

The background of the cover is a photograph of a wind farm. Several white wind turbines are visible, with their blades blurred from motion. They are situated on a grassy hillside. In the distance, there are mountains and a valley filled with clouds. A paved road leads through the scene, flanked by red and white striped markers. The sky is a mix of blue and grey, suggesting a clear but slightly overcast day.

2021

SUSTAINABILITY

REPORT

ENGIE North America

The ENGIE logo consists of a white, curved, arch-like shape above the word "ENGIE" in a bold, white, sans-serif font.

ENGIE

ENGIE GROUP

Pioneering low-carbon energy and services throughout the globe

ENGIE Group - together with our 101,504¹ employees, customers, partners, and stakeholders - is uniquely positioned to accelerate the transition toward a carbon-neutral world. With solutions aimed at reducing energy consumption and promoting environmental responsibility, we work to reconcile economic performance with a positive impact on people and the planet.

TARGETS FOR 2030



80 GW

Installed Renewable Capacity



45 MT²

CO₂e Avoided by Customers Annually



4 GW

Green Hydrogen Capacity

STRATEGIC LEVERS

Simplifying and refocusing the Group on its core activities to seize opportunities in a buoyant energy market.

Adapting our organization with a consolidated industrial approach.

Accelerate our growth in renewables and local energy networks.

Strengthen our commitment to the energy transition with an ambitious Net Zero Carbon target by 2045 in all areas.

SUSTAINABILITY RATINGS

S&P GLOBAL: 81

SUSTAINALYTICS: MEDIUM RISK

VIGEO EIRIS (V.E): 68

ECOVADIS: 77

MSCI: A

CPD CLIMATE: A-

CPD WATER: A-

CDP FORESTS: B-

ENGIE NORTH AMERICA

Shaping a sustainable future for customers in the United States and Canada

Part of the ENGIE Group, ENGIE North America is shaping a more sustainable future with clean, affordable, resilient energy and the infrastructure that supports it. Guided by our corporate purpose, we are broadening access to low-carbon energy resources today to meet the climate challenges of

tomorrow. Our teams of experts bring a range of capabilities to the market to help customers run facilities more efficiently, optimize energy and resource use, generate clean power, store energy, and power their operations.

4+ GW

Renewable Generation
Operating in North America¹

The Only

TOP 5

Commercial Electricity
Provider in North America
without Significant Merchant
Thermal Generation

NO. 2

in Signed Power Purchase
Agreements in 2021 by
BloombergNEF, with More Than
2.1 GW in Contracted Volume

1 GW

North American Clean
Energy Resources Brought
Online in 2021

76%

Share of Renewable Capacity
in Generation Portfolio

500+

Distributed Solar and
Solar + Storage Projects
in the United States

Nearly

12 GW

of Renewable Energy Projects in
Development in North America¹

NO. 1

Distributed Energy Storage
Company in the United States

45+

Years Operating
in the United States

2021

Climate Leader & Deal of the Year
winners by S&P Global Platts,
Global Energy Awards

95

Corporate Equality Index Score,
Measuring Policies, Practices,
and Benefits Pertinent to the
LGBTQ+ Community

ACCELERATING OUR SUSTAINABLE PERFORMANCE

One-on-One with Julia Maris, Vice President of Corporate and Social Responsibility, ENGIE Group

For a year now, since the announcement of our new strategy, ENGIE Group has been moving toward Net Zero Carbon. Julia Maris, Vice President of Corporate and Social Responsibility (CSR) and Managing Director of Rassembleurs d'Energies, takes a look

at stakeholder and employee expectations, market trends, and the Group's internal transformation. She provides our first progress report along the road to this ambitious objective.



Julia Maris
Vice President of
Corporate and
Social Responsibility
ENGIE Group

A YEAR AGO, ENGIE ANNOUNCED ITS GOAL OF BEING NET ZERO CARBON BY 2045. HOW IS THIS ANNOUNCEMENT A MAJOR STEP FOR THE GROUP?

Indeed, I believe it is important to reiterate how ambitious this objective is. Aiming to be Net Zero Carbon by 2045 means reducing our greenhouse gas emissions to as close to zero as possible in all our activities and across all scopes.

This, therefore, commits us to mobilizing on both our direct and indirect emissions. In concrete terms, this covers emissions related to energy production (electricity, heat, and cold) as well as those related to gas sales to our end customers or emissions related to our supply chain.

This objective is all the more ambitious in that it requires us to reduce our emissions as much as possible and not to offset them. Our commitment is to use offsetting only as a last resort and in the smallest possible proportions for residual emissions.

On these ambitions, we can already be proud of the progress made. We

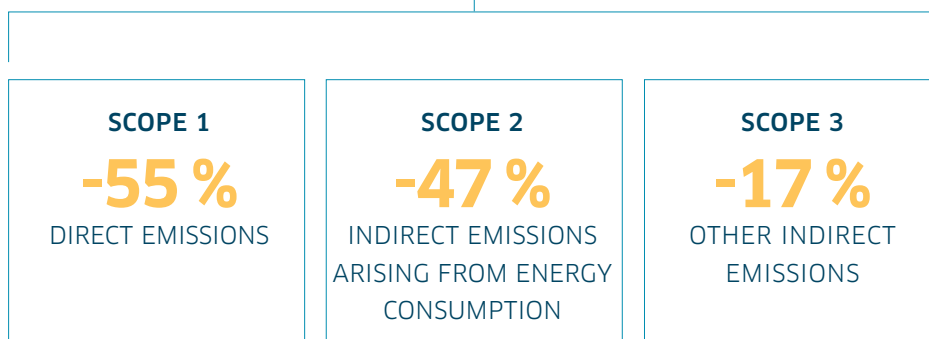
have, in fact, reduced our greenhouse gas emissions by 30% since 2017. We have also defined precise objectives for reducing our emissions by 2030. This allows us to commit to a trajectory compatible with a limitation of the rise in temperatures "well below 2°C" compared to pre-industrial levels.

WHERE ARE WE TODAY? WHAT HAVE WE DONE TO ESTABLISH THIS DYNAMIC?

The implementation of a decarbonization strategy can only be done in a very operational way. It cannot and must not remain the responsibility of corporate functions. The operationalization of

decarbonization requires the concrete mobilization of our entities on these decarbonization issues. From this point of view, the end of 2021 marked a key stage for the Group since we have included the management of CO₂ in the financial, commercial, and operational processes of the company. Thus, we have broken down our multi-year forecasts of traditional activities into emission levels, which now constitute annual carbon budgets for each of our operational entities. Moreover, the investment decisions are also assessed through the prism of their impact on our emission trajectories and our teams of business developers now all have a matrix available to evaluate

EMISSIONS TRENDING DOWNWARD FOR ALL THREE SCOPES FROM 2017 TO 2021



the CSR impacts of their projects from their conception and to improve their performance, particularly from an environmental standpoint.

Because such subjects are major to the Group, ENGIE also wanted to show its exemplary nature by integrating CSR performance and, in particular, greenhouse gas emissions into certain elements of the variable compensation of the Chief Executive Officer but also within the framework of the performance shares for company executives.

Thus, greenhouse gas emissions are now an integral part of the management of the company and our governance has been adapted to meet the Group's climate ambitions.

WHAT ARE OUR MAIN DRIVERS FOR MOVING FORWARD?

Our main strength, the one that allows us to move forward concretely, is the human lever: the commitment of our teams. The subject of energy transition has been pervading our corporate culture for years, but we have taken a new step in the commitment of the entire company to this Net Zero Carbon objective by 2045. ENGIE has established a Sustainability Academy to engage and train employees on energy transition topics, which has also been met with great success.

Beyond the human factor, financial leverage is also decisive. Today, our entire research budget is dedicated to low-carbon solutions. Our growth investments, €4.3 billion in 2021, have also focused on these priorities. This allows us, for example, to give substance to our ambitions in renewables: we are aiming for 80 GW of renewable capacity in 2030 (compared to 34.4 GW at the end of 2021), this is also a substantial

acceleration toward our objective of 100% renewable gas by 2045, thanks to biomethane, green hydrogen, and CO₂ capture techniques.

Outside the company, a positive beam is also being put in place to accelerate this dynamic. Our approach responds to the expectations of our stakeholders (customers, investors, NGOs, etc.) and to changes in regulations and the creation of international and European standards. I am thinking in particular of the European green taxonomy, which classifies economic activities according to their impact on the environment and makes it possible to direct investments toward energy transition accelerating projects. We estimate that over the next three years, approximately 75% of our growth investments will be eligible for the European taxonomy.

WHAT ARE OUR CHALLENGES FOR 2022?

For the first time, we submitted a "Say on Climate" resolution to the advisory vote of our shareholders during our General Meeting of April 21, 2022. Clearly, we invited them to vote on the Group's climate policy, and we committed to

requesting a new vote in the event of a substantial change in this policy. Our shareholders approved our climate policy by 96.7%, which brings us great pride.

For the sake of transparency, we also published our first TCFD, or Task Force on Climate-related Financial Disclosure. This initiative, sponsored by investors, aims to clarify the strategy, governance, objectives, and risks of the company with regard to climate change. This report will be enriched next year and will be the reference document on this subject moving forward.

In addition, internally, in accordance with our logic of transformation, we are adapting our organization and our tools: this involves the construction of cross-functional reporting indicators for the activities and the countries in which we operate, in particular on the environmental impact and on biodiversity. This approach concerns all of our entities and aims to give more consistency and strength to our actions.



