

STAKEHOLDER ENGAGEMENT

Stakeholder Engagement at ENGIE

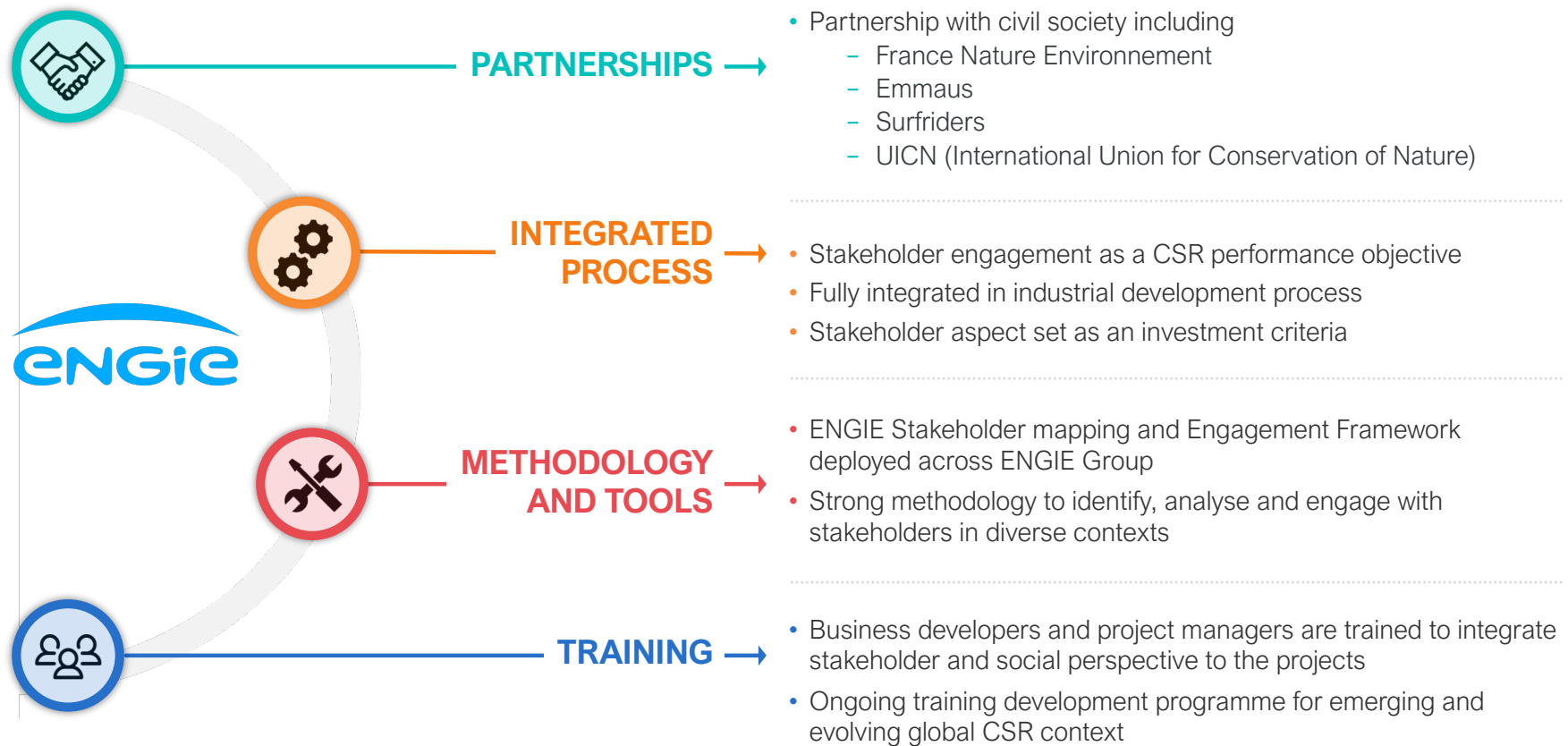
ENGIE is committed to stakeholder engagement and societal action plan as one of its core CSR objectives for 2030.

