

# CORPORATE SOCIAL RESPONSIBILITY POLICY





# BUILD A GLOBAL AND SUSTAINABLE PERFORMANCE

ENGIE's purpose, to act to accelerate the transition to a carbon-neutral economy, 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 has defined a Corporate Social Responsibility (CSR) policy that allows to involve in its decisions and actions all the stakeholders with whom the Group interacts, such as customers, territories, employees, shareholders and the public, the territories, employees, shareholders, suppliers, public authorities and the associative sector.

This policy sets out the Group's CSR priorities and commitments to bring together skills, create shared value and contribute to the achievement of the Sustainable Development Goals defined by the United Nations.

It relies on indicators to monitor their performance and on 17 CSR objectives for 2030, validated by the Board of Directors in 2022.

## INTRODUCTION

Our company's choices impact its economic results, the communities where it operates, the environment and, more generally, society as a whole. Therefore, taking into account and involving in our policies, decisions and actions, all the stakeholders with whom the Group interacts, such as customers, territories, employees, shareholders, suppliers, public authorities and the associative sector, must be a concern for all of us in accordance with our Purpose.

Society's expectations of companies are increasing. With the Duty of Vigilance, the legal framework related to Corporate Social Responsibility (CSR) has been strengthened. The Group's profound transformation requires a strong CSR policy that is integrated into the company's DNA and adapted to the challenges of a constantly changing society.

This policy sets out the Group's CSR priorities and commitments to bring together the skills of all, create shared value and contribute to achieving the Sustainable Development Goals defined by the United Nations. This commitment and the sincerity of our commitments are today essential elements of the company's overall performance.

We invite all of the Group's employees to embody these commitments wherever they operate. By acting to have a positive impact on people and the planet, the Group will be able to contribute to a more harmonious world and ensure its leadership as a key sustainable player in the energy transition and related services beyond energy, while meeting the constraints of a just transition in accordance with the Paris Agreement on Climate Change.

## GROUP'S COMMITMENTS

**For an energy ever more secure, better consumed, accessible to the greatest number and respectful of society and its environment.**

As part of its CSR policy, ENGIE is committed in many areas:

- **Responsible consumption**  
Making our customers players in the energy transition
- **Sustainable purchasing**  
Extending the scope of our commitments to our suppliers
- **Stakeholders**  
Committing to creating shared value
- **Social influence**  
Actively contributing to social debates
- **Environment**  
Reducing our carbon and ecological footprint

- **Responsible investment**  
Giving meaning and long-term visibility
- **Business ethics**  
Acting in all circumstances in accordance with our ethical principles
- **Human capital**  
Fostering diversity of talents and skills
- **Global Care / Health-Safety-Security and Industrial Safety**  
Making everyone's safety a priority
- **Human Rights**  
Ensuring that fundamental rights are respected at all times
- **Access to energy**  
Promoting access to energy for all

## BREAKDOWN BY POLICIES AND OBJECTIVES

The Group's CSR performance is based on this policy, supplemented by policies on the main dimensions of CSR (including an environmental policy, a stakeholder engagement policy, a vigilance plan and various due diligence policies). A global trade union agreement has also been signed with the International Trade Unions to agree on an international social base for all Group companies.

The implementation of these policies is based on performance indicators and on 17 CSR objectives for 2030, decided by the Board of Directors in 2020 and amended in 2022.

These objectives cover the Group's main impacts on the planet and on people, and are based on an analysis of the main challenges identified by the Group's management and its stakeholders (materiality matrix). Annual monitoring of these objectives, notably through performance reviews with each Global Business Unit, enables the progress made by the company to be measured.

In addition, with a view to continuous improvement, an analysis of environmental and social risks is carried out annually and any employee or external stakeholder of the Group is able to issue an alert to bring to the attention of Management any points requiring a specific analysis.

An annual CSR report is presented to the Group's Executive Committee and to the Ethics, Environment and Sustainable Development Committee of the Board of Directors to report on the progress made in applying the CSR policy and achieving the Group's CSR 2030 objectives.