PLANET OBJECTIVES

Progressing toward net zero carbon by 2045

With an ambition to achieve net zero by 2045 across all scopes, ENGIE North America monitors 2030 targets that are aligned with the Science Based Targets initiative's (SBTi) "well

below 2°C" trajectory. We respect planetary limits by acting in accordance with the Paris Agreement while we work to decarbonize our operations and those of our customers.

		ENGIE 2030 Target	ENGIE 2021 Performance	ENGIE North America 2021 Contribution
GHG Emissions	GHG emissions from power, heat, and cold generation	43 MMT ¹	67 MMT	1.4 MMT
	GHG emissions from gas and other fossil fuels	52 MMT	66 MMT	2.9 MMT
	GHG emissions from our ways of working	0 MMT ²	0.58 MMT	0.02 MMT
Decarbonization	Emissions avoided by using ENGIE's products and services	45 MMT	28 MMT	6.2 MMT
	Preferred suppliers certified by SBT (excludes energy purchases)	100%	20%	Not Applicable in North America
	Renewable electricity production capacities ³	80 GW	34 GW	3.9 GW
	Share of renewable energy in the electricity capacity mix	58%	34%	76%
Environmental Plan	Industrial sites with an ecological management plan	100%	28%	48%
	Water consumption from industrial activities compared to 2019	-35%	8%	-93%
	Activities, projects, and sites being dismantled with an environmental plan	100%	37%	23%

PEOPLE OBJECTIVES

Ensuring a positive impact on humankind

ENGIE North America is building a new and more inclusive world of energy. In acting on the urgency of climate challenges, we leverage our expertise and passion to bring people together

and support the common good. Doing so helps us maintain a dialogue with both internal and external stakeholders to deliver a lasting positive impact for all humankind.

		ENGIE 2030 Target	ENGIE 2021 Performance	ENGIE North America 2021 Contribution
Health & Safety	Frequency rate of accidents, including suppliers on closed sites	≤ 2.3	2.9	1.46
	Health and safety prevention rate	0.75	0.58	0.95
Training	Share of employees with annual training	100%	82%	100%
	Training of the staff most exposed to the risk of corruption	100%	51%	Not Applicable in North America
Gender Diversity	Share of women in management	50%	24.6%	26.1%
	Gender equity index score ¹	100	France: 89 International: 82	68
Stakeholders	Number of beneficiaries with access to affordable, reliable, and clean energy since 2018	30M	7M	Not Applicable in North America
	Activities, projects, and dismantling sites with a societal plan	100%	37%	60%
	Responsible Purchasing Index (CSR assessment and inclusive purchasing, excluding energy purchases)	100%	40%	83%
	Percentage of apprentices in Europe	10%	4.6%	Not Applicable in North America

2021 CARBON PERFORMANCE

Advancing our efforts to accelerate the low-carbon transition

In 2021, ENGIE North America improved its carbon performance in several ways. Notable reductions were made in Scope 1 and 2 emissions, with a 64% and 60% decline, respectively, since 2019. At the same time, as more customers relied on natural gas as an important resource in the energy transition, ENGIE

supported these efforts with an increase in natural gas supply. We experienced a slight increase in Scope 3 emissions as a result, which accounted for a 2% increase in total emissions since 2020.

GHG Emissions¹: METRIC TONS CO₂e

	2019	2020	2021	
Scope 1 - Direct Emissions				
Stationary Combustion	574,693	314,942	194,546	} 209,506 TOTAL
Fugitive Emissions	766	344	2,618	
Fleet Vehicles	9,456	8,637	12,342	
Scope 2 - Emissions from Purchased Electricity				
Offices	6,852	5,487	2,018	} 4,397 TOTAL
Industrial Assets	3,909	2,746	2,379	
Digital Devices	167	187	0 ²	
Scope 3 - Upstream and Downstream Value Chain Emissions³				
Upstream Emissions from Fuels Consumed	134,779	70,476	44,581	} 6,382,949 TOTAL
Upstream Emissions from Electricity Consumed	3,749	2,829	2,907	
Stationary Combustion ⁴	1,936,190	1,397,112	1,247,276	
Gas Sales	2,041,188	2,384,783	2,899,187	
Upstream Emissions from Gas Sold	442,592	517,094	607,744	
Gas Storage Emissions ⁴	4,130	3,601	3,544	
Procurement	1,157,625	1,723,810	1,571,947	
Air Business Travels	2,257	564	643	
Cloud Storage and Digital	337	363	418	
Commuting	10,821	7,691	4,702	
GRAND TOTAL	6,329,510	6,440,666	6,596,851	

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Aligning our strategy for greater impact

In 2015, the United Nations member states adopted the 2030 Agenda for Sustainable Development, providing a blueprint for peace and prosperity for both people and our planet. At the heart of this agenda are 17 Sustainable Development Goals to help guide

countries, communities, and organizations in creating a more responsible future. In our efforts to lead the energy and climate transition, ENGIE Group makes a key contribution to six goals and a significant contribution to seven others.

Planet SIX KEY CONTRIBUTIONS

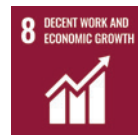
We promote gender equality by our commitment to the full participation of women in the decision-making process and access to executive and managerial positions.



We are actively contributing to universal access to clean energy through the development of renewable energy and improved energy efficiency and green financing.



A number of training programs help us promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



We build resilient infrastructure, promoting inclusive and sustainable industrialization while fostering innovation in the low-carbon transition.



With innovative low-carbon energy solutions and renewable generation technologies, we leverage our capabilities to make cities and human settlements more sustainable and resilient.



Our ongoing development of renewables and low-carbon energy strategies strengthens our ability to take urgent action to combat climate change.



People SEVEN SIGNIFICANT CONTRIBUTIONS



Our commitment to clean energy production contributes to improvements in local living conditions, and our health and safety programs help ensure healthy lives.



We evaluate water consumption in our industrial activities to conserve and sustainably use water resources, and we work to protect ecosystems when developing projects.



We aim to promote social and economic inclusion by expanding access to energy and ensuring equal employment opportunity.



We seek corporate social responsibility across the supply chain to ensure sustainable consumption and production patterns.



We protect biodiversity with ecological management plans for sites involving industrial activities.



Our solutions provide access to information and protect freedoms while promoting peaceful and inclusive societies for sustainable development.



We have forged solid relationships with a broad panel of different partners to increase our business and its social utility.



PLANET

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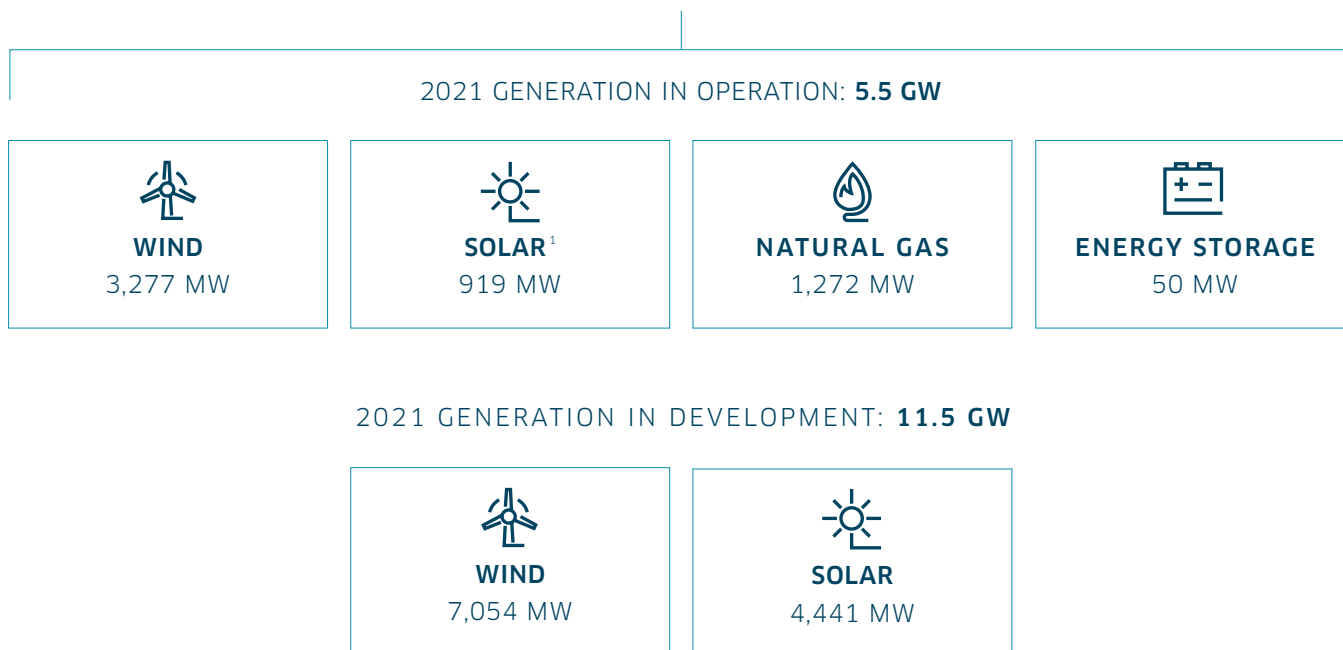
DECARBONIZING OUR CUSTOMERS

Organizing for long-term sustainable growth

The global energy landscape is undergoing profound change: a rapid period of growth driven by the acceleration of decarbonization and robust customer demand. To better align the business with the megatrends driving our changing business environment, ENGIE Group continued efforts in 2021 to organize for a customer-centric, low-carbon transition. The streamlined business of ENGIE North America now focuses on five key priority areas: Renewables, Energy Solutions, Networks, Thermal, and Global Energy Management & Supply.