To prevent and manage the environmental or societal impacts of its activities as effectively as possible, ENGIE has adopted a specific policy on "dialogue with stakeholders" through the **Stakeholder Mapping and Engagement Framework**; a management approach that guides the creation of internal processes supported by a tool.

To assess the quality of engagement, ENGIE designed **The Stakeholder Engagement Referential and Self-assessment check-list**. This referential is for use by all ENGIE activities in their stakeholder engagement. This referential is in line with ENGIE's Environmental and Societal Responsibility Policy, section 2.3.1 on "Listening to and engaging in structured dialogue with stakeholders"

Stakeholder Engagement process is coherent with the AA1000 Stakeholder Engagement Standard (2015)

Stakeholder Engagement in action



JUST TRANSITION

Engie's commitment for a just transition

For Engie, transitioning to net-zero by 2045 means taking into account the social impacts of the energy transition. Therefore, the just transition principles must be embedded in all our projects at local level and must be developed in partnership with workers, unions, communities and suppliers.

In line with the Paris Agreement on Climate Change, Engie commits to decarbonize while ensuring a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.

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EMPLOYMENT

Processes and initiatives to boost job opportunities, skills development and employee retention, along with measures to support employees affected by decarbonisation

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REGIONAL BENEFITS

Initiatives to create economic value for the regions and benefits for the communities

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STAKEHOLDERS INCLUSION

Stakeholders inclusion to promote a just transition in a co-constructive way; seeking cooperation-based solutions between the company, government and civil society

Case study 1

HAZELWOOD, Australia

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EMPLOYMENT

Hazelwood Power Station ceased operations in March 2017. Since then, ENGIE paid full employee entitlements and participated in a number of **skills retraining** and **redeployment programs** together with the State and local governments.

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REGIONAL BENEFITS

Rehabilitation

Since closure, ENGIE has undertaken a **major rehabilitation project** to provide a safe, stable and sustainable final landform respecting the site's natural environment and links to the local community. Over 400 workers are contributing to this effort making this **rehabilitation project one of the largest investments in the Victoria region of Australia and one of its largest employers.**

Social Contribution

ENGIE has maintained a continuous and significant CSR presence in and around the site since closure, with major partnerships addressing social needs, **aligned with UN Sustainable Development Goals** and with a focus on **helping young people achieve vocational success.**

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STAKEHOLDERS INCLUSION

ENGIE has developed a **Conceptual Masterplan outlining options and opportunities for the future of the site**, and are in active discussions with the government and other stakeholders about the best ways to leverage its natural advantages

Case study 2

TOCOPILLA, Chile

1 Exit from coal in Chile

- Tocopilla units 12 and 13 2019
Tocopilla units 14 and 15 2021
Mejillones units 1 and 2 2024
= 800 MW
- **1,000 MW of renewable projects**

2 Stakeholders & history

- 100 years in Tocopilla.
- Key contribution to the local economy.
- **Challenge:** Solution to include all stakeholders: communities, unions, local authorities, workers, contractors.

3 Changes in operating style

- **Work started 2y before closing announcement**
- New stakeholders in working groups.
- Changing the focus of contributions.
- Co-design of innovation & entrepreneurship projects for communities.
- **Needed to reconvert the entire city of Tocopilla.**

4 Actions

- Creation of a local conversion table for the city
- Search for projects & options for local reconversion
- Study with a local university of social & labor profiles of workers, contractors and other players in the city.
- Work plan for Engie's direct workers.
- Joint work plan with government for indirect workers.

5 Results

- Closing of units 12 & 13 without social conflicts
- 100% of direct workers (33) relocated
- Engie brand strengthened in the process
- Workplan taken as example for other decarbonization projects by the Ministry of Energy
- Currently working on closing units 14 & 15

6 Lessons learned

- **Work must start at least 1 year in advance.**
- All the players involved should be included, not just company workers
- Social license to run: development of new RES projects depends on the correct closure of coal units
- **#Justtransition is the way to zero carbon**

Case study 3

RUGELEY, UK

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EMPLOYMENT

- Opportunities for high quality employment (5 hectares of employment space).
- Provision of community facilities including local retail, dentist, community square...
- Provision of an All Through School for children 3-18 years, which will include sports facilities that will be shared with the local community.
- Provision of open space that exceeds policy requirements, including through the early delivery of a new Riverside Park; and biodiversity enhancements across the site contributing to residents wellbeing by enhancing the environment that people live in.