Among the 17 CSR objectives, 7 are tier 1 objectives. Three CSR objectives are systematically included in the presentation of annual results. They demonstrate the Group's commitment to CSR and its contribution to the Sustainable Development Goals (SDGs) set by the UN for 2030.

## CSR GOVERNANCE

CSR is overseen at the highest level of the company by the Board of Directors through the Ethics, Environment and Sustainable Development Committee, which validates the scope of the policies, the outlook and the action plans, and which in 2019 has been given responsibility for the fight against climate change.

The Group's Executive Committee validates proposed policy directions in this area beforehand.

The CSR Department monitors the Group's CSR performance. It coordinates a network of CSR managers in the operating entities, regularly reviews the Group's material challenges, ensures the preparation of annual action plans, monitors their implementation through annual CSR performance reviews, and steers responses to non-financial rating agencies and the monitoring of CSR 2030 objectives with the assistance of the other relevant departments. Focus groups and specific networks are also mobilized on more specific CSR issues

The CSR Department, together with the Finance Department, leads a cross-functional Green Financing Committee responsible for validating projects likely to be financed by green bonds issued by the Group or the sustainable performance indicators linked to other green financing tools used by the Group.

Each operational entity ensures that the Group's CSR commitments are respected at the local level. In this respect, the CSR managers of the operating entities are responsible for the annual analysis of CSR risks and opportunities, the implementation of a CSR action plan to contribute to the Group's CSR objectives, which may include local CSR objectives, as well as ensuring that CSR criteria are properly applied to investment projects.

Each employee can become a Group CSR ambassador, participate in CSR discussions and contribute to the Group's CSR initiatives. The CSR Department leads collaborative workshops with external stakeholders on CSR issues at stake.

## REFERENCES

### External references

- Universal Declaration of human Rights
- UN Global Compact
- OECD Guidelines for Multinational Enterprises
- UN Sustainable Development Goals
- Conventions of the International Labour Organization (ILO)
- Global Reporting Initiative (GRI) reporting standards
- International Integrated Reporting Criteria (IIRC)
- ISO 14000 - Environmental Management

- ISO 26 000 - Social responsibility
- ISO 37 001 - Anti-corruption management systems
- European Environmental Management System and Audit Scheme (EMS)
- European taxonomy

### ENGIE references

**accessible at the following address:**

<https://www.engie.com/en/group/social-responsibility>

## ANNEX A

# GROUP COMMITMENTS IN DETAIL

### RESPONSIBLE CONSUMPTION

#### Making our customers players in the energy transition

Consumers' expectations are undergoing profound changes in all sectors of the economy. These expectations are moving towards ever greater transparency on the origin of energy supply. Customers are becoming more and more involved in controlling their consumption, sometimes becoming green energy producers themselves.

ENGIE is committed to making its customers aware of the new solutions by helping them to control their consumption, to integrate new technologies, to orient themselves towards green mobility or renewable energy.

In 2021, ENGIE has set itself the goal of helping to decarbonize its customers by 45 Mt CO<sub>2</sub> eq. by 2030, based on a dozen of the Group's products and services, including green energy production, decentralized energy networks and related services, the sale of energy saving certificates, carbon certificates and the purchase or resale of green electricity.

### SUSTAINABLE PURCHASING

#### Extending the scope of our commitments to our suppliers

Apart from energy purchases, the Group relies on thousands of suppliers ranging from large international groups to small and medium-sized local companies. The fundamentals of ENGIE's supplier relationship aim to create a balanced and sustainable relationship with all these suppliers.

The Purchasing Policy specifies the commitments (fair treatment, punctuality of payments, confidentiality of data) and the requirements of ENGIE in terms of competitiveness, Health and Safety, Ethical and Social, Environment, towards its Suppliers. All the Group's purchasing contracts contain an «ethics and CSR» clause. For preferred Suppliers selected as part of a category strategy, a single account manager is appointed to continuously improve operational performance and ensure compliance with the group's responsibility requirements.