SUPPORTED BY A LOW-CARBON GENERATION FLEET TO PIONEER THE ENERGY TRANSITION IN NORTH AMERICA.



¹Includes utility scale solar (660 MW) and distributed solar (259 MW)



RENEWABLES

Generating clean power for our low-carbon future

With the ambition to be among the top three owners and operators of renewables in the United States and Canada, ENGIE North America continued efforts to expand its portfolio of distributed and utility scale renewable energy products. Focusing on wind, solar, and paired storage, we grew our

capacity by 1 GW and significantly expanded development commitments in 2021. By the end of the year, ENGIE had 4.2 GW of renewable capacity in operation with nearly 12 GW in the pipeline – a figure that continues to grow today.



Dave Carroll
Chief Renewables Officer
ENGIE North America

MOVING OUR INDUSTRY FORWARD

Today, renewable energy represents roughly 13% of electricity generation in the U.S. By 2030, the clean energy industry could account for as much as 50% of the electricity produced in the U.S., creating 500,000 jobs, attracting \$700 billion in new investments, and completely reimagining how power is generated and delivered across the nation.¹

The American Clean Power Association (ACPA) is designed to bring the companies driving this new energy future together to help America reach its full clean energy potential with cost-effective solutions to the climate crisis that create jobs, drive high-tech innovations, and spur massive investments in the U.S. economy.

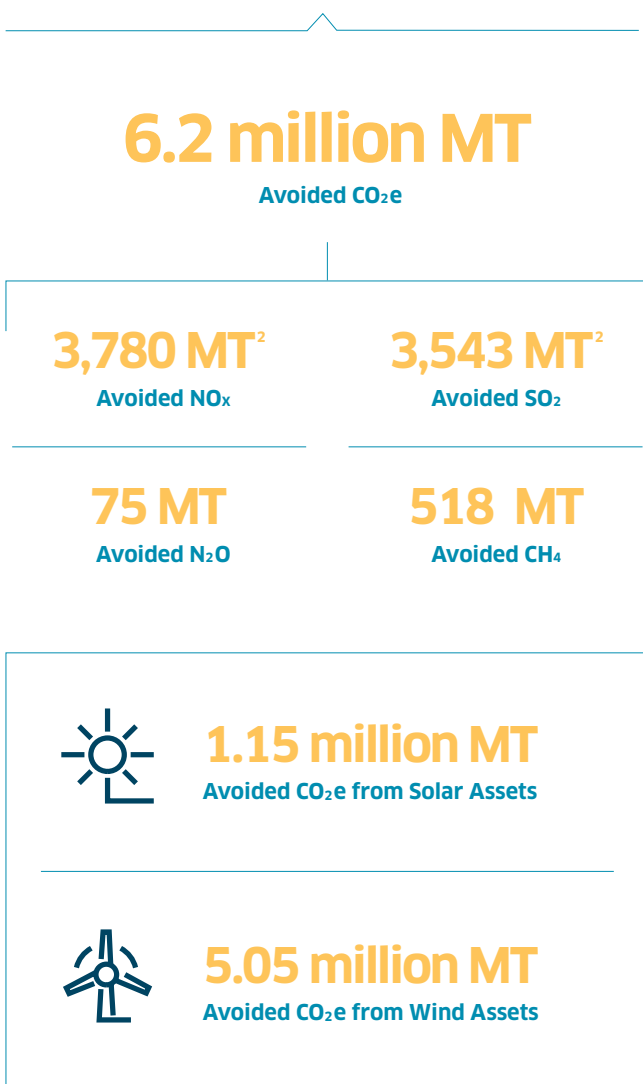
Dave Carroll, Chief Renewables Officer for ENGIE North America and Board Member of ACPA, said, “ENGIE is a key part of the energy transition across North America. The innovation, collaboration, and advocacy provided by ACPA helps us and our industry colleagues accelerate the journey to net zero, while expanding opportunities for new jobs and becoming long-term members of the communities where we operate.”

RENEWABLES

Avoiding emissions in our zero-carbon investments

The renewable assets ENGIE North America owns and operates contributed to 6.2 million metric tons of CO₂ equivalent in avoided emissions in 2021.¹ Avoided emissions are calculated based on

the energy mix of the region in which the energy is procured. The higher the carbon intensity of the regional electricity grid, the greater the impact of renewable energy sources.



REVITALIZING LANDS WITH RENEWABLE ENERGY INVESTMENTS

Developing renewable projects over current or formerly contaminated lands, landfills, and mines helps revitalize sites that are no longer economically viable for traditional development and broadens regional access to carbon-free energy.

ENGIE currently operates solar projects over three such locations – Jericho Landfill and Jericho Gravel Pit, located in Jericho, Vermont, and Marstons Mills, located in Marstons Mills, Massachusetts. A fourth project is currently being constructed – Grove St. Solar in Adams, Massachusetts – and is expected to be operational by the end of 2022.

The four sites will produce 15.5 MW of power. In addition to job creation, these projects also provide important tax revenues for their respective municipalities through the implementation of long-term payment-in-lieu-of-tax agreements and annual property tax payments.

Marstons Mills is the most recent site to become operational. Placed into service in December 2021, the array sits on an organic landfill and includes both 4.99 MW AC of solar generation and 4 MW of battery storage.

RENEWABLES

Expanding our impact

Developing a wind or solar farm can take anywhere from a few months to multiple years, providing a significant impact on the local economy that can lead to several positive outcomes – both during development and in commercial operation.

In 2021, ENGIE North America achieved commercial operations on 616 MW of new generation capacity across five utility-scale assets. These include the 300 MW Iron Star wind project in Kansas, the 151 MW Dakota Range III wind project in South Dakota, the 50 MW Whitehorn solar project in Virginia, the 50 MW

Bluestone solar project also in Virginia, and the 65 MW Hawtree solar project in North Carolina.

Collectively, these projects required a \$867 million capital investment and employed more than 1,000 people during construction. They are expected to support significant economic development for the regions in which they are located and represent an increasing level of geographic and market diversification for ENGIE's portfolio of assets.

4.2 GW

Wind and Solar Capacity In Operation

76%

Share of Renewable Capacity in Generation Portfolio

11.5 GW

Wind and Solar in Development



ACCELERATING ADOPTION OF 24/7 RENEWABLE POWER SOLUTIONS

Achieving a carbon-free energy future that is powered by 24/7 renewable supply is a key priority for ENGIE Group. In 2021, we became a signatory of the 24/7 Carbon-Free Energy Compact, a group of companies, policymakers, investors, and organizations working together to develop and scale technologies, energy policies, procurement practices, and solutions to enable carbon-free energy every hour, every day, everywhere.

ENGIE North America is already pioneering innovative technologies to broaden the options available to corporate customers, increasing the focus on bespoke solutions built to specific operational priorities and carbon-reduction objectives.

Leveraging our robust wind and solar project development program, ENGIE delivers power purchase agreements that enable customers to purchase 24/7, load-following renewable energy with firming and shaping to manage renewable asset intermittency.

ENGIE powers Microsoft under this 24/7 structure, combining output from two new-build renewable projects in Texas. The volume-firming agreement provides a block matched to consumption to deliver renewable volumes with long-term risk management.

RENEWABLES



ENGIE × Austin Bergstrom Airport

INNOVATING TO DELIVER COST AND CARBON SAVINGS

In 2021, work was completed at the Austin Bergstrom Airport, where a 6,600-panel solar canopy system was installed on the roof of the airport's parking garage. This project was performed in partnership with Austin Energy, a community-owned utility serving customers throughout the City of Austin, contributing to its 2027 Resource Generation and Climate Protection Plan to increase consumption from renewable resources to 65%. More than \$1.5 million was saved through the rooftop installation versus traditional steel construction. The increasing cost-effectiveness of solar energy makes the investment in unconventional locations a long-term strategic advantage for the airport and surrounding area.



ENGIE × SMART

DELIVERING A SOLAR-PLUS-STORAGE SOLUTION TO THE EAST COAST

ENGIE North America brought its third community solar-plus-storage project online in 2021 as part of the Solar Massachusetts Renewable Target (SMART) program. The new project, Marstons Mills, is part of a portfolio of seven community solar-plus-storage projects valued at \$100 million that will produce approximately 31 MW of clean energy for the Commonwealth. The generation will be enough to fuel approximately 40,000 homes and offset approximately 99,762 metric tons of CO₂ emissions annually. Community solar gardens like these allow residential, commercial, and public sector consumers who are unable to install solar panels on-site to offset their typical energy consumption.



ENGIE × Stanley Black & Decker

DEVELOPING NEW WIND ENERGY IN TEXAS

In a major step toward achieving carbon neutrality across its operations by 2030, Stanley Black & Decker announced that it signed a virtual power purchase agreement with ENGIE in 2021 to deliver the equivalent of 54 MW of new wind power capacity or approximately 205,000 MWh of renewable electricity annually. The agreement, negotiated with the advisors of Schneider Electric, supports the Limestone Wind Project, which is expected to become operational in 2022 in Navarro and Limestone Counties in Texas. The project will generate over 300 jobs during the construction phase and add 300 MW of renewable generation when complete – enough to meet the power needs of around 100,000 average homes.



