

# **ENGIE – GRI Standards correspondence table (Core level)**

## **(Self- declaration) reporting 2019**

Sources:  
2018 Registration Document (2018 RD)  
2019 Integrated Report  
ENGIE internet website

GRI standard	Disclosure	Sources
<b>GENERAL DISCLOSURES</b>		
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	<a href="#">RD 2018 1.1 Profile, organization and strategy of the Group p 6-7</a>
102-2	Activities, brands, products, and services	<a href="#">RD 2018 1.3 Description of the Group's activities p 16-34</a> <a href="#">2019 Integrated Report Business Model p 18-19</a>
102-3	Location of headquarters	<a href="#">RD 2018 1.1.1 General presentation p 6</a>
102-4	Location of operations	<a href="#">2019 Integrated Report Group Profile p 1</a>
102-5	Ownership and legal form	<a href="#">RD 2018 Note 3 Main subsidiaries at December 2018 p 226-233</a>
102-6	Markets served	<a href="#">RD 2018 1.3 Description of the Group's activities p 16-34</a> <a href="#">2019 Integrated Report -Our Business Model p 18-19</a>
102-7	Scale of the organization	<a href="#">RD 2018 1.2 Key figures p 14</a> <a href="#">RD 2018 1.3 Description of the Group's activities p 16-34</a> <a href="#">RD 2018 3.4.7.2 Table of social indicators - Workforce by geographic region p 80</a> <a href="#">RD 2018- 5.2.2 Breakdown of share capital p182</a>

GRI standard	Disclosure	Sources
102-8	Information on employees and other workers	<a href="#">2019 Integrated Report Group Profile p 1</a> <a href="#">RD 2018 3.4.7.2 Table of social indicators p 80-91</a>
102-9	Supply Chain	<a href="#">ENGIE website - Purchasing at ENGIE key figures</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">RD 2018 Note 5 Main changes in Group structure p 241 - 245</a>
102-11	Precautionary principle or approach	<a href="#">2018 Integrated Report -Managing risks to increase performance and successfully achieve the Group's transformation p 32-33</a> <a href="#">RD 2018 2 Risks factors and control p 41-56</a> <a href="#">RD 2018 3.3 Analysis of main CSR risks p 65-70</a> <a href="#">RD 2018 4.3 Vigilance plan p 169-170</a> <a href="#">ENGIE website : Vigilance plan</a>
102-12	External initiatives	<a href="#">2019 Integrated Report : The Group's commitments p 28-29</a> <a href="#">ENGIE website: ENGIE is member of the Global Compact</a> <a href="#">ENGIE website CSR engagement and partnerships</a> <a href="#">RD 2018 4.2 Ethics, compliance and privacy p 167</a> <a href="#">ENGIE website: References and memberships</a>

<b>102-13</b>	Memberships of associations	<a href="#">2019 Integrated Report : The Group's commitments p 28-29</a> <a href="#">RD 2018 3.6.2 Dialogue with stakeholders and partnerships p 101</a>
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GRI standard	Disclosure	Sources
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	<a href="#">2019 Integrated Report Editorials Mr Clamadieu Chairman of the Board of Directors - Mrs Kocher Chief Executive Officer p 4-5</a>
102-15	Key impacts, risks, and opportunities	<a href="#">2019 Integrated Report Plan report p 2-3</a>  <a href="#">2019 Integrated Report -Managing risks p 40-41</a>
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">ENGIE website : Ethics and Compliance</a> <a href="#">RD 2018 4.2.3 reference texts p 167-168</a>  <a href="#">ENGIE website: Ethics charter and practical guide to Ethics</a> <a href="#">ENGIE website: Group integrity referential</a> <a href="#">ENGIE website: Human rights referential</a> <a href="#">ENGIE website: Ethical compliance referential</a> <a href="#">ENGIE website: Codes of conduct</a>

