

LEADING THE ENERGY TRANSITION

Group presentation
– Update – 01/02/2025



RESTRICTED



INTERNAL



SECRET



OUR PURPOSE

“ ENGIE’s purpose is to act to accelerate the transition towards a carbon-neutral economy, through reduced energy consumption and more environmentally-friendly solutions.

The purpose brings together the company, its employees, its clients and its shareholders, and reconciles economic performance with a positive impact on people and the planet. ”

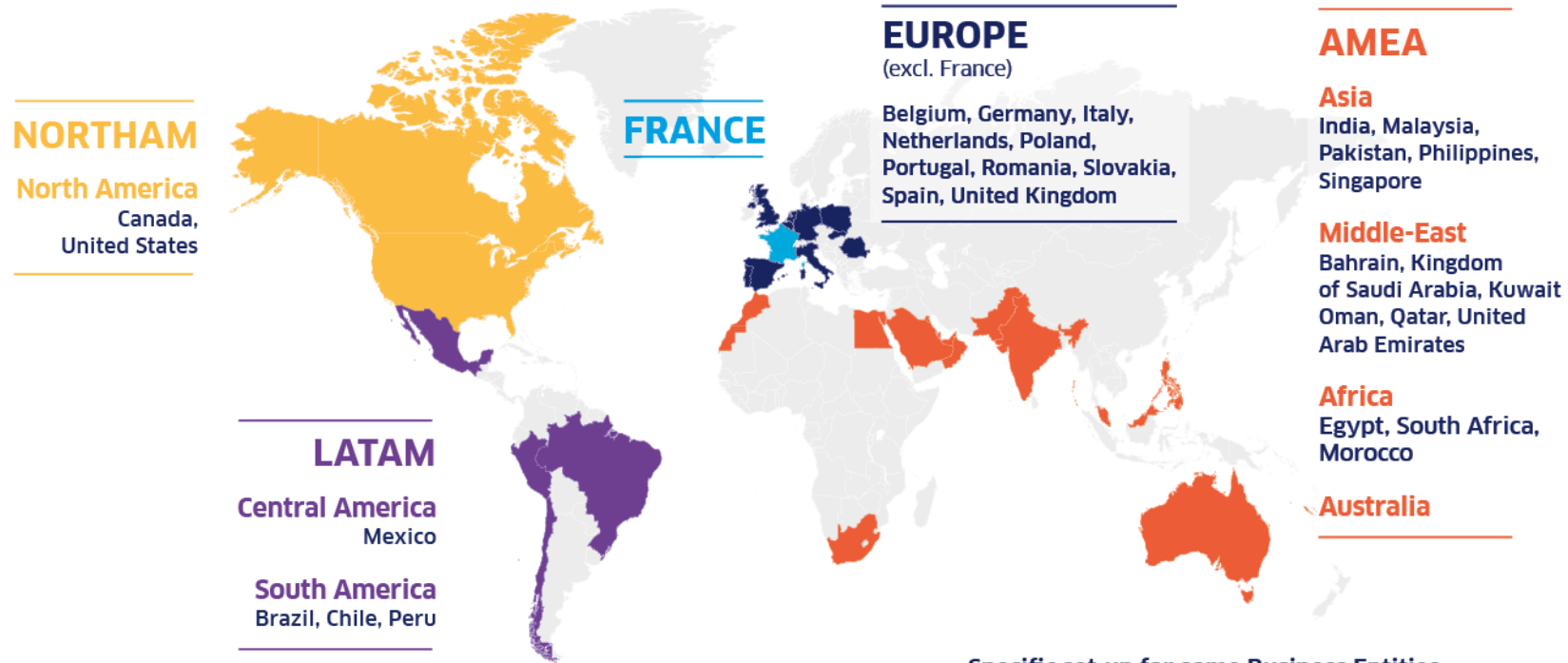
OUR VISION

We are convinced that an affordable and desirable energy transition for all is within reach. We strive daily to make it a reality.