ENGIE has set itself an objective that by 2030 the TOP 250 of its preferred suppliers will be certified or aligned with SBT.

In the event of a dispute, ENGIE aims to seek out-of-court solutions to resolve them and, if not, to have recourse to the ENGIE Mediator responsible for settling persistent disputes with any person or organization concerned by the Group's activities. A Code of Conduct for Relations with Suppliers with 7 principles applies to all Group employees and to buyers in particular.

### STAKEHOLDERS

#### Committed to creating shared value

ENGIE's activities place the Group in territories and bring it into contact with multiple stakeholders such as local communities and authorities, associations and non governmental organizations.

Exchanges with stakeholders are fundamental to sharing the long-term value creation of the Group's projects. These stakeholders contribute to the sustainability of the Group's activities which are designed to provide essential services and strengthen the vitality of employment areas.

The Group is committed to making its managers aware of the benefits that dialogue with stakeholders brings to its activities; to training its employees in consultation adapted to the context, to the local needs and constraints, and to build action and dialogue plans with its stakeholders, particularly in the context of the launch of new offers or new projects.

ENGIE has set itself the objective that by 2030, all its activities and assets will have a societal plan.

The Group monitors and ensures that it responds to all questions and possible public controversies. It aims at maintaining regular contact with the communities affected by its activities and non-governmental organizations. The Group's actions are in line with new regulatory frameworks such as the French Sapin 2 law, the French law on Duty of Vigilance and the European CSR Directive. It is in this context that the Group has put in place a policy of due diligence of its suppliers and subcontractors in

order to verify their reliability. The Group has also implemented a specific policy for its subcontractors to integrate health and safety requirements into all the services they provide.

The Group is committed to maintaining a sustained and high quality dialogue with its investors.

The Group is committed to facilitating the exercise of shareholders' rights and to developing a lasting relationship with them in order to build loyalty and long-term support for its strategy, by providing them with clear and relevant information.

The Group was the first CAC 40 group in France to publish an Integrated Report, which is published each year prior to its Annual General Meeting and which endeavors to take into account feedback from previous years. This report integrates the various components of the Group's performance that create value for ENGIE and society. It contributes to improving the accessibility and transparency of the information provided by the Group. Each year, it also allows for the development of a thematic subject presented in the form of a dedicated notebook.

### SOCIETAL INFLUENCE

#### Actively contributing to social debates

ENGIE is a group with a large international presence and a wide range of activities. On the strength of its positions and culture, ENGIE wishes to defend its positions in economic and social debates.

ENGIE is committed to an ambitious gender diversity policy.

ENGIE intends to continue to defend its positions and contribute to public decisions and the development of regulations in a constructive dialogue with public authorities and in partnership with its peers. The Group implements its lobbying activities mainly in France and Belgium, notably within the framework of

professional associations of which it is a member. ENGIE works to bring the positions of these associations in line with its own positions, which may nevertheless differ even if ENGIE is a member. The Group thus publishes a detailed document on the compliance of its direct and indirect lobbying actions with the Paris Climate Agreement.

### ENVIRONMENT

#### Reducing our carbon and ecological footprint

ENGIE operates in a world where environmental issues are multiplying. The risks associated with climate change, the overexploitation of natural resources including water, the erosion of biodiversity and the air pollution are central concerns for the Company and for the resilience of its activities.

Through its environmental policy, ENGIE undertakes to identify its environmental impacts within the scope of the activities controlled by the Group, to implement action plans to avoid, reduce and, where relevant, offset them, while managing the resources at its disposal as well as possible. ENGIE relies on an environmental reporting audited by the Statutory Auditors.

The Group is committed to phasing out coal-fired power generation by 2027 at the latest and adopted a SBTi-certified «well below 2°C» decarbonization trajectory, that is compatible with the Paris Agreement. ENGIE has set itself the goal of being carbon neutral on all its direct and indirect emissions by 2045. Finally, the Group supports its operating entities in complying with local environmental norms and recognized international environmental standards. In the event that local environmental standards are deemed insufficient by the Group, it strives to make the impacts of the assets it controls acceptable.

