

## Director appointed by the Shareholders' Meeting on the recommendation of the employee shareholders

**GILDAS GOUVAZÉ****Director representing employee shareholders**

- Member of the Appointments, Compensation and Governance Committee

Gildas Gouvazé holds a Master's degree in employment law and has developed a career combining legal expertise and social commitment.

Between 2023 and 2025, he was a member of ENGIE SA's Board of Directors as a representative of the SEC (Social and Economic Committee). He was also Force Ouvrière (FO) Union Coordinator for the ENGIE Group and deputy secretary of the European Works Council.

Since May 2025, Gildas Gouvazé has been a Director representing employee shareholders and a member of the Appointments, Compensation and Governance Committee. He also chairs the Supervisory Board of Link France and is a member of the Higher Energy Council (*Conseil Supérieur de l'Énergie* - CSE). At the same time, he is Head of Digital and Skills within the Sales & Energy Management GBU.

**Age:** 45

**Nationality:** French

**First appointment:**  
April 24, 2025

**Shares held:**  
450 shares

**Business address:**  
ENGIE  
16, rue Pierre-Salies,  
31000 Toulouse

**CURRENT OFFICES AND POSITIONS HELD****Offices and positions in Group companies**

- Head of Digital and Skills within the Sales & Energy Management GBU
- Chairman of the Supervisory Board, Link France
- Member of the France Retail SEC and the ENGIE Central SEC

**Other offices and positions outside the Group**

- General Secretary of EeFO
- Member of the Higher Energy Council

**OFFICES THAT HAVE EXPIRED IN THE LAST FIVE YEARS**

- Representative of ENGIE's Social and Economic Committee (CSE-C) on ENGIE's Board of Directors
- ENGIE Group FO Union Coordinator
- Deputy Secretary of the ENGIE Group European Works Council
- Judge at the Toulouse industrial tribunal (Conseil des prud'hommes)

**AREAS OF EXPERTISE**

- ESG: Governance and Social
- Digital/AI
- Energy sector