



RACIAL EQUALITY AND INCLUSION COMMITMENT

engie

Our commitment: an inclusive workplace for all

At ENGIE, our purpose—act to accelerate the transition towards a carbon-neutral economy—is at the heart of our strategy. We want to be the best energy transition utility, with our 98 000 transition makers at the center of this ambition. Attracting, developing, and retaining the best talent is key to pushing the limits towards a decarbonized world. To do so, we foster an environment where everyone feels valued, respected, and empowered to thrive and contribute their best. This commitment is the foundation of our Diversity, Equity, and Inclusion (DEI) policy, Be.U@ENGIE, because there's no collective success, no performance without people, and no lasting progress without fairness.

Our DEI policy is grounded in respect for all identities and backgrounds, articulated around five priority dimensions: Gender balance, LGBTQ+, Generations, Abilities and Origins. That's why addressing racism is one of our priorities under the *Origins* pillar: because building a fair and inclusive workplace starts with recognizing and celebrating our rich cultural diversity and the unique value each individual brings thanks to their background. We also acknowledge that lived experiences and a sense of belonging are shaped by multiple, intersecting aspects of identity—such as race, gender, sexual orientation, disability, and socio-economic background—which is why our approach to inclusion is intentionally intersectional.

Naming the issue: racism exists

Racism remains a reality in society. As a company rooted in inclusion, ENGIE chooses to take a clear stance. Whether intentional or unconscious, individual or systemic, racism creates obstacles to fairness and opportunity. Speaking about it is part of our responsibility in shaping a future that includes everyone.

“Despite being British, speaking with a British accent, and having lived here my whole life, my skin colour makes me visibly different.”

A zero-tolerance stance

Racism has no place at ENGIE. As part of our DEI commitment:

- We reject all forms of discrimination, exclusion, and bias.
- We recognize that silence fuels inequality—so we choose to speak up and take action.
- We promote a culture of continuous learning, dialogue, and accountability to ensure a respectful, inclusive and equitable work environment for all.

Why it matters in the workplace

Inclusion is about unleashing the potential of all to fully contribute. Racism undermines this by limiting trust, collaboration and innovation. By addressing it, ENGIE reinforces its ambition to build a workplace—and a society—where inclusion drives sustainable progress.

“I have felt the weight of having my origin, my skin tone and my culture put on trial, being the target of stereotypes, exclusions and insinuations in the workplace.”

Moving from words to action

A workplace free from racism requires more than just statements. It requires action. At ENGIE, we are committed to concrete steps that create real change.

- **We believe** in fostering an environment where every voice is heard and differences are valued.
- **We will do more** to educate ourselves, challenge biases, and create policies that actively promote equity.
- **And then we will hold ourselves accountable** for maintaining a culture and workplace of inclusiveness, respect and fairness.
- **We want ENGIE to be a place** where everyone has the opportunity to belong, grow and thrive, regardless of their background.

Our shared responsibility

Creating a truly inclusive and anti-racist workplace is a collective effort and a shared responsibility at every level of the Group:

- **As Leaders:** We will set the standard by proactively making anti-racism a priority in policies, decisions, and daily interactions to create a safe workplace free from discrimination.
- **As Managers:** We will ensure fairness in hiring, promotions, and career development while fostering open, inclusive discussions. We have the duty to speak up and act when we witness racist comments or actions.
- **As Peers and Colleagues:** We will be empowered to call out racism when we see it and support those who experience it.
- **With support from HR and Ethics teams:** We will provide safe, confidential channels to report concerns and take meaningful action.
- **In the end, we are all Allies:** This is not the responsibility of a select few—it is up to all of us.

“Being anti-racist is a collective duty, but it is also an individual imperative. Because I know from my own experience that there is only excellence where there is respect.”

Be.U@ENGIE

Call to action

This commitment is a starting point—it is the foundation of sustained and exemplary behaviors. We expect every employee at ENGIE to be part of this journey.

Together, we can build an inclusive workplace where racism has no place, and where every individual is respected, empowered and valued for who they are.

This is our commitment.
This is our responsibility.
This is ENGIE.

