



## SDG 5 : Achieve gender equality and empower all women and girls

*Gender-based discrimination and inequality still critically impede sustainable development around the world. Companies in the energy sector have a key role to play in **gender equality** promotion by providing **an inclusive and equitable work environment** for all their employees and ensuring vulnerable populations – whose energy poverty places a disproportionate additional burden on women – **access to affordable, reliable and low-carbon energy services**.*

*ENGIE is still actively committed to the 5<sup>th</sup> SDG through its actions in favor of gender equality, including through its pledge to ensure the **full participation of women in decision-making** and by strengthening the access to the **leadership** and the **leadership roles** without gender discrimination. The **promotion of parity** within the Group also helps to strength the brand's image and its **appeal** as an employer.*

ENGIE has adopted a **strong stance** and lead an engaged **proactive policy** in favor of professional and salary equality between genders. This commitment is **being materialized** and its success **will be assessed over time** through the formalization of the **2 CSR main objectives, one of which by 2030** and other by 2025

- Reach a female-male **pay equity index** with a **2% maximum gap** at Group level ;
- Reach a **share of at least 40%** of women in the Group's management in 2030 and in the Executive Committee in 2025.

To improve **women visibility** within the Group, **provide guidance** and assist their **progression** throughout their **career**, ENGIE is a driver and deploys many **concrete actions**, including :

### Actions in favor of managerial parity

- The **Fifty-Fifty** project, which aims to create necessary conditions to achieve managerial parity by 2030 and strengthen cultural anchorage and managerial practices over time.

### Actions in favor of professional equality

- The deployment of an internal international network of women « **Women In Networking** » (WIN) gathering involved and motivated collaborators to advance diversity and inclusion within ENGIE ;
- Widespread **monitoring of salary equality** in all the Group's entities, all over the world ;
- And other initiatives : a parenting policy, gender diversity in technical professions promotion, etc.

### A partnership policy

- Compliance to the UN **Women Empowerment Principles** ;
- Participation to the "think tank inter-entreprises" **Cercle InterElles** dedicated to promote women's employment in technical and scientific fields.

| TARGETS  | KPIs & Results  | Referential |
|--|---|-------------|
| <b>5.1 – End all forms of discrimination against all women and girls everywhere</b>  | <ul style="list-style-type: none"> <li>• Salary equity index Woman / Man : 89/100 in 2021 in France and 83/100 abroad</li> </ul>  | GRI 405-2   |
| <b>5.5 – Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life</b>   | <ul style="list-style-type: none"> <li>• Women in the workforce : 25.1% in 2021</li> <li>• Women in the management : 28.9% in 2021</li> <li>• Women in the Operational Committee (OPCOM) : 27.3% in 2021</li> <li>• Women in the Executive Committee (EXCOM) : 27.3% in 2021</li> </ul> | GRI 405-1   |
| <p><b>Challenges of the materiality matrix related to the 5<sup>th</sup> SDG : Diversity &amp; inclusion at work, Competence and engagement of the collaborators, Leadership &amp; responsible governance, Sustainable supply chain.</b></p> |   |             |



## SDG 7 : Ensure access to affordable, reliable, sustainable and modern energy

SDG 7 is the **foundation** that allows the global implementation of all aims and objectives of all SDGs. Indeed, companies in energy sector are key parts in successfully achieving this target, which lies at the heart of today's major challenges and tomorrow's opportunities. Its realization contributes to ensure **sustainable growth** by **revitalizing the territories and creating new activities and jobs**, as well as to **improve the quality of life and the environment** through universal access to reliable, affordable and low-carbon energy.

Due to the **nature** of its activities as an energy producer and an energy supplier and associated services, **ENGIE contributes actively to universal access to clean energy, renewable energy development and energy efficiency improvement** of its production and its services offered. Through its **green financing** and its active contribution to the 7<sup>th</sup> SDG, **ENGIE embodies its own purpose and works to accelerate the transition to a low-carbon economy.**

ENGIE has formalized **4 CSR objectives by 2030** aligned with its engagements :

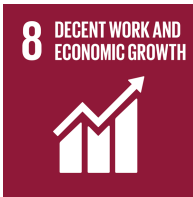
- **30 millions of beneficiaries** with an **access to affordable, clean and reliable energy** ;
- **At least 58% of installed renewable electricity capacity, or 80 GW in 2030 and 50 GW in 2025**
- **35% reduction** of the electric consumption of the buildings in 2030
- **100% of green vehicles** in the ENGIE fleet in 2030

ENGIE contributes to the 7<sup>th</sup> SDG through **3 main axes** : **access to energy, energy efficiency and renewable energy production**. This contribution takes the form of different actions, including the following :