102-17	Mechanisms for advice and concerns about ethics	<a href="#">Ethics charter - role of the Ethics and compliance officers p 8-9</a> <a href="#">RD 2018 4.2.4 Whistleblowing and reporting of ethics incidents p 168</a> <a href="#">ENGIE website: Whistleblowing</a> <a href="#">Practical guide to ethics - 3 communicating about ethical practices</a>
<b>GOVERNANCE</b>		
102-18	Governance structure	<a href="#">2019 Integrated Report : Governance -At the heart of the Group's strategy p 30-41</a> <a href="#">2019 Integrated Report: an executive Board for formulating ENGIE's strategy and monitoring its implementation p 33</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">RD 2018 4.1.3 General Management p 140-141-M Paulo Almirante - M Pierre Deheunynck</a> <a href="#">ENGIE.com CSR governance</a> <a href="#">2019 Integrated Report : CSR organization p 36</a>
102-22	Composition of the highest governance body and its committees	<a href="#">2019 Integrated Report : Governance -At the heart of the Group's strategy p 30-41</a> <a href="#">2019 Integrated Report: an executive Board for formulating ENGIE's strategy and monitoring its implementation p 33</a> <a href="#">RD 2018: 4.1.1 Corporate governance and bodies p 110-139</a> <a href="#">RD 2018: 4.1.1.2.3 Standing committees of the Board of Directors p136 -138</a>
102-23	Chair of the highest governance body	<a href="#">2019 Integrated Report : Governance -At the heart of the Group's strategy p 30-41</a> <a href="#">2019 Integrated Report: an executive Board for formulating ENGIE's strategy and monitoring its implementation p 33</a> <a href="#">RD 2018: 4.1.1 Corporate governance and bodies p 110-139</a> <a href="#">RD 2018: 4.1.2 Appointment and renewal of directors submitted to the Shareholder's Meeting of May 17, 2019 p 140</a>

102-24	Nominating and selecting the highest governance body	<a href="#">RD 2018: 4.1.1 Corporate governance and bodies p 110-139</a> <a href="#">RD 2018: 4.1.1.1.4 Diversity policy for members of the Board of Directors p 132-133</a> <a href="#">RD 2018: 4.1.1.1.2 Absences of conflicts of interest or conviction p 130</a> <a href="#">RD 2018: 4.1.1.1.3 Independence of Directors in office p 130-131</a>
102-25	Conflicts of interest	<a href="#">RD 2018: 4.1.1.1.2 Absences of conflicts of interest or conviction p 130</a>
102-26	Role of the highest body in setting purpose, values, and strategy	<a href="#">RD 2018: 4.1.1.2.1 Operating rules p133 -135</a>
102-27	Collective knowledge of highest governance body	<a href="#">The regulations - 1.10</a> <a href="#">Regulations -1.10 Provision of training to Directors p 11</a> <a href="#">RD 2018 : 4.1.1.2.2 Work of the Board of Directors p 135-136</a>
102-28	Evaluating the highest governance body's performance	<a href="#">RD 2018: 4.1.1.2.4 Assessment of the operations of the Board of Directors p 138-139</a>  <a href="#">RD 2018: 4.1.1.1;5 Diversity policy for members of the Board of Director p 132-133</a>
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">RD 2018 4.1.1.2.3 Standing committees -Ethics, Environment and Sustainable Development Committee p 138</a> <a href="#">2019 Integrated Report Significant involvement of the Board of Committees p32</a> <a href="#">Regulations - 3.4 Ethics, Environment and Sustainable Development Committee p 18</a>
102-30	Effectiveness of risk management processes	<a href="#">RD 2018 4.1.1.2.3 Standing committees -Ethics, Environment and Sustainable Development Committee p 138</a> <a href="#">Regulations – The Audit Committee- d- Risks p 16</a>
102-31	Review of economic, environmental, and social topics	<a href="#">RD 2018 4.1.1.2.3 Standing committees -Ethics, Environment and Sustainable Development Committee p 138</a> <a href="#">Regulations - 3.4 Ethics, Environment and Sustainable Development Committee p 18-19</a>
102-32	Highest governance body's role in sustainability reporting	<a href="#">RD 2018 4.1.1.2.3 Standing committees -Ethics, Environment and Sustainable Development Committee p 138</a> <a href="#">Regulations - 3.4 Ethics, Environment and Sustainable Development Committee p 18-19</a>

102-33	Communicating critical concerns	<a href="#">RD 2018 4.2.1 Ethics and compliance- Organization and structure p137</a>
102-35	Remuneration policies	<a href="#">RD 2018: 4.1.4 Compensation and benefits paid to members of corporate governance and management bodies p 141-164</a>
102-36	Process for determining remuneration	<a href="#">RD 2018: 4.1.4.1.9 Principles and criteria for determining, structuring and awarding the fixed, variable and extraordinary components of total compensation and benefits in kind attributable to the executive corporate officers commensurate with their office p 151-152</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">RD 2018: 4.1.4 Compensation and benefits paid to members of corporate governance and management bodies p 141-164</a>
102-38	Annual total compensation ratio	ENGIE is established in 70 countries which have different standards of living, the consolidation of the total compensation is not pertinent. Comparison with minimal salary are done by countries
102-39	Percentage increase in annual total compensation ratio	ENGIE is established in 70 countries which have different standards of living, the consolidation of the total compensation is not pertinent. Comparison with minimal salary are done by countries
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	<a href="#">2019 Integrated report : An ongoing dialogue with our stakeholders p 42</a>
102-41	Collective bargaining agreements	<a href="#">RD 2018: 3.4.5 Employee relations p. 77</a> <a href="#">ENGIE website: Social Dialogue</a>
102-42	Identifying and selecting stakeholders	<a href="#">RD 2018: 3.6.2 Dialogue with stakeholders and partnerships p 101</a> <a href="#">ENGIE website: Stakeholder engagement</a>



