



Information relating to gender balance in accordance with Article L. 22- 10-10 2° bis of the French Commercial Code

The 2025 Universal Registration Document of ENGIE presents, on [page 271](#), the following information regarding how compliance with gender balance rules is ensured within the Board of Directors:

« The Board of Directors works to promote diversity on the Board in terms of gender, nationality, qualifications and professional experience, and age of its members.

Pursuant to the provisions of Article L.225-17 of the French Commercial Code, which established the principle of balanced gender representation on Boards of Directors, at the date of this report, ENGIE's Board of Directors includes six female Directors from a total of 14 members.

It should be noted that Directive (EU) 2022/2381 of the European Parliament and of the Council of November 23, 2022 on improving the gender balance among directors of listed companies (known as Women on Boards Directive) requires Member States to ensure that companies are subject to gender balance targets to be achieved by no later than June 30, 2026. This directive was transposed into French law by Ordinance No. 2024-934 of October 15, 2024, which provides for a separate assessment of the gender balance obligation, on the one hand within the group of Directors representing employees and, on the other, within the group of Directors appointed by shareholders (including the Director representing employee shareholders).

Accordingly, the group of Directors appointed by the Shareholders' Meeting (including the Director representing employee shareholders) has a female representation rate of 45%, while the group of Directors representing employees has a female representation rate of 33%, which is in line with the legal requirement given its three-member composition. »

At ENGIE's Annual General Meeting of 29 April 2026, all resolutions relating to the composition of the Board of Directors were approved. These concerned the reappointment of Mr. Jean-Pierre Clamadieu, Ms. Marie-Claire Daveu and Mr. Ross McInnes as Directors.

Furthermore, in accordance with the appointment procedure set out in Article 13.3 of the bylaws, the trade unions have appointed Ms. Vanessa Le Doré, Mr. Ludovic Beaupère and Mr. William Viry-Allemoz as Directors representing employees. Their terms of office took effect following the Annual General Meeting of 29 April 2026, replacing those of Ms. Magali Viot, Mr. Christophe Agogué and Mr. Yoan Kosnar.

Following these reappointments, the gender balance remains unchanged, both within the group of Directors appointed by the Shareholders' Meeting (including the Director representing employee shareholders) and within the group of Directors representing employees.

Finally, it should be noted that the Appointments, Compensation and Governance Committee is responsible for ensuring compliance with gender balance rules within the Board of Directors.

La Garenne-Colombes, 29 June 2026