ENERGY SOLUTIONS

Developing low-carbon distributed infrastructure

ENGIE North America offers energy solutions to cities, communities, and industries to support the transition to carbon neutrality. We design, develop, and operate sophisticated, integrated programs, many of which are financed and governed by large, multi-year contracts. Activities include heating and cooling networks, on-site electricity and heat production, storage, low-carbon mobility, public lighting, and energy efficiency services.



Robert Thornton
President and CEO
IDEA

ADVANCING THE DISTRICT ENERGY INDUSTRY

ENGIE has played an active role in the International District Energy Association (IDEA) as a member for more than two decades, helping to advance the activities of the United States-based nonprofit while strengthening connections with current and prospective district energy customers. With more than 2,600 members worldwide, the group provides informed peer exchange to optimize energy efficiency, emissions reductions, and sustainable solutions for mission-critical and community-scale markets.

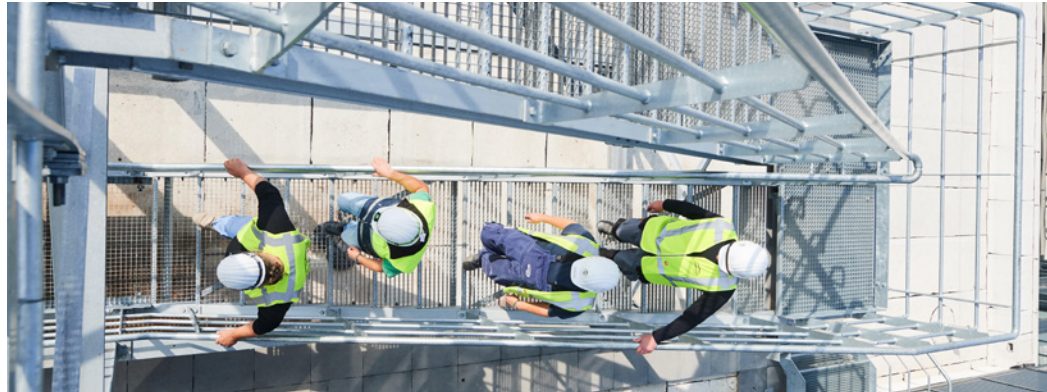
Robert Thornton, President and CEO of IDEA, said ENGIE has been an important part of the association's efforts as a demonstrated leader in the energy transition. "Extreme weather events - combined with our overburdened power grid - are driving a significant need for cities, communities, and campuses to invest in and build more resilient infrastructure. ENGIE has a unique depth of knowledge in this space that's played a significant role in advancing our efforts to connect members with resources to support their operations. This kind of membership expertise will also be key moving forward as more customers look for solutions to respond to today's energy and climate challenges."

ENERGY SOLUTIONS

Avoiding emissions in our performance contracts

ENGIE North America delivers impactful, comprehensive on-site energy solutions for public and private sector customers with performance contracting strategies that reduce energy use and increase operational efficiency. This budget-neutral approach allows facilities to invest in climate action strategies today by leveraging the energy savings they will generate tomorrow. By removing capital hurdles, ENGIE can further enable sustainability strategies among customers across all segments.

ENGIE tracks energy savings data from efficiency services in performance contracts to help customers understand the environmental benefits of their strategies. These contracts can include lighting upgrades, building control system upgrades, cogeneration, and HVAC replacements and modifications.



In 2021, the data demonstrated that these customers achieved a reduction of 41,195 MWh. Factoring in the regional energy mix of our customers, this corresponded to 29,780 metric tons of CO₂ equivalent in avoided emissions.¹

Since 2019, when reporting on avoided emissions from performance contracts began, ENGIE has helped customers

achieve a 124,121 MWh reduction and avoid a cumulative total of 78,542 metric tons of CO₂ equivalent. This is comparable to the annual emissions of more than 18,900 passenger vehicles, the annual electricity consumption of nearly 17,200 U.S. homes, or the emissions from nearly 9.9 million gallons of gasoline consumed.

41,195 MWh

Reduction

29,780 MT¹

Avoided CO₂e

16.3 MT

Avoided NO_x

10.8 MT

Avoided SO₂

2,467 kg

Avoided CH₄

355 kg

Avoided N₂O



124,121 MWh

Cumulative Reduction Since 2019



78,542 MT

Cumulative Avoided CO₂e Since 2019

ENERGY SOLUTIONS

Smart city insights from Pismo Beach – an ENGIE North America partner

It's been four years since Pismo Beach kicked off a smart city road map with ENGIE North America to address five key improvement opportunities in a "Better Cities Today" program. The multi-year strategy involved a series of projects that is expected to capture \$5.2 million in net savings by transforming water use, pedestrian

accessibility, transportation, citizen engagement, and the local economy. ENGIE sat down with Jim Lewis, City Manager of Pismo Beach, to take an in-depth look at the impact Better Cities Today is having on the community.



Jim Lewis
City Manager
Pismo Beach

HOW "SMART" IS PISMO BEACH TODAY?

We've accomplished a lot in a relatively short amount of time. When it comes to implementation, we're about halfway through our road map with ENGIE. Our website now integrates a range of data and includes several e-services and civic engagement features that are helping to streamline operations. Smart parking is also available now across the city. With the ability to direct drivers to open spaces, we are seeing a decrease in congestion while increasing city revenue.

ARE THERE STILL OPPORTUNITIES TO BE "SMARTER?"

Yes, of course, and that's what the rest of the road map is designed to achieve. Smart water metering will allow us to leverage advanced technology to read, monitor, and maintain water, electric, and gas utility distribution systems. It will also provide valuable data and insights on usage to quickly detect leaks and encourage conservation among residents. Automated meter reading will give residents critical insights on how much water they are using and when they should conserve, particularly during a drought. And digital signage will provide us with the

flexibility to send important notifications during peak congestion and communicate closures to help improve traffic flow.

Outside of the road map, we're also looking into a community choice aggregation for an independent microgrid to improve resiliency and lower costs while delivering cleaner energy to the region. And we're exploring ways to recycle water and waste to help shield residents from drought.

IS WORKING "SMARTER" HARDER?

As with implementing anything new, there are certainly growing pains. It can be difficult to retrain people's habits – for example, things that were once managed in person at city offices are now handled online through our new website. However, once the systems are in place and people are comfortable with the new ways of doing things, the operation becomes much easier to manage. In just four years,

we have already seen improvements in citizen engagement, employee efficiency, and resident satisfaction.

WHAT TYPES OF "SMART" BENEFITS DO YOU EXPECT TO ACHIEVE?

ENGIE's Better City Today program goes far beyond the conventional "smart city" approach to assess the city holistically. Our road map was developed from this all-encompassing evaluation of how we can impact community outcomes as broadly as possible. Because of that, we expect the benefits to be far-reaching – improving everything from city resources to our political capital while reducing frustrations about parking and congestion and improving traffic flow. In the end, these measures are going to dramatically improve quality of life – and that's our primary motivation behind this significant undertaking.



ENERGY SOLUTIONS



ENGIE × City of Milpitas

CONSTRUCTING A SMARTER CITY FOR FUTURE GENERATIONS

ENGIE North America began a partnership with the City of Milpitas in 2021 to deliver a comprehensive infrastructure modernization program. Focused on a goal of reducing electricity consumption while improving the efficiency of the city's water infrastructure, the plan outlines 10 energy conservation measures that fall into three categories: advanced water infrastructure, efficient lighting infrastructure, and resilient community centers. These improvements will reduce electricity usage by more than 4.2 million kWh annually and save the city an estimated \$1.5 million annually in water and energy costs while making needed investments in resiliency and efficiency. The emission reductions expected from these projects are equivalent to the carbon sequestered by 3,910 acres of forests.



ENGIE × Georgetown University

ESTABLISHING AN AMBITIOUS STRATEGY TO MEET AMBITIOUS GOALS

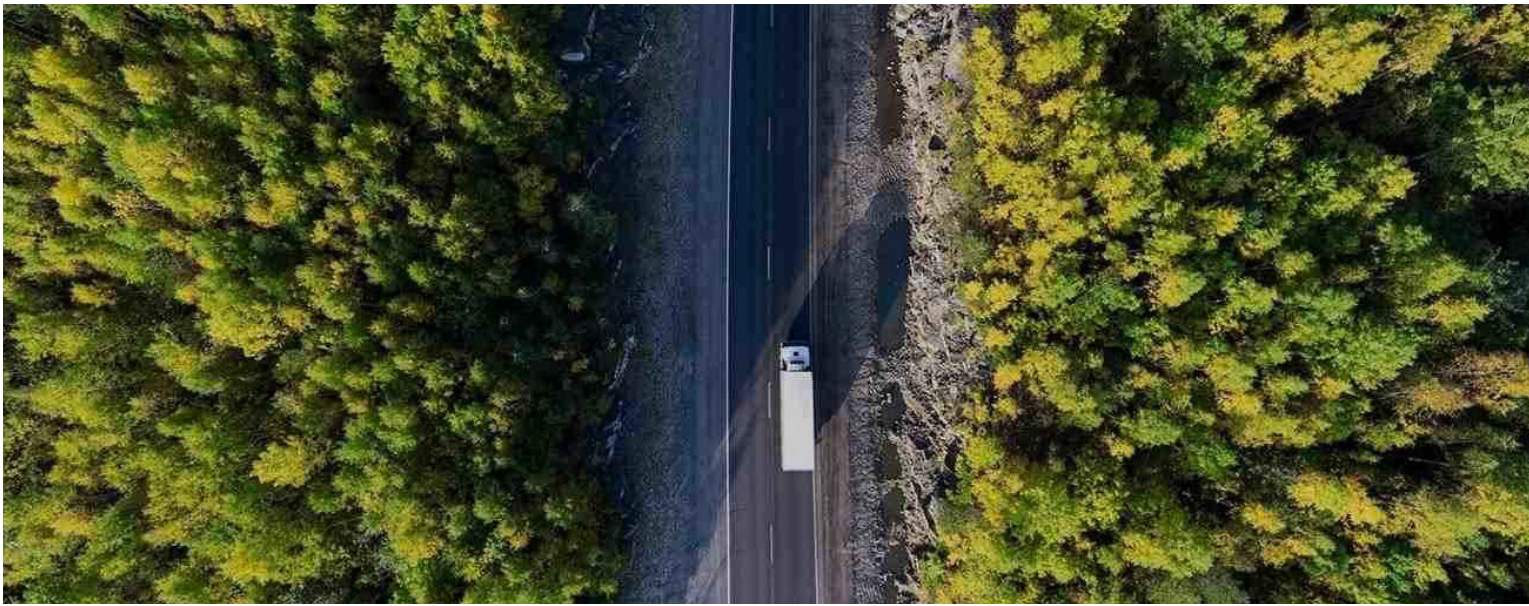
As part of its ongoing work to promote sustainability on the campus, Georgetown University joined forces with Georgetown Energy Partners, an entity established by ENGIE and Axiom Infrastructure in 2021. The partnership has three overarching goals - to maintain safe and efficient operations of Georgetown's utility infrastructure, fund and implement sustainable modernization projects while supporting the university's efforts in environmental stewardship, and engage the campus community in these operational and stewardship activities. Georgetown Energy Partners will undertake a series of projects to enable the university to increase their share of renewable energy usage and mitigate their carbon footprint. A data-driven approach will be key to helping Georgetown achieve a 35% reduction in energy use intensity by 2031.