<b>102-43</b>	Approach to stakeholder engagement	<a href="#">RD 2018: 3.6.2 Dialogue with stakeholders and partnerships p 101</a> <a href="#">ENGIE website: Stakeholder engagement</a>
<b>102-44</b>	Key topics and concerns raised	<a href="#">RD 2018: 3.3 Analysis of main CSR risks p 65-70</a> <a href="#">RD 2018: 4.5 Vigilance plan p 169-171</a> <a href="#">ENGIE website Environmental and societal risks: duty of vigilance</a> <a href="#">ENGIE website Duty of vigilance plan</a>

GRI standard	Disclosure	Sources
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">RD 2018 : 1.3 Description of the Group’s activities p 17-34</a> <a href="#">RD 2018 : Accounting framework and basis for preparing the consolidated financial statements p 213-215</a> <a href="#">RD 2018: Note 3 Main subsidiaries at December 31, 2018 p 226-233</a>
102-46	Defining report content and topic Boundaries	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: methodology of environmental indicators</a> <a href="#">ENGIE website : Methodology on social indicators</a>
102-47	List of material topics	<a href="#">ENGIE website materiality</a> <a href="#">2018 Integrated Report -Value creation – a zero-carbon transition that benefits all our stakeholders p 42-57</a>
102-48	Restatements of information	<a href="#">RD 2018 : 1.3 Description of the Group’s activities p 17-34</a> <hr style="width: 20%; margin: 0 auto;"/> <a href="#">RD 2018 : Note 5 Main changes in Group structure p 241-245</a> <a href="#">ENGIE website: methodology of environmental indicators</a> <a href="#">ENGIE website : Methodology on social indicators</a>
102-49	Changes in reporting	<a href="#">RD 2018 : 1.3 Description of the Group’s activities p 17-34</a> <a href="#">RD 2018 : Note 5 Main changes in Group structure p 241-245</a> <a href="#">ENGIE website: methodology of environmental indicators</a> <a href="#">ENGIE website : Methodology on social indicators</a>
102-50	Reporting period	Year 2018 (1 <sup>st</sup> of January to the 31 <sup>st</sup> December)
102-51	Date of most recent report	<a href="#">Registration Document filled with the AMF on March 20 2019</a>
102-52	Reporting cycle	Annual

102-54	Claims of reporting in accordance with the GRI Standards	GRI Standards 'CORE' option.
102-55	GRI content index	<a href="#">ENGIE website: Standards of reporting</a>
102-56	External Assurance	<a href="#">RD2018: 3.8 Report of one of the Statutory Auditors, appointed as independent third party, on the consolidated non financial statement published in the group management report p 104-105</a> <a href="#">RD2018: 3.9 Statutory auditors' reasonable assurance report on selected social, environmental and governance information p 106-107</a>
<b>MATERIAL TOPICS</b>		
<b>CATEGORY: ECONOMIC</b>		
<b>MATERIAL TOPIC: ECONOMIC PERFORMANCE</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">RD 2018 : 1.3 Description of the Group's activities p 17-34</a> <a href="#">RD 2018 : 3.3 Analysis of main CSR risk – materiality matrix p 65</a> <a href="#">ENGIE website materiality</a>
103-2	The management approach and its components	<a href="#">RD 2018 : 1.3 Description of the Group's activities p 17-34</a> <a href="#">RD 2018: 1.1.4 Strategic priorities p 9-10</a> <a href="#">2018 Integrated Report Transformation : successful repositioning p 6-9</a> <a href="#">ENGIE website: Strategy</a>
103-3	Evaluation of the management approach	<a href="#">2019 Integrated Report : plan report p 2-3</a>

201-1	Direct economic value generated and distributed	<a href="#">2019 Integrated Report : Value creation p 42 -57</a> <a href="#">RD 2018: 3.6.1 Socio-economic development in local communities p101</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">RD 2018 : 2.2.3 Impact of climate p 47</a> <a href="#">Engie website: environmental risks</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">RD 2018: 6.2 - Note 18: Post-employment benefits and other long-term benefits p 383-388</a>
201-4	Financial assistance received from government	<a href="#">RD 2018: Note 16- Tax position p 374-375</a>
<b>MATERIAL TOPIC: MARKET PRESENCE INCLUDING LOCAL CONTENT</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">2019 Integrated Report Group profile p 4-5</a> <a href="#">ENGIE website materiality</a> <a href="#">RD 2018 : 1.3 Description of the Group's activities p 17-34</a>
103-2	The management approach and its components	<a href="#">2018 Integrated Report Group profile p 1</a> <a href="#">RD 2018 : 1.3 Description of the Group's activities p 17-34</a> <a href="#">RD 2018: 3.6.1 Socio-economic development in local communities p101</a>
103-3	Evaluation of the management approach	<a href="#">2019 Integrated Report : Plan report p 2-3</a> <a href="#">RD 2018 : 1.3 Description of the Group's activities p 17-34</a> <a href="#">RD 2018: 3.6.1 Socio-economic development in local communities p101</a>

