

ENGIE – GRI Standards correspondence table (Core level) (Self- declaration) reporting 2022

Sources:
2021 Registration Document (2021 URD)
2022 Integrated Report
ENGIE internet website

GRI standards	Disclosure	Sources
GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	URD 2021 : 1.1 History and organization p 10-12
102-2	Activities, brands, products, and services	URD 2021 : 1.6 Description of the Group's activities p 22-36 2022 Integrated Report Business Model p 10-11
102-3	Location of headquarters	URD 2021 : Notes to the consolidated financial statements p 232
102-4	Location of operations	2022 Integrated Report Group Profile p 8-9
102-5	Ownership and legal form	URD 2021 : Note 2 Main subsidiaries at December 31, 2020 p 233-238
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102-7	Scale of the organization	2022 Integrated Report Group Profile p 8-9 URD 2021 : 1.6 Description of the Group's activities p 22-36 URD 2021 : 3.4.1.1 Workforce- Workforce by geographic region p 85 URD 2021 : 5.4.2 Breakdown of share capital p201

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102-10	Significant changes to the organization and its supply chain	URD 2021 : Note 5 Main changes in Group structure p 252 - 256
102-11	Precautionary principle or approach	2022 Integrated Report -Risks management p 51 URD 2021 : 2 Risks factors and control p 39-67 URD 2021 : 3.3 Analysis of main CSR risks and challenges p 79-89 URD 2021 : 3.9 Vigilance plan p 119-124 ENGIE website : Vigilance plan
102-12	External initiatives	2022 Integrated Report -The Group's key commitments p 25 ENGIE website: ENGIE is member of the Global Compact URD 2021 : 3.9 Ethics, compliance and privacy p 118 ENGIE website: Sponsoring and partnerships

102-13	Memberships of associations	2022 Integrated Report -The Group's key commitments p 25 URD 2021 : 3.4.4 Diversity and inclusion p 90-97 URD 2021 : 3.6.1 Dialogue with stakeholders and partnerships p 115
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102-14	Statement from senior decision-maker	2022 Integrated Report Editorials Mr Clamadieu Chairman of the Board of Directors - Mrs MacGregor Chief Executive Officer p 4-5 URD 2021 : Editorials Mr Clamadieu Chairman of the Board of Directors - Mrs MacGregor Chief Executive Officer p 4-5
102-15	Key impacts, risks, and opportunities	2022 Integrated Report ENGIE Global Leader in energy transition p 7-25 URD 2021 : Strategy and objectives p 14-15 URD 2021 : Risk management and risk factors p 39-67 URD 2021 : Analysis of main CSR risks and challenges p 79-89 2022 Integrated Report Anticipating and managing risks p 18
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102-16	Values, principles, standards, and norms of behavior	ENGIE website : Ethics and Compliance URD 2021 : 3.8.3 reference texts p 119 ENGIE website: Ethics charter and practical guide to Ethics ENGIE website: Group integrity referential ENGIE website: Human rights referential ENGIE website: Ethical compliance referential