ENGIE × City of Suisun City

BUILDING A MORE SUSTAINABLE - AND SAFER - CITY

In 2021, ENGIE completed a turnkey energy transformation solution in partnership with the City of Suisun City, California to address aging energy infrastructure and drive their sustainability agenda forward. The solution was funded through tax-exempt lease purchase financing and capitalized by future energy savings based on ENGIE's savings guarantee. With \$12 million in projected gross energy savings over the life of the project, the city is now on track to lower its carbon footprint through increased solar capacity and more efficient lighting and HVAC infrastructure. City streets will also be safer thanks to better lighting and increased lighting coverage, and the need for infrastructure maintenance will be lower, saving critical time for city employees.



NETWORKS

Delivering affordable, reliable power and gas

The global business unit activities of Networks includes gas transportation, distribution and storage, power transmission, LNG regasification terminals, as well as biogas and

biomethane. In the United States and Canada, ENGIE North America focuses on large power transmission and green gas infrastructure.



MEASURING THE IMPACT OF INFRASTRUCTURE INVESTMENTS

In the United States, ENGIE administers Neptune LNG, a liquified natural gas deep water buoy located about 10 miles off the coast of Cape Ann, Massachusetts. It is one of the most modern and technologically sophisticated offshore LNG buoys in the world. In Canada, ENGIE holds a 40% stake in Intragaz, which owns and operates two natural gas underground storage sites in depleted reservoirs. Located in the Quebec region, the sites have a combined total capacity of 157 million m³. An expansion is underway to increase the withdrawal rate by 25% with an expected commercial operations date at the end of 2023.



THERMAL

Furthering essential levers for the energy transition

ENGIE Group believes that natural gas in the short-term and green gas in the long-term, as well as renewable hydrogen and battery energy storage, will play a vital role in ensuring a future energy system that is robust, resilient, and affordable. With the objective to phase out coal globally by the end of 2027, ENGIE provides flexible and affordable

resources to support the transition to a decarbonized future. In North America, our activities include existing gas-powered electricity production and an ambition to grow and invest in large-scale renewable hydrogen production and grid-connected battery energy storage.



ADVANCING SUPPORT OF GREEN HYDROGEN

While electrification will be key to the transition of many sectors, green hydrogen – an emissions-free energy resource – has the potential to unlock progress for many hard-to-abate industries, such as heavy transit and industrial customers. Green hydrogen can also provide an effective battery, converting chemical energy stored as hydrogen fuel into electricity. ENGIE North America supports government policies to advance green hydrogen technologies as well as collaborations similar to the one between ENGIE and Anglo American to develop and fuel the world's largest hydrogen-powered mine haul truck.



GLOBAL ENERGY MANAGEMENT & SUPPLY

Pioneering a production-to-retail renewable energy business platform

By blending retail supply expertise with wholesale renewable capabilities, structured origination and trading, and risk and asset management, ENGIE North America provides top-class expertise to better serve customers in the energy transition.

Our strategies address market opportunities through innovative solutions, including carbon offsets, cross-asset optimization, and low-carbon and carbon-free energy supply to deliver a more sustainable future for all.



Chris Romer
Co-Founder and CEO
Project Canary

PIONEERING RESPONSIBLY SOURCED NATURAL GAS

ENGIE is pioneering procurement of responsibly sourced natural gas, which meets certain environmental and social standards along with best practices for minimizing methane emissions and overall climate impact.

ENGIE recently announced an ongoing transaction with Range Resources Corporation, an exploration and production company, for natural gas that meets these higher environmental, social, and governance standards. Range produces responsibly sourced gas certified by Project Canary, a Denver-based public benefit corporation focused on providing continuous emissions monitoring data and environmental assessments.

Project Canary Co-Founder and CEO Chris Romer said accelerating the energy transformation requires data, innovative technology, and the right partners. “The market is demanding verified molecules,” he explained. “If we can account for how those dense energy molecules are produced, we’ll be able to drive a cleaner, better way of doing things. Responsibly sourced gas will play a critical role in achieving sustainability targets.”

GLOBAL ENERGY MANAGEMENT & SUPPLY

A Focus on America's Energy Greentailer™

Sayun Sukduang is the Chief Supply Officer for ENGIE North America and Chairman of ENGIE Group's B2B Supply Business. He provides key insight on ENGIE's unique position as America's Energy Greentailer™ - a model that delivers retail supply

expertise with access to wholesale renewable resources to accelerate the low-carbon economy and bring customers the benefits of contributing to system reliability.



Sayun Sukduang
Chief Supply Officer
ENGIE North America

WHY IS BECOMING AMERICA'S ENERGY GREENTAILER™ A FOCUS FOR ENGIE?

To put things simply, America's Energy Greentailer™ is our response to the inflection point happening in the power sector today. Since our industry's inception, generators have provided the flexibility we need to ensure demand is met and the grid is operating in a reliable fashion. On piping hot summer days, when demand is at its highest, generators are on standby to dispatch energy when more is needed.

However, advancements in technology are now allowing customers to provide that flexibility - going as far as producing that energy at their own locations to meet their demand requirements. This technological progress is also giving us the ability to be more environmentally responsible, and the cost of these resources - wind, solar, and other renewable technologies - is dropping at a rapid rate. As more of these resources replace traditional thermal technologies, flexibility from consumers becomes increasingly important and helping customers unlock the value of contributing to reliability becomes key.

America's Energy Greentailer™ has become an essential focal point for ENGIE because - by blending wholesale resources and retail expertise - we can effectively help customers harness the power of their role in the new energy landscape. We are better positioned to deliver the solutions to empower customers with greater flexibility at a lower cost and in an environmentally responsible fashion.

HOW WILL CUSTOMERS BENEFIT?

In short, customers will be able to consume less energy in a way that is cheaper, easier, and greener. So far, we have brought customers physical green supply options to markets where procuring renewable energy certificates has historically been the only economic path for accelerating low-carbon objectives. We are now able to structure solutions in a way that allows customers to achieve the same environmental benefits of a power purchase agreement without the contract complexity and risk profile.

Those are just two examples. Ultimately, the way we buy and sell energy in five to ten years from now is going to look very different than it does today, and the possibilities are just beginning.

SO, WHAT DOES THE FUTURE LOOK LIKE WITH AMERICA'S ENERGY GREENTAILER™?

In the end, we have taken this position for our customers but it's also for ENGIE

as we work to reduce emissions. We are doing this because - as an industry and as a company - we believe it is incumbent upon us to find alternative sources to traditional power generation and to support our customers in that evolution.

We see a future where most of our customers have become Energy Greentailers themselves, harnessing the appropriate technologies to produce reliable, on-site or nearby renewable power and selling back excess capacity to the wholesale market. This is the direction our industry is headed, and our business model is going to be there to guide customers at every step of the way - providing innovative, carbon-neutral retail options to help them transition to their new role in the energy landscape.



GLOBAL ENERGY MANAGEMENT & SUPPLY

Expanding retail renewable supply solutions

In 2021, ENGIE North America broadened its portfolio of renewable supply solutions, further enhancing the options available to businesses interested in investing in a low-carbon future. Customers can now leverage strategies that incorporate a combination of the following: market-based, Green-e® certified renewable energy certificates; project-specific, Green-e® certified renewable energy certificates; and project-specific renewable energy supply.