<b>202-2</b>	Proportion of senior management hired from the local community	<a href="#">2019 Integrated report : Executive Board : 6 nationalities p 33</a> <a href="#">ENGIE website : CSR objective: more than 25% of senior executives from outside France and Belgium</a>
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GRI standard	Disclosure	Sources
<b>MATERIAL TOPIC: INDIRECT ECONOMIC IMPACTS</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">RD 2018: 3.6.1 Socio-economic development in local communities p101</a> <a href="#">2019 Integrated report : Value creation – A zero-carbon transition that benefits all our stakeholders p 42-57</a> <a href="#">ENGIE website: Rassembleurs d'Energies</a>
103-2	The management approach and its components	<a href="#">2019 Integrated report : Value creation - A zero-carbon transition that benefits all our stakeholders p 42-57</a> <a href="#">ENGIE website: Stakeholder Engagement</a> <a href="#">ENGIE website: Rassembleurs d'Energies</a>
103-3	Evaluation of the management approach	<a href="#">2019 Integrated report : Value creation - A zero-carbon transition that benefits all our stakeholders p 42-57</a>  <a href="#">ENGIE website: Stakeholder Engagement</a> <a href="#">ENGIE website: 2018 Communication on Progress Rassembleurs d'Energies</a>
203-1	Infrastructure investments and services supported	<a href="#">2019 Integrated report : Value creation - A zero-carbon transition that benefits all our stakeholders p 42-57</a> <a href="#">ENGIE website: ENGIE foundation</a>

203-2	Significant indirect economic impacts	<a href="#">2019 Integrated report : Value creation - A zero-carbon transition that benefits all our stakeholders p 42-57</a> <a href="#">ENGIE website: ENGIE foundation</a> <a href="#">ENGIE foundation Activity Report</a>
<b>MATERIAL TOPIC: PROCUREMENT PRACTICES</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website: Procurement</a> <a href="#">2019 Integrated Report-the vigilance plan p 39</a> <a href="#">RD 2018 : 4.3 Vigilance plan p 169-171</a> <a href="#">ENGIE website materiality</a>
103-2	The management approach and its components	<a href="#">RD 2018 : 4.3 Vigilance plan p 169-171</a> <a href="#">ENGIE website: Procurement Policy</a> <a href="#">ENGIE website: Code of conduct in supplier relations</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website: Procurement Policy</a> <a href="#">RD 2018 : 3.7 Purchasing and suppliers p 99</a>
204-1	Proportion of spending on local suppliers	<a href="#">RD 2018 : 3.7 Purchasing and suppliers p 103</a> <a href="#">ENGIE website sustainable purchasing</a>
<b>MATERIAL TOPIC: ANTI-CORRUPTION</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">RD 2018: 4.2.3 Ethics and compliance - Reference texts p 167</a> <a href="#">Ethics charter</a> <a href="#">Practical guide to Ethics</a> <a href="#">ENGIE website materiality</a>

103-2	The management approach and its components	<a href="#">ENGIE : codes-of-conduct</a> <a href="#">ENGIE website : Integrity referential</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 4.2.1 Organization and structure p167</a> <a href="#">ENGIE website : Integrity referential</a> <a href="#">ENGIE website : Ethical compliance referential</a> <a href="#">Presentation of Ethics compliance referential</a> <a href="#">Presentation of the integrity referential</a> <a href="#">ENGIE website Control system</a>
205-1	Operations assessed for risks related to corruption	<a href="#">RD 2018 : 2.3.4 Ethical Risks p 50</a> <a href="#">ENGIE website : Ethics risks-analysis</a> <a href="#">ENGIE website Control system</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">RD 2018: 4.2.5 Training and awareness p168</a> <a href="#">ENGIE website: Ethics and compliance - training</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">ENGIE website : Typology of incidents reported via Inform' Ethics</a>



