ENVIRONMENTAL, SOCIAL and GOVERNANCE
ENGIE’s purpose to accelerate the transition towards a carbon-neutral economy

A clear decarbonization pathway in line with Group’s 2 SBT targets

- Full coal phase out with a just transition approach
- Improving energy efficiency and decline in demand in accordance with the SDS scenario from IEA
- Development of renewable gases (biomethane and hydrogen) in gas sales and in power generation
- Biomass sourcing systematically Sustainable Biomass Program certified

1 Lower to 165 gCO₂/kWh from 180 gCO₂/kWh due to 2017 figure proforma excluding emissions linked to blast furnace gases
## ENGIÈ’S purpose aligning financial and non financial performance

### Planet
Respecting planetary limits by acting in particular for the Paris Agreement

<table>
<thead>
<tr>
<th>Tier 1 objectives</th>
<th>2020 results</th>
<th>Objective 2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG emissions related to energy production (Scope 1 and 3) in line with the SBT commitments (MtCO2 eq)</td>
<td>68</td>
<td>43</td>
</tr>
<tr>
<td>GHG emissions from the use of products sold, in line with the SBT commitments (MtCO2 eq)</td>
<td>62</td>
<td>52</td>
</tr>
<tr>
<td>Share of renewable electricity capacities, in line with the SBT commitments (%)</td>
<td>31%</td>
<td>58%</td>
</tr>
<tr>
<td>Offer an alternative to customers that contributes to decarbonization (%)</td>
<td>51%</td>
<td>100%</td>
</tr>
<tr>
<td>Share of preferred suppliers (excluding energy purchase) certified or aligned SBT (%)</td>
<td>15%</td>
<td>100%</td>
</tr>
</tbody>
</table>

### People
Building a new and more inclusive world of energy together

<table>
<thead>
<tr>
<th>Tier 1 objectives</th>
<th>2020 results</th>
<th>Objective 2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lost time injury frequency rate for Group employees and subcontractor employees on closed sites</td>
<td>2.7</td>
<td>≤2.9</td>
</tr>
<tr>
<td>Percentage of women in Group management (%)</td>
<td>24%</td>
<td>50%</td>
</tr>
<tr>
<td>Gender Equality Index</td>
<td>France 87</td>
<td>International 80</td>
</tr>
</tbody>
</table>

### Profit
Ensuring responsible performance shared between employees, shareholders and stakeholders

- Economic net debt to EBITDA ratio below or equal 4.0x over the long term
- Dividend policy of a 65 - 75% based on Net Recurring income Group share pay out ratio
- 2021 guidance NRIs € 2.3 – 2.5 bn
- 2021 expected Growth\(^1\) Capex € 5.5 – 6.0 bn

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\(^1\) Net of DBSO and US tax equity proceeds

1 Net of DBSO and US tax equity proceeds

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ENGIÈ’S contribution to the Sustainable Development Goals:
- Key contribution
- Relevant contribution via Tier 2 objectives
## Contribution to 2020 CSR objectives

4 out of 6 objectives achieved

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2020 results</th>
<th>Objective 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Planet</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renewables</td>
<td>Share of renewable energy installed capacity in the electricity generation mix (at 100%)</td>
<td>31%</td>
</tr>
<tr>
<td>GHG emissions</td>
<td>Reduction rate of specific GHG emissions rate for the energy production versus 2012</td>
<td>-52%</td>
</tr>
<tr>
<td><strong>People</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stakeholders dialogue</td>
<td>% of industrial activities covered by a suitable dialogue and consultation mechanism</td>
<td>100%</td>
</tr>
<tr>
<td>Gender diversity</td>
<td>% of women in the Group’s workforce</td>
<td>21.5%</td>
</tr>
<tr>
<td>Health &amp; safety</td>
<td>Internal lost-time injury frequency rate</td>
<td>3.0</td>
</tr>
<tr>
<td>Customer satisfaction</td>
<td>Satisfaction rate among B2C customers</td>
<td>76%</td>
</tr>
</tbody>
</table>

- **% of women in the Group’s workforce**
  Lower than planned women recruitments to technical positions, changes in scope, Covid-19 crisis impacts on recruitments process

- **Satisfaction rate among B2C customers**
  Change in survey methodology since 2019: customers are questioned by e-mail and no longer by phone, which mechanically led to a 12-point drop in the indicator in 2020
Covid-19 crisis – ENGIE social involvement

At Group level

Social security coverage for all Group employees throughout the world (ENGIE Care):

- Hospital expenses – in full for Covid-19 and at least 75% for other conditions
- Life insurance equivalent to 12 months of gross salary
- This scheme will also cover, until the end of the year, employees who have been furloughed due to the crisis

Examples of local initiatives (not exclusive)

