



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

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

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

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

- Decrease **the gender pay gap under 2%** at Group level by 2030;
- Reach **40% to 60% of women in the Group's management** by 2030 and **at least 40% of women in the Executive Committee** by 2025.

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

Actions in favor of managerial parity

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

Actions in favor of professional equality

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

A partnership policy

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

| TARGETS | KPIs & Results | Frame of reference |
|---|--|--------------------|
| 5.1 - End all forms of discrimination against all women and girls everywhere | <ul style="list-style-type: none"> • Gender pay gap : 1.73% in 2022 | GRI 405-2 |
| 5.5 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life | <ul style="list-style-type: none"> • Women in the workforce : 26.2% in 2022 • Women in the management : 29.9% in 2022 • Women in the Operational Committee (OPCOM) : 35.2% at the end of 2022 • Women in the Executive Committee (EXCOM) : 40% in 2022 | GRI 405-1 |

Challenges of the materiality matrix related to the 5th SDG : Diversity & inclusion at work, Competence and engagement of the collaborators, Leadership & responsible governance, Sustainable supply chain.



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

The 7th SDG is the **keystone** for the achievement of all the SDGs for the actors of the energy sector. Indeed, companies in this sector are essential actors in the achievement of this goal, which lies at the heart of today's major challenges and tomorrow's opportunities. Achieving it will ensure **sustainable growth** by **revitalizing the territories** and **creating new activities and jobs**, as well as **improving the quality of life** and the **environment** through universal access to reliable, affordable and low-carbon energy.

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

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

- **30 millions of beneficiaries with access to sustainable energy;**
- **At least 58% of installed renewable electricity capacity, namely 80 GW in 2030 and 50 GW in 2025;**
- **A 35% reduction of the electric consumption of the buildings between 2019 and 2030;**
- **100% of the Group's vehicles replacements with low-emission vehicles.**

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

- **The acceleration** of ENGIE's strategy in **the access to energy** on the African continent for instance (energy solutions: Fenix International, ENGIE Mobisol and ENGIE PowerCorner) or in India (individual solar kits: Simpa) by providing decentralized energy to millions of people;
- Implementation in 2022 of **4 GW of additional renewable electricity capacity**, allowing ENGIE to reach a **38 GW capacity of renewable assets by the end of 2022;**
- **The digital solutions** development enabling the customers - B2C and B2B - of ENGIE to **optimize the control of their consumption** and therefore to **increase their energy efficiency** (NextFlex, Blu.e, Vertuoz or Gazpar).

| TARGETS | KPIs & Results | Frame of reference |
|---|--|--------------------|
| 7.1 - By 2030, ensure universal access to affordable, reliable and modern energy services | • Number of beneficiaries with access to affordable, reliable, clean energy : 9.5 millions in 2022 | N/A |
| 7.2 - By 2030, increase substantially the share of renewable energy in the global energy mix (compliant with the SBT trajectory) | • Share of renewable energy in the mix of capacity of electricity production : 38% in 2022, i.e., 38 GW | GRI 302-1 |
| 7.3 - By 2030, double the global rate of improvement in energy efficiency | • Primary energy consumption for the energy production : 278 TWh in 2022 (excluding the consumption of our own production) | GRI 302-1 |

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



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

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

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

ENGIE creates **conditions that are favorable to a healthy and sustainable growth**, particularly through **3 CSR objectives for 2030** which demonstrates this approach:

- Reach a **frequency rate of accidents** with stop of employees and subcontractors, on sites with controlled access, of less than **2.3**;
- Train **100%** of the Group **employees**;
- Reach **10%** of **apprentices** in the Group's workforce in France by 2030.

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

- The deployment of a **"No Life at Risk"** action plan aimed at developing a **culture of safety and vigilance** and an **"ENGIE One Safety" health and safety transformation plan**;
- Deployment of **training** in 7 pilot entities to improve the **health and safety leadership** of operational managers;
- Implementation of a **global agreement on fundamental rights and CSR**;
- Strong commitments, including the **compliance to the responsible taxation principles of "The B Team"**.

| TARGETS | KPIs & Results | Frame of reference |
|--|--|------------------------|
| 8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sector | <ul style="list-style-type: none"> • Workforce: 96,454 in 2022 • R&D budget: 135 million euros in 2022 • Number of researchers: 600 • Employee engagement rate through the ENGIE&ME global survey: 86% in 2022 | GRI 201-1 |
| 8.5 - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value | <ul style="list-style-type: none"> • Annual hours of formation: 2,126,584 hours in 2022 (detailed by gender and category in the URD) • % of trained employees: 84% in 2022 • % of apprentices in France: 7.7% in 2022 | GRI 404-1 GRI 404-2 |
| | <ul style="list-style-type: none"> • Employees in a handicap situation : 2,136 employees in France in 2022 • Direct employment rate of person with disabilities in France : 3.4% in 2022 | N/A |
| 8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment | <ul style="list-style-type: none"> • Accident frequency rate with employees and subcontractors stop on sites with controlled access (2022 results: 2.0 for a 2022 target of 2.4 or less) | GRI 403-2 |
| | <ul style="list-style-type: none"> • Number of ethical incidents : in 2022, 305 proven and unproven incidents reported in My Ethics Incident, including 20 cases of alleged corruption | GRI 406-1 |