<b>MATERIAL TOPIC: ANTI-COMPETITIVE BEHAVIOR</b>		
<b>103-1</b>	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website : Integrity referential</a> <a href="#">Presentation of the integrity referential</a>
<b>103-2</b>	The management approach and its components	<a href="#">ENGIE : codes-of-conduct</a> <a href="#">ENGIE website : Integrity referential</a>
<b>103-3</b>	Evaluation of the management approach	<a href="#">RD 2018 : 4.4 Ethics, compliance and privacy p167-169</a> <a href="#">ENGIE website : Integrity referential</a> <a href="#">Presentation of the integrity referential</a> <a href="#">ENGIE website Control system</a>
<b>206-1</b>	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	<a href="#">RD 2018 : Note 28 Legal and anti-trust proceedings p 335-337</a>
<b>CATEGORY: ENVIRONMENT</b>		
<b>MATERIAL TOPIC: MATERIALS</b>		
<b>103-1</b>	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">Methodology of environmental indicators</a> <a href="#">ENGIE website: environment</a>

<b>GRI standard</b>	<b>Disclosure</b>	<b>Sources</b>
103-2	The management approach and its components	<a href="#">ENGIE website: Environmental Policy</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.5 Environmental information - 3.5.2 the environmental management system p 92</a>
301-2	Recycled input materials used	<a href="#">RD 2018: 3.5.4.5 Water p 98</a>

GRI standard	Disclosure	Sources
<b>MATERIAL TOPIC: ENERGY</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">2019 Integrated Report: Transformation – successful repositioning p 6-9</a> <a href="#">ENGIE website: Strategy</a>
103-2	The management approach and its components	<a href="#">RD 2018: 1.1.4 Strategic priorities p 9 -10</a> <a href="#">ENGIE website: Environmental Policy</a>
103-3	Evaluation of the management approach	<a href="#">2019 Integrated Report Our performance p7</a> <a href="#">RD 2018: 1.1.2 CSR indicators p15</a> <a href="#">ENGIE website: Environmental reporting</a>
302-1	Energy consumption within the organization	<a href="#">ENGIE website: Environmental reporting</a> <a href="#">ENGIE CDP Climate 2018</a>

<b>302-3</b>	Energy intensity	<a href="#">ENGIE website: Environmental reporting</a>
<b>302-4</b>	Reduction of energy consumption	<a href="#">RD 2018 : 3.5.4.3 Energy efficiency p 97</a>
<b>302-5</b>	Reductions in energy requirements of products and services	<a href="#">RD 2018 : 3.5.4.3 Energy efficiency p 97</a>

GRI standard	Disclosure	Sources
<b>MATERIAL TOPIC: WATER</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Methodology of environmental indicators</a> <a href="#">ENGIE website materiality</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Environmental reporting</a> <a href="#">ENGIE website: Water</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.5 Environmental information - 3.5.2 the environmental management system p 92</a> <a href="#">RD 2018: 3.5.4.5 Water p 93-94</a> <a href="#">2019 Integrated Report Value creation – Contributing to the preservation of the environment p 46-47</a> <a href="#">ENGIE CDP Water 2018</a>
303-1	Water withdrawal by source	<a href="#">RD2017: 3.5.4.5 Water p 98</a> <a href="#">ENGIE CDP Water 2018</a>
303-2	Water sources significantly affected by withdrawal of water	<a href="#">RD 2018: 3.5.4.5 Water p 98</a> <a href="#">ENGIE website: Duty of vigilance : environmental risks</a>
303-3	Water recycled and reused	<a href="#">ENGIE CDP Water 2018</a>

MATERIAL TOPIC: BIODIVERSITY		
<b>103-1</b>	Explanation of the material topic and its boundary	<a href="#">Environmental Policy- preserving resources and biodiversity p 5</a> <a href="#">Methodology of environmental indicators</a>
<b>103-2</b>	The management approach and its components	<a href="#">RD 2018 3.5.4.8 Management of biodiversity p 99</a> <a href="#">ENGIE website : Biodiversity</a> <a href="#">Act4nature-engie-engagements</a>
<b>103-3</b>	Evaluation of the management approach	<a href="#">ENGIE website : Biodiversity</a> <a href="#">RD 2018 3.5.4.8 Management of biodiversity p 99</a> <a href="#">2019 Integrated Report -Value creation – Contributing to the preservation of the environment p 46-47</a>
<b>304-1</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">ENGIE website : Biodiversity</a>
<b>304-2</b>	Significant impacts of activities, products, and services on biodiversity	<a href="#">ENGIE website : Biodiversity</a>

<b>304-3</b>	Habitats protected or restored	<a href="#">ENGIE website : Biodiversity</a>
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MATERIAL TOPIC: EMISSIONS		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">Methodology of environmental indicators</a> <a href="#">ENGIE website: environment</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Environmental Policy</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.5 Environmental information - 3.5.2 the environmental management system p 92</a> <a href="#">2019 Integrated Report Our performance p 7</a>
305-1	Direct (scope 1) greenhouse gas emissions	<a href="#">RD 2018 3.5.4.1 Climate Change -Direct emissions p 95</a>
305-2	Energy indirect (scope 2) greenhouse gas emissions	<a href="#">RD 2018 3.5.4.1 Climate Change -indirect emissions p96</a>
305-3	Other indirect (scope 3) greenhouse gas emissions	<a href="#">RD 2018 3.5.4.1 Climate Change -indirect emissions p96</a>
305-5	Reduction of greenhouse gas emissions	<a href="#">2019 Integrated Report – Our performance p7</a> <a href="#">RD 2018 : 1.2.2 CSR indicators p15-16</a> <a href="#">2019 Integrated Report : Value creation – A sustainable zero-carbon transition p 44-45</a>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<a href="#">RD 2018: 3.5.4.7 Atmospheric pollutants p 99</a>