102-17	Mechanisms for advice and concerns about ethics	Ethics charter - role of the Ethics and compliance officers p 8-9 URD 2021 : 3.4.8 Whistleblowing and reporting of ethics incidents p 120 ENGIE website: Whistleblowing Practical guide to ethics - 3 communicating about ethical practices
GOVERNANCE		
102-18	Governance structure	2022 Integrated Report : A Board of Directors driving the Group’s Strategy– A General Management steering the transformation p 44-49 URD 2021 : 4.1 Corporate governance bodies p 122 -160
102-20	Executive-level responsibility for economic, environmental, and social topics	URD 2021 : 4.3 General Management : p150 Mr Riolacci and Mr Blanc URD 2021 : 3.1.1 CSR policy and governance p 72
102-22	Composition of the highest governance body and its committees	2022 Integrated Report : A Board of Directors driving the Group Strategy p 44-45 URD 2021 : 4.1 Corporate governance bodies p 132 -160 URD 2021 : 4.1.2.4 Committees p 155
102-23	Chair of the highest governance body	2022 Integrated Report : A Board of Directors driving the Group Strategy p 44-45 2022 Integrated Report : Board Committees p 46-47 URD 2021 : 4.1 Corporate governance bodies p 132 -160 URD 2021 : 4.2.2 Shareholders’ Meeting of April 21, 2022 – Composition of the Board of Directors p 161
102-24	Nominating and selecting the highest governance body	URD 2021 : 4.1 Corporate governance bodies p 132 -160 URD 2021 : 4.1.1.7 Diversity policy for members of the Board of Directors p 151 URD 2021 : 4.1.1.4 Absences of conflicts of interest or conviction p 149 URD 2021 : 4.1.1.5 Independence of Directors in office p 149-150
102-25	Conflicts of interest	URD 2021 : 4.1.1.4 Absences of conflicts of interest or conviction p 149
102-26	Role of the highest body in setting purpose, values, and strategy	URD 2021 : 4.1.2 Functioning of the Board of Directors p 152 -160

102-27	Collective knowledge of highest governance body	Regulations -1.10 Provision of training to Directors p 11 URD 2021 : 4.1.2.3 Work of the Board of Directors p 154-155
102-28	Evaluating the highest governance body's performance	URD 2021 : 4.1.2.5 Assessment of the operations of the Board of Directors p 160 URD 2021 : 4.1.1.7 Diversity policy for members of the Board of Directors p 151
102-29	Identifying and managing economic, environmental, and social impacts	URD 2021 : 4.1.2.4.4 Standing committees -Ethics, Environment and Sustainable Development Committee p 118 2022 Integrated Report Ethics, Environment and Sustainable Development Committee p47 Regulations - 3.4 Ethics, Environment and Sustainable Development Committee p 18
102-30	Effectiveness of risk management processes	URD 2021 : 4.1.2.4 Standing committees -the Audit Committee p 156-157 Regulations – The Audit Committee- p 14-15 2022 Integrated report The Audit Committee p 46
102-31	Review of economic, environmental, and social topics	URD 2021 : 4.1.2.4.4 Standing committees -Ethics, Environment and Sustainable Development Committee p 118 2022 Integrated Report Ethics, Environment and Sustainable Development Committee p 47 Regulations - 3.4 Ethics, Environment and Sustainable Development Committee p 18
102-32	Highest governance body's role in sustainability reporting	URD 2021 4.1.2.4 .4 Standing committees -Ethics, Environment and Sustainable Development Committee p 118 2022 Integrated Report Ethics, Environment and Sustainable Development Committee p 47 Regulations - 3.4 Ethics, Environment and Sustainable Development Committee p 18
102-33	Communicating critical concerns	URD 2021 : 3.8.1 Ethics and compliance governance p111
102-35	Remuneration policies	URD 2021 : 4.1.4 Compensation and benefits paid to members of corporate governance and management bodies p 163-179 URD 2021 : 4.4.1.10.3 Compensation policy for executive corporate officers p 172-174
102-36	Process for determining remuneration	URD 2021 : 4.1.4 Compensation and benefits paid to members of corporate governance and management bodies p 163-179 URD 2021 : 4.4.1.10.3 Compensation policy for executive corporate officers p 172-174
102-37	Stakeholders' involvement in remuneration	URD 2021 : 4.1.4 Compensation and benefits paid to members of corporate governance and management bodies p 163-179

