ENGIE’s Integrated Report provides a comprehensive, forward-looking vision of the Group, its purpose, ambition, strategy, objectives, governance and value creation. Modeled on the reference framework of the Value Reporting Foundation (ex-IIRC), the Integrated Report forms part of an approach that aims to explain how the company creates value by reconciling financial and CSR performance indicators.

The report was drafted by the Corporate Social Responsibility Department and produced with the active involvement of the functional departments and GBUs that worked throughout the process. The 2022 edition outlines the implementation of the Group’s strategy and its transition to Net Zero Carbon by 2045. It has been validated by the Executive Committee and the Board of Directors’ Committee on Ethics, the Environment and Sustainable Development (EESDC). The Statutory Auditors have also validated the compliance of certain indicators.

**Recognition of ENGIE by international indices and rating agencies**

### Main indices
The Group is listed in the main financial indices: CAC 40, Euronext 100, FTSE Eurotop 100, MSCI Europe.

ENGIE is listed in the principal non-financial indices:
- DJSI World
- DJSI Europe
- Euronext Vigeo World 120
- Euronext Vigeo Europe 120
- Euronext Vigeo Eurozone 120
- Euronext Vigeo France 20
- STOXX® Europe 600 ESG-X
- STOXX® Europe 600 ESG

Broad Market
- STOXX® Global 1800 ESG
- STOXX® Global 1800 ESG-X
- MSCI EUROPE ESG Universal Select
- MSCI EUROPE Climate Change CTB
- MSCI EMU ESG
- MSCI World ESG
- Universal Select
- MSCI World Climate Change CTB
- CAC 40 ESG
- Bloomberg Gender-Equality Index

### CSR rating
ENGIE favors rating agencies with which the Group can maintain and develop constructive relationships to improve its CSR performance. The ratings from five agencies - SAM, VE, CDP Climate, MSCI and Sustainalytics - are included in the compensation criteria for the Chief Executive Officer’s 2021 variable component.

### Credit rating at February 21, 2022

<table>
<thead>
<tr>
<th>Rating Agency</th>
<th>AAA</th>
<th>AAA</th>
<th>AAA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moody’s</td>
<td>Baa1</td>
<td>Bbb</td>
<td>Baa2</td>
</tr>
<tr>
<td>S&amp;P</td>
<td>AAA</td>
<td>AAA</td>
<td>AAA</td>
</tr>
<tr>
<td>Fitch</td>
<td>A</td>
<td>B</td>
<td>B</td>
</tr>
</tbody>
</table>

**Some power levels at facilities on a (logarithmic) scale**

<table>
<thead>
<tr>
<th>Solar panel</th>
<th>300 W</th>
<th>1 kW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gas furnace</td>
<td>30 kW</td>
<td>10 kW</td>
</tr>
<tr>
<td>Tramway</td>
<td>400 kW</td>
<td>100 kW</td>
</tr>
<tr>
<td>Wind turbine</td>
<td>1 to 3 MW</td>
<td>1 MW</td>
</tr>
<tr>
<td>TGV Atlantique</td>
<td>8.8 MW</td>
<td>10 MW</td>
</tr>
<tr>
<td>NTPC Kadapa solar power plant (India)</td>
<td>250 MW</td>
<td>100 MW</td>
</tr>
<tr>
<td>EDF nuclear reactor</td>
<td>900 MW</td>
<td>100 MW</td>
</tr>
<tr>
<td>Tihange nuclear power plant (Belgium)</td>
<td>3 GW</td>
<td>1 MW</td>
</tr>
<tr>
<td>Campo Largo wind power plant (Brazil)</td>
<td>688 MW</td>
<td>1 GW</td>
</tr>
<tr>
<td>Marafiq gas power plant (Saudi Arabia)</td>
<td>2.75 GW</td>
<td></td>
</tr>
<tr>
<td>Jirau hydroelectric dam (Brazil)</td>
<td>3.75 GW</td>
<td></td>
</tr>
</tbody>
</table>

**Some orders of magnitude**

- 1 metric ton of CO₂ equals a Paris-New York round trip flight per passenger, or four Paris-Berlin (8,000 km) round trips in a car, or one year of heating a 40 m² home with average insulation.
- A French person emits on average 12 metric tons of CO₂ per year.

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1 The social and environmental information identified by the signs n and n in the integrated report have been the subject of a moderate assurance opinion and a reasonable assurance opinion respectively by the Statutory Auditors.
Streamlined and refocused, ENGIE is fully committed to implement its sustainable growth strategy and achieve its Net Zero Carbon goal by 2045.

ENGIE’s day-to-day actions bring its purpose to life: accelerating the transition to a carbon-neutral economy.

In accordance with the AFEP-MEDEF code and the best governance standards, ENGIE relies on experienced governance that supports its sustainable and responsible value creation.

The information relating to the Task-Force for climate-related financial disclosure, the United Nations Sustainable Development Goals and the European Union’s Green Taxonomy can be found in the integrated report on the following pages:

- Governance: p. 48
- Strategy: p. 17-19
- Risk management: p. 16
- Indicators and targets: p. 20-21, 26-27, 28-29
- TCFD Report - 2022 Climate Report

- Business model: p. 8-9
- ENGIE’s contribution to the SDGs: p. 12-13

ENGIE’s climate and biodiversity strategies are detailed in the Climate and Biodiversity notebooks, respectively.
2021, a year of decisive acceleration
An accelerated energy transition is central to ENGIE’s strategy. In 2021, the Group reaffirmed its industrial strategy and committed to the transformation of its organization. The foundations have been laid for long-term sustainable growth aligned with its purpose.

This 8th edition of the integrated report is designed to share, with all our internal and external stakeholders, our vision of the energy world, business model, strategy, and creation of financial and non-financial value in a simple and educational way.

What happened within the Group during 2021 that should be remembered?
Catherine MacGregor: 2021 was a good year for ENGIE! I am proud of everything we accomplished in such a short time. In agreement with the Board of Directors, we repositioned ENGIE and refocused our activities around our four core businesses: renewables, of course; energy solutions; networks; and thermal generation with energy supply. We reaffirmed the Group’s industrial approach and the priority we place on operational excellence. We accelerated our growth investments in Renewables and Energy Solutions. As we were engaged in an extremely ambitious transformation, our teams demonstrated exemplary mobilization in the challenging context of the pandemic. I would like to express my deepest gratitude to them. However, I regret our poor results in health and safety. We are fully mobilized and currently strengthening our actions everywhere we operate, both with our teams and with our contractors.

In concrete terms, what do you consider the highlights of 2021?
Jean-Pierre Clamadieu: This year was marked by a historic rise in energy prices that impacted consumers and manufacturers. This price surge adds further meaning to our commitments in terms of social and societal responsibility, in line with our goal to lead a just transition wherever we operate. Guided by our purpose, our strategy – which places our performance within a comprehensive CSR approach – contributes to the Sustainable Development Goals of the United Nations. Therefore, we are fully reaffirming our historic adherence to the 10 Principles of the United Nations Global Pact.

Catherine MacGregor: There were so many highlights during my first year at ENGIE! We commissioned an additional 3 GW of renewable assets and won major contracts in energy solutions, such as the contract with Georgetown University in the United States or the contract with the City of Paris, which entrusted its cooling network to us for twenty years. We entered into
several strategic partnerships in the renewable gas segment, such as with CMA-CGM to decarbonize maritime transport, or with Masdar in the United Arab Emirates to develop green hydrogen. All while we continued to assist our individual customers in moving toward a decarbonized economy. We also completed the disposal of EQUANS under good terms and conditions. This will offer amazing development opportunities to the teams.

**2021 was marked by renewed mobilization on climate change. How is ENGIE positioning itself in this context?**

**Jean-Pierre Clamadieu:** 2021 indeed marked a turning point in this area: in the United States, President Biden took the initiative to rejoin the Paris Agreement soon after his inauguration. At COP26, for the first time, governments paved the way for a gradual phase-out of fossil fuels. The framework set up in Paris in 2015 is now complete and functional. For their part, the mobilization of economic players around voluntary coalitions was a remarkable accelerator.

Mobilization is also on track in Europe: it has increased its 2030 emissions reduction goal to 55% compared to 1990, and established a “Fit for 55” road map. A major transformation of our economy is underway and ENGIE is determined to be a major player.

**Catherine MacGregor:** In the first half of the year, the Group presented a stronger climate goal to be “Net Zero Carbon” on its three scopes by 2045 by following a “well below 2°C” trajectory, currently being certified by SBTi*. All our teams are enthusiastically mobilized around this goal. This is a major commitment in which we have already made progress. I salute their determination to meet the exciting challenges of the energy transition and to build tomorrow’s low-carbon energy system today.

**At a time when the world is experiencing a historic crisis in Ukraine, how is the Group being impacted?**

**Jean-Pierre Clamadieu:** ENGIE has strongly condemned the invasion of Ukraine and we have of course committed to comply in every respect with the applicable sanctions. We have expressed our solidarity with the affected populations and our employees affected by these events. Our teams are mobilized and on the ground with the support of the ENGIE Foundation. The Group is solid and we can approach this new crisis with confidence and in a spirit of solidarity.

**Catherine MacGregor:** As a world player, we assume our responsibilities. ENGIE immediately mobilized all its resources to ensure the safety of its employees affected by the conflict. Our priority is also to ensure the security of supply of our customers. We are currently working to this end by accelerating the filling of our storage facilities and diversifying our gas purchases. In the longer term, this conflict reinforces our ambition to be carbon neutral: to accelerate the decarbonization of our activities, particularly in renewable gases.

*Science Based Targets initiative*
Simplified and refocused, ENGIE is fully committed to implement its sustainable growth strategy and achieve its Net Zero Carbon goal by 2045.
ENGIE, GLOBAL LEADER
IN ENERGY TRANSITION

ENGIE is a global industry leader in low-carbon energy supply and related services. Along with its employees, customers, partners and stakeholders, the Group is committed each day to accelerating the transition to a carbon-neutral world through more energy-efficient and environmentally friendly solutions. Driven by its purpose enshrined in its bylaws, ENGIE now relies on a streamlined business model, which aims to develop the renewable energy sector and local energy networks, as well as adapt its centralized networks and thermal production activities to renewable gases.

Breakdown of electricity production capacity by technology
- Nuclear
- Coal
- Natural gas
- Hydropower
- Solar
- Wind offshore & onshore
- Biomass and biogas
- Other renewables

* UHCN: Urban heating and cooling networks

Total electricity production capacities:
100.3 GW (at 100%) incl. 34.4 GW of renewables (excl. pumped storage)

267,600 km gas distribution network
40,600 km gas transmission network
3,300 km electricity transmission network and 4,000 km in development

Total capacities: 4.5 GW (at 100%) incl. 3.8 GW renewables

Total capacities: 19.7 GW (at 100%) incl. 15 GW renewables
Data excluding EQUANS

- **65 Mt** of greenhouse gas emissions (scopes 1 & 3) from energy production at end-2021
- **34%** of renewable energy in electricity production capacity at end-2021
- **28.9%** of managers were women at end-2021
- **No. 1** in wind and solar in France
- **No. 2** in distribution in Europe and in natural gas transmission in Europe
- **No. 3** worldwide in urban cooling networks and worldwide in urban heating networks

**Breakdown of electricity production capacity by technology**

- Nuclear
- Coal
- Natural gas
- Hydropower
- Solar
- Biomass and biogas
- Wind offshore & onshore
- Other renewables

**Europe**

- **5.9 GW**
- **1.3 GW**
- **9.1 GW**
- **1.3 GW**
- **6.2 GW**
- **0.2 GW**

**ASIA / MIDDLE EAST / AFRICA / OCEANIA**

- **0.2 GW**
- **1.1 GW**
- **1.1 GW**
- **1 GW**
- **1.3 GW**
- **32.9 GW**

**Total capacities: 38.6 GW (at 100%) incl. 13.2 GW renewables (excl. pumped storage)**

**Total capacities: 37.5 GW (at 100%) incl. 2.4 GW renewables**

**Other resources**

- non-renewables

* Urban heating and cooling networks
A BUSINESS MODEL ALIGNED WITH OUR PURPOSE IN ORDER TO ACCELERATE THE ENERGY TRANSITION

**OUR RESOURCES**

**Financial capital**
- €42 billion in shareholders’ equity
- €21.0 billion in cash and cash equivalents
- €25.3 billion in financial net debt
- 3.6x economic net debt/EBITDA
- €5.5 billion in financing of nuclear provisions

**Industrial capital**
- €4.3 billion growth Capex
- €2.4 billion maintenance Capex
- €22.3 million in B2C contracts
- 267,600 km of gas distribution networks
- 100.3 GW of installed power generation capacity, including 34.4 GW of renewable energy

**Intellectual capital**
- 554 researchers
- €138 million allocated to R&D
- €28 million invested in start-ups in 2021
- €180 million invested in ENGIE New Ventures

**Human and societal capital**
- 101,504 employees
- 15,522 hires
- 4.9% apprentices in Europe
- €38 million invested by Rassembleurs d’Energies
- €7.8 million annual endowment for the ENGIE Foundation

**Natural capital**
- 314 TWh of primary energy consumption (excluding own consumption)
- 96 million m³ of water consumed
- €529 million in environment expenditure (investments and recurring expenses related to environmental protection)

**OUR PURPOSE**
To act to accelerate the transition towards a carbon-neutral economy, through reduced energy consumption and more environmentally friendly solutions. This purpose brings together the company, its employees, its customers and its shareholders, and reconciles economic performance with a positive impact on people and the planet. ENGIE’s actions are assessed in their entirety and over time.

**OUR 4 CORE BUSINESSES**

- **RENEWABLES**
  - Capacities added:
    - +4 GW on average per year in 2022-2025
    - +6 GW on average per year in 2026-2030
  - Production of 4 TWh of Biomethane per year in France by 2030
  - Development of gas and electricity networks outside France

- **NETWORKS**
  - Coal phase-out by 2027
  - Development of 4 GW of renewable hydrogen production capacity by 2030

- **ENERGY SOLUTIONS**
  - Adding 8 GW of additional capacity by 2025 in local low-carbon energy networks

- **THERMAL GENERATION & ENERGY SUPPLY**

* excluding EQUANS, the disposal of which will be finalized in 2022

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1 Data excluding EQUANS

** On the basis of European regulations that define the taxonomy, natural gas networks are not eligible.
ENGIE, GLOBAL LEADER IN ENERGY TRANSITION

OUR VALUE CREATION¹

People
>>> 2021 Results
• 28.9% women in management positions
• 89: France equity index
• 83: international equity index
• 2.5: frequency rate of occupational accidents for employees and subcontractors on sites with controlled access
• 45% of suppliers in France are SMEs

Planet
>>> 2021 Results
• 65 Mt CO₂ eq. of GHG emissions (scopes 1 and 3) for energy production
• 66 Mt CO₂ eq. of GHG emissions related to gas sales
• 34% of renewable electricity production capacities
Customer decarbonization:
• 26 Mt CO₂ eq. of emissions avoided by our customers through the use of ENGIE products and services
Supplier decarbonization:
• 20% of suppliers (excluding energy) SBT certified or aligned

Economic performance
>>> 2021 Results
• €2.9 billion in Net recurring income/(loss), Group share (NRigs)
• €0.85 dividend per share for fiscal year 2021
• €4.3 billion in growth investments
• €2.0 billion in asset rotation
• 3.6x: economic net debt/EBITDA ratio
• Credit rating: strong investment grade

OUR AMBITIONS²

People
>>> Targets for 2030
• A balance of men and women in management
• Professional and salary equity
• frequency rate of occupational accidents for employees and subcontractors on sites with controlled access ≤ 2.3

Planet
>>> Targets for 2030
• 43 Mt CO₂ eq. of GHG emissions (scopes 1 and 3) for energy production
• 52 Mt CO₂ eq. of GHG emissions related to gas sales
• 58% of renewable electricity production capacities
Customer decarbonization:
• 45 Mt CO₂ eq. of emissions avoided through the use of ENGIE products and services
Supplier decarbonization
100% of suppliers (excluding energy) SBT certified or aligned

Economic performance
>>> Targets for 2021-2023
• €3.2-3.4 billion in net recurring income/(loss) Group share (NRigs)
• Floor dividend of €0.65 per share
• €15-16 billion in growth investments
• At least €11 billion in asset rotation

>>> Targets for 2022-2024
• Net debt/EBITDA ratio ≤ 4x
• Credit rating: strong investment grade

¹ All the goals are presented on Pages 20-22. In the context of the upcoming disposal of EQUANS, the Group will undertake a review of its objectives in 2022.
A CORE ACTIVITY FOR A LOW-CARBON WORLD

ENGIE’s business model is based on four core businesses to build tomorrow’s low-carbon energy system and achieve the Net Zero Carbon target for the Group and its customers.

**RENEWABLES**

*Producing low-carbon electricity*

- **4,900 employees worldwide**
- **34 GW of installed capacity @100%**
- **€1.2 billion EBIT 2021**

**Development and operation of centralized renewable electricity production projects**

**EXPERTISE**

- Development and operation of centralized renewable electricity projects
  - Solar
  - Offshore wind
  - Hydroelectricity
  - Geothermal energy
  - Power Purchase Agreements (PPAs)

**KEY OBJECTIVES**

- Achieve a portfolio of 50 GW by 2025 and 80 GW by 2030
- Reduce the cost by 2% to 4% per MWh produced

**BUSINESS CASE**

*More than 1 GW of wind capacity in Brazil*

ENGIE achieved 1.26 GW of installed wind capacity in Brazil through the Campo Largo 2 plant located in the state of Bahia. Work on the project began in 2019 and was completed in August 2021, with 86 wind turbines going into commercial operation. The new plant generated approximately 2,200 jobs in total and contributed to improving the quality of life for local communities, particularly in terms of digital skills acquisition through setting up a digital empowerment center. ENGIE continues to invest heavily in wind power with the Santo Agostinho wind farm in the state of Rio Grande do Norte, which is expected to operate 70 wind turbines in the spring of 2023, providing an installed capacity of 434 MW.