## RESPONSIBLE INVESTMENT

### Giving meaning and long-term visibility

In its investment choices, the Group applies CSR criteria aimed at limiting the negative impacts of its activities on the climate, the environment and people. These criteria are the expression of its CSR POLICY. To ensure that its investment decisions are consistent with its climate trajectory, a carbon budget has been allocated to each activity. ENGIE also incorporates anticipated carbon prices depending on the region into the valuation of its projects.

Since 2014, the Group has been committed to promoting sustainable finance and finances a growing portion of its sustainable investments through green bonds. ENGIE thus reports on the responsible nature of these projects and their positive impact on the environment. It promotes the development of new sustainable financing tools in line with the evolutions and expectations of the financial markets.

## BUSINESS ETHICS

### Acting in accordance with our ethical principles in all circumstances

In terms of business ethics, the Group conducts its activities in accordance with 4 fundamental principles: acting in compliance with laws and regulations, behaving with honesty and promoting a culture of integrity, demonstrating loyalty and respecting others. A strong «zero tolerance» message to fight against fraud and corruption is included in the Group's ethics and compliance guidelines. These principles apply to all Group employees and partners who receive training in the fight against fraud and corruption.

A confidential ethics reporting system (ethics@engie.com), made possible by the use of a qualified external service provider (ADIT), is open to all Group employees and to any external stakeholder.

A second tool managed by the Group's management (Inform'ethics) is used for the internal monitoring of all ethical incidents.

A report is regularly presented to the Board of Directors' Ethics, Environment and Sustainable Development Committee.

ENGIE is committed to respecting with honesty and integrity the tax laws and regulations applicable to the company in the countries where it operates and is committed to increase communication on tax matters. ENGIE adheres to the principles of responsible taxation advocated by the United Nations BTeam initiative.

## HUMAN CAPITAL

### Promoting the diversity of talents and skills

The individual development of employees and respect for their diversity are key levers of the Group's performance and its Human Resources policy.

ENGIE has made strong commitments: respect of the principles of fairness and non-discrimination in recruitment, support for a policy of gender diversity in promotions; implementation of a forward-looking management of jobs and skills to help employees meet the Group's future needs and to increase their employability; support of employees' career development through training or internal mobility, and apprenticeship deployment to facilitate professional integration.

In addition, the Group favors constant social dialogue, seeking to promote well-being in the workplace, employee commitment and motivation, gender equality, prevention of psycho-social risks and economic and social development.

## GLOBAL CARE / HEALTH, SAFETY, SECURITY AND INDUSTRIAL SAFETY

### Making everyone's safety a priority

Health, safety and protection for all and industrial safety of its facilities are permanent priorities for the Group, wherever it operates, regardless of country or activity.

GlobalCare is driven by three major commitments: preserving the integrity of people and property, promoting quality of life at work and improving health, safety and protection through the professionalism of all. These commitments aim to build a «No life at risk» protection culture shared by the Group's employees and all those who work for it.

In this context, ENGIE is committed to eradicating fatal and most serious accidents and to ensuring a high level of prevention and protection for all. In particular, the Group ensures that its employees and service providers comply with its «9 rules to save lives», concrete rules established on feedback from experience.

The Group has set itself the objective of having a frequency rate of accidents with lost-time for Group employees and subcontracted employees on closed sites below 2.3 by 2030.

The Group has a policy related to the protection of its data and the security of its information systems. It applies the General Data Protection Regulation to ensure the protection of the personal data of its employees, suppliers and its customers.

## HUMAN RIGHTS

### Constantly ensuring respect for fundamental rights

In addition to dialogue and consultation to ensure that its activities do not infringe on the rights of local communities, ENGIE is committed to conducting its activities in a manner that respects the fundamental rights of its employees and in compliance with the conventions of the International Labour Organization.