<b>MATERIAL TOPIC: EFFLUENTS AND WASTE</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">Methodology of environmental indicators</a> <a href="#">ENGIE website: environment</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Environmental Policy</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.5 Environmental information - 3.5.2 the environmental management system p 92</a>
306-1	Water discharge by quality and destination	<a href="#">RD 2018 3.5.4.5 Water p 98</a> <a href="#">ENGIE CDP Water 2018</a>
306-2	Waste by type and disposal method	<a href="#">RD 2018 : 3.5.4.6 Waste p 98</a>
306-3	Significant spills	<a href="#">RD 2018 : 3.5.4.6 Waste p 98</a>
306-4	Transport and hazardous waste	<a href="#">RD 2018 : 3.5.4.6 Waste p 98</a>
306-5	Water bodies affected by water discharges and/or runoff	<a href="#">RD 2018 3.5.4.5 Water p 98</a>
<b>MATERIAL TOPIC: ENVIRONMENTAL COMPLIANCE</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">Methodology of environmental indicators</a> <a href="#">ENGIE website: environment</a> <a href="#">RD 2018: 2.4 Industrial risks p 52-53</a> <a href="#">ENGIE website: environmental risks</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Environmental Policy</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.5 Environmental information - 3.5.2 the environmental management system p 92</a>

<b>307-1</b>	Non-compliance with environmental laws and regulations	<a href="#">RD 2018 : 3.5.4.9 Active prevention of environmental risks p 99</a>
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MATERIAL TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT		
<b>103-1</b>	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: supplier relations</a> <a href="#">General conditions of purchase -15 Ethics and sustainable development</a>
<b>103-2</b>	The management approach and its components	<hr style="width: 20%; margin-left: auto; margin-right: auto;"/> <a href="#">ENGIE website: Procurement Policy</a> <a href="#">ENGIE website CSR policy p3</a> <a href="#">organization-procurement</a>
<b>103-3</b>	Evaluation of the management approach	<a href="#">ENGIE website: Procurement Policy</a> <a href="#">RD 2018 : 3.7 Purchasing and suppliers p 103</a>
<b>308-1</b>	New suppliers that were screened using environmental criteria	<a href="#">RD 2018 : 3.7 Purchasing and suppliers p 103</a> <a href="#">ENGIE website: Sustainable-purchasing</a>
<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken	

CATEGORY SOCIAL		
MATERIAL TOPIC: EMPLOYMENT		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website: HR policies</a> <a href="#">ENGIE website : CSR Policy p 4</a> <a href="#">ENGIE website materiality</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Commitments and HR policies</a> <a href="#">ENGIE website: Group social dialogue - European Social Agreement (8 April 2016)</a> <a href="#">ENGIE website: Methodology of social indicators</a> <a href="#">RD 2018 : 3.4.1 Human resources development and mobility policies p 71-74</a> <a href="#">RD 2018 : 3.4.2 Attracting and hiring talent p 73</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.4.1 Human resources development and mobility policies p 71-74</a> <a href="#">RD 2018 : 3.4.2 Attracting and hiring talent p 73</a> <a href="#">ENGIE website: social reporting</a>
401-1	New employee hires and employee turnover	<a href="#">ENGIE website: social reporting p72</a>

<b>401-3</b>	Parental leave	<p>In 2018, 2295 i.e 1,4% of the workforce were in parental leave</p> <p>In 2018, 2855 i.e 2.3% of the workforce were in paternity leave</p>
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GRI standard	Disclosure	Sources
<b>MATERIAL TOPIC: LABOR/MANAGEMENT RELATIONS</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: Social Dialogue</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Social Dialogue</a> <a href="#">RD 2018 : 3.4.5 Social relations p 76</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website: Social Dialogue</a> <a href="#">RD 2018 : 3.4.5 Social relations p 76</a>
402-1	Minimum notice periods regarding operational changes	<i>na</i>
<b>MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website Health &amp; Safety Policy</a> <a href="#">ENGIE website: Methodology of social indicators</a>