We operate around the world *(1st February 2025)*

A STRONG FOOTPRINT IN FRANCE AND IN 4 REGIONS

France, Europe (excl. France), LATAM, NORTHAM, AMEA



Specific set-up for some Business Entities

In France

- ENGIE Solutions France
- Storengy, Elengy, NaTran, GRDF

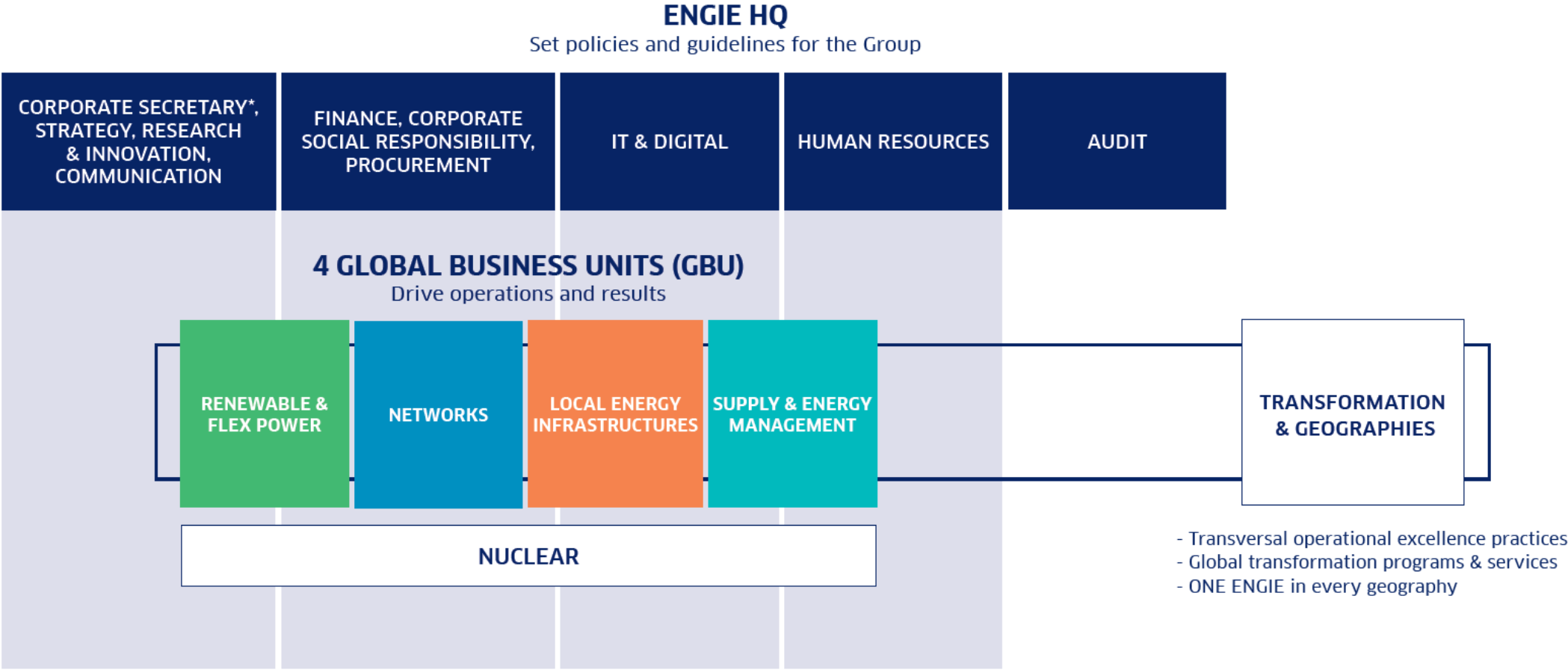
In Belgium and France

- Nuclear

Worldwide

- GBU Supply & Energy Management
- TRACTEBEL

With a simplified organization focused on strategy implementation Activities structured around 4 Global Business Lines