With flexibility in structuring options, customers can take advantage of renewable energy strategies that are tailored to

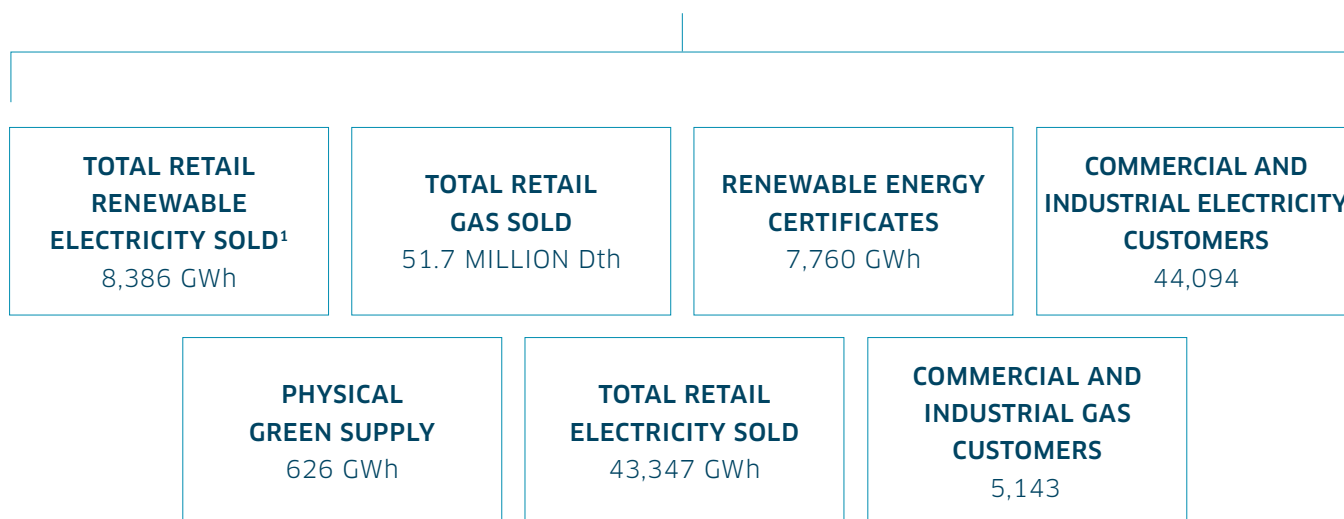
meet fiscal and environmental objectives. Blending renewable energy certificates with project-specific renewable energy supply in a standard retail contract provides benefits on par with a power purchase agreement along with effective management of commodity risks.

Since launching the retail renewable products in 2018, nearly 40 customers have enrolled in an offering, representing 626 GWh of annual volume. These programs also serve a range of industries from insurance and retail to universities and health care.

TRACKING OUR ELECTRICITY AND NATURAL GAS SUPPLY SOLUTIONS

With cross-commodity supply expertise in both gas and power, ENGIE serves over half of the Fortune 100™ and can streamline energy procurement activities for commercial and industrial customers across several markets.

We offer fixed, flex, and float electricity products to commercial and industrial businesses in 14 states, covering four major deregulated markets. We also offer a range of custom natural gas product structures to both transport and utility choice customers in 8 states.



GLOBAL ENERGY MANAGEMENT & SUPPLY



ENGIE × New Jersey Institute of Technology

LEVERAGING HYDROPOWER FOR PHYSICAL GREEN SUPPLY

ENGIE North America and Premier Energy Group partnered with New Jersey Institute of Technology (NJIT) in 2021 to develop a plan to further the institute's goal of sustainability in both the campus experience and academic curriculum. ENGIE outlined a plan to purchase renewable hydropower equal to nearly 100% of NJIT's forecasted electricity consumption. As part of the agreement, the institute is now procuring 43,800 MWh annually in renewable energy coupled with renewable energy certificates. The move will offset more than 31,000 metric tons of CO₂ emissions over the span of the contract, which is equal to the carbon capture from more than 38,000 acres of forest.



ENGIE × Windstream

BENEFITING FROM INNOVATION IN RETAIL RENEWABLE PROCUREMENT

In 2021, ENGIE entered into a five-year partnership with Windstream, a communications and software company, to offset its carbon footprint by sourcing renewably produced energy. Leveraging a portfolio-based retail solution, Windstream agreed to purchase physical green supply from ENGIE's Live Oak wind project in Texas along with renewable energy certificates, matching 100% of the company's forecasted electricity consumption for 400 Texas locations. Windstream is now advancing its sustainability objectives with environmental benefits equivalent to eliminating the greenhouse gas emissions from 3,505 cars per year or the carbon sequestered by 19,744 acres of U.S. forest annually through 2026.

ACCELERATING DECARBONIZATION WITH CARBON OFFSETS

High-quality carbon offsets can unlock rapid progress toward near-term climate objectives while delivering a range of environmental and social benefits, giving customers the ability to invest in opportunities to reduce emissions in compensation for emissions that occur elsewhere. ENGIE began making these solutions

available to customers in North America in 2021 with a range of verified projects from global exchanges and major offset registries. A number of options are now available, such as nature-based global emission offsets, which give customers the option to meet climate commitments while supporting biodiversity and sustainable development. ENGIE's carbon experts guide customers in managing the risk and complexity of the carbon offsets market.

BIODIVERSITY

Mitigating the global erosion of biodiversity

In accordance with the United Nations Sustainable Development Goals, ENGIE North America remains committed to mitigate its impact on the global erosion of biodiversity while simultaneously taking strides to protect and improve local ecosystems and habitats. We avoid, reduce, and compensate at every opportunity.



PROTECTING LANDSCAPES AT SOLAR SITES

ENGIE leverages several strategies to help promote local ecosystems at solar sites. Planting vegetation with pollinator benefits beneath and surrounding solar arrays expanded further in 2021 to 1,120 acres of pollinator friendly vegetation with five additional grid-scale solar sites expected to complete construction in 2022. These habitats use low-maintenance vegetation to attract local pollinators, such as birds and bees.

ENGIE also joined the American Solar Grazing Association with the goal of using grazing livestock, such as sheep, as a natural way to manage vegetation at solar arrays. The livestock are able to graze within the fenced-in areas, fitting underneath installations to help prevent overgrowth that can block rays from reaching panels. Following a successful pilot of the program at our Anson Solar farm in Texas, ENGIE hopes to expand to additional utility-scale solar projects in 2022.



ENSURING BIODIVERSITY AT THE CAPE SCOTT WIND PROJECT

In 2004, ENGIE began development of the Cape Scott wind project, a 99 MW farm located in a unique ecosystem on a plateau of land near the northwestern tip of Vancouver Island. For more than a decade now, the wind farm has operated with a wildlife monitoring program to ensure that native populations remain unaffected and that the site provides adequate habitat needs with ongoing use.

In a recent report, the monitoring demonstrated regular use of the site by sandhill cranes during breeding season. Western toads and red-legged frogs are using former quarry ponds and other wetland areas. Coastal black-tailed deer, gray wolves, black bears, Roosevelt elk, and many other birds, including geese and wetland species, are also continuing to use the site.



MITIGATING RISKS TO BIRDS AND BATS AT WIND SITES

ENGIE conducts and advises on the development of renewable energy projects for any potential wildlife interference risks. All projects undergo an evaluation to identify potential setbacks and other habitat features, and strategies to protect avian and bat species both during construction and in operation are subsequently developed. By the end of 2021, ENGIE had operated this program at all wind facilities in North America.

WATER USE

Reducing water usage in our activities and for our customers

ENGIE North America works to ensure water availability and efficiency in its operations. In 2021, several strategies were implemented to reduce water demand. Our ongoing effort to

divest of facilities that use water for power generation also supported our reduction as well as the increase in renewable development, which requires no water to generate.

SURPASSING WATER USAGE GOALS

With a water strategy of reduce, restore, and replenish, ENGIE maintained its commitment in 2021 to protecting the water supply in communities with power generation assets. We continued a trajectory to dramatically surpass our Group objective to lower water consumption from industrial activities by 35% as we increased investments in renewable energy. Divestments of several water-intensive generation resources also contributed to our significant decline in water use.

To gauge our impact, we monitor water withdrawal and consumption. Water withdrawal involves removing water from a local source, such as a lake, river, or aquifer, while water consumption is the amount of water evaporated during the generation process.

In 2020, ENGIE North America achieved a 69% decrease in water consumption. In 2021, we reduced total freshwater use by nearly 34 million cubic meters and total water consumed (fresh and non-fresh water) by 0.5 million cubic meters. That's a 77% reduction compared to 2020 data.



241 thousand m³

Freshwater Withdrawals



55.4 thousand m³

Non-Fresh Water Withdrawals



99.3%

Year-Over-Year Reduction in Fresh Water Withdrawals



63%

Year-Over-Year Reduction in Non-Fresh Water Withdrawals

SUPPORTING OUR CUSTOMERS IN WATER CONSERVATION

In addition to our work to conserve water in our operations, ENGIE helps companies and communities optimize efficiency in water-consuming generating assets through electrification and equipment optimization. By replacing high-usage systems with more efficient technologies, we help bring businesses closer to reaching critical objectives for sustainability.

An example of this work is ENGIE's partnership with the City of Milpitas to establish an advanced water infrastructure focused on modernizing the city's water, stormwater, and wastewater infrastructure. This effort is expected to improve efficiency and reduce water usage throughout the city.

WAYS OF WORKING

Progressing to net zero by 2030

ENGIE North America achieved significant progress in 2021 as part of our efforts to reach net zero in ways of working

by 2030. Considerable reductions were achieved in three categories of reporting, and the strategic commitment was made

to fully offset all emissions for business travel in 2021 and beyond.

BUILDINGS

The COVID-19 pandemic continued to impact our building emissions in 2021. While some offices remained closed, several were open to volunteers throughout the year. However, many employees still chose to work from home. That point – combined with the renewable power ENGIE is supplying to the property management company of its corporate headquarters in Houston, Texas – resulted in a dramatic decline in building emissions from 2020.