103-2	The management approach and its components	<a href="#">ENGIE website Health &amp; Safety Policy</a> <a href="#">ENGIE website: CSR policy p 5</a> <a href="#">RD 2018 3.4.6.2 Health and safety policy -the management mechanism p 76</a> <a href="#">ENGIE website: Social dialogue - Worldwide Health and Safety Agreement (13 May 2014)</a>
103-3	Evaluation of the management approach	<a href="#">2018 Integrated Report Our performance p 7</a> <a href="#">ENGIE website: social reporting</a> <a href="#">RD 2018: 3.4.6.2 Health and safety policy -the management mechanism p 76</a>
403-1	Workers representation in formal joint management-worker health and safety committees	<a href="#">RD 2018 : 3.4.6.5 Dialogue with social partners p 77</a>  <a href="#">ENGIE website: Social dialogue</a>
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<a href="#">ENGIE website: social reporting</a>
403-4	Health and safety topics covered in formal agreements with trade unions	<a href="#">ENGIE website: social dialogue - Worldwide Health and Safety Agreement (13 May 2014) - European agreement on improving quality of life in the workplace (27 November 2014)</a>

MATERIAL TOPIC: TRAINING AND EDUCATION		
<b>103-1</b>	Explanation of the material topic and its boundary	<a href="#">ENGIE website: HR policies</a> <a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: Methodology of social indicators</a>
<b>103-2</b>	The management approach and its components	<a href="#">RD 2018 : 3.4.1.3 Developing employee skills and employability through training p 63</a>
<b>103-3</b>	Evaluation of the management approach	<a href="#">RD 2018 : 3.4.1.3 Developing employee skills and employability through training p 71</a> <a href="#">ENGIE website: social reporting</a>
<b>404-1</b>	Average hours of training per year per employee	<a href="#">ENGIE website: social reporting</a>



GRI standard	Disclosure	Sources
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">RD 2018 : 3.4.1.1 Forward planning of jobs and skills to prepare for the future p 71</a>
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive regular performance and career development reviews
<b>MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITY</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Ethics Charter- Principle 4</a> <a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: Methodology of social indicators</a>
103-2	The management approach and its components	<a href="#">RD 2018 : 3.4.3 Social commitment : Building a company committed to corporate citizenship and solidarity p 73-74</a> <a href="#">ENGIE website: Social dialogue - New European Agreement on Professional Gender Equality (21 December 2017)</a>

GRI standard	Disclosure	Sources
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.4.3 Social commitment : Building a company committed to corporate citizenship and solidarity p 73-74</a> <a href="#">ENGIE website: social reporting</a>
405-1	Diversity of governance bodies and employees	<a href="#">2019 Integrated report p 30-33</a> <a href="#">RD 2018 : 4.1.1.1 Composition of the Board of Directors p 110-130</a> <a href="#">ENGIE website: social reporting</a>
405-2	Ratio of basic salary and remuneration of women to men	No Group consolidation

MATERIAL TOPIC: NON DISCRIMINATION		
103-1	Explanation of the material topic and its boundary	<a href="#">Ethics Charter- Principle 4</a> <a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: Methodology of social indicators</a>
103-2	The management approach and its components	<a href="#">RD 2018: 3.4.3: Social commitment : Building a company committed to corporate citizenship and solidarity p 73-74</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website: ethical-compliance</a>
406-1	Incidents of discrimination and corrective actions taken	<a href="#">ENGIE website: ethical-compliance</a> <a href="#">RD 2018 : 4.1.1.2.3 Standing committees : Ethics, Environment and Sustainable Development p 138</a>
MATERIAL TOPIC: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
103-1	Explanation of the material topic and its boundary	<a href="#">Ethics Charter- Principle 4</a> <a href="#">ENGIE website materiality</a>  <a href="#">ENGIE website: Social dialogue</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Social dialogue</a>

103-3	Evaluation of the management approach	<a href="#">ENGIE website: Social dialogue</a> <a href="#">RD 2018 : 3.4.5 Social relations p 76</a> <a href="#">ENGIE website: ethical-compliance</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">ENGIE website: societal risks -duty of vigilance</a> <a href="#">RD 2018 : 4.3 Vigilance plan p 169-171</a>
<b>MATERIAL TOPIC: CHILD LABOR</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Ethics Charter- Principle 4</a> <a href="#">ENGIE website materiality</a>
103-2	The management approach and its components	<a href="#">ENGIE website : Human-rights-referential</a> <a href="#">ENGIE website: Human Rights Referential Commitments and Implementation</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website: Human Rights Referential Commitments and Implementation</a> <a href="#">ENGIE website: ethical-compliance</a>