United Kingdom: key workers free access to over 900 electric vehicle charging points

Latin America: USD 2 million to fight against Covid-19 out of which:
- Chile: delivery of ‘rapid tests’
- Peru: 5,000 personal hygiene kits were delivered to protect girls and boys against Covid-19

Earmarking of €250 million to speed up payment of suppliers - small and very small companies – in order to help their cash flow situation in France and Belgium

Romania: natural gas-powered trucks provided to the Romanian Red Cross

Singapour: about 450 staff on deployment with 6 major hospitals providing integrated facilities management services to support the critical essential services

France, 2,000 vehicles made available to healthcare professionals

ENGIE Foundation created a dedicated fund of €500,000 for hospitals and projects carried out by the Foundation of Hospitals of Paris
Leading position in CSR ratings and indexes

ENGIE listed in the main indexes

- DJSI World, DJSI Europe
- MSCI EMU ESG, MSCI Europe ESG
- Euro Stoxx 50 ESG
- Euronext Vigeo Eiris Europe 120 / Eurozone 120 / France 20
- Stoxx Europe 600 ESG, Stoxx Global 1800 ESG


81 65 51 A
45 A
B
A-
B
BBB

- Ranked 21 on 55 within the multi-utilities sector
- Median of the multi-utilities sector
Committed to increase Group financing through sustainable finance tools

**A pioneer & leader on the Green Bond market**

- **€12bn**
  - of green bonds issued since 2014
  - Green's share of outstanding bond financing expected to climb further
  - over the next 10 years to reach more than 50%

**€5bn**

- of Sustainable Revolving Credit Facility
  - Margin index (+/- 1.5 bp) on two climate change KPIs

**>70%**

- of assets funding pension liability
  - invested with asset managers signatories of UN PRI

**≈ 20,000**

- employees invested in solidarity fund *Rassembleurs d’énergies*

**Adherence to the B Team principles**

- Responsible taxation recognized by the World Benchmarking Alliance

**€2.5bn**

- of assets funding Group’s French pension liabilities with integrated ESG criteria

**€30m**

- of investments in gender equality funds for French pension liabilities
ENGIE’s commitment to the green bond market

The Group has been a pioneer in green bond issuance since 2014

- **2014**
  - Inaugural green bond issuance
    - May €1.2bn 6Y 1.375%
    - May €1.3bn 6Y 2.375%

- **2017**
  - Publication of the green bond framework
    - Mar €0.7bn 7Y 0.875%
    - Mar €0.8bn 11Y 1.500%
    - Sept €0.5bn 6Y 0.375%
    - Sep €0.75bn 12Y 7.375%

- **2018**
  - Update of the green bond framework
    - Jan €1bn perpetual 1.375%

- **2019**
  - Update of the green bond framework
    - Jan €1bn perpetual 3.250%
    - June €0.75bn 8Y 0.375%
    - June €0.75bn 20Y 1.375%
    - Oct €0.9bn 11Y 0.500%

- **2020**
  - Publication of the green financing framework
    - Mar €0.75bn 8Y 1.750%
    - Mar €0.75bn 12Y 2.125%
    - Nov €0.85bn perpetual 1.5%

- **2014**
  - 1 Renewable Energy
  - 2 Energy Efficiency

- **2017**
  - 1 Renewable Energy
  - 2 Energy Efficiency
  - 3 Natural Resources Preservation

- **2018**
  - 1 Renewable Energy (incl. T&D)
  - 2 Energy Efficiency (incl. E. Storage)
  - 3 Natural Resources Preservation

- **2019**
  - 1 Renewable Energy (incl. T&D)
  - 2 Energy Efficiency (incl. E. Storage)
  - 3 Natural Resources Preservation
  - 4 Clean Transportation

- **2020**
  - 1 Renewable Energy Production
  - 2 Energy Storage
  - 3 T&D Infrastructure
  - 4 Energy Efficiency
  - 5 CCS & CCU
  - 6 Green Buildings
  - 7 Clean Transportation
  - 8 Environmentally sustainable management of living natural resources and land use

The Group has been a pioneer in green bond issuance since 2014.
ENGIE Rassembleurs d’Énergies

A robust track record

**A GLOBAL & DIVERSIFIED PORTFOLIO**

- 19 active investments
- €35m invested as of end of 2020

**SOCIAL LEADERSHIP**

B.Corp certification

French ‘Société à Mission’ status

**HIGH SOCIAL & ENVIRONMENTAL IMPACT**

- 5.5 million beneficiaries for energy access
- 20,000 jobs created
- 4 women CEOs, a gender equality focus
- 2 MtCO₂eq avoided per year
- 3.9 Mt of waste processed per year

**EMPLOYEE ENGAGEMENT**

≈20,000 employees

invested in Rassembleurs d’Énergies solidarity fund