2,018 MT CO₂e

Emissions from Electricity Purchased for Our Office Buildings

63%

Reduction from 2020 Emissions

In addition to reducing electricity emissions, ENGIE continued to partner with Green Standards to divert waste from landfills when furniture, fixtures, and equipment are no longer needed from offices. ENGIE has leveraged the program since 2019 to ensure environmental responsibility and life cycle extension of items while supporting those in need.

The Green Standards program was first introduced at our corporate headquarters, and has since been implemented at nine other locations, covering a range of geographic regions. Across a total of 10 projects over the last three years, ENGIE has achieved a landfill diversion rate of 97% while reducing emissions by 1,594 metric tons of CO₂ equivalent. Twenty-four non profits have benefited from a total of \$93,131 in in-kind donations.

DIGITAL

In 2021, ENGIE experienced a 24% reduction in digital emissions from 2020 as we continued our centralized cloud computing strategy to deliver economies of scale with higher power usage effectiveness. Both computing services suppliers – Amazon Web Services and Microsoft Azure – share in our commitment to achieve carbon-neutrality. They have taken several steps to reduce their emissions, which, in turn, support our aim to be net zero in our ways of working by 2030.

418 MT CO₂e

Total Digital Emissions

WORK FROM HOME

Introduced in 2020, Work from Home remained an important category in 2021 as many employees chose to continue working remotely considering pandemic conditions. A slight increase in emissions was expected in this category since working from home in 2021 took place over the course of a full calendar year, whereas – in the previous year – it only occurred from March through December.

899 MT CO₂e

Total Work from Home Emissions



“ENGIE demonstrates its commitment to ESG benchmarks in the way they move. Through donation, resale, and recycling of their furniture, fixtures, and equipment in communities across the United States, ENGIE is a pioneering partner in sustainable workplace decommissioning.”

Jonathan Milnes, Co-Founder, Green Standards

WAYS OF WORKING

BUSINESS TRAVEL

In 2021, ENGIE North America leveraged BlueSource, an award-winning climate solutions company, to offset all 643 metric tons of business travel emissions. As part of those efforts, ENGIE will support the 100-Mile Wilderness Forestry Project led by the Elliotsville Foundation in Piscataquis, Maine. The project, which contains a large portion of the final section of the Appalachian Trail, protects 13,300 acres of previously logged forest, restoring

the land for future generations to enjoy. ENGIE has since made the commitment to offset all future business travel emissions with similar sustainability projects.

A carbon emissions calculation tool was also implemented in 2021 to bring greater awareness to employees of the environmental impact of air travel. At every booking, employees can now see the carbon emissions connected to each flight.

643 MT CO₂e

Total Business Travel Emissions

1.41 MT CO₂e

Average Business Travel Emissions

100%

Offset for Net Zero Impact

“The 100-Mile Wilderness is an incredible example of how nature can recover when given the chance. Harmful logging practices once devastated the landscape, impacting the biodiversity of the forest and the water quality within its chain of lakes. For hikers on the last leg of the Appalachian Trail, the view is once again one of inspiration. Bobcat, black bear, and salmon have returned and the forests are regaining their stature. We're honored to be a part of this forest's recovery and thrilled to provide the opportunity for others to invest in its story.”

Lucas St. Clair, Founder, Elliotsville Foundation

COMMUTING

In 2021, offices were opened on a voluntary basis in light of the ongoing COVID-19 pandemic. Most employees chose to work remotely, and many employees who volunteered to work in the office chose to take advantage of the flexible work program – working two days in the office and three days remotely – originally introduced in 2020. This resulted in a 39% decline in commuting emissions, moving the company from 7,691 metric tons of CO₂ equivalent in 2020 to 4,702 metric tons of CO₂ equivalent in 2021¹.

4,702 MT CO₂e

Total Commuting Emissions

39%

Reduction from
2020 Emissions

FLEET

ENGIE emitted 14,327 metric tons of CO₂e from fleet vehicles in 2021. However, this number is expected to decline as ENGIE Group completes the spinoff of EQUANS, a multi-technical services company with a heavy fleet presence in North America, in 2022. By 2030, ENGIE aims to have 100% green vehicles in its vehicle fleet.

14,327 MT CO₂e

Total Fleet Vehicle Emissions

100%

Green Vehicles
by 2030



PEOPLE

31 Health and Safety

37 Responsible Purchasing

32 Diversity and Inclusion

38 Engagement with Education Institutions

34 Growth, Training, and Development

39 Governance and Ethics

36 Stakeholder Engagement

HEALTH AND SAFETY

Protecting all aspects of our people

Ensuring health and safety is a critical objective for ENGIE North America as we strive to put no mind at risk, no asset at risk, and no life at risk. In 2021, the health and safety function shifted from our corporate structure to become a core function within each business unit, building a more integrated and focused structure. With leadership now at the functional level, we are better positioned to address topics and issues to ensure a culture based on prevention.

MEASURING OUR PERFORMANCE

ENGIE tracks two key indicators to determine health and safety performance trends: total recordable incident rate and lost time accident frequency rate.

The total recordable incident rate represents the number of recordable incidents per 100 full-time workers per 200,000 hours worked. The lost time accident frequency rate represents

the number of accidents resulting in one day or more of lost time per 200,000 hours worked.

In 2021, our total recordable incident rate was 0.41 and our lost time accident frequency rate was 0.29.

0.41

Total Recordable Incident Rate

0.29

Lost Time Accident Frequency Rate



A BANNER YEAR FOR RENEWABLES HEALTH AND SAFETY

In 2021, ENGIE had an exceptional year in renewables health and safety performance in North America. With around 4 GW of renewable generation now operational across North America, ENGIE teams, contractors, and support organizations are making the journey to carbon neutrality a safe one - one project at a time, one shift at a time, and one task at a time.

Last year, an average of 1,200 personnel worked on construction projects and operating sites with 2.1 million hours worked - all without a lost time accident. For one individual, this would equate to going 240 years of work without ever having an accident.

Key to this safety record is our focus on prevention. That's why more than 24,000 equipment inspections were conducted in 2021 with over 10,500 safety observations and almost 4,500 toolbox talks across ENGIE's construction projects alone.

DIVERSITY AND INCLUSION

Setting the industry standard

With our platform as a leader in the energy transition, ENGIE North America is uniquely positioned to significantly improve the lives of colleagues while setting the industry standard for diversity, equity, and inclusion. 2021 represented a year of great

progress in that regard as we worked to further embed these principals in our culture with the creation of a Diversity, Equity, and Inclusion Senior Advisor position to help champion a range of activities and advance our efforts.

BENCHMARKING FOR THE PATH AHEAD

In 2021, ENGIE became an EDGE-certified organization, which is designed to provide a standard for gender and intersectional equity by measuring where businesses stand in terms of representation, pay equity, and effectiveness of policies and practices.

We also engaged with renowned diversity, equity, and inclusion consultants, Heidrick & Struggles, to benchmark our current environment and better understand how we can improve. With a robust information-gathering process that included an online digital conversation, five focus group sessions, an empirical review of HR data, and leadership interviews, a road map was built to help support our strategy for the next three years. Action plans are now being established to drive key improvements in the areas identified as critical to our success.



EXPANDING EMPLOYEE RESOURCE GROUPS

ENGIE introduced Hola in 2021 as an employee resource group (ERG) to serve Hispanic professionals within the organization. With the addition of Hola, ENGIE now has seven ERGs that meet in quarterly roundtables to collaborate, inspire, and empower work across the organization and within the community to promote an inclusive culture.

Organizational changes supported by the ERGs include providing Martin Luther King Jr. Day, Juneteenth, and Veterans Day as holidays and incorporating diversity, equity, and inclusion in the performance review process. In addition to fundraising and performing important community service, these networks also bring in internal experts to discuss networking, mentoring, and other key topics for employees while promoting a united culture within ENGIE and fostering a sense of belonging among members.



“The principles of diversity, equity, and inclusion are maturing within our organization, and it’s exciting to see the progress we’ve made over the years. With a designated advisor, a committed leadership team, a passionate DEI Committee, industry benchmarks, and a network of employee resource groups to help bring our employees together, we are primed to accelerate social equality within ENGIE in a way that fully aligns with our leadership position in the energy transition.”

Prathima Sundar, Chief Human Resources Officer, ENGIE North America

DIVERSITY AND INCLUSION

PROMOTING GENDER DIVERSITY

ENGIE North America continued efforts to encourage females in hiring decisions and promote women to leadership positions. We partner with women-focused organizations, perform women-focused academic outreach, and encourage women to apply for positions by recognizing current female employees on social media and other recruitment platforms. We also leverage a diverse internal interview panel to provide a range of perspectives in hiring decisions.

ENGIE Group is accelerating the integration of women through the Fifty-Fifty program, which takes a systematic approach to creating necessary conditions to achieve gender equity. It includes a roadmap



based on six pillars: structuring and governance, diagnostics, awareness and communication, organizational adaption, employee development, and external partnerships. In 2021, each ENGIE entity, including ENGIE North America, received a toolbox tailored to the occupations and cultural environments of each region. This kit included points of action focused on

each of the six programmatic pillars.

In North America, women now make up 25% of our workforce, 26% of management positions, and 14% of the Executive Committee.