102-38	Annual total compensation ratio	URD 2021 : 4.4.1.9 Comparison tables of the level of compensation of corporate officers in relation to the compensation of employees – Annual changes in performance and compensation p169-170
102-39	Percentage increase in annual total compensation ratio	URD 2021 : 4.4.1.9 Comparison tables of the level of compensation of corporate officers in relation to the compensation of employees – Annual changes in performance and compensation p169-170
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102-40	List of stakeholder groups	2022 Integrated report : Maintaining dialogue with stakeholders p 36-37
102-41	Collective bargaining agreements	URD 2021 : 3.4.6 Social dialogue p.101 ENGIE website: Social Dialogue
102-42	Identifying and selecting stakeholders	URD 2021 : 3.6.1 Dialogue with stakeholders and partnerships p 115 ENGIE website: Stakeholder engagement
102-43	Approach to stakeholder engagement	URD 2021 : 3.6.1 Dialogue with stakeholders and partnerships p 115 ENGIE website: Stakeholder engagement
102-44	Key topics and concerns raised	URD 2021 : 3.3 Analysis of main CSR risks and challenges p 79-89 URD 2021 : 3.9 Vigilance Plan p 121-124 ENGIE website Duty of vigilance plan

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REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	URD 2021 : 1.6 Description of the Group's activities p 22-36 URD 2021 : NOTE 1 : Accounting framework and basis for preparing the consolidated financial statements p 232-234 URD 2021 : NOTE 3 Main subsidiaries at December 31, 2020 p 238-241
102-46	Defining report content and topic Boundaries	ENGIE website materiality ENGIE website: methodology of environmental indicators ENGIE website : Methodology on social indicators
102-47	List of material topics	ENGIE website materiality § ISSUES DEFINITIONS 2022 Integrated Report – Priority shared with stakeholders p 17
102-48	Restatements of information	URD 2021 : 1.6 Description of the Group's activities p 22-36 <hr style="width: 20%; margin: 5px auto;"/> URD 2021 : NOTE 5 Main changes in Group structure p 252-256 ENGIE website: methodology of environmental indicators ENGIE website : Methodology on social indicators
102-49	Changes in reporting	URD 2021 : 1.6 Description of the Group's activities p 22-36 URD 2021 : NOTE 5 Main changes in Group structure p 252-256 ENGIE website: methodology of environmental indicators ENGIE website : Methodology on social indicators
102-50	Reporting period	Year 2021 (1 st of January to the 31 st December)
102-51	Date of most recent report	Registration Document filled with the AMF on March 9 2022
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	ENGIE website: Standards of reporting
102-56	External Assurance	URD2021 : Report of one of the Statutory Auditors, appointed as independent third party, on the consolidated non financial statement published in the group management report URD2021 : Statutory auditors' reasonable assurance report on selected social, environmental and governance information
MATERIAL TOPICS		
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MATERIAL TOPIC: ECONOMIC PERFORMANCE		
103-1	Explanation of the material topic and its boundary	URD 2021 : 1.6 Description of the Group's activities p 22-36 URD 2021 : 3.3 Analysis of main CSR risks and challenges p 79-89 ENGIE website materiality
103-2	The management approach and its components	URD 2021 : 1.2 Strategy and objectives p 14-15 URD 2021 : 1.6 Description of the Group's activities p 22-36 2022 Integrated Report : Business model p 10-11 ENGIE website: Strategy
103-3	Evaluation of the management approach	2022 Integrated Report : Global value creation p 22-24
201-1	Direct economic value generated and distributed	2022 Integrated Report : Global value creation p 22-24 2022 Integrated Report : Value distribution in 2021 p 36-37

201-2	Financial implications and other risks and opportunities due to climate change	2022 Climate report - TCFD REPORT URD2021 : 3.1.3 : Climate trajectory (related to the recommendations of the TCFD: Task Force on Climate-related Financial Disclosures) p 73-74 Engie website: environmental risks
201-3	Defined benefit plan obligations and other retirement plans	URD 2021 : Note 18 : Pensions and other employee benefit obligation p 386-387
201-4	Financial assistance received from government	URD 2021 : Note 12 : Income tax expense p 275-278
MATERIAL TOPIC: MARKET PRESENCE INCLUDING LOCAL CONTENT		
103-1	Explanation of the material topic and its boundary	2022 Integrated Report Group profile p 8-9 ENGIE website materiality URD 2021 : 1.6 Description of the Group's activities p 22-36
103-2	The management approach and its components	2022 Integrated Report Group profile p 8-9 URD 2021 : 1.6 Description of the Group's activities p 22-36
103-3	Evaluation of the management approach	URD 2021 : 1.6 Description of the Group's activities p 22-36 2022 Integrated Report Business model p 10-11
202-2	Proportion of senior management hired from the local community	2022 Integrated report : Executive Committee : 2 nationalities, Op'Com 12 nationalities p 48