**ENERGY SOLUTIONS**

*Develop local and decarbonized energy networks*

- **47,500 employees worldwide**
- **23 GW of decentralized energy installed capacity**
- **€0.4 billion EBIT 2021**

**No. 2 in the world for electricity purchases (PPA)**

**No. 1 in wind and solar in France**

**Decentralized networks**

**EXPERTISE**

- Urban heating and cooling networks
- Decentralized production: solar and utilities (electricity and heating)
- Low-carbon mobility: electric, biogas, hydrogen
- Low-carbon cities & public lighting
- Consulting on greening the energy mix

**KEY OBJECTIVES**

- +8 GW from decentralized networks in 2025 @100%

**Associated energy services**

**EXPERTISE**

- Decarbonization road map
- Energy transition dashboard
- Energy efficiency

**KEY OBJECTIVES**

- Reduction of CO2 emissions: 6 Mt of emissions avoided per year by 2030

**OTHER ACTIVITIES**

*Nuclear and asset portfolio management & raw material procurement*

- **9,500 employees worldwide**
- **6.2 GW of installed nuclear capacity @100%**
- **€0.9 billion EBIT 2021**

**EXPERTISE**

- Operation of nuclear plants in Belgium
- Procurement of energy and raw materials
- Management of the physical and financial risks of the energy portfolio
- Asset management: trading, optimization of flexibility

**BUSINESS CASE**

*A low-carbon district in Berlin*

ENGIE and its German partner GASAG have won a major contract involving the transformation of a former cable factory site into a low-carbon district and they are investing a high double-digit million amount in sustainable solutions. The offer includes cooling as well as the design, construction and operation of decentralized heat via an innovative co-generation plant and the related distribution network in the district (while preparing the facilities for the arrival of hydrogen) and the installation of photovoltaic systems on the roofs of residential buildings, used to supply electricity to tenants. In addition to highly efficient energy solutions, ENGIE and GASAG will provide mobility and digitization solutions and services to the residents. This long-term partnership – spanning more than 20 years – will help prevent the emission of 1,100 metric tons of CO2 per year, thereby meeting the climate targets set by the German Federal government for cities ten years early.
ENGIE, GLOBAL LEADER IN ENERGY TRANSITION

NETWORKS
Investing in high-performance networks, designed to achieve a balanced, carbon-neutral energy mix

- **22,500 employees worldwide**
- **€2.3 billion EBIT in 2021**
- Over **250,000 km of gas distribution networks worldwide**
- ~ **5,600 km of electricity transmission networks**

**ENERGY TRANSMISSION, DISTRIBUTION AND STORAGE**

**EXPERTISE**
- Gas distribution and transmission
- Gas storage
- Regasification of LNG
- Electricity transmission
- Biomethane production

**KEY TARGETS FOR 2030**
- 700 km hydrogen transmission networks
- 4 TWh of biomethane in France = 10% market share
- 1 TWh of hydrogen stored in salt caverns

**DEVELOPMENT OF RENEWABLE GASES**

**EXPERTISE**
- Development of biomethane and connection to networks
- Acceleration of the development of low-carbon hydrogen and e-methane
- Reduction of methane emissions

**BUSINESS CASE**
Sharp increase in biogas production
In 2021, 147 biomethane production sites were connected to ENGIE networks in France. This brings the number of connected sites to 351 by the end of 2021, representing an increase of 72% compared to end-2020 and corresponding to a maximum production and network injection capacity of 6 TWh per year. With such a significant increase in connected sites, the ENGIE networks contribute significantly to achieving the objectives of the French multiannual energy plan (PPE), which has set a target for the production of grid-injected biomethane of 6 TWh in 2023 and between 14 TWh and 22 TWh in 2028.

**THERMAL GENERATION AND ENERGY SUPPLY**
Providing flexible and affordable power generation to support the development of renewable energies

- **17,100 employees worldwide**
- **€1.4 billion EBIT 2021**
- **60 GW generation capacity @100%**
- **22.3 million in BtoC contracts around the world**

**THERMAL GENERATION**

**EXPERTISE**
- Gas-powered electricity production
- Electricity storage
- Seawater desalination

**KEY OBJECTIVES**
- Availability rate greater than or equal to 90%.
- Coal phase-out by 2025 in Europe and by 2027 worldwide

**HYDROGEN**

**EXPERTISE**
- Large-scale renewable hydrogen production
- Coordination of hydrogen activities within ENGIE

**KEY TARGET**
- Renewable hydrogen production capacity of 0.6 GW in 2025 and 4 GW in 2030

**ENERGY SUPPLY TO INDIVIDUALS**

**EXPERTISE**
- Gas and electricity sales
- Energy services
- Energy access

**KEY OBJECTIVES**
- Portfolio growth, mainly in electricity
- Reduction of CO₂ emissions: -34% between 2017 and 2030 (incl. BtoB)

**BUSINESS CASE**
ENGIE’s largest battery storage
The Hazelwood BESS project aims to provide the flexibility needed for the development of intermittent renewables in the state of Victoria in Australia as of autumn 2022, with the capacity to store or retrieve up to 150 MW of electricity over one hour. The project, which is under construction on the site of a former coal-fired power plant, also symbolizes the transition of ENGIE’s thermal portfolio toward clean, flexible solutions.
A BUSINESS MODEL THAT CONTRIBUTES TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

ENGIE makes a key contribution to six Sustainable Development Goals and a significant contribution to seven others. The Group’s commitment to tackling the issues highlighted by its stakeholders (see the materiality matrix on p.15), to its CSR commitments and, more generally, to its sustainable growth strategy contribute to strengthening this impact.

Clean, affordable energy • Goal 7.1 “Access to energy”

In the current context of rising prices, ENGIE has taken action to maintain affordable access to energy. Thus, in France where ENGIE supplies 8.5 million individual contracts at market prices, more than two-thirds at fixed prices are not affected by the recent increases. Customers with regulated rates benefit from the government price shield. The Group proposes offers to consume less and better, with the possibility in France, for example, of controlling one’s gas heating or delaying one’s consumption of electric heating and thus getting off the electricity grid during peaks in consumption. Finally, for all our customers with financial difficulties, customer representatives are working on payment installments.
## 6 SDGs for which ENGIE’s contribution is key

<table>
<thead>
<tr>
<th>SDG</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1</td>
<td>Fight against discrimination</td>
</tr>
<tr>
<td>5.5</td>
<td>Participation and access to leadership positions</td>
</tr>
<tr>
<td>7.1</td>
<td>Energy access</td>
</tr>
<tr>
<td>7.2</td>
<td>Renewable energy</td>
</tr>
<tr>
<td>7.3</td>
<td>Energy efficiency</td>
</tr>
<tr>
<td>8.2</td>
<td>Economic productivity</td>
</tr>
<tr>
<td>8.5</td>
<td>Full employment and decent work</td>
</tr>
<tr>
<td>8.8</td>
<td>Rights &amp; safety at work</td>
</tr>
<tr>
<td>9.2</td>
<td>Socio-economically sustainable industrialization</td>
</tr>
<tr>
<td>9.4</td>
<td>Modernization and sustainability of industrial sectors</td>
</tr>
<tr>
<td>9.5</td>
<td>Innovation, research and development</td>
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<tr>
<td>11.3</td>
<td>Sustainable urbanization</td>
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<tr>
<td>11.6</td>
<td>Environmental impact</td>
</tr>
<tr>
<td>13.1</td>
<td>Resilience and adaptation</td>
</tr>
<tr>
<td>13.3</td>
<td>Education and empowerment</td>
</tr>
</tbody>
</table>

## ENGIE’s Contribution

### 5.1 - Fight against discrimination
ENGIE has stepped up its actions to promote gender equality through its commitments to the full participation of women in decision-making and by strengthening access without discrimination to executive and managerial positions. This helps to enhance its image and its attractiveness as an employer.

### 7.1 - Energy access
Through its activities, ENGIE actively contributes to universal access to clean energy, the development of renewable energy and improved energy efficiency. Through green financing, it is working to accelerate the transition to a low-carbon economy.

### 8.2 - Economic productivity
ENGIE maintains a close relationship with the regions and contributes to their social and economic development by practicing responsible taxation. Due to its industrial activity, ENGIE has prioritized the safety and protection of its employees and subcontractors all over the world.

### 9.2 - Socio-economically sustainable industrialization
ENGIE has mobilized a significant part of its R&D and innovation efforts to modernizing and greening its networks. The Group is positioned as a fair and innovative player in the low-carbon transition, which works to truly share value with its stakeholders.

## 7 SDGs for which ENGIE’s contribution is significant

<table>
<thead>
<tr>
<th>SDG</th>
<th>Description</th>
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<tbody>
<tr>
<td>10.3</td>
<td>Equal opportunity</td>
</tr>
<tr>
<td>12.5</td>
<td>Waste reduction</td>
</tr>
<tr>
<td>12.6</td>
<td>Corporate Social Responsibility</td>
</tr>
<tr>
<td>15.1</td>
<td>Conservation of terrestrial ecosystems</td>
</tr>
<tr>
<td>16.5</td>
<td>Fight against corruption</td>
</tr>
<tr>
<td>17.17</td>
<td>Multi-stakeholders partnerships</td>
</tr>
</tbody>
</table>

### 3.8 - Universal health coverage
ENGIE’s aim of increasing its clean energy production contributes to improvements in local living conditions and the environment as a whole. ENGIE guarantees full access to a global program of social protection that includes health coverage.

### 6.4 - Sustainable water resource management
Access to, and preservation and rationalized use of this shared asset are incorporated into the Group’s water management strategy. They concern local populations affected by water stress and enable the continuation of the activities of sites dependent on access to fresh water.

### 10.3 - Equal opportunity
ENGIE contributes to local economic development by participating in a just transition and providing access to decent jobs without discrimination (Alliance For Youth, Global Compact). This inclusive contribution allows it to develop talented individuals while making equal opportunities a reality.

### 12.5 - Waste reduction
The optimized use of its resources and waste, as well as the promotion of sustainable and viable practices in its value chain, enables ENGIE to demonstrate its purpose and to involve its sphere of influence while working for responsible consumption and production worldwide.

### 15.1 - Conservation of terrestrial ecosystems
ENGIE is committed to mitigating its impact on life on earth by working to preserve ecosystems through strong partnerships (Act4nature) and through the development of new organic matter (biomass) recovery activities.

### 16.5 - Fight against corruption
By working for exemplary governance that excludes all forms of corruption and by deploying forums for dialogue in order to improve transparency through its communication, ENGIE makes a positive contribution to this SDG. It is also committed to conducting its activities while respecting internationally recognized human rights.

### 17.17 - Multi-stakeholders partnerships
Thanks to its activity, ENGIE has forged solid relationships with a broad panel of different partners and is now a recognized player in the regions. By capitalizing and strengthening its relationships, ENGIE can increase its business and its social utility.

2021 ENERGY MARKET TRENDS

Strong global economic recovery

After a widespread economic slowdown in 2020, the global economy recovered strongly in 2021, which is expected to continue in 2022, buoyed by large-scale stimulus packages and additional support measures. This situation has led to disruptions in supply chains and a sharp rise in raw materials prices. Indeed, gas prices in Europe and Asia soared dramatically in 2021, partly as a result of the strong economic recovery, but also due to growing geopolitical tensions related to the Ukrainian crisis.

The price of CO₂ on the European carbon market also rose sharply in 2021, from approximately €33 at the beginning of January to over €80 at the end of December. While this is a positive development in that it will help accelerate the transition to cleaner energies, in the short term the price increase represents a significant additional cost for consumers, on the back of a sharp rise in gas prices and, as a result, electricity prices. For this reason, public authorities in many countries, particularly in Europe, were compelled to take exceptional and swift measures, ranging from suspending VAT to freezing tariffs and distributing “energy vouchers” to the most vulnerable households in order to mitigate the impact of this increase.

The economic recovery was accompanied by a rebound in CO₂ emissions, estimated at +5% in 2021, a level slightly below the 2019 level, due in particular to the persistent effects of the crisis, especially in the transportation sector.

The European Union, and to a lesser extent the United States, made commitments to support the energy transition

In July 2021, the European Commission overhauled the energy and climate legislation to bring it in line with its new target of cutting GHG emissions by 55% by 2030 (compared to 40% previously) and achieving climate neutrality by 2050. The main changes envisaged involve the strengthening and expansion of the carbon market, the Carbon Border Adjustment Mechanism and the development of carbon sinks. It also includes an upward revision of renewable-energy and energy-efficiency objectives.

In the United States, the major infrastructure investment plan provides for an $86 billion "climate" package to fund measures to reduce emissions and mitigate the impact of climate change, as well as grant subsidies for green mobility. In addition, the plan earmarks $65 billion to build new power lines and invest in new technologies such as CO₂ capture and green hydrogen.

On the path to carbon neutrality, we need to accelerate progress now in available electricity and gas technologies in order to prepare the resilient and affordable energy mix of tomorrow

In May 2021, the IEA (International Energy Agency) published a road map for the global energy sector to become carbon neutral by 2050 and limit global warming to 1.5°C. The scenario draws on all the different levers required to decarbonize the energy system. The coming decade will be marked by a strong increase in the development of renewable energy sources and efforts in energy efficiency, and accelerated steps in these technologies are relevant now, whatever the technological uncertainties in the longer term.

Decarbonized gases will also be needed in order to drastically reduce greenhouse gas emissions, while maintaining a resilient and affordable energy system. Thus, biomethane will play a major role in the energy transition, particularly at the European level. Green hydrogen is set to become the key energy vector in this transition, with numerous recovery plans providing specific funding (€7 billion in France, €9 billion in Germany) for the development of its value chain. Hydrogen is enabling the decarbonization of many sectors, in particular in industry and the heavy mobility sector, and, as a result, a strong entrepreneurial ecosystem is developing around it, bringing together research organizations, start-ups, SMEs and major groups. In addition, e-fuels synthesized from hydrogen will be an essential element in the decarbonization of the transportation sector.

CCUS (Carbon Capture Utilization and Storage) is also gaining momentum, with the launch of 76 projects in 16 European countries, 13 of which involve the production of low-carbon hydrogen.

Finally, the appropriation of renewable projects by all stakeholders and citizens in particular is key to their acceleration.

Claire Waysand
Executive Vice President in charge of the General Secretariat, Strategy, Research & Innovation, Communication

The fight against climate change is one of the greatest collective challenges and requires the participation of populations. The question of the cost and safety of the energy transition and of the co-construction practices with the regions will be key for its appropriation. As industrialists, we are convinced that energy efficiency will be indispensable and that an energy mix based on a range of energies will ensure a more secure transition and best protect the purchasing power of households and business competitiveness. This is why we are accelerating our development in renewable energies and in renewable gases, biomethane and green hydrogen, which will be key for sectors that are difficult to decarbonize otherwise, such as heavy mobility and certain industrial uses.

1 By 2030, solar and wind renewable capacities are expected to increase by 630 GW and 390 GW annually, and global biogas production is expected to reach more than 1,500 TWh (NZE (Net Zero Emissions) scenario, IEA)

2 Source: IFRI (Institut Français des Relations Internationales - French Institute of International Relations) study, September 2021
PRIORITIES SHARED WITH STAKEHOLDERS

ENGIE continuously integrates the views of its internal and external stakeholders into its value creation process through active dialogue. The Group reviewed its materiality matrix in 2020, which has enabled it to identify the 20 priority issues in line with its vision and ecosystem.

Methodology

The materiality analysis was conducted in three stages:

- **Identification of the issues** related to ENGIE’s activity and the interests of its stakeholders.

- **Evaluation of the issues by Top Management and stakeholders**: consultation of Top Management and a number of internal and external stakeholders (customers, employees, employee representatives, suppliers, civil society including experts and NGOs, public authorities and the financial community) through some 30 interviews, two panels and 50 questionnaires.

- **Prioritization of issues**: aggregation and weighting of Group and stakeholder ratings; final positioning of each issue based on four categories: material, major, decisive and fundamental.

Main findings

- **Four fundamental issues**: occupational health and safety, safety and resilience of facilities, ethics and compliance, and diversity and inclusion in the workplace, were identified as permanent and overarching elements of the Group’s activities.

- **Achieving its low-carbon transformation** while ensuring the sustainable growth of its results seems to be the most important factor for the Group and its stakeholders.

- **The commitment of employees**, responsible leadership and governance, as well as the increased use of sustainable finance tools, appear to be essential levers for successfully achieving this transformation and ensuring that ENGIE’s actions are consistent with its purpose.

The results of the materiality matrix confirm the coherence between the expectations of stakeholders and the strategic orientations of ENGIE.

To learn more: [https://www.engie.com/en/group/social-responsibility](https://www.engie.com/en/group/social-responsibility)
The business environment in which the Group operates may result in financial and non-financial risks, but it may also provide a host of opportunities. ENGIE constantly analyzes the evolution of these risks and opportunities in order to adapt to changes in its environment in an agile manner.

**Significant and priority risks**

The significant and specific risks to which the Group believes it is exposed are presented in the Universal Registration Document1. They have been assessed and prioritized on the basis of “net risk” after the control resources put in place are taken into account.

Four risks with high criticality were identified in 2021. They are:

- the risk of changes in the regulatory framework and in the amount of provisions set aside for the decommissioning of Belgian nuclear power plants and the management of spent fuel;
- the risk of a downward trend in compensation on gas distribution, transmission, storage and regasification assets in France;
- the market risk associated with raw materials;
- the currency risk.

The management of these risks is based on regular, detailed dialog with the competent institutional authorities.

For raw materials market risk and currency risk, the Group has specific governance and control policies in place.

Each year, the Board of Directors identifies a number of priority risks, each of which is overseen by a member of the Executive Committee and monitored by one of the Board’s standing committee2. The majority of these risks are reviewed by the Audit Committee.

Climate change risk, which the Group has long taken into account, is a multifaceted risk that highlights the multiple vulnerabilities of companies, particularly those in the energy sector. This risk is identified as a priority by the Group, which is reviewed annually by the EESDC. The EESDC’s analysis led ENGIE to strengthen its ambition to combat climate change, in particular by setting a Net Zero Carbon target for 2045.

Climate change also represents a source of strategic opportunities. These opportunities translate into the possibility for the Group to accelerate its development in renewables and to increase the supply of renewable energy to local authority or business customers by providing them with certificates of guarantee of origin. The Group will also be able to rely on its expertise to advise its customers and support them in their energy transition by helping them to reduce their energy consumption and make their energy mix green. The transition to a low-carbon economy also presupposes the development of numerous renewable gas production units throughout the region, in the gas infrastructures, through injection into the networks, they will find an available, competitive, safe and accessible transmission and storage offer. Existing networks will also be able to benefit from the industrial development of hydrogen production.

