Yes	Yes	The chief executive officer (CEO) of the Group is Mrs MacGregor.	2023 Integrated report
Woman chief financial officer (CFO) or equivalent Yes/No	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No	No	Yes	The chief financial officer (CFO) is Mr Riolacci.	2023 Integrated report
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent. Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	EXCOM : 40% OP'COM : 35,2%	EXCOM : 27% OP'COM : 25,9%	EXCOM : 36%	At the end of 2022, 4 women are members of the group's Executive Committee (4/10), 19 women are members of the Group's Operational Management Committee (OP'COM) (19/54).	2023 Integrated report
Chief diversity officer (CDO) : Yes / No		Yes	Yes	Yes	The Chief diversity Officer of the Group is Mrs Renata Spada.	Renata-Spada-interview
Talent Pipeline						
Percentage of women in total management	Percentage of women in management who have senior-level, middle- or lower-level supervisory responsibilities of total management.	29,90%	28,90%	24,10%	ENGIE is committed to reaching between 40% and 60% of women in management by 2030.	2023 Integrated report
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	35,20%	25,90%		The Op'com committee gathers Chief Executive Officers, Executive Vice Presidents, Directors of GBU, regions and main countries, Heads of main functional departments.	2023 Integrated report
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	NA	NA	NA		
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.	24,50%	23,50%	20,50%		2022 Universal Registration Document
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	26,20%	25,10%	21,40%		2022 Universal Registration Document
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.	27,10%	26,70%	19,80%		
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	29,10%	28,50%	21,40%	To promote gender equality within its business lines, ENGIE is raising awareness among young female audiences through the "Elles Bougent" association. which promotes the role of women in technical sectors in France. Furthermore, as part of its partnership with Le Laboratoire de l'Égalité, ENGIE has been helping since September 2019 to develop an artificial intelligence pact. This ensures that new technologies underlying HR processes that incorporate Artificial Intelligence are not discriminatory in terms of gender. Moreover, as part of its commitment to the apprenticeship foundation, Fondation Innovations Pour les Apprentissages (FIPA), ENGIE has undertaken to start a school class dedicated exclusively to young women, "les Ingénieuses," which aims to help them becoming Engineers. In September 2021, four young women from ENGIE joined this promotion. In September 2022, ENGIE continued its commitment with the start of a second promotion.	6 questions to better understand the place of women in energy (engie.com)
Percentage of new hires are women		28,20%	24,60%	21,80%		
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	11,70%	9,60%	10,70%		

Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.	ENGIE has launched and has been rolling out the Fifty-Fifty program since 2020. This program is based on a systematic approach to creating the conditions needed to achieve gender equality. Its road map is based on six pillars: structuring and governance, diagnostics and certification, communication and awareness, organizational adaptation, employee training and development, and external resonance. Since 2021, each entity has benefited from a "Fifty-Fifty toolbox," tailored to the professions and cultural environments of each region, mainly focused on: -The training and development of employees - Communication, team awareness raising and the sharing of best practices - Diagnosis and EDGE (Equity, Diversity, and Gender Equality) certification - External resonance ENGIE is committed to reaching between 40% and 60% of women in management by 2030.	In December 2022, 15 entities in nine countries obtained EDGE certification in Diversity and Inclusion; seven others are currently undergoing certification. This certification offers international recognition of gender equality and covers the corporate culture, recruitment, promotion, mentoring and training of its managers.	2022 Universal Registration Document
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	-Adoption of a Global policy for Diversity, Equity and Inclusion (DEI) called "Be.U@ENGIE". This policy has a dual objective of helping the Group progress in terms of the representation of the diversity of populations and in making all work environments inclusive. There is no place for either discrimination or harassment in any form. - ENGIE aims to become a benchmark for professional and pay equality. Two new non-financial targets were set and approved by the Board of Directors: ->pay gap between women and men less than 2% on equivalent positions at the Group level, by 2030; ->gender equality, with an objective of 40% to 60% of women in management positions by 2030 - ENGIE has therefore launched and has been rolling out the Fifty-Fifty program since 2020. This program is based on a systematic approach to creating the conditions needed to achieve gender equality. - external resonance through "Elles bougent" association, "Le Laboratoire de l'Égalité", the apprenticeship foundation, its participation to "the Rise & Lead summit"		ENGIE website

