



Press release
10 April 2019

ENGIE reinforces its organization to deliver its strategy: “zero-carbon transition *as a service*”

On February 28, during its Capital Markets Day, ENGIE shared its ambition to become the world leader in the zero-carbon transition for its customers, in particular corporates and local authorities, with a target of 7 to 9% yearly growth. To reach this ambitious objective, the Group has announced its intention to reinforce its organization. This evolution aims to accelerate the execution of the strategy and the delivery of integrated zero-carbon solutions "as a service", turnkey, tailor-made and co-financed.

The resulting proposed organizational changes are the subject of a consultation process with the relevant employee representative bodies and will therefore take effect at the end of this process in July 2019:

Proposed creation of four Global Business Lines

The Global Business Lines (GBLs) will support the local teams and transversal performance. Each GBL will be led by an Executive Vice President, member of the Executive Committee, assisted by a Managing Director. These GBLs will be made of small teams whose mission would be: to propose the cross-BU strategy for their activity; to prioritize the allocation of resources (CAPEX) between the different BUs; to identify and lead the main transversal digital and excellence programs; to identify and setup the global partnerships; and to support, measure and report the performance of the activities at a global level.

The four Global Business Lines will be:

- Thermal GBL
- Gas and Power Networks GBL
- Customer Solutions GBL
- Renewables GBL

The Group will maintain its successful, decentralized organization based on its 24 Business Units (BU) in order to always remain close to customers and promote entrepreneurship.



Proposed creation of ENGIE Impact

ENGIE Impact will be implemented as a managerial entity dedicated to reinforcing access to top decision-makers. It will be built on the consulting expertise of existing ENGIE entities such as Tractebel and ENGIE Insight. ENGIE Impact will structure integrated and cross-BU solutions to address the zero-carbon transition challenges of large companies and local authorities. ENGIE Impact will rely on data and analytics-based insights to develop tailored consulting missions, with an initial focus on the Americas and Western Europe.

The strengthening of the organization is accompanied by appointments to the Group's leadership teams. Appointments that are not subject to consultation with employee representative bodies will take effect on 1 May 2019.

Evolution of the Group Executive Committee

- Nomination of three new members to the Executive Committee:
 - a) **Olivier Biancarelli**, CEO of Tractebel, is appointed Executive Vice President. He will be responsible for the Customer Solutions Business Line and will also supervise ENGIE Impact. He brings to the Executive Committee his intimate knowledge of consulting, client solutions and territories.
 - b) **Gwenaëlle Huet** is appointed Executive Vice President, supervising France Renouvelables and Hydrogen Business Units. She will also lead the Renewables Global Business Line. She brings a deep expertise in developing renewable energy in France, which has become the showcase for our renewable technology, especially offshore wind and biogas.
 - c) **Wilfrid Petrie** is appointed Executive Vice President, CEO France B2B and supervising France Réseaux Business Unit. He brings extensive experience in developing a wide array of innovative BtoB solutions, as demonstrated in the UK.
- After four intense years serving the Group transformation and at the time when a new phase of its history will start, **Pierre Mongin**, who supervises five BUs, has shared his intention to gradually take a step back during this year. He will remain **Group 's General Secretary until 1 July 2019**, then becomes Senior Advisor of the CEO to carry out special assignments. He plans to devote himself to personal projects as soon as he leaves the Group at the end of 2019.

Isabelle Kocher said : *“I would like to deeply and warmly thank Pierre Mongin for his unique and outstanding contribution to the transformation of the Group over the past four years. Pierre, during this time, has shared his more than valuable experience and exceptional management skills to ENGIE and the teams. Even if I do understand and respect his decision, I would like to thank him to have accepted to be on our side until the end of the year.”*



Pierre Mongin commented: *"Thank you to Isabelle Kocher for having allowed me to participate in the tremendous transformation of ENGIE, and in particular for having entrusted me with the responsibility of launching renewable activities in France, Benelux and Africa. I appreciate the CEO's vision and the dynamism of her leadership, which has enabled ENGIE to fundamentally evolve."*

His decision will bring a new distribution of roles and responsibilities within the Executive Committee:

- a) **Paulo Almirante** is Executive Vice President and Chief Operating Officer. He is also supervising Brazil, NECST (North, South and Eastern Europe), and MESCAT (Middle East, South and Central Asia and Turkey) Business Units.
- b) **Ana Busto** is Executive Vice President, Brand & Communication.
- c) **Franck Bruel** is Executive Vice President, supervising UK, LATAM (Latin America) and NORAM (US, Canada) Business Units.
- d) **Pierre Chareyre** is Executive Vice President, supervising GEM (Global Energy Management), Generation Europe, B2C France and Benelux Business Units. He will also lead the Thermal Global Business Line.
- e) **Pierre Deheunynck** is Executive Vice President, in charge of Group Human Resources, Transformation, Corporate, Global Business Support, Global Care and Real Estate.
- f) **Judith Hartmann** is Executive Vice President, Chief Financial Officer. She is responsible for steering our publicly listed subsidiaries: supervision of GTT and coordination with Suez. She is also in charge of Corporate Social Responsibility (CSR).
- g) **Didier Holleaux** is Executive Vice President, supervising Elengy, GRDF, GRTgaz, Storengy, China, and APAC (Asia Pacific) Business Units. He will also lead the Gas & Power Networks Global Business Line.
- h) **Shankar Krishnamoorthy** is Executive Vice President in charge of Strategy & Innovation, Industrial Development, Research & Technology, and Procurement. He is also supervising the Africa Business Unit.
- i) **Yves Le Gélard** is Executive Vice President, Chief Digital Officer, in charge of Group Information Systems.

Nominations of 2 Business Units CEOs and Managing Directors:

- a) **Rosaline Corinthien** is appointed CEO of France Renewables Business Unit, reporting to Gwenaëlle Huet.
- b) **Nicola Lovett** is appointed CEO of UK Business Unit. She reports to Franck Bruel.
- c) **Laurence Borie-Bancel** will be appointed Managing Director of the Thermal Global Business Line. She will report to Pierre Chareyre.
- d) **Martin Jahan de Lestang** will be appointed Managing Director of the Gas and Power Networks Global Business Line. He will report to Didier Holleaux.



- e) **Jean-Pascal de Peretti** will be appointed Managing Director of the Customer Solutions Global Business Line. He will report to Olivier Biancarelli.
- f) **Mathias Lelièvre** will be appointed Managing Director of ENGIE Impact. He will report to Olivier Biancarelli.

Isabelle Kocher said: *“The challenge ahead is significant and I know that I can count on the leadership and support of all to execute our zero carbon transition “as a service” strategy with this reinforced executive team. I wish all these leaders a great success in their new roles.”*

About ENGIE

Our group is a global reference in low-carbon energy and services. In response to the urgency of climate change, our ambition is to become the world leader in the zero carbon transition “as a service” for our customers, in particular global companies and local authorities. We rely on our key activities (renewable energy, gas, services) to offer competitive turnkey solutions. With our 160,000 employees, our customers, partners and stakeholders, we are a community of Imaginative Builders, committed every day to more harmonious progress.

Turnover in 2018: EUR 60.6bn. The Group is listed on the Paris and Brussels stock exchanges (ENGI) and is represented in the main financial indices (CAC 40, DJ Euro Stoxx 50, Euronext 100, FTSE Eurotop 100, MSCI Europe) and non-financial indices (DJSI World, DJSI Europe and Euronext Vigeo Eiris - World 120, Eurozone 120, Europe 120, France 20, CAC 40 Governance).

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