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MATERIAL TOPIC: INDIRECT ECONOMIC IMPACTS		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality 2022 Integrated report : Value distribution –p 36-37 ENGIE website: Rassembleurs d'Energies
103-2	The management approach and its components	2022 Integrated report : A purpose in actions p 24-41 ENGIE website: Rassembleurs d'Energies <hr style="width: 20%; margin: 10px auto;"/>
103-3	Evaluation of the management approach	2022 Integrated report : A purpose in actions p 24-41 ENGIE website: Stakeholder Engagement ENGIE website: 2021 Communication on Progress Rassembleurs d'Energies
203-1	Infrastructure investments and services supported	2022 Integrated report : A purpose in actions p 24-41 ENGIE website: ENGIE foundation

203-2	Significant indirect economic impacts	2022 Integrated report : A purpose in actions p 24-41 ENGIE website: ENGIE foundation ENGIE foundation Activity Report
MATERIAL TOPIC: PROCUREMENT PRACTICES		
103-1	Explanation of the material topic and its boundary	ENGIE website: Procurement URD 2021 : 3.9.1.4 Prevent and manage risks related to energy supply - 3.9.1.5 Prevent and manage risks related to non-energy purchases p 115 ENGIE website materiality
103-2	The management approach and its components	URD 2021 : 3.9.1.4 Prevent and manage risks related to energy supply - 3.9.1.5 Prevent and manage risks related to non-energy purchases p 123 ENGIE website: Procurement Policy ENGIE website: Code of conduct in supplier relations
103-3	Evaluation of the management approach	ENGIE website: Procurement Policy URD 2021 : 3.7 Purchasing, subcontracting and suppliers p 117
204-1	Proportion of spending on local suppliers	URD 2021 : 3.7 Purchasing , subcontracting and suppliers p 117 ENGIE website sustainable purchasing
MATERIAL TOPIC: ANTI-CORRUPTION		
103-1	Explanation of the material topic and its boundary	URD 2021 : 3.8.3 Ethics and compliance - Reference texts p 119 Ethics charter Practical guide to Ethics ENGIE website materiality

103-2	The management approach and its components	ENGIE : codes-of-conduct ENGIE website : Integrity referential
103-3	Evaluation of the management approach	URD 2021 : 3.8.1 Ethics and compliance governance p118 ENGIE website : Integrity referential ENGIE website : Ethical compliance referential ENGIE website Control system
205-1	Operations assessed for risks related to corruption	URD 2021 : 2.2.7.2 Ethical risks p 66 ENGIE website Control system
205-2	Communication and training about anti-corruption policies and procedures	URD 2021 : 3.8.5 Training and awareness p 120 ENGIE website: Ethics and compliance - training
205-3	Confirmed incidents of corruption and actions taken	ENGIE website : Typology of incidents reported via Inform' Ethics

MATERIAL TOPIC: ANTI-COMPETITIVE BEHAVIOR		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality ENGIE website : Integrity referential Presentation of the integrity referential
103-2	The management approach and its components	ENGIE : codes-of-conduct ENGIE website : Integrity referential
103-3	Evaluation of the management approach	URD 2021 : 3.8 Ethics and compliance p118-120 ENGIE website : Integrity referential Presentation of the integrity referential ENGIE website Control system
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	URD 2021 : NOTE 26 Legal and anti-trust proceedings p 338-341
CATEGORY: ENVIRONMENT		
MATERIAL TOPIC: MATERIALS		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality Methodology of environmental indicators -