* CORPORATE BODIES AND GROUP GOVERNANCE DEPARTMENT (DOSGG), LEGAL, PUBLIC AFFAIRS

We are a committed community of 97,300 transition makers



NO COMPROMISE ON SAFETY AND ETHICS

Deployment of the **ENGIE One Safety** transformation plan in 2023

Drastic reduction in number of serious accidents

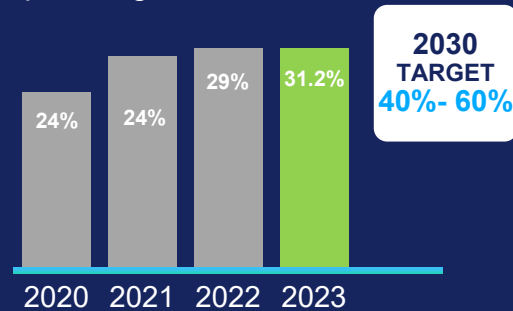
OUR AMBITION

ENGIE One Safety : **0 fatality** target



GENDER DIVERSITY

31.2% of women in Group management



TALENT MANAGEMENT AS A COMPETITIVE ADVANTAGE

~+13.6% in manager hires in 2023, of which **35.6% were women**

87% of teams fully engaged

~86.1% of employees trained in 2022

82% of new global leaders grown in-house in 2022

Our Group Executive Committee *(1st February 2025)*



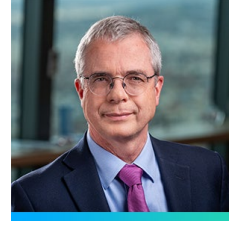
Catherine MacGregor
Chief Executive Officer



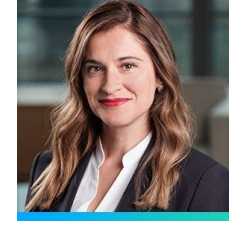
Paulo Almirante
Senior Executive Vice President
in charge of the **GBU
Renewable & Flex Power**



Sébastien Arbola
Executive Vice President in
charge of **Special Projects**



Jean-Sébastien Blanc
Executive Vice President in
charge of **Human Resources
and ENGIE HQ**



Biljana Kaitovic
Executive Vice President in
charge of **Data, Digital and IT**



Frank Lacroix
Executive Vice President in
charge of the **GBU Local
Energy Infrastructures**



Edouard Neviaski
Executive Vice President in
charge of the **GBU Supply &
Energy Management**



Cécile Prévieu
Executive Vice President in
charge of the **GBU Networks**



Pierre-François Riolacci
Executive Vice President in
charge of **Finance, ESG &
Procurement**



Thierry Saegeman
Executive Vice President in
charge of **T&G, Nuclear and
Tractebel**



Claire Waysand
Executive Vice President in charge
of the **Corporate Secretary,
Strategy, R&I, Communication**

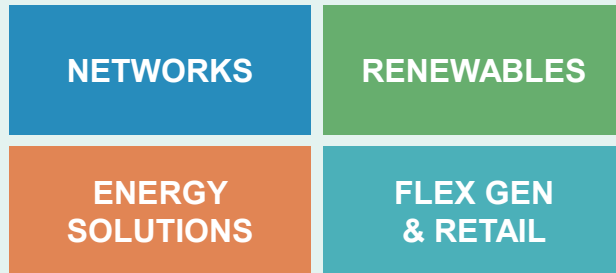


**AN INTEGRATED INDUSTRIAL GROUP,
WHICH IS ACCELERATING ITS
GROWTH IN THE ENERGY TRANSITION**

Accelerating our growth in the energy transition

1st step in ENGIE's strategic plan:
Refocus realized (2021-2023)

Simpler, Industrial, 
a leading role in
faster energy transition



Disposal program



complete

Countries of operation



reduced

From 2023 to 2025, 2nd step in ENGIE's strategic plan:
Accelerating our growth in the energy transition