**Anticipating risks across the entire supply chain**

Climate impacts on the supply chain are factored into supplier default risk and may lead to business continuity plans being put in place. Climate impact and carbon emissions reduction measures have also been added to the supplier selection criteria. In 2021, the strong increase in global demand led to major price hikes in commodities and transportation costs. These strong tensions affected delivery times and constituted a new risk for ENGIE. In response, the Procurement Department established a specific trend chart to anticipate price trends and implemented an action plan. This plan includes the introduction of new price revision clauses in contracts (to avoid overestimating the change in supplier prices), a monthly discussion with the main suppliers to secure prices and availability, and increased vigilance regarding dependence on a single or small number of suppliers.

For more information: Universal Registration Document Chapter 2 “Risk factors and control”

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1 - Chapter 2 Risk factors and control
2 - Section 4.1.2.4 “Standing Committees” of Chapter 2
ENGIE, GLOBAL LEADER IN ENERGY TRANSITION

BUILDING THE LOW-CARBON ENERGY SYSTEM OF TOMORROW

ENGIE’s strategy has been developed taking into account the changes in its environment as well as the expectations of its stakeholders. It aims to strengthen the company’s position as a leader when it comes to achieving an economically viable, resilient and sustainable transition. It is based on four main pillars.

1. **Simplifying and refocusing**
   - the Group on its core activities
   - to seize opportunities
   - in a buoyant energy market

2. **Adapting**
   - our organization
   - with a consolidated industrial approach

3. **Accelerating**
   - our growth in Renewables and Local Energy Networks

4. **Strengthening**
   - our commitment to the energy transition with an ambitious “Net Zero Carbon” target by 2045 in all scopes

**Simplifying the Group and adapting its organization**

In 2021, ENGIE refocused on its core activities and on a smaller geographical footprint. A new organization, in place since July 1, 2021, in four Global Business Units (Renewables, Energy Solutions, Networks, Thermal Generation and Energy Supply) and four regional hubs (Europe, North America, South America, Asia-Middle East-Africa) will allow the Group to strengthen its industrial approach.

As part of its refocus, in the second half of the year, the Group entered into exclusive negotiations with Bouygues for the disposal of EQUANS for €7.1 billion. It also completed the disposal of ENDEL, its subsidiary specialized in industrial maintenance and energy services, and sold a stake of 11.5% in GRTgaz. The partial sale of GTT and the sale of ENGIE EPS were finalized in 2021.

ENGIE is also focused on narrowing its geographic footprint by drawing on its strong relationships with local stakeholders. As a result, the Group will be present in fewer than 30 countries by 2023, compared to 70 in 2018.

The organization into four Global Business Units responsible for their results and the worldwide implementation of the strategy in their business segments will strengthen the Group’s industrial integration and the competitiveness of its businesses.

This reorganization was guided in particular by an internal performance target, a key component of the new strategic road map. ENGIE has committed to a performance plan for the 2021-2023 period for an amount of €600 million. This plan will be based on a variety of levers: reorganization of support functions, purchases, shared service centers, real estate and digital. In 2021, this plan contributed €85 million to the 2021 EBIT.
RENEWABLES

Our strategy: Developing green energy production resources in an integrated system.

As a key player in the sector, ENGIE is stepping up investments in renewable energies, with a target to increase its capacities by 4 GW per year on average by 2025, and by 6 GW per year by 2026. Investments will be made in onshore wind power and ground-mounted solar power. Offshore wind power is also a key priority, with a target of 5 to 7 GW commissioned or in the pipeline by 2025.

Where we stand:
The acceleration in renewable energy was marked in 2021 with the acquisition, in partnership with Crédit Agricole Assurances, of Eolia, one of the largest renewable energy producers in Spain. Over the period of 2019-2021, the Group commissioned 9 GW of renewable capacity. It plans to again accelerate the development of its annual additional renewable energy capacities, which will then be 4 GW on average per year by 2025 and reach 50 GW at the end of 2025. To do so, it has identified a set of projects for a capacity of approximately 66 GW.

Interview with Paulo Almirante,
Executive Vice President in charge of Renewables, Energy Management and Nuclear Activities

Where does ENGIE stand in terms of its objective to step up its renewable energy production to reach 50 GW by 2025 and 80 GW by 2030?

In line with what was announced at the beginning of 2019, ENGIE commissioned an additional 9 GW between 2019 and 2021, i.e. 3 GW per year, despite challenging circumstances related to Covid-19 in 2020 and supply chain tensions in 2021. By end-2021, the Group had a total installed renewables capacity of 34 GW. And ENGIE is ramping up the development of renewable energy in order to reach 50 GW of installed capacity by 2025. Most of this new capacity will be achieved through organic growth and will originate from wind and solar power projects. In the second half of the decade, between 2026 and 2030, an average of 6 GW of additional renewable capacities will be commissioned per year, with offshore wind power making a significant contribution. ENGIE can rely on a solid projects portfolio and highly experienced teams in achieving these ambitious but attainable goals.

What is your road map for 2022?

In 2022, our goal is to increase the Group’s installed renewables capacity by 4 GW. We will commission major wind and solar power projects, such as Moray East, a 1 GW offshore wind farm in Scotland. We will also continue to improve the operational performance of projects and assets, with workplace safety a top priority. The Group’s objective is both to respond to the sustained growth in energy demand and to actively contribute to decarbonization, in line with ENGIE’s commitment to achieving Net Zero Carbon by 2045.

ENERGY SOLUTIONS

Our strategy: Offering integrated decarbonization solutions to our customers through long-term contracts.

The Group will focus on the development of decentralized energy networks (urban heating and cooling networks, on-site utility production, decentralized solar power, urban networks and low-carbon mobility), as well as on related services, with a target of 8 GW commissioned by 2025.

Where we stand:
After a period of uncertainty due to the pandemic, the year 2021 was marked by the resumption of the commercial development of Energy Solutions’ activities. Several major contracts were won, including the contract with the City of Paris in December 2021. ENGIE and its partner Groupe RATP were selected to manage the cooling network. They obtained the renewal of a 20-year concession that covers the production, storage, transmission and distribution of cooling for the city. ENGIE will also be responsible for extending the network by 158 km by 2042, in order to serve all the districts of Paris and to open it up to new customers (hospitals, day-care centers, schools and retirement homes).
NETWORKS

Our strategy: invest in high-performance networks, designed to achieve a balanced, carbon-neutral energy mix.

The strategy has four main objectives: to maximize the value of existing assets; to rebalance the portfolio to include international markets and electrical grids; to promote the production of biomethane in France and a number of other target countries internationally; and to convert assets to hydrogen.

Where we stand:

The Networks activity continued its international development with the start of commercial operations of Gralha Azul and the first power tests on Novo Estado, two electricity transmission lines built by the Group in Brazil. The gas networks in France have maintained high reliability and recorded solid performance, both in operational efficiency and in the development of renewable gases, where 147 new biomethane production sites were connected to the ENGIE network. This brings the total number of connected sites to 351, a possible contribution to annual production that may reach 6.1 TWh.

THERMAL GENERATION AND ENERGY SUPPLY

Our strategy: Developing and operating low-carbon activities and supporting the transition of current electricity systems.

In addition to investments in renewables, the Group is focusing on the development of its thermal capacity, in line with its carbon emissions reduction pathway. Depending on the specific needs of each country, ENGIE meets the flexibility needs of the electricity system and supports the decarbonization of its customers. The phase-out of coal capacities is underway, and the first initiatives to convert to green gas plants have been launched, primarily using biomethane and hydrogen.

Where we stand:

These activities offer significant flexibility in a context of intermittent renewable energies and contribute to the security of future supply. In 2021, they again demonstrated their reliability by recording an unplanned internal unavailability rate of less than 5%. On October 31, 2021, the combined cycle gas turbine (CCGT) projects at Vilvorde (Belgium) and at the Awirs site, each with a capacity of 875 MW, were selected for a 15-year contract in the first auctions of the Capacity Remuneration Mechanism in Belgium. These plants will be able to use green gases and will move over the long-term to carbon neutrality. The Group entered into a strategic alliance with MASDAR in the United Arab Emirates to develop green hydrogen throughout the Gulf countries. The plan to exit from coal continued with the disposal of Jorge Lacerda in Brazil and the end of operations at Tejo (Portugal), its last coal-fired power plant in Europe.

Interview with Sébastien Arbola, Executive Vice President in charge of Thermal Generation and Energy Supply activities

What is your road map for 2022?

ENGIE is committed to being net zero by 2045. The challenge for the Thermal Generation & Energy Supply GBU is to continue to provide the flexibility that ENGIE and the electricity system require while reducing its CO₂ emissions. This means growing our business selectively, greening our asset portfolio and helping our industrial and individual customers to achieve carbon neutrality.

We will also continue to strengthen our industrial expertise and our digital know-how with regard to managing operations. This means making our power plants more flexible and responsive, while guaranteeing the highest level of occupational health and safety for our teams and cybersecurity for our sites.

What challenges are associated with hydrogen as regards ENGIE’s strategy?

Renewable hydrogen is the link between the Group’s strategic pillars, namely renewables, networks and customer decarbonization. ENGIE has therefore set ambitious goals and is developing projects that position the Group among the world leaders in this field.

As of today, ENGIE’s portfolio includes more than 70 projects worldwide, aimed in particular at developing hydrogen ecosystems for industry and mobility, export chains and hydrogen transport and storage demonstration facilities. The next step is to move to industrial scale through key partnerships, industry collaboration and strong public support.
GLOBAL VALUE CREATION

ENGIE aims to create value in the medium and long term for the benefit of all its stakeholders. The Group’s performance is guided by setting objectives in three categories: planet, people and economic prosperity.

**OUR DECARBONIZATION TARGETS**

<table>
<thead>
<tr>
<th></th>
<th>2019 Results</th>
<th>2020 Results</th>
<th>2021 Results</th>
<th>2030 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Renewable electricity production capacities (GW) @100%, excluding turbine pumping and decentralized capacities</strong></td>
<td>27</td>
<td>31</td>
<td>34 excluding EQUANS 34</td>
<td>80</td>
</tr>
<tr>
<td><strong>Share of renewable power generation capacity</strong></td>
<td>28%</td>
<td>31%</td>
<td>34% excluding EQUANS 34</td>
<td>58%</td>
</tr>
<tr>
<td><strong>Carbon footprint of energy production (Mt CO₂ eq.) - Scopes 1 and 3</strong></td>
<td>75</td>
<td>68</td>
<td>67 excluding EQUANS 65</td>
<td>43 (vs. 106 in 2017)</td>
</tr>
<tr>
<td><strong>Carbon footprint related to gas sales (Mt CO₂ eq.) - Scope 3</strong></td>
<td>61</td>
<td>61</td>
<td>66 excluding EQUANS 66</td>
<td>52 (vs. 79 in 2017)</td>
</tr>
<tr>
<td><strong>Customer decarbonization: emissions avoided through ENGIE products and services (Mt CO₂ eq.)</strong></td>
<td>N/A</td>
<td>21</td>
<td>28 excluding EQUANS 26</td>
<td>45</td>
</tr>
<tr>
<td><strong>Supplier decarbonization (excluding energy): share certified or aligned with SBT</strong></td>
<td>N/A</td>
<td>15%</td>
<td>20% excluding EQUANS 20%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Decarbonization of our work practices: GHG emissions (Mt CO₂ eq.) after offsetting - maximum of 200 kt CO₂</strong></td>
<td>0.68</td>
<td>0.49</td>
<td>0.58 excluding EQUANS 0.30</td>
<td>0</td>
</tr>
</tbody>
</table>

**OUR OTHER ENVIRONMENTAL OBJECTIVES**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2030</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Share of activities (projects, sites, including sites being decommissioned) with a coordinated environmental plan</strong></td>
<td>0%</td>
<td>21%</td>
<td>37% excluding EQUANS 38%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Share of industrial sites having implemented ecological management</strong></td>
<td>0%</td>
<td>0%</td>
<td>28% excluding EQUANS 28%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Rate of reduction of water consumption of industrial activities compared with 2019</strong></td>
<td>0%</td>
<td>-19%</td>
<td>+8% excluding EQUANS +8%</td>
<td>-35% vs 2019</td>
</tr>
</tbody>
</table>

* Incorporation in the Vigilance Plan  ● Incorporated in the Commitments Committee reviews (CSR matrix)  ● Incorporated in the compensation criteria for the CEO and top managers  ● Actions vis-à-vis suppliers  Concerning green gases, see page 31
ENGIE, certified 2°C by SBT, is committed to reducing its GHG emissions, in particular those linked to the energy production of its controlled assets (scope 1) or equity-accounted assets (scope 3) and its indirect emissions, including gas sales (scope 3 item). Nevertheless, ENGIE has chosen to go beyond the current SBTi 2°C certification obtained in 2020, by following a “well below 2 degrees” path, which translates into a reduction in GHG emissions from electricity and heat generation to a maximum of 43 Mt CO₂ eq. in 2030 (against 106 Mt CO₂ eq in 2017), but also by reducing the carbon intensity of this production by more than 52% over this period to reach 230 gCO₂ eq./kWh in 2025, then 158 gCO₂ eq/kWh in 2030 (compared to 348 gCO₂ eq/kWh in 2017).

**GHG emissions from energy production (Mt CO₂ eq.)**

The SBT target covers the carbon intensity of the energy production, i.e. to reach 165 g CO₂ eq. kWh corresponding to the commitment of a 52% reduction compared to the carbon intensity of energy production in 2017 (scopes 1 and 3). In line with this SBT target, ENGIE has set a target of 43 Mt CO₂ eq. for energy production emissions in 2030 (scopes 1 and 3).

**Scope 3 GHG emissions**

Scope 3 indirect emissions are down due to the exit of EQUANS, which impacts emissions related to purchases.

**Change in renewables capacity (GW (@100%))**

The renewable capacity of centralized electricity products recognized at 100% rose +3 GW in 2021.

**Change in coal capacity (GW (@100%))**

ENGIE has made a commitment to phase out coal by 2025 in Europe and by 2027 in the rest of the world. In 2021, the Group closed the Tejo power plant in Portugal and sold the Jorge Lacerda power plant in Brazil. Its coal capacity at the end of 2021 was 2.9 GW.
## OUR KEY OBJECTIVES

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2019 Results</th>
<th>2020 Results</th>
<th>2021 Results</th>
<th>2030 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Share of women managers</strong></td>
<td>23.5%</td>
<td>24%</td>
<td>24.6%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Gender equity index</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>France: 72 international: 72</td>
<td></td>
<td></td>
<td>France: 89, excluding EQUANS 89 international: 83</td>
<td>100/100</td>
</tr>
<tr>
<td><strong>Lost time injury frequency rate for Group employees and subcontractors on closed sites</strong></td>
<td>3.3</td>
<td>2.7</td>
<td>2.9, excluding EQUANS 2.5</td>
<td>≤ 2.3</td>
</tr>
<tr>
<td><strong>Health and safety prevention rate</strong></td>
<td>0.42</td>
<td>0.59</td>
<td>0.58, excluding EQUANS 0.65</td>
<td>0.75</td>
</tr>
<tr>
<td><strong>Percentage of apprentices in Europe</strong></td>
<td>3.3%</td>
<td>4.3%</td>
<td>4.6%, excluding EQUANS 4.9%</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Percentage of trained staff</strong></td>
<td>69%</td>
<td>70%</td>
<td>82%, excluding EQUANS 82%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Beneficiaries with access to sustainable energy since 2018 (excluding the Rassembleurs d’Énergies fund) (m)</strong></td>
<td>4</td>
<td>6</td>
<td>7</td>
<td>30</td>
</tr>
<tr>
<td><strong>Share of activities (projects, sites, including sites being decommissioned) with a coordinated societal plan (%)</strong></td>
<td>N/A</td>
<td>10%</td>
<td>37%, excluding EQUANS 37%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Responsible Purchasing Index (CSR assessment and inclusive purchasing, excluding energy purchases)</strong></td>
<td>N/A</td>
<td>25</td>
<td>40, excluding EQUANS 40</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Training rate for employees most exposed to the risk of corruption (%)</strong></td>
<td>25%</td>
<td>21%</td>
<td>51%, 49% excluding EQUANS</td>
<td>100%</td>
</tr>
</tbody>
</table>

- **Incorporated in the Vigilance Plan**
- **Incorporated in the Commitments Committee reviews (CSR matrix)**
- **Incorporated in the compensation criteria for the CEO and top managers**
- **Actions vis-à-vis suppliers**

## Economic prosperity

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2019 Results</th>
<th>2020 Results</th>
<th>2021 Results</th>
<th>Financial outlook for 2023</th>
<th>Deadlines</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Growth investments (€ bn)</strong></td>
<td>7.2</td>
<td>4.0</td>
<td>4.3</td>
<td>€15-€16 bn approximately €5 bn</td>
<td>2021-2023 2024</td>
</tr>
<tr>
<td><strong>Asset rotation program (disposals) (€ bn)</strong></td>
<td>2.8</td>
<td>4.2</td>
<td>2.0</td>
<td>&gt; €11 bn for an initial target of €9-10 bn</td>
<td>2021-2023</td>
</tr>
<tr>
<td><strong>Performance program (€ m)</strong></td>
<td>330</td>
<td>670</td>
<td>85</td>
<td>€600 m continuation in line with 2022-2023</td>
<td>2021-2023 2024</td>
</tr>
<tr>
<td><strong>EBIT (€ bn)</strong></td>
<td>5.8</td>
<td>4.6</td>
<td>6.1</td>
<td>€6.1-6.5 bn €6.2-6.6 bn €6.4-6.8 bn</td>
<td>2022 2023 2024</td>
</tr>
<tr>
<td><strong>Economic net debt/EBITDA ratio</strong></td>
<td>4.0x</td>
<td>4.0x</td>
<td>3.6x</td>
<td>Less than or equal to 4.0x</td>
<td>2022-2024</td>
</tr>
<tr>
<td><strong>Net recurring income, Group share (NRIGs) (€ bn)</strong></td>
<td>2.7</td>
<td>1.7</td>
<td>2.9</td>
<td>€3.1-3.3 bn €3.2-3.4 bn €3.3-3.5 bn</td>
<td>2022 2023 2024</td>
</tr>
<tr>
<td><strong>Dividend payout rate/Net recurring income, Group share</strong></td>
<td>0%</td>
<td>75%</td>
<td>66%</td>
<td>65-75% with €0.65 floor dividend</td>
<td>2022-2024 2021-2023</td>
</tr>
<tr>
<td><strong>Credit rating</strong></td>
<td>Strong investment grade</td>
<td>Strong investment grade</td>
<td>2022-2024</td>
<td></td>
<td>2022-2024</td>
</tr>
</tbody>
</table>
## COMMITMENTS FOR COLLECTIVE PROGRESS

ENGIE draws on a set of global or specific networks and coalitions that support it in order to advance its practices and create sustainable value for all its stakeholders.