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103-2	The management approach and its components	ENGIE website: Environmental Policy
103-3	Evaluation of the management approach	URD 2021 : 3.5 Environmental information p 99
301-2	Recycled input materials used	URD 2021 : 3.5.4.5 Water p 111

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MATERIAL TOPIC: ENERGY		
103-1	Explanation of the material topic and its boundary	2022 Integrated Report : Building the low-carbon energy system of tomorrow p19-21 ENGIE website: Strategy
103-2	The management approach and its components	URD 2021 : 1.2 Strategy and objectives p 14 -15 ENGIE website: Environmental Policy
103-3	Evaluation of the management approach	ENGIE website: Environmental reporting
302-1	Energy consumption within the organization	ENGIE website: Environmental reporting URD 2021 : 3.5.4.3 Energy efficiency p 111
302-3	Energy intensity	ENGIE website: Environmental reporting
302-4	Reduction of energy consumption	URD 2021 : 3.5.4.3 Energy efficiency p 111
302-5	Reductions in energy requirements of products and services	URD 2021 : 3.5.4.3 Energy efficiency p 111

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103-1	Explanation of the material topic and its boundary	Methodology of environmental indicators ENGIE website materiality
103-2	The management approach and its components	Environmental Policy – 6. Appendix 3: Water Policy ENGIE website: Environmental reporting ENGIE website: Water
103-3	Evaluation of the management approach	URD 2021 : 3.5.2 Environmental management p 106-107 URD 2021 : 3.5.4.5 Water p 111-112 ENGIE CDP Water 2021
303-1	Water withdrawal by source	URD2021 : 3.5.4.5 Water p 111-112 ENGIE CDP Water 2021
303-2	Water sources significantly affected by withdrawal of water	URD 2021 : 3.5.4.5 Water p 111-112 ENGIE CDP Water 2021
303-3	Water recycled and reused	ENGIE CDP Water 2021

MATERIAL TOPIC: BIODIVERSITY		
103-1	Explanation of the material topic and its boundary	Environmental Policy- 5. Appendix 2: Biodiversity Policy Methodology of environmental indicators
103-2	The management approach and its components	Environmental Policy- 5. Appendix 2: Biodiversity Policy 2022 Integrated report p 29 URD 2021 : 3.5.4.8 Management of biodiversity p 113 ENGIE website : Biodiversity Act4nature-engie-engagements
103-3	Evaluation of the management approach	ENGIE website : Biodiversity URD 2021 : 3.5.4.8 Management of biodiversity p 113 2022 Integrated report p 29
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ENGIE website : Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	ENGIE website : Biodiversity
304-3	Habitats protected or restored	ENGIE website : Biodiversity

MATERIAL TOPIC: EMISSIONS		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality Methodology of environmental indicators ENGIE Climate notebook -TCFD report
103-2	The management approach and its components	ENGIE website: Environmental Policy- Appendix 1: Climate Policy p 12-13 2022 Integrated report : Reducing our impact on the climate and the environment p 26-31 2022 Integrated Report -Global Value Creation – Planet p 22-23
103-3	Evaluation of the management approach	URD 2021 : 3.5.2 Environmental management p 106-107 2022 Integrated Report -Global Value Creation – Planet p 22-23
305-1	Direct (scope 1) greenhouse gas emissions	URD 2021 : 3.5.4.1 Climate Change -Direct emissions p 109
305-2	Energy indirect (scope 2) greenhouse gas emissions	URD 2021 : 3.5.4.1 Climate Change -indirect emissions p110
305-3	Other indirect (scope 3) greenhouse gas emissions	URD 2021 : 3.5.4.1 Climate Change -indirect emissions p110
305-5	Reduction of greenhouse gas emissions	2022 Integrated Report -Global Value Creation – Planet p 22-23 URD 2021 : 1.5.2 Achievement of CSR targets by 2030 p21
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	URD 2021 : 3.5.4.7 Atmospheric pollutants p 112-113