- **The acceleration** of ENGIE's strategy in **the access to energy** on the African continent for instance (energy solutions : Fenix International, ENGIE Mobisol and ENGIE PowerCorner) or in India (individual solar kits : Simpa) by providing decentralized energy to millions of people ;
- **Implementation in 2021 of 3GW of additional renewable electricity capacity, allowing ENGIE to reach 34.4GW capacity of renewable assets at the end of 2021** ;
- **The digital solutions** development enabling the customers – B2C and B2B – of ENGIE to **optimize the control of their consumption** and therefore to **increase their energy efficiency** (NextFlex, Blu.e, Vertuoz or Gazpar).

| TARGETS   | KPIs & Results   | Referential |
|---|--|-------------|
| <b>7.1</b> – By 2030, ensure universal access to affordable, reliable and modern energy services  | • Beneficiaries number with an access to affordable, reliable and clean energy : 7 million in 2021 | N/A         |
| <b>7.2</b> – By 2030, increase substantially the share of renewable energy in the global energy mix (compliant with the SBT trajectory) | • Share of renewable energy in the mix of capacity of electricity production : 34% in 2021         | GRI 302-1   |
| <b>7.3</b> – By 2030, double the global rate of improvement in energy efficiency  | • Primary energy consumption for the energy production : 314 TWh in 2021                           | GRI 302-1   |

**Challenges of the materiality matrix related with the 7<sup>th</sup> SDG** : Energy efficacy & sobriety, Green gas, Centralized & decentralized energy infrastructures, Responsible leadership & governance, Electric renewable production, Low-carbon transformation, Sustainable finance, Sustainable supply chain (goods, services, energy), Dialogue with our customers, Digital, Impact & development of communities and stakeholders.



## SDG 8 : Promote inclusive and sustainable economic growth, employment and decent work for all

A **sustained and shared economic growth** contributes to **progress**, to decent **employment creation** and to the **improvement of living standards** ; it is an essential foundation to all companies. **The energy sector allows creation of local jobs by providing dignified working conditions** due to the **deployment of new renewable and innovative infrastructures** dedicated to the clean energy production, to **infrastructures modernization and security and maintenance activities** of its sites.

ENGIE benefits from a **close privileged relationship with the territories** and contributes to a **social and economic development, both local and dynamic encouraged by responsible taxation**. By the nature of its industrial activities, **promoting the safety and protection of its employees and subcontractors** on all sites is fundamental to ENGIE's positive contribution to the 8<sup>th</sup> SDG.

ENGIE creates **conditions that are favorable to a healthy and sustainable growth**, particularly through the following **4 CSR objectives by 2030** which demonstrates this approach :

- Obtain a **frequency rate** of accidents with stop of employees and subcontractors on sites with controlled access **less than 2.9** ; and Ensure a **prevention rate** in health and security higher than 0.75 ;
- Train **100%** of the Group **employees** ;
- Achieve a **youth employment index (16-25 years old)** of at least 8% in the world.

ENGIE creates **social and economic value** through **multiple initiatives**, for instance :

- An action **program** deployment **"No Life at Risk"** aimed at developing **culture, security and vigilance** ;
- Opening of a **negotiation** for a new **world agreement on the fundamental rights and the CSR** ;
- Contribution to the **creation of activities that generate income** (trade, industry, agriculture) by relying for example on decentralized energy supply (solar kits) **in 9 countries of the African continent** ;
- Strong engagements, including the **compliance to the responsible taxation principles of "The B Team"**.

| TARGETS  | KPIs & Results   | Referential                       |
|--|--|-----------------------------------|
| <b>8.2</b> – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sector | <ul style="list-style-type: none"> <li>• Value distribution : 1.3%</li> <li>• R&amp;D budget : 138 millions euros</li> <li>• Workforce : 101 504</li> <li>• Number of researchers : 554</li> </ul>   | GRI 201-1                         |
| <b>8.5</b> – By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value    | <ul style="list-style-type: none"> <li>• Annual hours of formation (<b>2021 result : 2 254 023 hours</b>), (by gender and by details category in the URD)</li> <li>• % of trained employees (<b>2021 result : 82%</b>)</li> <li>• Employees in a handicap situation (<b>2021 result : France : 2 620 employees EQUANS included</b>)</li> <li>• Direct employment rate of person with disabilities in France : (<b>2021 result : 3.4% EQUANS included</b>)</li> </ul> | GRI 404-1<br>GRI 404-2<br><br>N/A |
| <b>8.8</b> – Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment       | <ul style="list-style-type: none"> <li>• Accident frequency rate with employees and subcontractors stop on sites with controlled access (<b>2021 result : 2.5</b>)</li> <li>• Ethical incidents from management report (<b>2021 result : 277, including 26 concerning the human rights</b>)</li> </ul>   | GRI 403-2<br><br>GRI 406-1        |

**Challenges contributing to the realization of the 8<sup>th</sup> SDG** : Diversity & Inclusion at work, Ethic & conformity, Health & safety at work, Sustainable growth, Competence & engagement of the collaborators, Sustainable supply chain (goods, services, energy).