### Societal commitments

<table>
<thead>
<tr>
<th>Diversity</th>
<th><img src="image" alt="UN Women" /> <img src="image" alt="Embrace Difference" /> <img src="image" alt="ManifestoInclusion" /></th>
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</thead>
<tbody>
<tr>
<td>Anti-discrimination and harassment</td>
<td><img src="image" alt="autre cercle initiative" /> <img src="image" alt="#StOpE" /></td>
</tr>
<tr>
<td>Youth employability</td>
<td><img src="image" alt="all4Youth" /> <img src="image" alt="PAQTE" /> <img src="image" alt="Engagement Jeunes 2021" /></td>
</tr>
<tr>
<td>Taxation</td>
<td><img src="image" alt="THE B TEAM" /></td>
</tr>
<tr>
<td>Consumption</td>
<td><img src="image" alt="Green Consumptionledge" /></td>
</tr>
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</table>

### Environmental commitments

<table>
<thead>
<tr>
<th>General commitments</th>
<th><img src="image" alt="French Global Compact" /> <img src="image" alt="WBCSD" /> <img src="image" alt="Finance for Tomorrow" /></th>
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</thead>
<tbody>
<tr>
<td>Climate</td>
<td><img src="image" alt="French Business Climate Pledge" /> <img src="image" alt="World Economic Forum" /> <img src="image" alt="WORLD ALLIANCE for EFFICIENT SOLUTIONS" /></td>
</tr>
<tr>
<td>Greenhouse gas emissions</td>
<td><img src="image" alt="WE MEAN BUSINESS COALITION" /> <img src="image" alt="Science Based Targets" /> <img src="image" alt="ACT" /> <img src="image" alt="PPCA Powering Post Coal Alliance" /></td>
</tr>
<tr>
<td>Carbon pricing</td>
<td><img src="image" alt="CP LC Carbon Pricing Leadership Coalition" /></td>
</tr>
<tr>
<td>Biodiversity</td>
<td><img src="image" alt="act4nature" /> <img src="image" alt="Biodiversité Stratégique" /> <img src="image" alt="OECD Water Governance Initiative" /></td>
</tr>
<tr>
<td>Water</td>
<td><img src="image" alt="CEO Water Mandate" /></td>
</tr>
</tbody>
</table>

### Strengthening our commitments at COP 26

ENGIE was present at COP 26 in Glasgow and reaffirmed its commitment to decarbonization through several initiatives, including:

- As a founding member of the **First Movers coalition** – which seeks to accelerate the development of a competitive, carbon-neutral supply chain – ENGIE is committed to ensuring that 10% of the steel in its wind turbines is near zero-carbon by 2030.
- The Group reaffirmed its commitment to renewable hydrogen by supporting, as a key industrial partner, the signing of an agreement between Chile and Belgium to produce and import green hydrogen.
- ENGIE has also signed pledges – commitments made by public or private partners on key themes to advance the energy transition. For example, the Group signed the "24/7 Carbon-Free Energy Compact" with Google, which brings together tech and energy companies for the purpose of developing solutions that provide carbon-free energy for all, in real time 24/7.
- The Group has also signed appeals for governments to promote the development of impact finance through **Finance for Tomorrow** or to reduce inequalities linked to the energy crisis and the future transition policy.
ENGIE pursues its purpose each and every day: accelerating the transition to a carbon-neutral economy.

P.26 Reducing our impact on the climate and the environment
P.28 Accelerating the transition to a carbon-neutral economy
P.30 Renewable gas, an essential energy source for carbon neutrality
P.34 A value shared with our stakeholders
P.36 Promoting sustainable and responsible finance
P.38 A collective commitment to the transition
REDUCING OUR IMPACT ON THE CLIMATE AND THE ENVIRONMENT

ENGIE recognizes that its ability to grow depends on the quality of the environment in which it operates. It is committed at all levels to adapting its activities in order to preserve the environment and accelerate its transition to zero carbon.

Our approach to carbon neutrality

Based on the work of the Net Zero Initiative, ENGIE will deem Net Zero to be achieved when the Group’s carbon footprint is fully offset through greenhouse gas (GHG) sequestration (negative emissions). The Group is focused on reducing its carbon footprint in order to use carbon offsets as little as possible. It is also committed to supporting its customers on their path to decarbonization, while ensuring that the emissions avoided as a result of this process do not count towards its own path to carbon neutrality.

Our approach to carbon neutrality

ENGIE’S CARBON NEUTRALITY (based on the work of the Net Zero Initiative)

**GHG EMISSIONS**
First, reduce the direct and indirect GHG emissions resulting from ENGIE’s activities

- Scopes 1, 2 and 3

**GHG EMISSIONS SEQUESTRATION**
Then, increase carbon sinks to offset emissions and achieve carbon neutrality

- Sequestration of GHGs generated directly or indirectly by ENGIE’s value chain

2021 will be remembered as a key year in the operational implementation of the Group’s decarbonization strategy. Since 2021, ENGIE has had a carbon budget for each GBU and remuneration criteria for the Group’s managers that take GHG emissions into account. There is no question that CO₂ has become a factor in corporate governance.

Julia Maris
Vice-President CSR, Chief Executive Officer of Rassembleurs d’Energies

**OFF-BALANCE-SHEET**

**CUSTOMER DECARBONIZATION**
Reducing customers’ GHG emissions through ENGIE’s products and services

- Emissions avoided or reduced

**BIOGENIC EMISSIONS**
Carbon contained in agricultural or forestry biomass, emitted during its combustion or degradation.

Prakash Morankar
Construction & HSE Manager for India, Renewables GBU

**Solar power in India**

In August 2021, ENGIE commissioned a 200 MW solar farm in the Indian state of Gujarat – the second largest in the country for the Group. The complex environment, close to the largest salt plain in India, meant that the project required specialized engineering. The innovative technical solutions that were implemented enabled the project team to win the “Solar Project of the Year” award.
Adapting to the consequences of climate change

ENGIE’s adaptation plan aims to reduce the exposure of the Group’s assets and activities to the risks associated with climate change (physical risks and transition risks). It is based on 3 pillars that meet the TCFD commitments:

• Assessing the impact of climate change and adapting ENGIE’s facilities and operational activities (contracts, insurance, health and safety, continuity plans, etc.).
• Assessing the impact of climate change on ENGIE’s finances.
• Assessing the impact of climate change on ENGIE’s strategy, both in terms of the Group’s exposure and new opportunities.

Preserving nature and biodiversity

In view of the fact that the preservation of biodiversity and the fight against climate change are intrinsically linked, and that the company’s activities constantly interact with natural ecosystems, ENGIE has adopted a proactive policy aimed at reducing and controlling its footprint on biodiversity. Since 2012, the Group’s strategy has been based on a cross-functional approach – avoiding, reducing and offsetting – and four major areas: raising awareness of biodiversity and improving the Group’s skills on the ground, strengthening its commitments to preserve biodiversity, developing innovative solutions to preserve biodiversity on sites and ensuring transparent practices for external stakeholders. This strategy can be broken down into six concrete objectives:

1. **Avoid** Reduce Offset
   - Implementation of the “Avoid - Reduce - Offset” workflow in the Group’s development projects

2. **Nature-based solutions**
   - Contribution to the implementation of nature-based solutions (NbS) in the regions

3. **Ecological site management**
   - Implementation of ecological site management for all of the Group’s industrial activities, with no phytosanitary products used and maintenance of green spaces in harmony with nature

4. **Priority sites for biodiversity**
   - Continued development of action plans for sites located in or near a biodiversity hotspot anywhere in the world, using the new definition of a priority site

5. **Supply chain**
   - Integration of biodiversity criteria in life cycle assessments in order to perform an in-depth analysis of the impacts and dependencies related to the Group’s activities throughout the value chain, with a view to identifying the issues and the appropriate solutions to tackle them

6. **Awareness – Sharing**
   - Provision of biodiversity awareness modules for all staff and creation of a platform for sharing best practices

### Group targets vs. Actions taken in 2021

<table>
<thead>
<tr>
<th><strong>Avoid Reduce Offset</strong></th>
<th>100% project files greater than €30 million submitted to the Group Investment Committee in 2022</th>
<th>Project files reviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Nature-based solutions</strong></td>
<td>10 projects identified that comply with the IUCN standard by 2022</td>
<td>Identification of solutions that comply with the IUCN standard</td>
</tr>
<tr>
<td><strong>Ecological site management</strong></td>
<td>2025: 50% of sites</td>
<td>2025: 50% of sites with action plans established with relevant stakeholders</td>
</tr>
<tr>
<td><strong>Priority sites for biodiversity</strong></td>
<td>2025: 50% of sites with action plans established with relevant stakeholders</td>
<td>41% of action plans deployed</td>
</tr>
<tr>
<td><strong>Supply chain</strong></td>
<td>Analysis of at least 2 activities per year by 2025</td>
<td>Analysis of 2 activities via life-cycle assessment</td>
</tr>
<tr>
<td><strong>Awareness – Sharing</strong></td>
<td>At least 2 modules/year by 2025</td>
<td>Training modules created and made available online. Around 300 employees trained in 3 months</td>
</tr>
</tbody>
</table>

**Combining agroforestry and wind power to preserve biological diversity**

In order to compensate for a loss of habitat for farmland fauna linked to the establishment of the Mont de la Grévière wind farm in France, ENGIE Green sponsored the planting of agroforestry trees on 18 hectares of agricultural plots in 2016. In 2019, we began assessing the effectiveness of this initiative by undertaking environmental monitoring of these plots in partnership with the Association Française d’Agroforesterie (French Agroforestry Association) and the Regroupement des Naturalistes Ardennais (Ardennes naturalists group). The findings in this first year of monitoring were promising: water percolated 11 times faster where there were trees than elsewhere; the number of insects per hectare was nearly four times higher than in the control plots; and species diversity was more than 10 times higher. To even out the effects of weather-related fluctuations, we will monitor the progress of this measure for at least five years.

*Mélanie Le Bris
Biodiversity Officer at ENGIE Green

*This objective is included in the 2030 CSR objective of implementing environmental plans for all sites, activities and projects in consultation with stakeholders.

**For more information:** 2022 Biodiversity Notebook
ACCELERATING THE TRANSITION TO A CARBON-NEUTRAL ECONOMY

ENGIE has set itself objectives that extend beyond its main energy production and sales activities in order to support its main stakeholders – employees, suppliers and customers – on a decarbonization pathway.

Reducing the carbon footprint of our activities

Emissions related to the production and sale of energy represent approximately 74% of ENGIE’s carbon footprint. The Group aims to achieve its Net Zero objective by 2045 by making a large-scale transition to decarbonized energy production and limiting the residual emissions to be offset as much as possible. To strengthen its impact, ENGIE also supports its employees and suppliers in reducing their carbon footprint.

A global platform of 34 GW of renewable capacity (GW@100%)

<table>
<thead>
<tr>
<th>Region</th>
<th>Renewable Capacity (GW@100%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe</td>
<td>13.2</td>
</tr>
<tr>
<td>Latin America</td>
<td>15</td>
</tr>
<tr>
<td>North America</td>
<td>3.8</td>
</tr>
<tr>
<td>Asia - Middle East Africa</td>
<td>2.4</td>
</tr>
</tbody>
</table>

Supporting our suppliers in achieving carbon neutrality

In line with its objective of decarbonizing its value chain, ENGIE has undertaken to support its 250 preferred suppliers in order for them to become certified or aligned with the Science Based Targets by 2030. To this end, ENGIE organized a series of meetings aimed at establishing concrete action plans for decarbonization. In 2021, more than 40 such meetings were organized. This approach will ultimately be extended to all of the Group’s Class A suppliers (80% of expenditure excluding energy), i.e. 1,500 suppliers in 2030 and nearly 7,000 companies in the longer term.

Involving our employees in the decarbonization of their work processes

ENGIE has set itself the goal of making its work processes – related to buildings, digital technology, travel, commuting and vehicle fleets – carbon neutral by 2030. Employees are involved in such processes so as to identify and share best practices. This approach is complemented by an ongoing training program.

35% reduction in electricity consumption of buildings by 2030

100% green vehicles in the vehicle fleet by 2030

100% of preferred suppliers (excluding energy purchases) certified or aligned with SBT by 2030

Strengthening wind power generation in North America

In May 2021, ENGIE commissioned Dakota Range III in North America. Established since 2018, the site includes 32 wind turbines with a generation capacity of 151.2 MW. The Group entered into a power purchase agreement (PPA) with Northern States Power Company and now powers a Google data center in Minnesota.
Supporting and measuring our customers’ decarbonization

Customer decarbonization is effective when customers avoid1 or reduce2 their carbon emissions through the use of ENGIE products and services. Due to the lack of international and cross-sector standards, ENGIE developed specific energy guidelines with a group of peers and NGOs for the purpose of measuring the contribution of products and services to customer decarbonization. In this regard, ENGIE set itself the goal in 2021 of helping its customers achieve decarbonization of 45 Mt CO₂ eq. by 2030, based on a dozen of the Group’s products and services, such as green energy production, decentralized energy networks and associated services, or the resale of green electricity. This decarbonization measure is implemented in new commercial projects and integrated as a criterion in the investment decision process.

Whether it’s manufacturers, cities, universities, etc., the Group is developing decarbonization pathways adapted to each specific case:

<table>
<thead>
<tr>
<th>MANUFACTURERS</th>
<th>UNIVERSITIES</th>
<th>CITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FAURECIA decarbonization partner</strong></td>
<td><strong>Promoting sustainable energy at Georgetown University</strong></td>
<td><strong>A sustainable district cooling system in Singapore</strong></td>
</tr>
<tr>
<td>Faurecia, a global leader in automotive technology, chose ENGIE to assist it in its commitment to achieve CO₂ neutrality for scopes 1 and 2 by 2025. As part of this partnership, ENGIE will provide energy solutions to be implemented at over 100 sites worldwide by mid-2022. ENGIE will support Faurecia in rolling out an energy performance program in Europe, China, Brazil and Mexico, which will result in a 15% reduction in energy consumption at sites.</td>
<td>ENGIE and Georgetown University (in the United States) have entered into a long-term agreement to strengthen Georgetown’s energy infrastructure while improving its energy efficiency. ENGIE will handle the upgrade, operation and maintenance of the electrical, heating, cooling and water distribution systems. The partnership will enable the university to reduce its energy use by at least 35% by 2030 and ensure the sustainable energy management of one of the most prestigious academic communities.</td>
<td>ENGIE was selected to build and operate the underground district cooling system for Singapore’s first smart business district, Punggol Digital District. Scheduled for completion in 2024, the underground plant will be in operation for a period of 30 years. The district cooling system will provide reliable, sustainable and cost-effective air conditioning for the district. The plant is expected to reduce emissions by 3,700 tons of CO₂ per year and achieve up to a 30% reduction in energy consumption compared to traditional commercial buildings.</td>
</tr>
</tbody>
</table>

Interview with Cécile Prévieu, Executive Vice President in charge of Energy Solutions activities

**How is ENGIE supporting its customers in their decarbonization strategies?**

Our support focuses on two main areas: the reduction of energy consumption and the greening of production methods. We work with our customers across the entire value chain, from the assessment of their specific situation, through engineering and construction, to the operation of the appropriate energy network. To do this, we use several levers: recognized technical expertise in our businesses coupled with a geographical footprint that guarantees a sound knowledge of local issues and close proximity to our customers; the ability to finance the solutions we implement; and commercial production through rolling out multi-site solutions based on a global geographical presence.

**What are the main challenges and priorities for 2022?**

As we saw during COP 26, many customers are committing to ambitious emission reduction targets in an increasingly short time frame. That is excellent news but also poses a challenge. Our role is to offer them the best strategies and solutions to achieve this, which means we have to step up our development of low-carbon networks and services for our customers in 2022 and to continuously innovate. Our recent commitment to the City of Paris to extend its cooling network by an additional 158 km by 2042 as part of an effort to decarbonize and adapt to climate change is a perfect example.

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1 Avoided emissions - difference between the situation of a benchmark customer on the market and one that has implemented an ENGIE product or service.
2 Reduced emissions - difference between a customer’s historical situation and the situation after implementing an ENGIE product or service.
RENEWABLE GASES, AN ESSENTIAL ENERGY SOURCE FOR CARBON NEUTRALITY

As a renewable resource, biomethane is a component of the circular economy. Though it remains marginal in the global energy mix, it is an energy source of the future that is needed, alongside low-carbon hydrogen and synthetic gases, to achieve carbon neutrality.

What are renewable gases?

**Biogas**
Renewable gas obtained from a natural process: the fermentation of organic matter. The production of biogas makes it possible to recover organic waste from agricultural (manure, residues) or urban (sludge, food waste) environments.

**Biomethane**
A gas with a very high methane concentration derived from biogas purification and injected into the networks. BioNGV or bioLNG (or liquefied biomethane) are used as clean fuels.

**Renewable hydrogen**
Hydrogen is a gas that is naturally present in the universe. When produced from renewable resources, hydrogen can provide low-CO₂ electricity and heat, both directly or through fuel cells. As a highly versatile fuel, hydrogen can be transported and stored in liquid or gaseous form.