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103-2	The management approach and its components	ENGIE website: Environmental Policy-7. Appendix 4: Circular Economy Policy
103-3	Evaluation of the management approach	URD 2021 : 3.5.2 Environmental management p 106-107
306-1	Water discharge by quality and destination	URD 2021 : 3.5.4.5 Water p 111-112 ENGIE CDP Water 2021
306-2	Waste by type and disposal method	URD 2021 : 3.5.4.6 Waste p 112
306-3	Significant spills	URD 2021 : 3.5.4.6 Waste p 112
306-4	Transport and hazardous waste	URD 2021 : 3.5.4.6 Waste p 112
306-5	Water bodies affected by water discharges and/or runoff	URD 2021 : 3.5.4.5 Water p 111-112 ENGIE CDP Water 2021
MATERIAL TOPIC: ENVIRONMENTAL COMPLIANCE		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality Methodology of environmental indicators
103-2	The management approach and its components	ENGIE website: Environmental Policy
103-3	Evaluation of the management approach	URD 2021 : 3.5.2 Environmental management p 106-107
307-1	Non-compliance with environmental laws and regulations	URD 2021 : 3.5.4.9 Managing risk and environmental complaints p 113

MATERIAL TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality ENGIE website: supplier relations General conditions of purchase -15 Ethics and sustainable development
103-2	The management approach and its components	ENGIE website: Procurement Policy ENGIE website CSR policy p3 URD 2021 : 3.7 Purchasing, subcontracting and suppliers -purchasing governance p 117
103-3	Evaluation of the management approach	ENGIE website : CSR KPI ENGIE website : Sustainable -purchasing - assessment ENGIE website: Procurement Policy URD 2021 : 3.7 Purchasing, subcontracting and suppliers p 117
308-1	New suppliers that were screened using environmental criteria	URD 2021 : 3.7 Purchasing, subcontracting and suppliers p 117 ENGIE website: Sustainable-purchasing
308-2	Negative environmental impacts in the supply chain and actions taken	URD 2021 : 3.9.1.4 Prevent and manage risks related to energy supply, 3.9.1.5 Prevent and manage risks related to non-energy purchases p 123

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103-1	Explanation of the material topic and its boundary	ENGIE website: HR policies ENGIE website : CSR Policy p 8 ENGIE website materiality
103-2	The management approach and its components	ENGIE website: Commitments and HR policies ENGIE website: Group social dialogue - European Social Agreement (8 April 2016) ENGIE website: Methodology of social indicators URD 2021 : 3.4.2 The development of talent p 92-94 URD 2021 : 3.4.3 Hiring and retention p 95-97
103-3	Evaluation of the management approach	URD 2021 : 3.4.2 The development of talent p 92-94 URD 2021 : 3.4.3 Hiring and retention p 95-97 ENGIE website: social reporting 2022 Integrated report – HR: a lever for the Group’s transformation p 41 2022 Integrated report – Value distribution 2021 p 36-37
401-1	New employee hires and employee turnover	ENGIE website: social reporting

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MATERIAL TOPIC: LABOR/MANAGEMENT RELATIONS		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality ENGIE website: Social Dialogue
103-2	The management approach and its components	ENGIE website: Social Dialogue URD 2021 : 3.4.6 Social dialogue p101
103-3	Evaluation of the management approach	ENGIE website: Social Dialogue URD 2021 : 3.4.6 Social dialogue p101
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality URD 2021 : 3.4.8 Health and safety policy p 102-106
103-2	The management approach and its components	ENGIE website: CSR policy p7 ENGIE website: Social dialogue - Worldwide Health and Safety Agreement (13 May 2014) URD 2021 : 3.4.8 Health and safety policy p 102-106 2022 Integrated report -Staying tough on safety p 40.