## SDG 9 : Build resilient infrastructure, promote sustainable industrialization and foster innovation

SDG 9 promotes the **industrialization and innovation development through resilient infrastructures**.

The implementation of this SDG represents an **opportunity for the energy sector to reinforce its involvement in the scientific research and innovation** in order to allow development of **intelligent, sustainable and low energy consumption infrastructures** while contributing to the **local economic development** and to the **well-being of populations**.

ENGIE mobilizes for the accomplishment of this objective by centralizing its efforts on the **R&D and innovation** while **modernizing** and working for the **greening** of its **infrastructures**. The Group **positions itself as a fair and innovant actor and a leader, using the results of its research in the service of low-carbon transition while working for a value sharing**.

A **CSR objective by 2030** embodies this ambition :

- Establish an **ecological management** covering **100% of the sites** for the whole industrial activities of the Group.

Through **research, innovation and modern infrastructures deployment**, ENGIE is committed to build a **resilient infrastructure**, including through :

- A given **priority to conversion of the actual infrastructures** of the Group to **green gas** (units development of production and injection of biogas in France, Netherlands and in the rest of the world) ;
- **Renewable energy development programs** such as the Lifou island project (New Caledonia), aimed at replacing diesel engines of the thermal power plant with 100% renewable energy ;
- The **inauguration** in 2020, of the **ENGIE Lab CRIGEN**, a research and innovation center on the gas and renewable energy, provided of a new generation of testing facilities focus on the green gas .

| TARGETS  | KPIs & Results  | Referential |
|--|---|-------------|
| 9.2 – Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries  | <ul style="list-style-type: none"> <li>• Number of hires on permanent contracts <b>(2021 result : 9 450)</b></li> <li>• Number of hires on short-term contracts <b>(2021 result : 6 082)</b></li> </ul> | GRI 102-8   |
| 9.4 – By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities  | • Gross maintenance investments : <b>(2021 result : 2.4 Mds€) including 50% in the Networks GBU</b>   | GRI 203-1   |
|  | • Growth investment : 4.3 Mds € in 2021 including 31% for the Networks GBU  | GRI 203-1   |
| 9.5 – Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending | <ul style="list-style-type: none"> <li>• R&amp;D expenses : 138 millions euros</li> <li>• Number of researchers : 554</li> <li>• Numbers of R&amp;D laboratories in the world : 23</li> </ul>           | GRI 203-1   |

**Challenges contributing to the realization of the 9<sup>th</sup> SDG** : Security and resilience of installations, Sustainable growth, Centralized & decentralized energy infrastructures, Competence & engagement of the collaborators, Agility & Innovation, Digital, Circular economy, Preservation of biodiversity, water & environment.



## SDG 11 : Make cities inclusive, safe, resilient and sustainable

**Growing urbanization** is one of the most impactful phenomenon of the past and upcoming century. The UN estimates that **by 2050, 68% of the global population will live in urban areas**. Clean energy and services suppliers play a **key role in development of the sustainable city** due to the deployment of **renewable and local energy production systems**, evolution of **microgrids reliability** by clean energy integration and associated storage facilities, **promotion of new forms of mobility**, etc.

Privileged actor of territories, ENGIE contributes to this city of tomorrow through the establishment of **urban planning devices** (energy networks, low-carbon mobility, etc.) by its services offers (flow management, heat networks, connected networks, etc.) and **clean adapted energy** while working as well for the **air quality improvement**.

Make the city of tomorrow **sober in energy consumption, resilient, inclusive desiring to design long-term installations** is one of ENGIE's ambitions. As a **privileged partner** of cities and territories where the company operates, ENGIE took as an **engagement** to :

- Ensure that **100% of the activities, projects and industrial sites (including those in dismantling)** are accompanied by an **environmental plan**, in alignment with the stakeholders ;
- Deploy **1 million electric vehicles charging stations** in the world by 2025

ENGIE accompanied cities and territories towards **better living conditions for citizens**, integrating **energy transition and digital transition** due to **innovative and sustainable solutions** including the following :

- Deployment of **heating and cooling systems powered by clean energies** such as heating network, air conditioning and electricity fueled by local biomass developed in a London district ;
- Establishment of **intelligent systems and digital platforms** just like the deployment of a **regulation of traffic** tool developed for Niterói (Brazil) municipality reducing 30% of the traffic or else the **installation of 3 000 intelligent charging stations**, efficient and connected for electric vehicles in Netherlands ;
- Development of **long-term efficiency contracts** (Ottawa city, San Carlo Trieste district in Milan, Paris Porte de Montreuil carbon-free district, etc.).