**Synthetic methane**
This name covers different types of renewable gases (CH₄):
- renewable gases produced from various organic waste according to different processes, such as pyrogasification (a high-temperature thermochemical process that uses waste to produce a gas that can be injected into existing networks) and hydrothermal gasification (a high-pressure, high-temperature thermochemical process for converting liquid biomass into a synthetic gas).
- gases from methanation processes based on low-carbon hydrogen and carbon.

**Low-carbon hydrogen**
Hydrogen produced with natural gas using various CO₂ capture technologies, which allow it to be stored or reused

Hydrogen: an accelerator of decarbonization

To achieve a carbon-neutral future, ENGIE relies on a diversified energy mix and, in particular, on an ambitious program to develop hydrogen production, transport, storage and distribution capacities. This gas can be stored in underground saline cavities over long periods. It can be injected as a mixture into the gas network, or used in pure form for a variety of purposes, in particular in industry and the mobility sector, or converted into low-carbon electricity. It contributes to solving the problem of the intermittence of renewable energies.

Another fundamental advantage of hydrogen is the fact that it can be produced from locally established renewable energies, thereby promoting the short energy circuit and local jobs. Thanks to in-depth knowledge of the regions in which it operates and its ability to intervene in the entire value chain - from the development and financing of hydrogen projects to sales to end customers - ENGIE has major assets to bolster its development.

Hydrogen is therefore the promise of a new technological, energy and industrial sector, both locally and globally, with new jobs at stake, essential as a contribution to the decarbonization of the energy mix. The governments have understood this: in Europe, more than 10 countries (including France) and the European Commission have published their “National Hydrogen Strategy” road map, with the related promises of funding.
Greening gas across the entire value chain

ENGIE has set itself the objective in France of greening gas to reach 100% renewable gas by 2050. In particular, the Group is present throughout the entire biomethane chain, from the development of industrialization projects to its distribution. In France, ENGIE BIOZ initiates, develops, finances, builds, and operates units for injecting biomethane into the gas network, with a long-term commitment to the regions. In 2021, it inaugurated three methanization units in Sarthe, Ille-et-Vilaine and Haute-Marne in order to produce biomethane by collecting several types of organic matter in the surrounding area. The energy produced can supply thousands of homes and therefore reduce CO2 emissions. At the same time, the Group is working to adapt its networks to inject biomethane, for instance, through the deployment of a temporary storage solution for biomethane when demand falls or the construction of back-up stations on the distribution and transmission networks that make it possible to transport local biomethane surpluses to other regions. At the end of the chain, efficient, low-carbon solutions (such as hybrid heat pumps for heating or high-performance engines for land and sea mobility) are helping customers green their consumption.

A strategic partnership for the decarbonization of maritime transport

The CMA CGM Group – a world leader in maritime transport and logistics – and ENGIE have entered into a long-term strategic and industrial cooperation on projects to produce low-carbon fuels. The goal is to ensure the development of a synthetic methane production and distribution chain that can benefit the maritime transportation sector. An initial project for the production of liquefied biomethane (bioLNG) dedicated to maritime transport has already been initiated at the Marseille Maritime Port Authority, and other industrial projects are in the pipeline. The partnership will facilitate the pooling of knowledge and R&D efforts, particularly in key technologies such as carbon capture and green hydrogen production. Today, liquefied natural gas (LNG) reduces sulfur oxide emissions by 99%, fine particle emissions by 91% and nitrogen oxide emissions by 92%.

KEY FIGURES:

1 million
jobs by 2050 in Europe
thanks to renewable energies and low-carbon hydrogen

27,000
hydrogen charging stations
needed by 2030

ENGIE’S RENEWABLE GAS TARGETS FOR 2030

4 GW
of green hydrogen production
Work was underway in 2021 in the United Arab Emirates.

700 km
of hydrogen dedicated networks
(of which 170 km as from 2025)

1 TWh
of storage capacity dedicated to hydrogen
(of which 270 GWh as from 2025)
See HyPSTER and HYGreen projects underway

+100
hydrogen charging stations
(of which 50 as from 2025)
Project underway with CERTAS

4 TWh
of biomethane produced
by ENGIE in France
2021 results: 0.33 TWh

40 TWh
of biomethane production
injected into ENGIE’s networks in France
2021 results: 6 TWh
Adapting networks

The development of methanization units in France is accompanied by the development of injection points on the network, leading gas distribution and transport networks to adapt their services and methods of operation: taking charge of the operation and maintenance of the injection stations, creating backflows to the transport network in order to unload distribution zones that may be saturated, adapting daily balancing and storage management. Furthermore, the production of hydrogen on an industrial scale requires the development and planning of future transport and storage networks. ENGIE is committed to the European H2 Backbone initiative and is supporting the deployment of a network of nearly 40,000 km of hydrogen networks in 21 countries, two-thirds of which would be made up of existing networks that have been repurposed. This vision is already taking shape through the MosahYc pilot project developed in the Moselle region, which aims to convert two existing gas pipelines to transport pure hydrogen so as to guarantee a secure supply for mobility use (trains, buses, cars, trucks) and industrial purposes. Other R&D projects currently being deployed, such as HyPSTER and Hygreen, aim to experiment with hydrogen storage in salt cavities on sites previously used to store natural gas.

Industrializing the renewable gas solutions of the future

After producing the first cubic meters of green gas from wood in 2020 thanks to the Gaya demonstrator, ENGIE is now aiming to scale up the pyrolysis process. With the Salamandre project, the Group’s objective is to build an industrial biomethane production unit in the port area of Le Havre as early as 2026 in order to gasify nearly 70,000 metric tons of non-recyclable waste per year and produce up to 150 GWh of renewable gas, the equivalent of the consumption of 670 city buses.

The Group is also developing the MéthyCentre, a demonstrator aimed at storing electrical energy in the form of renewable gas through hydrogen. Scheduled to be operational by the end of 2022, it will produce 50 kg of green hydrogen per day from renewable electricity – the equivalent of 15 to 20 full tanks of light vehicles – as well as methane gas that will be injected into the local gas network.

Based on the same model, the HyPSTER demonstrator will be commissioned in 2023 in a region close to the Zero Emission Valley in the Auvergne-Rhône-Alpes region and will be used to test hydrogen production and marketing (for mobility and industry) as well as the storage of hydrogen in saline cavities.

ENGIE is also developing several initiatives aimed at using hydrogen to decarbonize industry and to develop new industrial sectors:

• The Yuri project in Australia involves converting a fertilizer production plant into a green hydrogen production unit. It is scheduled to be commissioned in 2024.

• The HyNetherlands project will enable the deployment of an electrolyzer to produce renewable hydrogen for industry and heavy mobility in the Netherlands from 2025.

• The Masshylia project aims to develop, build and operate one of the largest renewable hydrogen production sites in France in the South-Provence-Alpes-Côte d’Azur region.

• The HyEx project in Chile aims to power an ammonia plant with green hydrogen by 2025.

To further scale up low-carbon and renewable hydrogen projects, in 2021 ENGIE announced a partnership with Equinor, Norway’s leading energy provider, to explore the development of low-carbon hydrogen value chains in Belgium, the Netherlands and France.

Using new technologies to reduce methane leakage

ENGIE is involved in a European scientific project whose objective is to improve knowledge and the use of new technologies in order to quantify methane emissions in networks and thereby bolster actions to reduce these emissions. 14 European gas network managers and gas associations are involved in the project coordinated by the European Gas Research Group (GERG) and ENGIE is present via GRTgaz’s Research and Innovation Centre (RICE), which has identified the most promising technologies to be tested. In addition to on-site measurements, as close as possible to the equipment, these new remote measurement technologies aim to quantify the overall emissions of a geographical area and give an overall assessment. Embedded in drones, moving vehicles on the ground or in the air, or installed on site, 12 different technologies are being tested to assess their accuracy and reliability. This collective project illustrates the efforts being made by gas operators to significantly reduce methane emissions in order to contribute to short-term climate change mitigation and reinforce the environmental value of gas and gas networks in the energy transition.
Europe and France have set ambitious carbon-neutrality targets for 2050. Considering that an all-electric energy mix would lead to significant additional costs and would not guarantee security of supply, especially during peak periods, ENGIE is calling for a more balanced alternative in which the decarbonized or low-carbon (CCS) gas vector will continue to play an essential role. France, for example, has significant biomass potential that can now be put to good use to produce biomethane. This will green a number of uses, including industries that are difficult to electrify. In a circular economy, this local resource will not only provide secure supply at competitive costs but also positive externalities for employment and farming. In the medium term, synthetic gases and hydrogen will complete this energy mix.

Drive and support the changes required for the development of renewable gas

Interview with Edouard Sauvage, Executive Vice President in charge of Networks activities

What are the main objectives of the Networks GBU in 2022?

Our priority in 2022 will be to ensure the safety of our employees and any third parties working for the Group, as well as the safety of our property, at all Group entities. Our other primary objective will be to guarantee the operational and financial performance of our electricity and gas networks. In France, we are actively preparing the future of our gas networks by developing renewable gas sectors and promoting the key role of gas and gas networks in achieving the energy transition. Lastly, in Brazil, ENGIE will continue the construction of its electric transmission lines.

What were the key achievements of the Networks GBU in 2021?

We should note, first of all, that despite the impacts of the health crisis, we maintained a high level of operational and financial performance in our gas networks, both in France and abroad. In addition, we continued to prepare the future of our gas networks in France. We took many actions to promote and scale up the biomethane sector. As such, we should applaud the fact that, at the end of December 2021, France had 351 units in production for a capacity of 6.2 TWh, two years ahead of the target set by the PPE. We also helped our customers with ambitious projects, as demonstrated by the signing of a partnership agreement with CMA-CGM to support the decarbonization of maritime transport through the development of synthetic methane and bio-LNG. We pursued our innovation efforts as well, with the inauguration of GRTgaz’s R&D platform (FenHYx) and demonstration projects for the conversion of our gas networks to hydrogen (MosaHYc, HYpster, Jupiter 1000, etc.).

Lastly, we continued the construction and commissioning of our 2,800 km of electric transmission lines in Brazil (Gralha Azul and Novo Estado projects).
## VALUE DISTRIBUTION IN 2021

The Group is committed to building sustained dialogue with each of its stakeholders and to sharing its value creation in a fair and balanced manner. In 2021, ENGIE set up a Dialogue Committee with its stakeholders as well as an access space to support sensitive projects.

### Committing to a fair transition

For ENGIE, the transition to carbon neutrality by 2045 means taking into account the social impact of the energy transition. We must therefore integrate fair transition principles into all our projects at the local level and develop them in partnership with employees, unions, communities and suppliers. In accordance with the Paris Agreement, ENGIE is committed:

- **to jobs**: processes and initiatives to stimulate employment opportunities, skills development and employee retention; measures to support employees affected by decarbonization;
- **to local development**: initiatives aimed at creating economic value for regions and benefits for communities;
- **to stakeholder inclusion**: promoting a fair transition in a co-constructive manner, by seeking solutions based on cooperation with governments and civil society.

### Guiding suppliers toward a responsible economy

Mindful of the need to prevent the risk of forced labor throughout its value chain, ENGIE is proactively working to identify suppliers who may be involved in human rights violations. In 2021, as part of the implementation of its due diligence policy, ENGIE set up a specific in-depth vigilance action plan to identify and manage the risks of forced labor practices in the Group's supply chains located in China.

### Financial Partners

<table>
<thead>
<tr>
<th>2.4%</th>
<th>Net financial income: €1.4 bn</th>
</tr>
</thead>
</table>

### Suppliers

<table>
<thead>
<tr>
<th>67%</th>
<th>Raw materials purchases and related network costs (€32.1bn) and services purchases (€6.7 bn)</th>
</tr>
</thead>
</table>

### Employees and Jobs Supported

<table>
<thead>
<tr>
<th>13.3%</th>
<th>Personnel costs: €7.7 bn including €1.5 bn in social security contributions</th>
</tr>
</thead>
</table>

### Industrial Partners

<table>
<thead>
<tr>
<th>8.3%</th>
<th>Depreciation, amortization and provisions: €4.8 bn</th>
</tr>
</thead>
</table>

### Government and Local Authorities

<table>
<thead>
<tr>
<th>5.5%</th>
<th>Income tax and other taxes €3.2 bn</th>
</tr>
</thead>
</table>

### Financial Partners

<table>
<thead>
<tr>
<th>2.2%</th>
<th>Dividend for 2021: €0.85/Share</th>
</tr>
</thead>
</table>

### ENGIE

| 1.3% | |
A PURPOSE IN ACTION

CUSTOMERS

- Individual customers
- Small business customers
- Industrial customers
- Key account customers
- Trading

Dialogue procedures

- Marketing and satisfaction studies
- Measurement of Net Promoter Score (NPS)
- Consumer panels
- Responses to calls for tenders
- Co-construction
- Access space

- 140,000 suppliers
  - of which 250 preferred
- 75% of non-energy purchases in Europe
- 45% SME suppliers in France

- 101,504 employees
- 15,522 recruitments
- 4.9% apprentices in Europe
- 82.0% of employees trained

- €38 m allocated to the Rassassemblers d’Energies social impact fund
- €180 m invested in the ENGIE New Ventures innovation fund
- €138 m in R&D expenditure

- €38 m allocated to the Rassassemblers d’Energies social impact fund
- €180 m invested in the ENGIE New Ventures innovation fund
- €138 m in R&D expenditure

- Income tax paid: €0.6 m
- Other taxes and duties: €1.5 bn

- Financial net debt: €25.3 bn
- Financial net debt/EBITDA: 2.4x
- €14 bn in green bonds issued since 2014, representing 43% of the Group’s bonds

- Shareholders’ Club
- Events (visits to Group sites)
- Meetings (face-to-face and online)
- Annual General Shareholders’ Meeting

- Share ownership in 2021
- Public
- French State
- The Capital Group Companies
- CDC Group
- BlackRock
- Employees
- Treasury stock
PROMOTING SUSTAINABLE AND RESPONSIBLE FINANCE

In line with its purpose, ENGIE relies on green finance to finance its activities in a sustainable and responsible manner while maximizing value creation for its shareholders.

A very strong financial performance in 2021
ENGIE’s financial performance was very strong in 2021: it achieved the top end of the NRIgs guidance range. EBIT of €6.1 billion was up 42% organically, leveraging the favorable price environment and the Group’s operational performance.

ENGIE met its targets in 2021 in an unprecedented energy environment, benefiting mainly from the strength of its integrated model. High levels of asset availability enabled the Group to use its flexible production capacity in a tight market. The right mix of contractual positions and activities, along with a strong balance sheet and liquidity, also helped it actively and effectively manage all exposures to benefit the Group and its customers.

Out of €8.0 billion in total investments, growth investments stood at €4.4 billion, of which more than 90% related to the strategic priorities.

Sharing performance with shareholders
The Group reiterated its policy of basing its dividend on a payout ratio of 65% to 75% of net recurring income, Group share. It also introduced a floor dividend of €0.65 per share for 2021-2023.

For 2021, the Board of Directors thus proposed a payout of 66% of net recurring income, Group share, i.e. a dividend of €0.85 per share. This proposal will be submitted to the shareholders for approval at the General Shareholders’ Meeting on April 21, 2022. Since 2014, the Group has rewarded shareholders for their loyalty with an increased minimum dividend of +10%.

Eligible activities in 2021 under the EU Taxonomy
The Group’s eligibility rates for the European taxonomy conceal very different rates depending on the activity. While the activities of the Renewables and Energy Solutions GBUs are fully or overwhelmingly eligible, those of the Thermal Generation and Energy Supply GBU and of the Networks GBU are only marginally eligible. However, the latter two will gradually become eligible as they convert to renewable gas. The remaining activities (GEMS and Nuclear) are, in principle, not covered. Capex for 2021 (growth and maintenance) was 48% eligible but growth capex was 78% eligible in 2021, confirming the announcement made in 2020.

ENGIE maintains a close relationship with its shareholders through its Shareholders’ Club – which organizes meetings around the Group’s businesses each year, as well cultural and sports events – and its Shareholders’ Consultative Committee, which is tasked with expressing the expectations and questions of individual shareholders. The Chairman of the Board of Directors met with individual shareholders a number of times.

Pierre-François Riolacci
Executive Vice President in charge of Finance, Corporate Social Responsibility (CSR) and Purchasing

ENGIE is a major economic player and must practice responsible and sustainable finance. This is reflected in the rigorous management of its financing and debt capacities, but also in the selection of growth investments that contribute to the necessary energy transition towards a decarbonized world. In 2021, ENGIE invested more than €4 billion in growth capex, of which more than 90% related to the strategic priorities and nearly 80% aligned with the EU taxonomy. These investments were financed in particular by green bonds on the market in which ENGIE remains a key player with over 14 billion issued since 2014.

In addition to this financing, ENGIE is a responsible company that supports its millions of customers through its decarbonized offers and efficiency solutions. At a time when prices are rising sharply, ENGIE is helping its individual customers by implementing the government’s measures to freeze regulated rates in France and welcoming the customers of defaulting suppliers thanks to responsible pricing.
Green finance at the service of economic performance

Green bonds are financial tools that are used to finance the development of renewable energy projects or projects related to energy efficiency. ENGIE is currently the leading corporate issuer, having issued a total of more than €14 billion since 2014. In 2021, half the bonds issued by the Group were green bonds. These tools contribute to ENGIE’s transformation towards low-carbon assets and energy services. Each time a green bond is allocated, the Group publishes an impact report to calculate the CO₂ emissions that have been avoided or reduced. The main projects financed by the Green Bond issuance of October 2021 should contribute to avoiding the emission of at least 3.43 million tons of CO₂ eq per year.

A pacesetting financing structure

Engaged in a decarbonization pathway, Chile has committed to becoming a net zero emission country by 2050. ENGIE is helping with its transition by activating several levers. The Group and the Inter-American Development Bank (IDB) have therefore developed a pilot financing structure that will be used to monetize the cost of decarbonization. It consists of a loan whose costs are reduced by a carbon price determined by a tailored methodology established by the IDB. This initiative could be replicated in the future by other Group subsidiaries.

This funding approach will help accelerate the transition by activating several levers: ending coal-based electricity production by 2025 (with the shutdown of plants and the conversion of the more recent plants to gas and biomass); developing 2 GW of renewable capacities; and setting up pilot projects in favor of renewable hydrogen. The full plan will enable ENGIE to reduce CO₂ emissions from its energy production activities in Chile by 80% by 2026. The plan provides for an investment of €1.5 billion by 2025.