ENGIE rejects all forms of forced and compulsory labor, child labor and discrimination as well as all forms of

modern slavery, harassment and violence in the workplace. It encourages freedom of association and the right to collective negotiation. Where local labor standards are deemed insufficient by the Group, it undertakes to ensure working conditions that are consistent with the dignity of every human being.

## ACCESS TO ENERGY

### Promoting access to energy for all

Today, more than 2 billion people do not have sufficient access to electricity or do not have clean cooking solutions. To address this issue, ENGIE is committed to fighting disparities in access to energy.

In 2011, the Group created an impact investment fund (ENGIE Rassembleurs d'Energies), one of whose missions is to promote access to sustainable energy for all, through minority investments in high-impact local companies.

In addition, the Group promotes, through its *Energy Volunteer Program*, the involvement of its employees in associations of employees working voluntarily for humanitarian actions.

ENGIE is also involved in the fight against energy insecurity setting up appropriate tariffs, preventing unpaid bills, contributing to home improvement, raising awareness of energy savings, and staying in constant contact with local authorities and associations to provide personalized assistance to the most vulnerable customers.







Finally, the ENGIE Foundation, which is in charge of corporate philanthropy activities, deploys its philosophy and action that are in line with the Group's environmental, social and societal commitment.










# ANNEX B

## GROUP'S CSR OBJECTIVES

The Group's CSR objectives demonstrate the Group's commitment to CSR and its contribution to the Sustainable Development Goals (SDGs) set by the UN for 2030.

PLANET	2030 CSR OBJECTIVE
<p><b>Decarbonation of the Group</b></p>  	<ul style="list-style-type: none"> <li>• 43 Mt CO<sub>2</sub> eq. of emissions related to energy production in line with the trajectory certified by Science Based Targets</li> <li>• 52 Mt of CO<sub>2</sub> eq. of emissions related to the use of products sold in accordance with the trajectory certified by Science Based Targets</li> <li>• Decrease the carbon intensity of energy sales by 56% in 2030 compared to 2017</li> <li>• 58% of renewable installed capacities</li> <li>• Decrease the carbon intensity of energy production (scope 1) and energy consumption (scope 2) by 66% in 2030 compared to 2027</li> </ul>
<p><b>Decarbonation of our customers and suppliers</b></p>  	<ul style="list-style-type: none"> <li>• 45 Mt CO<sub>2</sub> eq. of emissions avoided for our clients through the use of ENGIE products and services</li> <li>• 100% of our TOP 250 preferred suppliers (excluding energy purchases) certified or aligned with the Science Based Targets initiative</li> </ul>
<p><b>Nature protection</b></p>  	<ul style="list-style-type: none"> <li>• Biodiversity - Implementation of ecological site management for all of the Group's industrial activities</li> <li>• Reduce freshwater consumption in relation to energy produced to reach 0.100 m<sup>3</sup> /kWh in 2030</li> </ul>

PEOPLE	2030 CSR OBJECTIVE
<p><b>Gender diversity</b></p> 	<ul style="list-style-type: none"> <li>• 40 to 60% of women in management at group's level</li> <li>• Maximum gender pay gap of 2% at Group level</li> </ul>
<p><b>Health &amp; Safety</b></p>  	<ul style="list-style-type: none"> <li>• Lost time injury frequency rate (including Group employees and subcontractors on closed sites) below 2.3</li> <li>• No fatal accident</li> </ul>
<p><b>Training &amp; apprenticeship</b></p>  	<ul style="list-style-type: none"> <li>• 10% of apprentices in France</li> <li>• 100% of employees trained annually</li> </ul>
<p><b>Sustainable procurement</b></p>  	<ul style="list-style-type: none"> <li>• Responsible purchasing index of 100 (excluding energy purchase)</li> </ul>

Three CSR objectives for 2030 are systematically included in the results presentation:

- 43 Mt of CO<sub>2</sub> eq. emitted by energy production in line with the trajectory certified by Science Based Target
- 40 to 60% women in the Group's management
- 58% of the Group's installed capacity is renewable.

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