| TARGETS   | KPIs & Results   | Referential |
|---|--|-------------|
| <p><b>11.3</b> – By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries</p> | <ul style="list-style-type: none"> <li>• Capacity of production of urban heat and cold : 18.8 GW in 2021</li> <li>• Number of electric vehicles charging points : 135</li> <li>• Number of CNG &amp; LNG stations : 115</li> </ul>   | N/A         |
| <p><b>11.6</b> – By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p>         | <ul style="list-style-type: none"> <li>• 38% of the activities, projects and industrial sites (including those in dismantling) with an environmental plan</li> <li>• Emissions of atmospheric pollutants in the vicinity of towns with more than 25,000 inhabitants (i.e. 91% of the population located within a radius of 3km of our industrial sites), represent respectively in % of the Group's total emissions in 2021 :</li> </ul> <p>-NOx : 8%<br/>           -SO2 : 1%<br/>           -Particules : 2%</p> | GRI 413-1   |

**Challenges contributing to the realization of the 11<sup>th</sup> SDG** : Energy efficacy & sobriety, Low-carbon transformation, Dialogue with our customers, Digital, Impact & development of communities and stakeholders.



## SDG 13 : Take urgent action to combat climate change and its impacts

The **climate change impact** is **omnipresent** in our **daily life** and our **economy**. Large producer of the greenhouse gases, the energy sector knows a **strong and fast transformation** lead by **renewable energy development**. Thus, the **principal contribution** of the sector to this SDG is through the **reduction of fossil fuels in the global energy supply chain**.

By the nature of its activities and ambition, ENGIE's contribution to the 13<sup>th</sup> SDG represents an **undeniable opportunity** to demonstrate and realize its **purpose** by strengthening many activities to allow **low-carbon transition acceleration**. Those actions include specifically the reinforcement of **demand control technologies, energy efficiency** and development of **renewable electric and thermal (renewable gas) energy** to pursue its **decarbonation strategy and that of its supply chain**.

In line with its ambition to contribute actively against the **climate change** issue, ENGIE has formalized **5 CSR objectives by 2030** :

- **Reduce GHG emissions related to the energy production** – 43 Mt CO<sub>2</sub> objective ;
- **Reduce GHG emissions related to the use of sold products** – 52 Mt CO<sub>2</sub> objective ;
- **Achieve carbon neutrality** (after compensation) of ways of working by 2030 ;
- **Commit that 100% of the preferred suppliers** (excluding energy purchase) are SBT certified by 2030 ;
- **Commit to avoid 45 Mt CO<sub>2</sub> eq. to ENGIE customers from our products and services offers by 2030.**

ENGIE's engagement is reflected as well by **initiatives and concretes and innovative projects**, such as :

- Deployment of **integrated customers solutions**, intended for companies and local authorities, allowing them to **reduce their consumption**, with **intelligent and sober equipment**, alimented in **carbon-free energy** ;
- A strong **actor of carbon-free energy deployment including renewable hydrogen position and partnerships** ;
- Adherence and support to initiatives such as the **Carbon Prototype Fund** of the World Bank, Caring of Climate (United Nations Global Compact) or **Task-force on Climate-related Financial Disclosure (TCFD)** ;
- **"Opening of the apprenticeship formations center (AFC)", to form its future technicians to the Group's future professions.**

| TARGET  | KPIs & Results  | Referential            |
|---|---|------------------------|
| 13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries  | • GHG emissions related to energy production (scope 1 and 3), conform to SBT trajectory : <b>65 Mt CO<sub>2</sub> eq. and 240 gCO<sub>2</sub>/kWh in 2021</b> | GRI 305-1<br>GRI 305-3 |
|   | • GHG emissions related to the use of sold products conform to the SBT trajectory : <b>65.5 Mt CO<sub>2</sub> eq. in 2021</b>                                 | NA                     |
|   | • GHG emissions related to work practices (after compensation) SBT certified ( <b>2021 result : 0.58 Mt CO<sub>2</sub> eq.</b> )                              | NA                     |
| 13.3 – Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning   | • Share of preferred suppliers (excluding energy purchases) SBT certified ( <b>2021 result : 20%</b> )  | GRI 414-2              |
|   | • Dedicated trainings to the climate change<br>• Avoided emissions at our customers by our offers and services : 26.5 Mt CO <sub>2</sub> eq. in 2021          | NA                     |
| <b>Challenges contributing directly or indirectly to the realization of the 13<sup>th</sup> SDG</b> : Security & resilience of installations, Energy efficiency and sobriety, Green gas, Responsible Leadership & governance, Electric renewable production, Low-carbon transformation, Competence & engagement of the collaborators, Sustainable finance, Dialogue with our customers. |   |                        |