Green bonds issued and their allocations (€ bn)

<table>
<thead>
<tr>
<th>Year</th>
<th>Amounts issued € bn</th>
<th>Amounts allocated in € bn</th>
<th>Cumulative amounts issued in € bn</th>
<th>Cumulative amounts allocated in € bn</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>2.5</td>
<td>0.97</td>
<td>2.5</td>
<td>0.97</td>
</tr>
<tr>
<td>2015</td>
<td>0.85</td>
<td>0.79</td>
<td>3.38</td>
<td>1.76</td>
</tr>
<tr>
<td>2016</td>
<td>1.72</td>
<td>1.5</td>
<td>5.38</td>
<td>3.99</td>
</tr>
<tr>
<td>2017</td>
<td>2.5</td>
<td>1.37</td>
<td>7.27</td>
<td>5.36</td>
</tr>
<tr>
<td>2018</td>
<td>4.01</td>
<td>1.89</td>
<td>10.63</td>
<td>7.27</td>
</tr>
<tr>
<td>2019</td>
<td>5.38</td>
<td>2.35</td>
<td>14.25</td>
<td>9.62</td>
</tr>
<tr>
<td>2020</td>
<td>3.4</td>
<td>3.36</td>
<td>12.80</td>
<td>21.98</td>
</tr>
<tr>
<td>2021</td>
<td>2.17</td>
<td>2.25</td>
<td>2.17</td>
<td>2.17</td>
</tr>
</tbody>
</table>

- 88% New projects
- 12% Refinancing
A COLLECTIVE COMMITMENT TO THE TRANSITION

ENGIE is committed to creating safe and fulfilling working conditions for all of its employees so as to rally an expert and committed community round the implementation of its purpose and its zero-carbon transition strategy.

Staying tough on safety

Occupational health and safety is ENGIE’s first priority. It takes precedence over all other considerations for all people working for the Group, whether employees, temporary workers, subcontractors or interns. ENGIE has a policy of excellence to ensure the best possible working conditions all over the world. The Group’s health and safety policy aims to make each individual, whether executive, manager or employee, a committed player in health and safety.

In line with the 2016-2020 action plan, which significantly reduced the frequency rate in each of its businesses, the Group has drawn up a health and safety action plan for 2021-2025, structured along three lines – No life at risk, No mind at risk, No asset at risk – and completed by two transversal levers:

### NO LIFE AT RISK

**Prevention of risks directly related to the performance of operations.**

- Reinforce the commitment of managers in health and safety management
- Continue to deploy levers to prevent serious and fatal accidents
- Develop the ability to identify risks
- Set up a support plan for our subcontractors

### NO MIND AT RISK

**Prevention of risks related to the context in which activities are carried out, development of quality of life at work and prevention of psychosocial risks**

- Reinforce the managerial dimension of quality of life at work
- Understand the impact of physical and psychological health on safety at work
- Identify and control risks related to the adaptations and variability of organizations
- Identify and control risks related to the “variability of persons”

### NO ASSET AT RISK

**Prevention of risks related to industrial processes**

- Reinforce shared industrial safety management standards
- Exercise particular vigilance regarding the industrial risks generated by our new activities and by newly integrated entities
- Develop systematic sharing of feedback and best practices

2 TRANSVERSAL LEVERS

**Digital** to standardize and speed up the implementation of priority actions

**Communication** to strengthen the health and safety culture and the commitment of each individual

The Group suffered a particularly tragic 2021. While the number of lost time injuries continued to fall, we were deeply saddened by 16 deaths related to our activities: 4 employees and 12 subcontractors. Management responded swiftly and decided to implement a targeted and enhanced action program, focused on improving the safety culture, managers’ leadership in this critical area, and everyone’s commitment to and vigilance in protecting their own lives and the lives of others. Several key actions were rolled out, including:

- the convening of a one-hour “safety stand down” for all employees, a special time for discussing safety within the teams;
- a comprehensive assessment by a consulting firm specializing in health and safety culture for employees and subcontractors;
- a supplemental action plan to ensure subcontractor safety;
- the strengthening of the Group’s safety, quality assurance and quality control standards.
HR: a lever for the Group’s transformation

The Human Resources strategy helps breathe life into ENGIE’s purpose: stepping up the move towards a carbon-neutral economy. In that regard, the HR department supports the organizational transformation by providing concrete answers on three strategic objectives.

1. Attracting and retaining talent

ENGIE aims to attract and retain all its talent through:
- a strong, unifying and meaningful corporate culture;
- varied career paths in France and abroad; and
- a strong, attractive and consistent employer brand and promise in line with the Group’s purpose and strategy.

In a global context marked by tensions in the job market, particularly with regard to technical and female profiles, the Group is pursuing a differentiated recruitment strategy, placing candidate experience at the heart of the recruitment process, to better serve the professions and the business.

Internally, ENGIE once again conducted its employee engagement survey, ENGIE&Me. In 2021, the results showed a strong overall engagement level (up 1 point from 2020 to 83%), despite the disposal of EQUANS and the Group’s fundamental transformation.

In addition, our employees responded favorably when asked about their confidence in the Group’s vision and strategy (+2 points) and in leadership for the future (+5 points).

ENGIE has one goal for 2022: to build trust among and unite its employees in order to increase their engagement.

2. Encouraging employee development

Developing employee skills and employability is a key focus for the competitiveness and performance of an industrial group like ENGIE.

To ensure a successful roll-out of its strategy, ENGIE offers numerous learning opportunities and innovative training methods:
- The Learning Festivals, which are five-day virtual pop-up campuses that bring together the Group’s managers to strengthen their distinctive skills and their knowledge. This initiative helps to reinforce a sense of belonging to the Group and to develop a common culture through sharing and networking.
- Engaging employees and encouraging their development, at all levels, to help them understand and take ownership of ENGIE’s strategy, that is the objective of the Sustainability Academy, which provides numerous opportunities to discuss corporate sustainability internally and to learn from our experts, particularly through two training programs on corporate sustainability issues and how to incorporate them into our relationships with stakeholders and partners.

To go further, ENGIE has stepped up the roll-out of the SkillLib program, an internal skills marketplace that gives managers a flexible way to access the skills they need in-house, while encouraging employees to develop new skills and fulfill their ambitions. In 2021, SkillLib was awarded the “HR Innovation Prize” by Victoires des Leaders du Capital Humain.

3. Creating an inclusive environment

For ENGIE, diversity, professional equality and inclusion are drivers of innovation and performance.

In 2021, ENGIE therefore ramped up its efforts to promote the equal treatment of employees with the launch of the “Friends” network and the publication of a new global “Understand each other to better act together” guide.

At the European level, ENGIE strengthened its actions and its commitment by renewing its support for the European “Embrace Difference” pledge and reiterating its adoption of the Women’s Empowerment Principles defined by the UN (as from 2019).

ENGIE aims to achieve gender parity in management and is rolling out its international Fifty-Fifty program, which takes a systematic approach to creating the right conditions to meet this goal.

ENGIE has achieved excellent results and, in 2021, was recognized as one of the top companies in France and Europe:
- 7th out of 120 companies in the SBF in the ranking of female representation in governance bodies, compiled by the French Ministry for Gender Equality.
- 47th out of 668 European companies evaluated in the European “Gender Diversity Index.”

An ambitious and dynamic social dialogue

ENGIE believes that social dialogue and negotiation are the pillars of social cohesion, which is essential to its transformation and performance. At the beginning of 2022, the Group signed a new global agreement that provides a common set of rights to all employees worldwide, especially with regard to social protection, sustainable employment and diversity. This agreement also creates a platform for global social dialogue by convening an annual Global Forum, with trade union federation representatives and ENGIE employees, the first edition of which will be held in the second half of 2022.

On the social front, the pandemic led to the acceleration of the ENGIE Care global social protection program. In 2020, ENGIE deployed the first part of this program in all its entities, enabling all Group employees to benefit from minimum health coverage in the event of hospitalization and a minimum capital sum in the event of death. The ENGIE Care program also aims, by 2024, to provide full pay for at least 14 weeks of maternity leave and at least four weeks of paternity leave for all its employees worldwide.

Quality social dialogue is essential to the success of the company, as demonstrated by the EQUANS disposal process, which concluded with the signing of a protocol between ENGIE and the European Works Council (EWC). The potential investors presented their industrial and social projects to the EWC secretariat, which was followed by a comparative analysis of the proposals.

Jean-Sébastien Blanc
Executive Vice President in charge of Human Resources

The men and women of ENGIE are driven by our purpose: to take action and meet the environmental and societal challenges that are disrupting our organizations and our businesses, but that are also creating opportunities. Now more than ever, the HR department must work to promote the Group’s business performance and growth, while supporting its transformation as an industrial player.
A LONG-TERM VISION

In accordance with the AFEP-MEDEF code and the best governance standards, ENGIE relies on experienced governance that supports its sustainable and responsible value creation.

P.42 A Board of Directors driving the Group’s strategy
P.44 Board committees
P.46 A general management steering the transformation
P.47 A transversal governance of climate challenges
P.48 A global risk management policy
A BOARD OF DIRECTORS DRIVING THE GROUP’S STRATEGY

ENGIE is managed by a team of 14 Directors with varied expertise whose mission, in terms of strategy, is to define the Group’s orientations and ensure their implementation. To ensure that ENGIE’s actions are consistent with its purpose, the Board of Directors takes into account the expectations of its stakeholders in order to meet the challenges that are transforming the energy sector.

**A Board that closely monitors the Group’s challenges**

The Group offers all new directors personalized training and regularly organizes specific training or information sessions. In 2021, the Directors benefited from two training sessions on the decommissioning of nuclear power plants in Belgium and on Global Energy Management (GEM) activities. Each year, the members of the Board meet at a strategic planning seminar during which they discuss sector developments and the expectations of the Group’s stakeholders. The 2021 seminar provided an opportunity to review progress on the implementation of the strategy and to discuss the future of gas networks, the Group’s ambitions in international electricity networks and the Group’s research and innovation model.

**Complementary expertise**

The Board’s objective is to ensure that its members are aligned with ENGIE’s activities, challenges and strategic orientations, thereby contributing to the quality of the decisions taken. In 2022, the Board of Directors proposed strengthening its societal and environmental responsibility and its knowledge of renewable energy by appointing Marie-Claire Daveu. When this proposed appointment is finalized at the General Shareholders’ Meeting of April 21, 2022, the Board of Directors will comprise 15 members, 64% independent members, 55% women and four nationalities (Australian, British, Canadian and French). ENGIE also ensures that the individual competencies of its directors are wide-ranging and complementary. The page below presents the 3 key skills of each director out of the 12 competencies selected.

**Major work carried out in 2021**

In 2021, members of the Board of Directors held discussions on the following topics in particular:

- **The Group’s strategic orientations** (repositioning of ENGIE, continued geographic refocusing, roll-out of the new organization, full phase-out of nuclear power by 2025**,** etc.);
- **Investments and asset sales** (process of sale of EQUANS, sale of interests in ENGIE EPS SA, ENDEL and GTT, sale of 11.5% in GRTgaz, acquisition in partnership with Crédit Agricole Assurances of Eolia, one of the largest renewable energy producers in Spain);
- **Finance and audit**;
- **Governance** (takeaways from the dialogue between the Chairman and shareholders, investors and proxy advisors, assessment of the functioning of the Board, etc.);
- **CSR** (CSR targets, climate strategy and net zero commitment, matching of investments with the Group’s CSR criteria, professional and salary equity policy, etc.).

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*In accordance with legal provisions and the applicable Afep-Medef Code, the four directors representing employees or employee shareholders are not taken into account when calculating the ratio of independent directors for the Board of Directors and its Committees or when calculating the ratio of women to men on the Board of Directors.

**It should be noted that due to the global context, the Belgian government decided in March 2022 to enter into negotiations with ENGIE to extend the operation of the two most recent reactors until 2035.”

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**LIST OF THE 12 COMPETENCIES SELECTED:**

- General Management
- Administration of large companies
- Industrial sector
- Energy sector
- Services sector
- Public sector
- Finance
- CSR, climate, stakeholder dialogue
- HR social dialogue
- Digital, innovation, new technologies
- Geostategic challenges
- Regulatory environment

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55%* WOMEN ON THE BOARD OF DIRECTORS

MEETINGS IN 2021
100% PARTICIPATION RATE AT BOARD OF DIRECTORS’ MEETINGS

1 Jean-Pierre Clamadieu (i)
Chairman of the Board of Directors
• Seniority on the Board: 3 years
• Number of offices held: 2
• Attendance rate at meetings in 2021: 100%

2 Catherine MacGregor
Chief Executive Officer and Director
• Appointed on May 20, 2021
• No offices held
• Attendance rate at meetings in 2021: 100%

3 Fabrice Brégier (i)
• Seniority on the Board: 5 years
• Number of offices held: 1
• Attendance rate at meetings in 2021: 100%

4 Françoise Malrieu (i)
• Seniority on the Board: 10 years
• No offices held
• Attendance rate at meetings in 2021: 100%

5 Ross McInnes (i)
• Seniority on the Board: 3 years
• Number of offices held: 2
• Attendance rate at meetings in 2021: 100%

6 Marie-José Nadeau (i)
• Seniority on the Board: 6 years
• No offices held
• Attendance rate at meetings in 2021: 100%

7 Lord Peter Ricketts of Shortlands (i)
• Seniority on the Board: 5 years
• No offices held
• Attendance rate at meetings in 2021: 100%

8 Stéphanie Besnier
• Appointed on May 19, 2021
• Number of offices held: 2
• Attendance rate at meetings in 2021: 100%

9 Patrice Durand
• Seniority on the Board: 5 years
• No offices held
• Attendance rate at meetings in 2021: 100%

10 Mari-Noëlle Jégo-Laveissière
• Seniority on the Board: 6 years
• Number of offices held: 1
• Attendance rate at meetings in 2021: 100%

11 Christophe Agogué (i)
• Seniority on the Board: 3 years
• No offices held
• Attendance rate at meetings in 2021: 100%

12 Alain Beullier (i)
• Seniority on the Board: 13 years
• No offices held
• Attendance rate at meetings in 2021: 100%

13 Philippe Lepage
• Seniority on the Board: 7 years
• No offices held
• Attendance rate at meetings in 2021: 100%

14 Jacinthe Delage
• Elected at the Shareholders’ Meeting of April 21, 2022
• No offices held
• Attendance rate at meetings in 2021: 100%

*Subject to the vote by the General Shareholders’ Meeting of April 21, 2022

1 In years elapsed • 2 At February 14, 2022, in listed companies outside ENGIE
3 Two new directors representing the employees and elected by them were appointed at the end of the General Meeting, Ms. Magali Viot and Mr. Yoan Kosnar, replacing Mr. Lepage and Mr. Beullier, the term of Mr. Agogué was renewed.
4 Subject to the vote by the General Shareholders’ Meeting of April 21, 2022

A LONG-TERM VISION
BOARD COMMITTEES

The Board of Directors is supported in its missions by four standing Committees with complementary expertise. Solicited on specific subjects in preparation for certain deliberations, they provide their recommendations on the decisions to be made. Each Committee is chaired by an independent director.

AUDIT COMMITTEE

MISSIONS
Reviews the financial statements and financial position, and reviews internal and external controls and mapping of significant risks for the Group.

MAIN WORK IN 2021
“The Audit Committee recommended a new dividend policy and closely monitored changes in the Group’s financial guidance, which was raised two times in the context of a favorable market and a very strong operational performance. It focused on priority risks, such as nuclear risk, cybersecurity risk or the industrial risks associated with certain major projects. It held several joint meetings with the Strategy, Investment and Technology Committee, mainly to review the business plan, the valuation of EQUANS, and the complete exit from nuclear power in 2025.”

Marie-José Nadeau, Committee Chair

<table>
<thead>
<tr>
<th>Most represented competencies</th>
<th>Finance</th>
<th>Administration of large companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 women</td>
<td>2 men</td>
<td>6 meetings</td>
</tr>
<tr>
<td>Marie-José Nadeau</td>
<td>Christophe Agogué</td>
<td>+ 5 joint meetings with the SITC</td>
</tr>
<tr>
<td>Stéphanie Besnier</td>
<td>Ross McInnes</td>
<td></td>
</tr>
<tr>
<td>Françoise Malrieu</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

75% Independence rate

100% Attendance rate

<table>
<thead>
<tr>
<th>2 women</th>
<th>4 men</th>
<th>7 meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marie-José Nadeau</td>
<td>Jean-Pierre Clamadieu</td>
<td>+ 5 joint meetings with the Audit Committee</td>
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<td></td>
<td>Ross McInnes</td>
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</tr>
</tbody>
</table>

60% Independence rate

96% Attendance rate

STRATEGY, INVESTMENT AND TECHNOLOGY COMMITTEE

MISSIONS
Gives its opinion on major strategic directions, in particular for the strategic plan. Examines projects for external or internal growth or disposal, strategic agreements, alliances or partnerships. Also examines strategic choices with regard to technological developments, modernization of industrial equipment or procurement policy and significant real estate projects.

MAIN WORK IN 2021
“In addition to the joint meetings with the Audit Committee, which were particularly numerous in 2021, the SITC worked more specifically on the Group’s commitments to move away from coal, the mechanism governing investment decisions in offshore wind power and the expected internal rates of return in future renewable projects. As it does every year, it prepared the Board of Directors’ strategy seminar, worked on the look-back of investments made and examined a series of investment, acquisition and divestment projects, including the acquisition of Eolia Renovables, one of the largest independent renewable energy producers in Spain.”

Jean-Pierre Clamadieu, Committee Chair

<table>
<thead>
<tr>
<th>Most represented competencies</th>
<th>Finance</th>
<th>Administration of large companies</th>
<th>Industrial sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 women</td>
<td>4 men</td>
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<td></td>
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<tr>
<td></td>
<td>Philippe Lepage</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ross McInnes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

60% Independence rate

96% Attendance rate

* It should be noted that due to the global context, the Belgian government decided in March 2022 to enter into negotiations with ENGIE to extend the operation of the two most recent reactors until 2035.
APPOINTMENTS, COMPENSATION AND GOVERNANCE COMMITTEE

MISSIONS
Reviews and makes recommendations regarding the composition and operations of the Board, the selection of the Chief Executive Officer, the succession plans and the compensation of the corporate officers.