103-3	Evaluation of the management approach	2022 Integrated report -Staying tough on safety p 40 ENGIE website: social reporting URD 2021 : Health and safety data p 104-106
403-1	Workers representation in formal joint management-worker health and safety committees	URD 2021 : 3.4.8.4 Dialog with social partners p 104 ENGIE website: Social dialogue
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	ENGIE website: social reporting
403-4	Health and safety topics covered in formal agreements with trade unions	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)

MATERIAL TOPIC: TRAINING AND EDUCATION		
103-1	Explanation of the material topic and its boundary	ENGIE website: HR policies ENGIE website materiality ENGIE website: Methodology of social indicators
103-2	The management approach and its components	URD 2021 : 3.4.2.2 Human resources development policies p 92-94
103-3	Evaluation of the management approach	URD 2021 : 3.4.2.2 Human resources development policies p 92-94 ENGIE website: social reporting
404-1	Average hours of training per year per employee	ENGIE website: social reporting

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404-2	Programs for upgrading employee skills and transition assistance programs	URD 2021 : 3.4.3 Hiring and retention p 95-97
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive regular performance and career development reviews
MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITY		
103-1	Explanation of the material topic and its boundary	Ethics Charter- Principle 4 ENGIE website materiality ENGIE website: Methodology of social indicators
103-2	The management approach and its components	URD 2021 : 3.4.4 Diversity and inclusion p 97-99 ENGIE website: Social dialogue - New European Agreement on Professional Gender Equality (21 December 2017)

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103-3	Evaluation of the management approach	URD 2021 : 3.4.4 Diversity and inclusion p 97-99 ENGIE website: social reporting
405-1	Diversity of governance bodies and employees	URD 2021 : 4.1.1.7 Diversity policy for members of the Board of Directors p 151 2022 Integrated report – Board of Directors p 45 2022 Integrated report – EXCOM and OPCOM p 48 URD 2021 : 4.1.1 Composition of the Board of Directors p 132-148
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	Ethics Charter- Principle 4 ENGIE website materiality ENGIE website: Methodology of social indicators
103-2	The management approach and its components	URD 2021 : 3.4.4 Diversity and inclusion p 97 ENGIE Whistleblowing system
103-3	Evaluation of the management approach	ENGIE website: ethical-compliance
406-1	Incidents of discrimination and corrective actions taken	ENGIE website: ethical-compliance incidents URD 2021 : 3.8.4 Whistleblowing and reporting of ethics incidents p 120
MATERIAL TOPIC: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
103-1	Explanation of the material topic and its boundary	Ethics Charter- Principle 4 ENGIE website materiality ENGIE website: Social dialogue
103-2	The management approach and its components	URD 2021 : 3.4.6 Social dialogue ENGIE website: Social dialogue
103-3	Evaluation of the management approach	ENGIE website: Social dialogue ENGIE website: ethical-compliance
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	ENGIE website: societal risks -duty of vigilance URD 2021 : 3.9 Vigilance Plan p 113-116

MATERIAL TOPIC: CHILD LABOR		
103-1	Explanation of the material topic and its boundary	Ethics Charter- Principle 4 ENGIE website materiality
103-2	The management approach and its components	ENGIE website : Human-rights-referential ENGIE website: Human Rights Referential Commitments and Implementation
103-3	Evaluation of the management approach	ENGIE website: Human Rights Referential Commitments and Implementation ENGIE website: ethical-compliance