RAMP-UP

Growth

Growing renewables capacity

Gaining traction in **renewable gases**

Decarbonization solutions for our customers

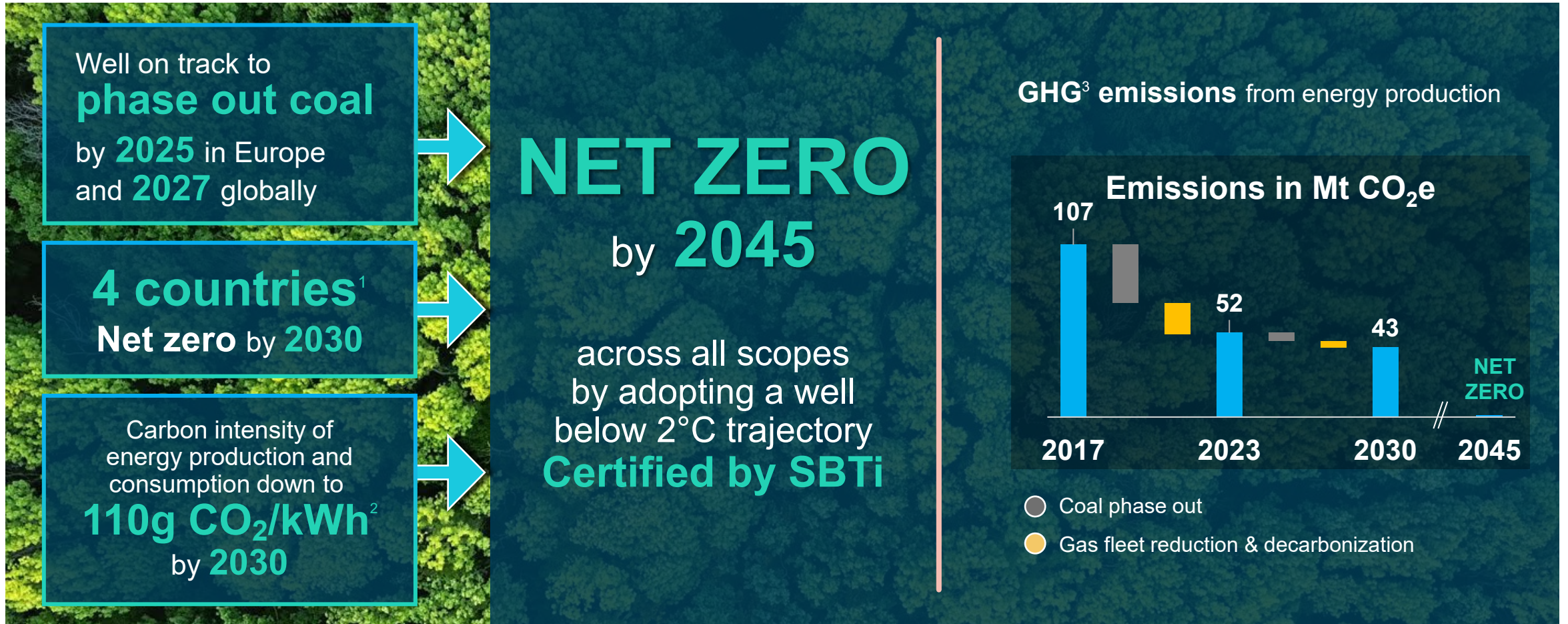
Secure & Flexible

Networks supporting **security of supply**

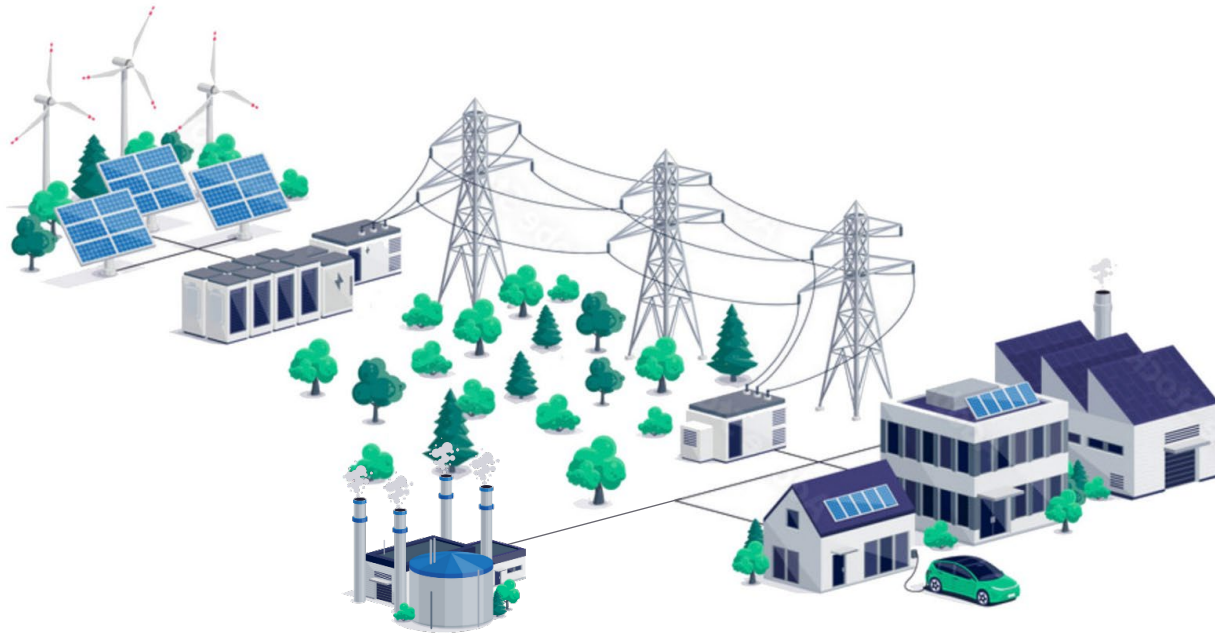
Critical role of flexible assets in the energy transition: gas, batteries, pumped storage

Supported by our integrated business model

Paving the way to achieve our net zero target by 2045



Our contribution to a balanced energy mix, based on the alliance of the molecule and the electron



Large-scale development
of **affordable renewable energy**

Resilience thanks
to **flexible generation capacities**

New distributed energy infrastructure
to decarbonize customers

Existing infrastructure to ensure security
of supply and minimize cost of transition