MAIN WORK IN 2021
“The ACGC worked to set the Chief Executive Officer’s annual and long-term targets, which will now incorporate the Group’s climate objectives, in line with its purpose. It also amended the annual assessment of the Board of Directors to include an entire section on the Board’s consideration of climate issues. Lastly, it indicated its support for renewing the Chairman of the Board’s term of office, which is set to expire at the 2022 General Shareholders’ Meeting. It also began the process of selecting a new female independent director who would have extensive expertise in societal and environmental responsibility and in renewable energy.”
Françoise Malrieu, Committee Chair

ETHICS, ENVIRONMENT AND SUSTAINABLE DEVELOPMENT COMMITTEE

MISSIONS
Ensures the Group has the right level of commitment with regard to ethics, CSR compliance, and corporate, social and environmental responsibility. Reviews human resources policies and ensures that a corruption prevention and detection system is in place. Ensures that the Group takes into account CSR issues and long-term perspectives.

MAIN WORK IN 2021
“The EESDC prepared the Board decisions on the adoption of a carbon neutrality target by 2045 covering not only Scopes 1 and 2 emissions but also Scope 3 emissions, moving from a 2°C trajectory to a “well below 2°C” trajectory.” It also examined the planned consultation with shareholders on the climate transition strategy. This resulted in the submission of a specific “Say on climate” resolution to our 2022 General Shareholders’ Meeting. Lastly, the Committee held several special meetings in response to the high number of fatal accidents among Group employees and subcontractors in order to examine each of these accidents and ensure that the necessary measures would be taken.”
Ross McInnes, Committee Chair
A GENERAL MANAGEMENT
STEERING THE TRANSFORMATION

The drawing up of ENGIE’s strategy and the operational follow-up of its implementation are overseen by two executive bodies: the Executive Committee and the Operational Management Committee (OP’COM).

Two complementary management levels

**EXECUTIVE COMMITTEE**

- **MEMBERS**
  - Chief Executive Officer
  - Executive Vice Presidents

- **COMPOSITION**
  - 11 members
  - 3 women (27%)
  - 2 nationalities

- **MISSIONS**
  - Makes strategic decisions in line with the guidelines set by the Board of Directors
  - Develops the long-term vision
  - Ensures that short-term objectives are met

- **TARGET:** at least 40% women and at least 40% men by 2025

**Operational Management Committee (OP’COM)**

- **MEMBERS**
  - Chief Executive Officer
  - Executive Vice Presidents
  - Entity CEOs
  - Directors of Global Business Units, regions and main countries
  - Heads of main functional departments

- **COMPOSITION**
  - 54 members
  - 14 women (25.9%)
  - 12 nationalities

- **MISSIONS**
  - Implements ENGIE’s strategic decisions
  - Carries the Group’s transformation as close as possible to the regions
**A compensation policy that promotes sustainable performance**

The Group has a compensation policy that is **personalized, fair and competitive** for all and which reflects the performance and level of responsibility of each person. Compensation of ENGIE’s senior managers is set according to strict quantitative and qualitative performance criteria, which reflect the implementation of the strategy. Each year, the compensation policy for managers and corporate officers is reviewed by the Board of Directors, based on the recommendation of the Appointments, Compensation and Governance Committee. It is subject to the approval of the Shareholders’ Meeting.

In 2021, the Chairman’s compensation amounted to a fixed fee of €0.45 million. The ratio of the compensation for each corporate officer to the average compensation of ENGIE’s employees in France was 9.3x for the Chairman and 54x for the Chief Executive Officer.

<table>
<thead>
<tr>
<th>Annual fixed (cash)</th>
<th>Financial criteria</th>
<th>Non-financial criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive Officer</td>
<td>€1 m</td>
<td>65%</td>
</tr>
<tr>
<td>Amount paid for 2021: €1,000,000</td>
<td>Success rate: 129%</td>
<td>Success rate: 121%</td>
</tr>
<tr>
<td></td>
<td>Net recurring income, Group share 25%</td>
<td>Organization &amp; strategy: 70%</td>
</tr>
<tr>
<td></td>
<td>Current operating income 25%</td>
<td>CSR criteria: 30%</td>
</tr>
<tr>
<td></td>
<td>Net economic debt 25%</td>
<td>- Occupational accident frequency rate ≤3.1 (10%)</td>
</tr>
<tr>
<td></td>
<td>Free Cash Flow (excl. GEM) 25%</td>
<td>- in GHG emissions from energy production (10%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Outperformance of five CSR ratings vs sector (10%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amount paid for 2021: €1,109,000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Maximum amount: 140% of annual fixed</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual variable (cash)</th>
<th>Financial criteria</th>
<th>Non-financial criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive Officer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount paid for 2021: €1,000,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Based on experience, responsibilities and market</td>
<td></td>
</tr>
<tr>
<td>Other Executive Committee members</td>
<td>Financial criteria</td>
<td>Individual performance criteria</td>
</tr>
<tr>
<td></td>
<td>65%</td>
<td>35%</td>
</tr>
<tr>
<td></td>
<td>Same as those for the Chief Executive Officer</td>
<td>Same as those for senior management including penalty</td>
</tr>
<tr>
<td>Long-term incentives (shares or equivalent)</td>
<td>Performance units</td>
<td>CSR objectives(2):</td>
</tr>
<tr>
<td></td>
<td>vesting in 2024</td>
<td>- in GHG emissions from energy production (10%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- in % of renewables capacity (5%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- in % of women in management (5%)</td>
</tr>
<tr>
<td></td>
<td>Growth in NRIGS over 2 years vs panel(1)</td>
<td>ROCE 30%</td>
</tr>
<tr>
<td></td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>Change in Total Shareholder Return (TSR) over 3 years vs panel(1)</td>
<td>120,000 units paid for 2021, valued at €880,800 at the grant date</td>
</tr>
<tr>
<td></td>
<td>25%</td>
<td>Up to 120,000 units</td>
</tr>
</tbody>
</table>

(1) Panel: EDP, ENEL, Iberdrola, Naturgy, Snam and RWE. (2) Based on the end-2023 target. (3) The overall success rate of 126% corresponds to an amount of €1,259,000. However, given the seriousness of the accidents that occurred in 2021 and on the recommendation of the Chief Executive Officer, a 15% reduction in the target bonus, i.e. €150,000, will be applied to the bonus to be paid in 2022 for 2021, which will thus be reduced to €1,109,000.

In 2022, three changes will be made to the Chief Executive Officer’s compensation: performance units will be replaced by performance shares; a fourth CSR criterion will be introduced for the annual variable component, relating to the recruitment of 35% women managers; and the occupational accident frequency rate criterion will be replaced by a set of three indicators: frequency rate, severity rate and number of fatal accidents. Senior managers’ variable compensation is structured around the same model as that of the Chief Executive Officer.
A TRANSVERSAL GOVERNANCE OF CLIMATE CHALLENGES

ENGIE relies on a specific governance of climate issues in order to implement its purpose: acting to accelerate the transition to a carbon-neutral economy and achieving its goal of Net Zero Carbon by 2045. It not only includes specific responsibilities for each body but also the integration of climate-related issues into the Group’s investment and planning processes.

Climate governance – Board responsibilities

BOARD OF DIRECTORS
Sets the climate strategy and associated objectives
Ensures that the climate strategy is at the heart of the overall strategy of the company, in accordance with the corporate purpose

Ethics, Environment and Sustainable Development Committee
Reviews the Group’s climate objectives, their configuration (ambition, definition, scope, deadlines and level of certification) and the monitoring of their implementation
Examines the risks and opportunities of climate change

Audit Committee
Identifies priority risks including climate risk
Reviews financial guidance assumptions, including those related to climate
Monitors the accounting impact of exceptional weather events
Examines the adequacy of insurance coverage of risks (including climate risk)

Strategy, Investment and Technology Committee
Integrates the Group’s climate issues and climate objectives in its investment decision process

Appointments, Compensation and Governance Committee
Makes Remuneration of the CEO and the beneficiaries of performance shares conditional on specific climate objective
Leads the annual Board evaluation, in particular on the consideration of climate issues

Climate governance – Executive responsibilities

EXCOM
Implements the group’s climate strategy / Proposes the group’s climate policy to the Board / Makes arbitrages on climate trajectory between GBUs
Sponsors each of the 2030 CSR objectives (out of which 6 climate objectives)

Executive VP
in charge of Corporate Secretariat, Strategy, Research & Innovation and Communication

Executive VPs
in charge of GBUs (Renewables, Networks, Energy Solutions, Thermal & Supply)

Executive VP
in charge of Finance, Corporate Social Responsibility and Procurement

Strategy Department
Defines carbon price trajectories
Reviews energy market outlooks and demand trends

Global business Units / entities
Ensure the operationalisation of the climate strategy (investments and divestments, new products, projects…)
Deliver projects and performance in line with the climate trajectories (CO2 yearly budget allocated by the ExCom)

Finance Department
Ensures investment decisions are consistent with the Group’s climate commitments through their compliance with CO2 budgets and analysis including carbon pricing

CSR Department
Leads climate reporting (including TCFD)
Coordinates the implementation of the climate strategy and its compliance with SBT objectives and climate adaptation plan

Ethics & Compliance Department
Leads the group’s vigilance plan including climate issues
A GLOBAL RISK MANAGEMENT POLICY

The diversity of its activities and locations exposes the Group to various risks (see p.16). To limit their occurrence, minimize their impact and anticipate them, ENGIE has a global risk management policy.

This policy lays out ENGIE’s ambition to “control its risks in order to ensure its performance” and advocates taking risks that are legally reasonable, acceptable to the public and economically bearable. The Group applies its global risk management system in the activities and entities it controls, in compliance with the governance rules applicable to each entity. The annual risk assessment process is organized as follows:

A robust and scalable crisis management system

In order to deal effectively with the occurrence of all types of crises, ENGIE has set up a whistle-blowing and alert system based on the reporting and analysis of major incidents and the establishment of a decision-making process to manage the crisis at the appropriate level. This system was revised following the implementation of the Group’s organization into Global Business Units (GBUs) on July 1, 2021.

The Covid-19 crisis demonstrated the Group’s ability to anticipate events. It came up with quick and effective responses to the problems created by the transnational nature of the crisis. Throughout the pandemic, we ensured the protection of personnel and sites, as well as the safety of the supply chain.

A vigilance plan managed at the highest level

The Group has a broad range of measures in place to prevent violations of human rights, fundamental freedoms, the environment and human health and safety in connection with its activities and those of its subsidiaries. The vigilance plan is deployed by a specific interdepartmental committee which reports annually to the Ethics, Environment and Sustainable Development Committee of the Board of Directors on its implementation. In 2021, ENGIE continued its action to prevent, wherever possible, the risks identified throughout its value chain.

HUMAN RIGHTS
- Face-to-face and e-learning training on human rights for the entire Group.
- Coverage of the annual human rights risk form: 95%.
- Due diligence (with regard to human rights risk) on partners in connection with the Group’s Investment Committees: 100%.
- Alerts received through the whistle-blowing mechanism (in 2021, 46 of these alerts concerned issues related to the duty of vigilance).

ENVIRONMENT AND SOCIETAL
- Face-to-face and e-learning training on the environment (in partnership with France Nature Environnement) and on stakeholder engagement and sustainability challenges.
- E-learning on biodiversity available to all employees.
- Update of the CSR matrix aimed at integrating the climate, environmental and societal dimensions into investment decisions. It ensures the quality and transparency of the CSR information presented to the decision-making committees, clearly identifies the main CSR risks/opportunities and addresses them throughout the life cycle of a project.

HEALTH, SAFETY AND SECURITY
- Deployment of the Group’s new health and safety action plan for 2021-2025.
- Reinforcing the prevention of serious and fatal accidents, particularly those related to electrical risks.
- Roll-out of nine commitments proposed to employees with the aim of improving the Quality of Life at Work.
- Roll-out of an updated version of the personal safety incident reporting tool as part of the continuous improvement of the process of risk mitigation, prevention and response to potential incidents.

SUPPLIERS
- 100% preferred and major suppliers assessed.
- Ethics training for buyers in their relations with suppliers with the Ethics & Compliance Department (459 people trained via TEAMS and seven mandatory e-learning sessions).
- Specific in-depth vigilance action plan to identify and manage the risks of forced labor practices in the Group’s supply chains located in China.
- Promotion of inclusive purchasing.

For more information: ENGIE vigilance plan • Summary of the vigilance plan in the Universal Registration Document • Responsible Purchasing policy
STATUTORY AUDITORS’ ASSURANCE REPORT ON SELECTED SOCIAL AND ENVIRONMENTAL INFORMATION PUBLISHED IN THE 2022 ENGIE INTEGRATED REPORT

Pursuant to your request and in our capacity as Statutory Auditors of ENGIE (the “Company”), we performed a review in the aim of providing limited and reasonable assurance on a selection of environmental and social indicators identified by the symbols «» and «» respectively (the “Information”) in the 2022 integrated report for the fiscal year ended December 31, 2021.

Conclusion

Reasonable assurance

In our opinion, the Information selected by the Company and identified by the sign «» in the 2022 integrated report, has been prepared, in all material aspects, in accordance with the criteria used by the company (hereinafter the “Reporting Criteria”).

Limited assurance

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Information selected by the Company and identified by the sign «» in the 2022 integrated report, has been prepared, in all material aspects, in accordance with the Reporting Criteria.

Responsibility of the Company

The Information has been prepared under the responsibility of ENGIE executive management, in accordance with the Reporting Criteria for social and environmental reporting data, available upon request at the Company’s headquarters from the Group Environmental and Social Responsibility Department, the Group Health and Safety Department and the Group Human Resources Department.

Applicable regulatory provisions and professional

The work described below was performed in accordance with the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this engagement and with the international standard ISAE 3000 (revised).

Independence and quality control

Our independence is defined by regulatory texts, the French Code of Ethics for Statutory Auditors (Code de déontologie) and the requirements of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with ethical requirements, French professional standards and applicable legal and regulatory requirements.

Nature and scope of procedures

We carried out the work described below in order to obtain:

• a reasonable assurance that the Information selected by the Company and identified by the sign «» are fairly presented with no material anomaly in accordance with the Reporting Criteria, in all material respects;
• a limited assurance that the Information selected by the Company and identified by the sign «» are fairly presented with no material anomaly in accordance with the Reporting Criteria, in all material respects. A higher level of assurance would have required us to carry out more extensive. We asked our experts in corporate social responsibility to assist us in the work described below:
• we have assessed the appropriateness of the Reporting Criteria with respect to its relevance, completeness, reliability, neutrality and clarity, by taking into consideration, when relevant, the sector’s best practices;
• we have verified the set-up of a process to collect, compile, process, and check the completeness and consistency of the Information;
• we have consulted the documentary sources and have interviewed the relevant staff from the Group Environmental and Social Responsibility Department, the Group Health and Safety Department and the Group Human Resources Department in order to analyze the deployment and application of the Reporting Criteria;
• we have set up analytical procedures on the Information and verified, using sampling techniques, the calculations as well as the consolidation of Information;
• we have tested the Information for a representative sample of entities that we selected based on their activity, their contribution to the consolidated Information, their location and a risk analysis. We have conducted interviews to verify the proper application of procedures and conducted substantive tests, using sampling techniques, to verify the calculations performed and reconcile data with supporting evidence.
• the selected sample represented:
  - reasonable assurance: 40% of the workforce and between 23% and 50% of the environmental Information tested;
  - limited assurance: 40% of the workforce and between 3% and 73% of the environmental Information tested.

Responsibility of the Statutory Auditors

Based on our work, our responsibility is:
• to express a reasonable assurance on the fact that the Information has been prepared, in all material respects, in accordance with the Reporting Criteria. The conclusions expressed here above cover only this Information and not all of the information set forth in the integrated report;
• to express a limited assurance on the fact that the Information has been prepared, in all material respects, in accordance with the Reporting Criteria. The conclusions expressed here above cover only this Information and not all of the information set forth in the integrated report.

1 - Social and Health & Safety Information: Number of hours of training, Work-study trainees in the workforce, Number of permanent contract and fixed-term hires, Volunteer bananas. Lost-time accident frequency rate for employees and subcontractors on sites with controlled access. Number of fatal accidents (employees), Overall employment rate of employees with disabilities in France.

Environmental Information: Total consumption – freshwater and non-freshwater. Non-hazardous waste recovery rate, NOx emissions, SO2 emissions, Fine particle emissions.

2 - Social and Health & Safety Information: Number of employees, Internal lost-time occupational accident frequency rate for employees, Women in the workforce, Women in management position, Trained workforce, Managerial staff in the workforce, Workforce with permanent contracts.

Environmental Information: Primary energy consumption – total. Total GHG emissions - Scope 1, Total GHG emissions - Scope 2. Hazardous waste recovery rate.

3 - ISAE 3000 (revised): Assurance engagements other than audits or reviews of historical financial information.

4 - For social information:
Audits performed at intermediary consolidation level: Germany, Italy, Romana, Asia, Australia, Middle-East, South America, Tractebel.
Audits performed at entry level: ENED, ENGIE Services Chile, Cofely Services (Belgium), MD, ENGIE Insight Services, Safety Boss FM LLC (United Arab Emirates), Munich Building Technologies Togo GmbH, Tractebel Engineering Pvt Ltd (India), GRTgaz, Electrabel – Nuke, Electrabel M&S Belgium, DDP, DOP, ENGIE Home Services.

For Health and Safety Information
Audits performed at intermediary consolidation level: Energy Solutions.
Audits performed at entry level: ENGIE Solucôtes, ENGIE Services Chile, DRDF, Electrabel – Nuke, ENGIE Home Services, GRTgaz.