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408-1	Operations and suppliers at significant risk for incidents of child labor	ENGIE website Vigilance plan URD 2021 : Vigilance plan - 3.9.2 Third-party assessment p 123
MATERIAL TOPIC: FORCED OR COMPULSORY LABOR		
103-1	Explanation of the material topic and its boundary	Ethics Charter- Principle 4 ENGIE website materiality
103-2	The management approach and its components	ENGIE website : Human-rights approach ENGIE website: Human Rights Referential Commitments and Implementation ENGIE Modern Slavery Statement
103-3	Evaluation of the management approach	ENGIE website : ethical-compliance-referential
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	ENGIE website Vigilance plan URD 2021 : Vigilance plan - 3.9.2 Third-party assessment p 123
MATERIAL TOPIC: SECURITY PRACTICES		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality ENGIE website: Methodology of social indicators
103-2	The management approach and its components	Human rights referential commitment 5 p 4 URD 2021 : 3.4.8.2 The health and safety management system URD 2021 : 2.2.5 Industrial Risks ENGIE website :cyber-security

103-3	Evaluation of the management approach	URD 2021 : 3.4.8.2 The health and safety management system
410-1	Security personnel trained in human rights policies or procedures	not available
MATERIAL TOPIC: RIGHTS OF INDIGENOUS PEOPLE		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality URD 2021 : 3.9.1.1 Prevent and manage the risks related to human rights p121
103-2	The management approach and its components	ENGIE website : Human-rights-referential ENGIE website: Human Rights Referential Commitments and Implementation ENGIE website : CSR Policy- 1.10. Human rights: "Always ensure respect for fundamental rights"
411-1	Incidents of violations involving rights of indigenous people	not available
MATERIAL TOPIC: HUMAN RIGHTS ASSESSMENT		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality ENGIE website : CSR Policy- 1.10. Human rights: "Always ensure respect for fundamental rights" ENGIE website : Human-rights-approach

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103-2	The management approach and its components	ENGIE website : CSR Policy- 1.10. Human rights: “Always ensure respect for fundamental rights”
103-3	Evaluation of the management approach	ENGIE website: Human Rights Referential Commitments and Implementation ENGIE website: societal risks -duty of vigilance URD 2021 : 3.9 Vigilance Plan p 121-124 URD 2021 : Vigilance plan - 3.9.2 Third-party assessment p 123
412-1	Operations that have been subject to human rights reviews or impact assessments	ENGIE website : § Progress on the operational implementation of the human rights approach
412-2	Employee training on human rights policies or procedures	URD 2021 : 3.8.5 Training and awareness p 120
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	ENGIE website : ENGIE_CSR_clause
MATERIAL TOPIC: LOCAL COMMUNITIES		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality ENGIE website : CSR Policy 1.3. Stakeholders: “Commit to creating shared value” ENGIE website: ENGIE societal Policy

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103-2	The management approach and its components	ENGIE website : Societal policy
103-3	Evaluation of the management approach	URD 2021: 3.6 Societal Information p115
413-1	Operations with local community engagement, impact assessments, and development programs	ENGIE website : Societal policy 2022 Integrated Report -Value distribution in 2021 p 50
413-2	Operations with significant potential or actual negative impacts on local communities	2022 Integrated Report - Committing to a fair transition p 36 URD 2021 : 3.6.3 Just transition

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MATERIAL TOPIC : PUBLIC POLICY		
103-1	Explanation of the material topic and its boundary	ENGIE website : CSR Policy -1.4. Social influence: “Actively contribute to public debate” p4
103-2	The management approach and its components	ENGIE website: Code of conduct on lobbying ENGIE website : ENGIE lobbying related to climate issues ENGIE website : Industry Associations Climate Review 2021 ENGIE website: Integrity-referential
103-3	Evaluation of the management approach	ENGIE website: presentation of the Integrity referential
415-1	Political contributions	Political contributions are forbidden ENGIE website: Practical guide to ethics page11
MATERIAL TOPIC : CUSTOMER HEALTH AND SAFETY		
103-1	Explanation of the material topic and its boundary	ENGIE website materiality
103-2	The management approach and its components	ENGIE website : Health and Safety policy
103-3	Evaluation of the management approach	URD 2021 : 3.4.8 Health and safety policy p 102-104
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419-1	Non-compliance with laws and regulations in the social and economic area	URD 2021 : NOTE 26 Legal and anti-trust proceedings p 338