STAKEHOLDER ENGAGEMENT POLICY
Group General Policy

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1. Perimeter

This policy applies to all Group activities, as well as to the entire value chain. It covers all consolidated financial reporting entities.

2. Context

These years have seen a growing interest in the impact of industrial activities on the environment and society, on the part of customers (responsible consumption), investors and shareholders (investments in sustainable companies), as well as citizens, communities and civil society, with a strong demand for transparency and commitment to societal issues.

In recent years, a number of countries have enacted legislation underlining the importance of dialogue with stakeholders, by regulating or encouraging its development, particularly in light of the ten principles of the United Nations Global Compact adopted on July 26, 2000, and the OECD guidelines.

As part of its Purpose, the ENGIE intends to meet these expectations not only via a set of policies and processes applicable to its activities relating to ethics, human rights, responsible purchasing, etc., but also via mechanisms for listening to and dialoguing with its stakeholders in order to better understand the new challenges and changes in society and the environment. Our stakeholders include affected communities, local communities and indigenous peoples.

Applying regulations and understanding the expectations of its stakeholders is not only a way for the Group to better understand their expectations and reduce regulatory and reputational risks, but also to better integrate into the territory and support its resilience. In the face of rising societal challenges, the ENGIE has decided to formulate principles applicable to its relations with its stakeholders, and to deploy a set of resources designed to keep pace with the changing context in which it operates and to meet today's challenges.

This policy is supplemented by a human rights policy application note dealing specifically with commitments to affected communities.

3. Governance

The Executive Committee validates the Group's policies covering social issues, including dialogue with stakeholders. It supports each of the associated ESG objectives, ensures they are implemented and monitors performance.

The ENGIE's Board of Directors, supported by the Ethics, Environment and Sustainable Development Committee (“CEEDD”), is responsible for examining the risks and opportunities associated with societal issues, including stakeholders, and making recommendations to the Board of Directors. It is responsible for validating ESG objectives and regularly reviewing progress.

The ENGIE's Board of Directors, supported by the Investment and Technology Committee (“CIT”), ensures that ESG issues, including stakeholder impacts, risks and opportunities, are properly integrated into the Group's strategic investment projects.

The Executive Management and the Group Chairman regularly attend meetings with the Group's Stakeholder Committee.

4. Actions

Dialogue with stakeholders - whether individuals or organizations - enables the Group to adjust its strategy in line with the concerns of civil society, to enrich its thinking and to structure a commitment-based approach.

ENGIE is committed to listening to the needs and expectations of its stakeholders, and to conducting this dialogue with integrity and in an open and transparent manner at both corporate and local levels.

In this way, each ENGIE activity or industrial site implements a Societal Plan incorporating principles, methodologies and actions to be carried out in consultation with stakeholders.

The Group is aware that a company can no longer simply provide a technical response or a service to a territory or a customer, but must also ensure that all stakeholders, including affected communities, local communities and indigenous peoples, take ownership of it, and take into account and prevent the impacts of its activities on the environment and society.

The Group monitors and responds to any questions or controversies associated with its activities.

It maintains regular contact with all stakeholders involved in or affected by its activities. This contact is exercised in particular through structuring links with stakeholders, enabling the Group to benefit from their expertise, which is essential to the creation of shared value in all its activities.

The Group also aims to engage its employees through the benefits that dialogue with stakeholders brings to its activities, in particular by training them in concertation adapted to the professional and/or cultural context, to the needs and constraints of the field, and to the development of engagement plans with its stakeholders.

4.1. Engagement strategy

In order to structure its engagement with stakeholders for its own activities, the Group has set up an integrated approach to managing environmental and societal challenges for a site, activity or project, framed by an appropriate dialogue with stakeholders.

The approach thus makes it possible to :

- ✓ develop and secure the Group's activities by adapting them to the demands and expectations of stakeholders and local communities;
- ✓ minimize any loss of value generated by a potential bad relationship by gaining support for the Group's activities from the various players in its ecosystem;
- ✓ build bridges with local communities and foster relations with organized civil society.

- ✓ Shaping the future of a carbon-neutral economy with our stakeholders

It aims to ensure that we are better aware of the demands and expectations of our stakeholders, and that the Group's activities are better understood and appropriated by them.

Among the expectations of stakeholders, odour and noise pollution are among the issues identified for which solutions are found wherever possible and incorporated into action plans. These impacts are monitored throughout the life of the business.

4.2. Our resources

The Group's policy is supported by structuring partnerships. These partnerships with relevant players help maintain and even strengthen the link between ENGIE and its stakeholders. They are essential for aligning the Group's decisions with society's concerns, thus creating new opportunities and anticipating possible controversies.

The methodology of engagement with stakeholders, steered by the Group's ESG Department, makes it possible to build and improve strategies for dialogue with stakeholders, as well as their operational deployment adapted to the objectives, businesses and constraints of the activity concerned, with a view to optimizing the business, by providing :

- ✓ collective responsibility tools such as stakeholder mapping and commitment plans;
- ✓ specific training or workshops to prepare employees for meetings with all the players in their ecosystem.

The methodology also provides tools for developing and implementing measures, and monitoring changes in stakeholder relations. In concrete terms, the application of the methodology, designed with and for the entities, on given activities and territories, is based on a six-stage dialogue process:

1. study the local context to identify issues related to the project and to identify all the players involved;
2. prioritize these issues ;
3. prioritize the stakeholders impacted and impacting the project activities for each prioritized issue;
4. map stakeholders by priority issue ;
5. define the dialogue/engagement strategy ;
6. monitor the implementation of the dialogue strategy for continuous improvement, and ensure optimal, long-term follow-up of the relationship.

The Group takes appropriate measures to ensure effective, transparent and constructive exchanges with stakeholders, in particular with affected local communities. These exchanges include:

- ✓ the provision of relevant and complete information to consulted stakeholders;
- ✓ ongoing consultation to enable genuine interaction and fruitful dialogue at the appropriate level, e.g. project or site level, and with appropriate frequency.

Lastly, the methodology is accompanied by an awareness-raising program for employees, run by the Global Business Units (GBUs) and Country Sustainability Officers (CSOs). This consists of a combination of interactive activities and academic presentations, either face-to-face or in the form of e-learning. Special support is given to operational staff to prepare them for meetings with local communities.

4.3. Care for affected communities

Within the framework of the Group's human rights vigilance policy, as well as the present policy, particular attention is paid to local communities potentially affected by the Group's activities. ENGIE is committed to identifying these communities and facilitating constructive dialogue with them. An internal operational application note specific to

affected local communities enables the application of the present policy to be adapted to the specific characteristics of these communities, in particular the most vulnerable, such as indigenous populations.

4.4. Exchanges with partner NGOs

To raise awareness even further, the Group and some of its NGO partners can set up exchange forums if required. These partnerships provide additional, specific support for Group activities that require particular assistance in resolving societal problems. The Dialogue and Transition Forum, for example, provides a confidential forum for exchanging views on industrial activities.

Another key forum for exchange is the Stakeholder Committee (CPP). Set up at Group level, it is also implemented in certain GBUs and subsidiaries. At regular intervals, this committee listens to and integrates the opinions of various players in civil society on the Group's strategic orientations, particularly in terms of ESG.