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REGIONAL BENEFITS

- Transformation of Rugeley Power Station into a 'sustainable village'. Redevelopment of a brownfield site which is recognised as one of the largest in west midlands. The project will take 10-15 years to complete.
- Provision of up to 2,300 new homes, including provision of 'later living accommodation' (over 55) and affordable housing.
- Project perfectly fits in Engie's purpose as it will be first class facilities for making people's live better.

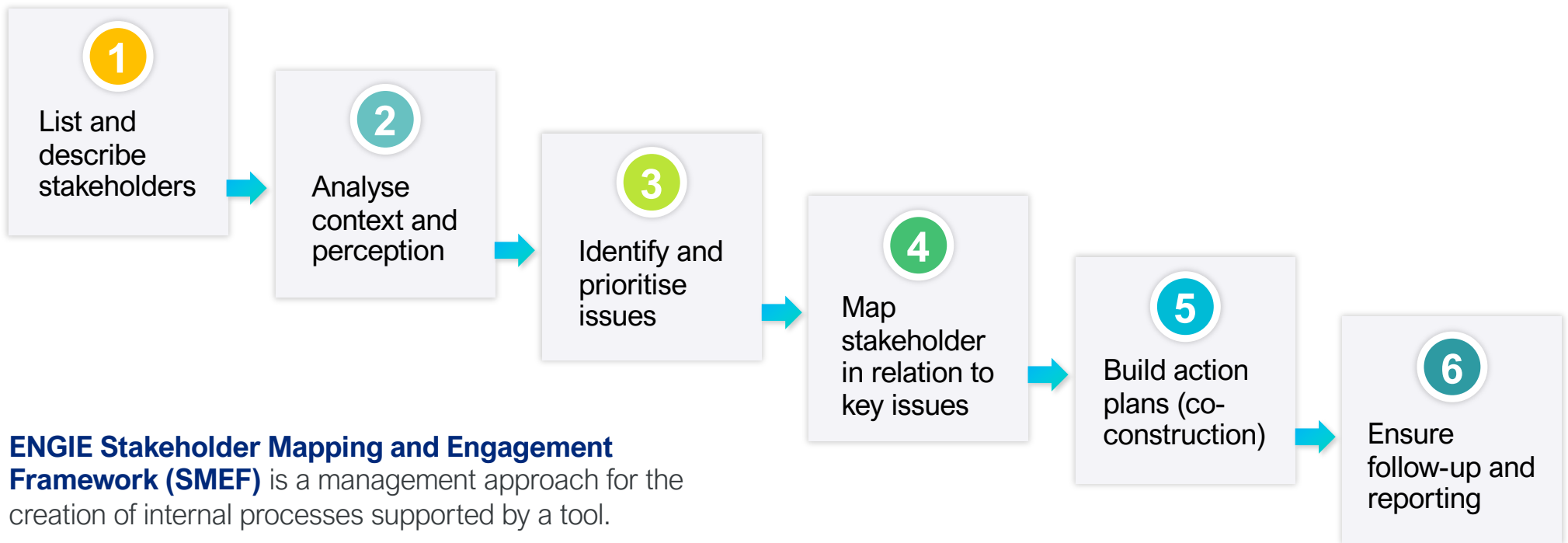
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STAKEHOLDERS INCLUSION

- 150 employees were working in Rugeley. 27 employees employed for the decommissioning of the site. 3 employees transferred to the other part of the business at ENGIE. Some of them took the opportunity to take early retirement package. Employees who left the company secured alternative employment, a testament to the excellent skillset withing the workforce.
- Collaboration with local and national authorities (Department of Work and Pension) to organise a career seminar and support for job searching.
- Consultations with unions concerning closure and redundancy packages. As part of the settlement agreement financial support is offered to support job search.

APPENDIX

Methodology



ENGIE Stakeholder Mapping and Engagement Framework (SMEF) is a management approach for the creation of internal processes supported by a tool. It helps analyse and map stakeholders and their concerns.