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



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

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

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

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

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

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

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

- A given **priority to conversion of the actual infrastructures** of the Group to **green gas** (units development of production and injection of biogas in France, Netherlands and in the rest of the world) or to **hydrogen transport** such as the MosaHYC project as part of the European H2 Backbone;
- **Renewable energy development programs** such as the Lifou island project (New Caledonia), aimed at replacing diesel engines of the thermal power plant with 100% renewable energy ;
- The **ENGIE Lab CRIGEN**, a research and innovation center on the gas and renewable energy, provided of a new generation of testing facilities focus on the green gas .

| TARGETS | KPIs & Results | Frame of reference |
|---|--|------------------------|
| 9.2 – Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries | <ul style="list-style-type: none"> • Number of hires on permanent contracts: 7,073 in 2022 • Number of hires on short-term contracts : 2,487 in 2022 | GRI 102-8 |
| 9.4 – By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities | <ul style="list-style-type: none"> • Gross maintenance investments : 2.4 billion € in 2022, including 52% in the Networks GBU • Growth investments : 5.5 billion € in 2022 including 20% in the Networks GBU | GRI 203-1 GRI 203-1 |
| 9.5 – Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending | <ul style="list-style-type: none"> • R&D expenses : 135 million € • Number of researchers : 600 • Numbers of R&D laboratories in the world : 4 | GRI 203-1 |

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



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

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

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

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

- Ensure that 100% of the activities, projects and industrial sites (including those in dismantling) are accompanied by an environmental plan, in alignment with the stakeholders;
- Deploy more than 100 charging stations for hydrogen vehicles by 2030.

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

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

| TARGETS | KPIs & Results | Frame of reference |
|---|---|--------------------|
| 11.3 – By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries | <ul style="list-style-type: none"> • Production capacity of decentralised urban heat and cold : 24.9 GW in 2022 • Number of asset-based electric vehicle charging points being deployed in Europe: 13,739 as of May 2023 • Number of public GNVERT CNG/BioCNG and LNG/LNG-C stations: 57 by the end of 2022 | N/A |
| 11.6 – By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management | <ul style="list-style-type: none"> • Activities, projects and industrial sites (including those in dismantling) with an environmental plan in 2022: 53% • Emissions of atmospheric pollutants in the vicinity of towns with more than 25,000 inhabitants (i.e. 82% of the population located within a radius of 3km of our industrial sites), represent respectively in % of the Group's total emissions in 2022 : <ul style="list-style-type: none"> -NOx : 35% -SO2 : 22% -Particules : 10% | GRI 413-1 |

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



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

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

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

In line with its ambition to contribute actively against the **climate change** issue, ENGIE has formalized **7 CSR objectives by 2030**:

- **Reduce GHG emissions related to the energy production** – 43 Mt CO₂ eq. objective;
- **Reduce GHG emissions related to the final gas sales** – 52 Mt CO₂ eq. objective;
- **Reduce GHG emissions related to the purchase of products, services, capital goods, etc** - 85 Mt CO₂ eq objective;
- **Reach carbon neutrality (after compensation) of ways of working**;
- **Commit that the top 250 preferred suppliers (excluding energy purchase) are SBT certified or aligned**;
- **Avoid 45 Mt CO₂ eq. to ENGIE customers from our products and services offers**;
- **Reduce the carbon intensity of direct energy production and consumption** to reach 110 g CO₂ eq. per kWh and that of energy sales produced and purchased to 153 g CO₂ eq. per kWh.

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

- Deployment of **integrated customers solutions**, intended for companies and local authorities, allowing them to **reduce their consumption**, with **intelligent and sober equipment**, alimented in **carbon-free energy**;
- A strong positioning as an **actor of low-carbon energy deployment including renewable hydrogen**;
- Adherence and support to initiatives such as the **Carbon Prototype Fund** of the World Bank, **Caring for Climate** (United Nations Global Compact) or **Task-force on Climate-related Financial Disclosure (TCFD)**;
- The opening of an apprentice training center, the **"Academy of Energy and Climate Transition Professions"**, to train future technicians in the Group's future professions, and the **Renewable Academy**, to upgrade the skills of employees in the renewable energy sector.

| TARGET | KPIs & Results | Frame of reference |
|--|--|------------------------|
| 13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries | GHG emissions related to energy production (scope 1 and 3) : 60 Mt CO ₂ eq. and 216 gCO ₂ /kWh in 2022 | GRI 305-1 GRI 305-3 |
| | GHG emissions of the final gas sales : 61 Mt CO ₂ eq. in 2022 | |
| | GHG emissions related to the purchase of products, services, capital goods, etc : 90 Mt CO ₂ eq. in 2022 | |
| | GHG emissions related to work practices (after compensation) : 0.3 Mt CO ₂ eq. in 2022 | |
| 13.3 – Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning | Share of top 250 preferred suppliers (excluding energy) SBT certified or aligned : 23% in 2022 | GRI 414-2 |
| | Trainings dedicated to climate change and biodiversity : 10,998 participants since their launching | NA |
| | Avoided emissions to our customers by our offers and services : 28 Mt CO ₂ eq. in 2022 | NA |

Challenges contributing directly or indirectly to the realization of the 13th SDG : Security & resilience of installations, Energy efficiency and sobriety, Green gas, Responsible Leadership & governance, Electric renewable production, Low-carbon transformation, Competence & engagement of the collaborators, Sustainable finance, Dialogue with our customers.