For environmental Information: Compagnie Nationale du Rhône (CRH), ONAIR, Cofely Installation in West-North Territory, ENGIE energy production and distribution subsidiaries – West-North Territory, Compagnie Parisienne de Chauffage Urbain (CPCU), Vosannon, DEL (Durkee), EEM, Maxima, Rossignol, SPEM (Monton), Vitrocoor, Thange, Dororaw power plants, ENGIE Serviz, Termoelectrica Andina, Termica Red Dragon, Tezocotl unit 10 and Inversiones Horizonte power plants (ENGIE Energia Chile), Ita Energética, Ferrari and Safe Santiago power plants (ENGIE Brasil Energias, Pelican Point power plant, GRTgaz, Chémery storage site, Biz.
### Operational Indicators

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Installed electricity generation capacity (GW)(1)</td>
<td>96.8</td>
<td>101</td>
<td>100.3</td>
<td>100.3</td>
</tr>
<tr>
<td>Capacity under construction (GW)(1)</td>
<td>6.3</td>
<td>4.2</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>Installed renewables capacity (%) (1)</td>
<td>27.8</td>
<td>31.2</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Installed renewables capacity (GW)(1)</td>
<td>27</td>
<td>31.1</td>
<td>34.4</td>
<td>34.4</td>
</tr>
<tr>
<td>- of which hydro (excl. pumped storage)</td>
<td>16.3</td>
<td>17.9</td>
<td>17.9</td>
<td>17.9</td>
</tr>
<tr>
<td>- of which wind</td>
<td>7.4</td>
<td>10.1</td>
<td>11.8</td>
<td>11.8</td>
</tr>
<tr>
<td>- of which solar</td>
<td>2.6</td>
<td>3.1</td>
<td>4.1</td>
<td>4.1</td>
</tr>
<tr>
<td>- of which biomass/biogas</td>
<td>0.6</td>
<td>0.4</td>
<td>0.3</td>
<td>0.3</td>
</tr>
<tr>
<td>Net Promoter Score of BtoC customers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>France (13.3 million contracts in 2021)</td>
<td>+4</td>
<td>+4</td>
<td>+19</td>
<td>+19</td>
</tr>
<tr>
<td>Belgium (4.2 million contracts in 2021)</td>
<td>-9</td>
<td>-1</td>
<td>+2</td>
<td>+2</td>
</tr>
<tr>
<td>Italy (0.8 million contracts in 2021)</td>
<td>N/A</td>
<td>+19</td>
<td>+29</td>
<td>+29</td>
</tr>
<tr>
<td>Romania (2.8 million contracts in 2021)</td>
<td>+49</td>
<td>+50</td>
<td>+49</td>
<td>+49</td>
</tr>
<tr>
<td>Australia (0.7 million contracts in 2021)</td>
<td>N/A</td>
<td>N/A</td>
<td>+5</td>
<td>+5</td>
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<tr>
<td>R&amp;D expenditure (€ m)</td>
<td>189</td>
<td>190</td>
<td>138</td>
<td>138</td>
</tr>
<tr>
<td>Gas sales (TWh)(2)</td>
<td>323</td>
<td>330</td>
<td>371</td>
<td>371</td>
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<tr>
<td>Electricity sales (TWh)(2)</td>
<td>193</td>
<td>195</td>
<td>215</td>
<td>215</td>
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<tr>
<td>Electricity production (TWh)(1)</td>
<td>433</td>
<td>400</td>
<td>426</td>
<td>426</td>
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<tr>
<td>Load factor of gas stock (%)</td>
<td>57</td>
<td>56</td>
<td>55</td>
<td>55</td>
</tr>
<tr>
<td>Load factor of coal stock (%)</td>
<td>41</td>
<td>49</td>
<td>55</td>
<td>55</td>
</tr>
<tr>
<td>Availability of nuclear power plants (%)</td>
<td>79</td>
<td>63</td>
<td>92</td>
<td>92</td>
</tr>
<tr>
<td>RAB distribution France (€ bn) (3)</td>
<td>14.8</td>
<td>14.9</td>
<td>15.3</td>
<td>15.3</td>
</tr>
<tr>
<td>RAB transmission France (€ bn) (3)</td>
<td>8.9</td>
<td>8.8</td>
<td>8.6</td>
<td>8.6</td>
</tr>
<tr>
<td>RAB storage France (€ bn)</td>
<td>3.7</td>
<td>3.7</td>
<td>3.8</td>
<td>3.8</td>
</tr>
<tr>
<td>RAB LNG terminals France (€ bn)</td>
<td>1.0</td>
<td>0.9</td>
<td>0.9</td>
<td>0.9</td>
</tr>
<tr>
<td>Quantity of energy distributed by GRDF (TWh)</td>
<td>274.9</td>
<td>256.2</td>
<td>276.8</td>
<td>276.8</td>
</tr>
<tr>
<td>Storage capacity sold (TWh)</td>
<td>118.2</td>
<td>120</td>
<td>118.6</td>
<td>118.6</td>
</tr>
<tr>
<td>Length of distribution networks (km)</td>
<td>252,279</td>
<td>254,294</td>
<td>267,594</td>
<td>267,594</td>
</tr>
<tr>
<td>Length of GRDF network (km)</td>
<td>201,719</td>
<td>202,759</td>
<td>204,233</td>
<td>204,233</td>
</tr>
<tr>
<td>Length of transmission networks (km)</td>
<td>39,345</td>
<td>39,352</td>
<td>39,360</td>
<td>39,360</td>
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<tr>
<td>Length of GRTgaz network (km)</td>
<td>32,527</td>
<td>32,519</td>
<td>32,727</td>
<td>32,727</td>
</tr>
<tr>
<td>Facilities – Order book (€ m)</td>
<td>10,347</td>
<td>10,726</td>
<td>11,072</td>
<td>11,581</td>
</tr>
<tr>
<td>Engineering – Order book (€ m)</td>
<td>786</td>
<td>941</td>
<td>784</td>
<td>784</td>
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</tbody>
</table>

### Financial indicators

<table>
<thead>
<tr>
<th></th>
<th>2019*</th>
<th>2020*</th>
<th>2021*</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues (€ bn)</td>
<td>60.1</td>
<td>55.8</td>
<td>57.9</td>
<td></td>
</tr>
<tr>
<td>EBITDA (€ bn)</td>
<td>10.4</td>
<td>9.3</td>
<td>10.6</td>
<td></td>
</tr>
<tr>
<td>EBIT (€ bn) (4)</td>
<td>5.8</td>
<td>4.6</td>
<td>6.1</td>
<td></td>
</tr>
<tr>
<td>Net recurring income/(loss), Group share (€ bn) (5)</td>
<td>2.7</td>
<td>1.7</td>
<td>2.9</td>
<td></td>
</tr>
<tr>
<td>Gross investment (€ bn)</td>
<td>10.0</td>
<td>7.7</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>of which growth investments (€ bn)</td>
<td>7.2</td>
<td>4.0</td>
<td>4.3</td>
<td></td>
</tr>
<tr>
<td>of which maintenance investments (€ bn)</td>
<td>2.6</td>
<td>2.4</td>
<td>2.4</td>
<td></td>
</tr>
<tr>
<td>of which nuclear provisions</td>
<td>0.2</td>
<td>1.3</td>
<td>1.3</td>
<td></td>
</tr>
<tr>
<td>Cash flow from operations (CFFO)</td>
<td>7.6</td>
<td>7.1</td>
<td>6.3</td>
<td></td>
</tr>
<tr>
<td>Net economic debt (€ bn)</td>
<td>41.1</td>
<td>37.4</td>
<td>38.3</td>
<td></td>
</tr>
<tr>
<td>Net economic debt/EBITDA</td>
<td>4.0x</td>
<td>4.0x</td>
<td>3.6x</td>
<td></td>
</tr>
<tr>
<td>Ordinary dividend for year N paid in year N+1 (€/share)</td>
<td>0</td>
<td>0.53</td>
<td>0.85</td>
<td></td>
</tr>
</tbody>
</table>

(1) Counted at 100% regardless of the ownership interest
(2) Sales figures are consolidated in accordance with accounting standards
(3) Regulated Asset Base as of January 1
(4) Current operating income after share in net income of equity method entities
(5) Cash Flow From Operations: Free cash flow before maintenance CAPEX
### Environmental indicators

<table>
<thead>
<tr>
<th>Metric</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total GHG emissions – Scope 1 (Mt CO₂ eq)</td>
<td>46.2</td>
<td>38.6</td>
<td>37.5</td>
<td>35.8</td>
</tr>
<tr>
<td>of which emissions from energy production (controlled assets)</td>
<td>43.7</td>
<td>36.4</td>
<td>35.2</td>
<td>33.7</td>
</tr>
<tr>
<td>of which CH₄ emissions</td>
<td>1.7</td>
<td>1.5</td>
<td>1.6</td>
<td>1.6</td>
</tr>
<tr>
<td>Total GHG emissions – Scope 2 (Mt CO₂ eq)</td>
<td>2.5</td>
<td>2.3</td>
<td>1.9</td>
<td>1.9</td>
</tr>
<tr>
<td>Total GHG Emissions – Scope 3 (Mt CO₂ eq)</td>
<td>124.3</td>
<td>124.7</td>
<td>126.9</td>
<td>121.8</td>
</tr>
<tr>
<td>of which use of products sold</td>
<td>60.9</td>
<td>61.5</td>
<td>65.5</td>
<td>65.5</td>
</tr>
<tr>
<td>of which emissions from energy production (equity-accounted assets)</td>
<td>31.1</td>
<td>31.2</td>
<td>31.5</td>
<td>31.5</td>
</tr>
<tr>
<td>CO₂ emission ratio – Energy production – Scopes 1 and 3 (g CO₂ eq/KWh eq)</td>
<td>268</td>
<td>266</td>
<td>244</td>
<td>240</td>
</tr>
<tr>
<td>NOx emissions (kt)</td>
<td>52.8</td>
<td>49.0</td>
<td>49.8</td>
<td>48.8</td>
</tr>
<tr>
<td>SO₂ emissions (kt)</td>
<td>124.3</td>
<td>119.6</td>
<td>106</td>
<td>106</td>
</tr>
<tr>
<td>Fine particle emissions (kt)</td>
<td>4.7</td>
<td>6.3</td>
<td>5.8</td>
<td>5.7</td>
</tr>
<tr>
<td>Mercury emissions (kg)</td>
<td>312</td>
<td>305</td>
<td>198</td>
<td>194</td>
</tr>
<tr>
<td>Primary energy consumption – Total (excluding own consumption) (TWh)</td>
<td>343</td>
<td>285</td>
<td>318</td>
<td>314</td>
</tr>
<tr>
<td>Total consumption – freshwater and non-freshwater (mm³)</td>
<td>94</td>
<td>77</td>
<td>96</td>
<td>96</td>
</tr>
<tr>
<td>Rate of reduction in the water consumption of industrial activities compared with 2019 (%)</td>
<td>0</td>
<td>-19</td>
<td>+1.8</td>
<td>+1.9</td>
</tr>
<tr>
<td>Environmental risk prevention plan (% of relevant revenues)</td>
<td>80.4</td>
<td>82.7</td>
<td>84.2</td>
<td>95.8</td>
</tr>
<tr>
<td>Environmental expenditure (€ m)</td>
<td>466</td>
<td>553</td>
<td>633</td>
<td>529</td>
</tr>
<tr>
<td>Environment-related complaints (no.)</td>
<td>10</td>
<td>6</td>
<td>13</td>
<td>11</td>
</tr>
<tr>
<td>Environment-related convictions (no.)</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Amount of compensation (€ k)</td>
<td>13</td>
<td>14</td>
<td>697</td>
<td>697</td>
</tr>
<tr>
<td>Non-hazardous waste recovery rate (%)</td>
<td>68</td>
<td>76</td>
<td>84</td>
<td>85</td>
</tr>
<tr>
<td>Hazardous waste recovery rate (%)</td>
<td>31</td>
<td>30</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>Certified environmental management system (% of relevant revenues)</td>
<td>72.4</td>
<td>75.7</td>
<td>75.6</td>
<td>75.2</td>
</tr>
<tr>
<td>Carbon footprint of ENGIE working methods (ktCO₂ eq.)</td>
<td>684</td>
<td>493</td>
<td>579</td>
<td>579</td>
</tr>
<tr>
<td>Electricity consumption of buildings (GWh)</td>
<td>N/A</td>
<td>297</td>
<td>252</td>
<td>252</td>
</tr>
<tr>
<td>Share of green vehicles in the vehicle fleet (%)</td>
<td>N/A</td>
<td>N/A</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

### Social indicators

<table>
<thead>
<tr>
<th>Metric</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of employees</td>
<td>171,103</td>
<td>172,703</td>
<td>171,474</td>
<td>101,504</td>
</tr>
<tr>
<td>Managerial staff in the workforce (%)</td>
<td>25.1</td>
<td>26.2</td>
<td>26.7</td>
<td>30.2</td>
</tr>
<tr>
<td>Workforce with permanent contracts (%)</td>
<td>90.3</td>
<td>90.4</td>
<td>90.0</td>
<td>91.4</td>
</tr>
<tr>
<td>No. of permanent contract and fixed-term hires</td>
<td>37,189</td>
<td>29,481</td>
<td>33,806</td>
<td>15,522</td>
</tr>
<tr>
<td>Voluntary turnover (%)</td>
<td>7.1</td>
<td>5.4</td>
<td>7.4</td>
<td>5.2</td>
</tr>
<tr>
<td>Internal lost-time occupational accident frequency rate for employees</td>
<td>3.7</td>
<td>3.0</td>
<td>3.2</td>
<td>2.8</td>
</tr>
<tr>
<td>Lost-time accident frequency rate for employees and subcontractors on sites with controlled access</td>
<td>3.3</td>
<td>2.7</td>
<td>2.9</td>
<td>2.5</td>
</tr>
<tr>
<td>Accident severity rate (employees)</td>
<td>0.14</td>
<td>0.11</td>
<td>0.11</td>
<td>0.09</td>
</tr>
<tr>
<td>Number of fatal accidents (employees)</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Number of fatal accidents (subcontractors)</td>
<td>2</td>
<td>3</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td>Health and safety prevention rate</td>
<td>0.42</td>
<td>0.59</td>
<td>0.58</td>
<td>0.65</td>
</tr>
<tr>
<td>Women in the workforce (%)</td>
<td>20.9</td>
<td>21.5</td>
<td>21.8</td>
<td>25.1</td>
</tr>
<tr>
<td>Women in management positions (%)</td>
<td>23.5</td>
<td>24.1</td>
<td>24.6</td>
<td>28.9</td>
</tr>
<tr>
<td>Gender equity index</td>
<td>France</td>
<td>72</td>
<td>87</td>
<td>89</td>
</tr>
<tr>
<td></td>
<td>International</td>
<td>72</td>
<td>80</td>
<td>82</td>
</tr>
<tr>
<td>Trained workforce (%)</td>
<td>69.2</td>
<td>70.1</td>
<td>81.9</td>
<td>82.0</td>
</tr>
<tr>
<td>Hours of training (no.)</td>
<td>3,271,154</td>
<td>2,963,242</td>
<td>3,468,907</td>
<td>2,254,023</td>
</tr>
<tr>
<td>Work-study trainees in the workforce (%)</td>
<td>3.3</td>
<td>3.6</td>
<td>3.8</td>
<td>3.9</td>
</tr>
<tr>
<td>Overall employment rate of employees with disabilities in France (%)</td>
<td>4.3</td>
<td>3.7</td>
<td>3.4</td>
<td>N/A</td>
</tr>
<tr>
<td>Employee engagement (%)</td>
<td>80</td>
<td>83</td>
<td>83</td>
<td>83</td>
</tr>
<tr>
<td>Employee shareholding (% of share capital held)</td>
<td>3.2</td>
<td>3.2</td>
<td>3.2</td>
<td>3.2</td>
</tr>
</tbody>
</table>
### Societal indicators

<table>
<thead>
<tr>
<th>Share of activities, projects and sites being dismantled with a societal plan (%)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>10</td>
<td>36</td>
<td>37</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Share of activities, projects and sites that are being decommissioned with an environmental plan in consultation with stakeholders (%)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>21</td>
<td>37</td>
<td>38</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Responsible Purchasing Index (including CSR assessment and inclusive purchasing and excluding energy purchases)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>18</td>
<td>40</td>
<td>40</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of Elec Vert+ customers in France (2024 target: 300,000)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>15,000</td>
<td>53,000</td>
<td>53,000</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of customers in France who joined “Mon programme pour agir” (target: 1.2 m)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>168,000</td>
<td>85,000</td>
<td>85,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Beneficiaries with access to affordable, reliable, and clean energy from 2018 (excluding the Rassembleurs d’Énergies fund) (m)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>6</td>
<td>7</td>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>

### Governance indicators

<table>
<thead>
<tr>
<th>Number of directors (post-Shareholders’ Meeting in year N+1)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>14</td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of nationalities represented on the Board of Directors (post-Shareholders’ Meeting in year N+1)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Attendance rate on the Board of Directors (%)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>95</td>
<td>98</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Independence rate of the Board of Directors (%) (post-Shareholders’ Meeting in year N+1)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>67</td>
<td>60</td>
<td>64</td>
<td>64</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender diversity rate of the Board of Directors (%) (post-Shareholders’ Meeting in year N+1)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>50</td>
<td>55</td>
<td>55</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Senior managers trained in combating corruption (%)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>91</td>
<td>86</td>
<td>96</td>
<td>96</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Training of staff most exposed to the risk of corruption (%)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2021 without EQUANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>21</td>
<td>51</td>
<td>49</td>
<td></td>
</tr>
</tbody>
</table>

(7) Subject to approval of the resolutions at the General Shareholders’ Meeting of April 21, 2022

### Acknowledgments

The Societal Responsibility Department would like to thank all stakeholders, customers, investors and NGOs for their contributions to this new Report. It would particularly like to thank the teams from the following departments: Finance, Human Resources and Global Care, Strategy, Brand and Communication, Risk, General Secretariat, Research & Innovation, Strategic Sourcing & Supply, Ethics, Compliance and Privacy, as well as the GBU and persons interviewed.
Targeted communication for each of our stakeholders

- Investors and analysts
- Individual shareholders
- Key accounts (industrial and public authorities) and individual customers
- Industrial partners and suppliers
- Employees
- Public authorities
- NGOs and civil society

Integrated Report

Targets:

Universal Registration Document

Targets:

Annual results for 2021

Targets:

Sustainability Book

Targets:

Climate Report

Targets:

Energy transition dashboard

Targets:

Join the community of Imaginative Builders

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www.engie.fr