Pay		2022	2021	2020	Comments on 2022 data	source
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	1,73%	NA	NA	In 2022, in line with its ambition and for greater readability, the Group decided to focus, among the professional and pay equity index indicators, on the equal pay indicator. It measures the difference between the compensation of men and women. ENGIE has decided to set a maximum gap objective of 2% at the Group level for equivalent positions.	2022 Universal Registration Document
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	NA	NA	NA		
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap : Yes/ No	Yes	Yes	Yes	All the companies of the Group use a decision-making tool called EQUIDIV, developed by the Group HRD. The tool offers an automatic and standard calculation of the index based on individual data. EQUIDIV provides priority remedial actions to advance professional and pay equality between women and men.	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI): Yes / No	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	Yes	Yes	Yes	DEI criteria are included in CEO, executive committee members and Senior Executives short-term and long-term compensation plans (recruitment of 35% female managers and increase in % of women in management).	2023 Integrated report
Inclusive culture		2022	2021	2020	Comments on 2022 data	source
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	minimum 14 weeks for maternity leaves, minimum 4 weeks for paternity leaves in the Group all over the world	minimum 14 weeks for maternity leaves, minimum 4 weeks for paternity leaves in the Group all over the world			Fundamental employment rights and social responsibility agreement
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	minimum 14 weeks for maternity leaves, minimum 4 weeks for paternity leaves in the Group all over the world	minimum 14 weeks for maternity leaves, minimum 4 weeks for paternity leaves in the Group all over the world			
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.	NA	NA	NA		
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	yes : Daycare centers and childcare services are available in the different subsidiaries of the Group. (e.g in France : T babies , or the matchmaking platform Yoopies)	yes : Daycare centers and childcare services are available in the different subsidiaries of the Group. (e.g in France : T babies , or the matchmaking platform Yoopies)	yes : Daycare centers and childcare services are available in the different subsidiaries of the Group. (e.g in France : T babies , or the matchmaking platform Yoopies)		
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flexitime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).	average 40% employees in France works from home	NA because COVID-19	less 30% employees in France works from home	In France, most of the Group's entities have signed an agreement to implement regular remote working, on the basis of two to three days a week.	2022 Universal Registration Document

Employee resource groups for women: Yes/No	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	Yes	Yes	Yes	WIN (Women in Network) community Launched in 2008, Women in Networking, WIN, is the Group's international women's network designed to help women collectively strengthen themselves, with over 2,000 members from all ENGIE's geographies and businesses. WIN is recognized internally as a powerful network of women, combining remarkable collective strength with a capacity for commitment to strategic issues for the Group, particularly in terms of innovation. ENGIE is committed to giving women their rightful place in the fight against climate change. The Fifty-Fifty programme provides a toolbox tailored to the business and cultural environments cultural environments of each region : events are offered to all employees during the year: to mark International Women's Day, to raise awareness among managers and HRs regarding bias in recruitment. In 2022, the Human Resources Department, in cooperation with the Ethics, Compliance & Privacy Department, introduced a practical guide aimed at all ENGIE countries and entities. This guide aims to align definitions and help the latter draw up their own program to prevent and combat sexist behavior and sexual harassment. The awareness-raising campaign began with a webinar in October 2022, committing each entity to building an action plan for "Zero Tolerance." ENGIE is committed to taking all necessary measures to prevent incidents of sexual harassment. Reporting tools have been put in place to enable any deviant behavior to be flagged. In early 2021, ENGIE took part in the BVA/#StOpE on Sexism scale for the first time. In addition, on the basis of an international benchmark of legislation in force, the Group has defined a common international reference framework designed to eradicate sexual harassment. ENGIE launched a global information and awareness campaign on domestic violence on the occasion of the International Day for the Elimination of Violence against Women. In 2022, the alert mechanism recorded 39 alerts relating harassment of which 9 concerning sexual harassment .
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours: Yes/ No	Yes	Yes	Yes	"Diversity, Inclusion and Gender balance" @learning training is mandatory for all Group employees. This training includes a section dedicated to combating sexual harassment and the zero tolerance commitment of the Group on this subject. A hotline called Allosexism, runned by specialized lawyers has been launched and deployed since 2019. It welcomes and support potential victims, with a perspective of internal remediation. It also gives advice to HR people, managers or Sexism Referents who would need some. Sexism referents have been identified and trained all over the Group. Worldwide, employees can use the whistleblowing system and contact the e-mail address "ethics@engie.com" .
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.				