GRI standard	Disclosure	Sources
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">4.2.2 Risk assessment p 167</a> <a href="#">4.5 Vigilance plan p 133</a>
<b>MATERIAL TOPIC: FORCED OR COMPULSORY LABOR</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Ethics Charter- Principle 4</a> <a href="#">ENGIE website materiality</a>
103-2	The management approach and its components	<a href="#">ENGIE website : Human-rights-referential</a> <a href="#">ENGIE website: Human Rights Referential Commitments and Implementation</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website : ethical-compliance-referential</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">RD 2018 : 4.4.3 Risk assessment p 130</a> <a href="#">RD 2018 : 4.3 Vigilance plan p 169-171</a>
<b>MATERIAL TOPIC: SECURITY PRACTICES</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: Methodology of social indicators</a>

103-2	The management approach and its components	<a href="#">Human rights referential commitment 5 p 11</a> <a href="#">RD 2018 : 3.4.6 Health and Safety policy</a> <a href="#">RD 2017 : 2.3.6 Risks related to health and safety and protection of Group assets</a> <a href="#">ENGIE website :cyber-security</a>
103-3	Evaluation of the management approach	<a href="#">RD 2017 : 3.4.6 Health and Safety policy p76-77</a> <a href="#">RD 2018 : 2.3.6 Risks related to health and safety and protection of Group assets p 50-51</a>
410-1	Security personnel trained in human rights policies or procedures	not available
<b>MATERIAL TOPIC: RIGHTS OF INDIGENOUS PEOPLE</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: societal</a>
103-2	The management approach and its components	<a href="#">ENGIE website : Human-rights-referential</a> <a href="#">ENGIE website: Human Rights Referential Commitments and Implementation</a> <a href="#">ENGIE website : CSR Policy</a>
411-1	Incidents of violations involving rights of indigenous people	not available
<b>MATERIAL TOPIC: HUMAN RIGHTS ASSESSMENT</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website : CSR Policy</a> <a href="#">ENGIE website : Human-rights-referential</a>

GRI standard	Disclosure	Sources
103-2	The management approach and its components	<a href="#">ENGIE website : CSR Policy</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website: Human Rights Referential Commitments and Implementation</a> <a href="#">RD 2018 : 4.2.2 Risk assessment p 167</a> <a href="#">RD 2018 : 4.3 Vigilance plan p 169-171</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	Not available
412-2	Employee training on human rights policies or procedures	<a href="#">RD 2018 : 4.2.5 training and awareness p 168</a>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">ENGIE website : CSR criteria</a> <a href="#">ENGIE website : engie csr clause</a>
<b>MATERIAL TOPIC: LOCAL COMMUNITIES</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website : CSR Policy</a> <a href="#">ENGIE website: ENGIE societal Policy</a>

GRI standard	Disclosure	Sources
103-2	The management approach and its components	<a href="#">ENGIE website : societal</a> <a href="#">ENGIE website : Stakeholder-engagement</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018: 3.6 Societal Information p101</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">ENGIE website : Stakeholder-engagement</a> <a href="#">2019 Integrated Report Value creation- A zero-carbon transition that brings people together and serves everyone p 52-57</a>
413-2	Operations with significant potential or actual negative impacts on local communities	Not available



GRI standard	Disclosure	Sources
<b>MATERIAL TOPIC: PUBLIC POLICY</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE codes of conduct</a> <a href="#">ENGIE website : CSR Policy p4</a>
103-2	The management approach and its components	<a href="#">ENGIE website: Code of conduct on lobbying</a> <a href="#">ENGIE website: Integrity-referential</a>
103-3	Evaluation of the management approach	<a href="#">ENGIE website: presentation of the Integrity referential</a> <a href="#">RD 2018 : 4.2.2 Risk assessment p 167</a> <a href="#">ENGIE website: lobbying-policy</a>
415-1	Political contributions	Political contributions are forbidden <a href="#">ENGIE website: Practical guide to ethics page11</a>
<b>MATERIAL TOPIC: CUSTOMER HEALTH AND SAFETY</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">ENGIE website materiality</a> <a href="#">ENGIE website: Methodology of social indicators</a> <hr style="width: 10%; margin: 10px auto;"/>
103-2	The management approach and its components	<a href="#">ENGIE website: CSR Policy p 5</a> <a href="#">ENGIE website : Health and Safety policy</a>
103-3	Evaluation of the management approach	<a href="#">RD 2018 : 3.4.6 Health and Safety Policy p 76-77</a> <a href="#">ENGIE website: social reporting</a>

<p><b>416-1</b></p>	<p>Assessment of the health and safety impacts of product and service categories</p>	<p><a href="#">RD 2018 : 2.3.6 Risks related to health and safety p 50</a></p>
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<p><b>GRI standard</b></p>	<p><b>Disclosure</b></p>	<p><b>Sources</b></p>
<p><b>419-1</b></p>	<p>Non-compliance with laws and regulations in the social and economic area</p>	<p><a href="#">RD 2018: note 28 Legal and anti-trust proceedings p 335-337</a></p>