and strong ESG objectives for 2030



43 Mt CO₂ eq.

of greenhouse
gas emissions
from energy production



**Between
40 and 60%**

of women in Group
management
(29.9% in 2022)



58%

Share of renewables in total
power generation capacity

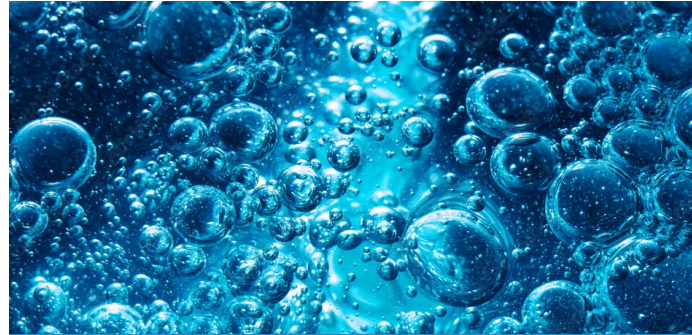
Integrating Nature in Group Strategy



BIODIVERSITY

Member of the **act4nature** international initiative

Deployment of our **TED label** to preserve biodiversity around each project



FRESH WATER & OCEAN

Signatory of the **UN Ocean Principles**

Founding member of the **UN's CEO Water Mandate**

70% reduction in the “freshwater consumption to energy produced” ratio between 2019 and 2030



FOREST / BIOMASS

Favor local supply chains for biomass

100% of sustainable biomass by 2024



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