25%

Women in the Workforce

26%

Women as Managers

14%

Women in Executive Committee

FURTHERING PROGRESS FOR RACIAL JUSTICE AND EQUALITY

Building upon our 2020 pledge for racial justice and equality, ENGIE furthered its efforts to stand against racism in 2021, participating in multiple roundtable sessions with the Clean Energy Industry Leaders association. Since ENGIE hosted the first session in 2020, the collaborative group has grown to 29 organizations that come together each quarter to share best practices for ensuring diversity, equity, and inclusion among minority groups.

SCORING HIGHER IN THE CORPORATE EQUALITY INDEX

In 2021, ENGIE moved up in the annual Corporate Equality Index, earning a 95 for our ongoing, improved actions to deliver equitable treatment for gay, lesbian, bisexual, transgender, and queer (LGBTQ+) employees, consumers, and investors. Annually published by the Human Rights Campaign Foundation, the report provides insight into the equitable treatment of LGBTQ+ community members at businesses that represent 18+ million U.S. workers and an additional 17+ million outside of the U.S.

GROWTH, TRAINING, AND DEVELOPMENT

Bringing greater opportunity to our people

At every level of the organization, employees of ENGIE North America play a vital role in achieving our ambition to accelerate the energy transition and reach net zero carbon. We believe that learning and development is essential, and we prioritize growth opportunities as a critical lever in optimizing individual and business performance.

EMPLOYEE TRAINING

ENGIE continued efforts to broaden online training opportunities available to employees in 2021. An online learning portal dedicated to North America employees and accessible via U.learn., an ENGIE Group platform, was implemented. Online learning utilization increased nearly 50-fold post-implementation with a 15% improvement in active learners and more than 7% of learners spending between five and 10 hours in online activities.

WeLead@ENGIE was introduced to provide tailored learning paths for employees across all levels: individual contributors, project managers, and organization leaders. Each learning path offers a curated set of topics in partnership with Harvard ManageMentor and relevant to each of these levels, helping to bridge the gap between knowledge and performance to build stronger teams.

ENGIE University was also offered to employees with trainings focused on three

main areas: cultural change, managerial development, and organizational learning of business units, global business lines, and functional lines.

More than 2,000 full-time employees attended at least one document training session in 2021, completing more than 12,000 total training hours.

2,270 FULL-TIME EMPLOYEES TRAINED¹

12,443 TRAINING HOURS¹

Trainings By Course Topic^{1,2}

42%	PROFESSIONAL TECHNIQUES
45%	QUALITY, SAFETY, ENVIRONMENTAL
9%	MANAGEMENT AND PROFESSIONAL DEVELOPMENT
4%	OTHER

ENGIE & Me

ENGIE & Me is an ENGIE Group engagement survey that allows employees to express themselves on the key dimensions of commitment, including strategy, working conditions, relations within the team, quality of management, prospects for development and mobility, and sense of security. Progress is measured year-over-year and action plans are implemented as opportunities for improvement are identified. In 2021, 75% of employees participated in the survey and ENGIE North America scored a 75% or higher total favorable rating in 18 of 24 categories.

GROWTH, TRAINING, AND DEVELOPMENT



SUSTAINABILITY LEARNING DAYS

ENGIE Group colleagues across every business unit in the globe were invited to learn and share expertise over a two-day event in 2021 called Sustainability Learning Days. More than 100 learning activities were offered, providing a deeper understanding of ENGIE's net zero carbon ambition as well as key, international sustainability trends. As part of the event, ENGIE North America contributed to speed learning sessions to go alongside other sessions, covering a range of topics such as inclusion, biodiversity, mobility, finance, and stakeholder engagement. This two-day event served as the launchpad for the Sustainability Academy, a dedicated and integrated training framework that brings employees along a learning journey while enabling them to learn, experiment, and share knowledge with each other.

ENGIE INNOVATION FESTIVAL

The ENGIE Innovation Festival was hosted in 2021 with a week of online events and live broadcasts. It covered a number of topics, from renewable energies and hydrogen to GreenTech and decarbonization. Two roundtable sessions were held featuring innovations from ENGIE North America. One course featured our investment in the nDustrial platform to develop an innovative new energy product designed to lower energy costs and monetize operational flexibility for the refrigerated cold chain market. Another session covered how we are leveraging data to accelerate offerings, such as smart institutions and energy as a service.

INTERNSHIPS

ENGIE North America offers several internship opportunities to provide fresh perspective to projects while helping to build and train a pipeline of job candidates for the future. Internship programs also deliver brand visibility at the collegiate level and bring employees opportunities to mentor and build critical leadership skills.

In 2021, 50 individuals were employed as interns, contributing to our priorities of diversity in thought, gender, race, and ethnicity.

50

Internships Provided in 2021



“An internship with ENGIE provided me with the tools and knowledge I needed to understand the impact of small initiatives on the triple bottom line. Being a fellow on the sustainability team gave me a unique opportunity to interact with people and work across numerous business units. It helped me grow and think outside of the box, learning from interactions and different perspectives. I truly enjoyed my time in sustainability and was eager to accept a full-time position on ENGIE's renewable development team after earning my graduate degree in energy systems from Northeastern University in 2021.”

Rhea Cherian, Development Associate, Grid-Scale Renewables, ENGIE North America

STAKEHOLDER ENGAGEMENT

Working together to help communities thrive

ENGIE North America strives to make a considerable impact in communities through our renewable generation investments. With active participation

from stakeholders, we help optimize strategies, avoid unforeseen obstacles, and ensure plans are sustainable and well-suited for local environments.

Working together, we drive local economic growth to help urban and rural areas thrive.

CORPORATE SOCIAL RESPONSIBILITY MATRIX

ENGIE uses a corporate social responsibility matrix to evaluate investment opportunities and help guide future projects. Stakeholder engagement is a key criterion of the evaluation process, with plans that are prepared in accordance with national rules and regulations for each investment opportunity. With that, we gather and assess information about community views, values, and perceptions and take that feedback into consideration as we develop our activities.

STAKEHOLDER ENGAGEMENT IN ACTION

Stakeholder mapping and engagement evaluations are performed at generation sites to identify key constituents and plan, manage, and monitor actions throughout the life of projects. In 2021 – among several other generation sites – the process was put to use to support a new solar generation project and bring greater visibility of our operations for a local, Indigenous tribe.

The project is slated to be installed in Aroostook County, Maine – an extremely remote location and home to the Micmac tribe. During the development process, the Micmac tribe shared feedback on the impact the array would have on the region.

In addition to communicating the regional benefits, ENGIE took the opportunity to showcase another nearby asset that had been in operation since 2009 – the Caribou Wind Project, a 99 MW wind farm located in nearby New Brunswick. The tribe was able to see ENGIE's commitment to transparency in action and understand our dedication to becoming fully ingrained in the communities in which we invest and operate.



ENGIE has since formed strong relationships with all local stakeholders involved in the project – from the Micmac tribe and town managers to economic development agencies and politicians. All parties have played an integral role in providing both support and guidance on how ENGIE can best be a part of Northern Maine.

RESPONSIBLE PURCHASING

Aligning the acquisition of goods and services

ENGIE North America is committed to developing responsible purchasing practices that ensure our acquisition of goods and services meet the needs of our business and industry while also remaining socially responsible, environmentally friendly, and ethically sourced. A range of tools and resources are in place to support these purchases, advance our objectives, and evaluate our performance.

ASSESSING OUR SUPPLY CHAIN

An annual analysis of suppliers is performed to assess the carbon impact of our supply chain. Figures from purchase records are calculated based on CO₂ conversion factors, which provide the average emissions associated with different categories of products and services. Through this analysis, ENGIE estimated that 2021 purchases resulted in roughly 1.6 million metric tons of CO₂.

In addition to this annual evaluation, ENGIE also performs an assessment through the EcoVadis platform. A score is provided for each supplier based on environmental activities, ethics, sustainable procurement, and labor and human rights performance. This gives suppliers a benchmark to help identify opportunities to reduce risk, drive performance, and improve environmental and social outcomes.

Suppliers who score a 45 or higher – the threshold all of our major suppliers must meet as part of our objective for 2030 – are assessed every two years. Those who score a 45 or lower are evaluated annually. In 2020, ENGIE assessed 50 of our top suppliers – 25 of which scored 45 or higher. These companies will be assessed again in 2022.

In 2021, ENGIE reached out to the 25 suppliers who scored below 45 in 2020 – along with the remaining major suppliers across North America who were not assessed in 2020. More than 90% of those companies responded and have now undergone the EcoVadis evaluation process.

Of all suppliers assessed to date, nearly 70% scored above a 45 or higher.

ENSURING SUPPLIER DIVERSITY

In 2021, ENGIE completed the survey and review of suppliers who identified as minority-owned, women-owned, veteran-owned, disability-owned, LGBTQ-owned, small business enterprise, HUBZone, or a certified 8(a) business. Of the identified suppliers, 216 were certified within a diversity category and another 58 were supported in a diversity certification. These suppliers represent a contracted amount of \$17.3 million.

216
Certified within a
Diversity Category

58
Supported in
Diversity Certification

\$17.3 million
Spend within a Diversity Category

ENGIE is a member of several diverse organizations that we collaborate with to help existing suppliers become certified. We also leverage these relationships to find new suppliers to support procurement activities.

- National Minority Supplier Development Council
- National LGBTQ Chamber of Commerce
- Women's Business Enterprise National Council
- National Veteran Business Development Council
- Disability Inclusion

ENGIE also maintains an internal webpage where employees can access our certified supplier library. Our aim is to have at least one diverse supplier available in every sourcing category.

ENGAGEMENT WITH EDUCATION

INSTITUTIONS

Strengthening opportunities for universities and K-12 institutions

ENGIE North America works with academic missions and broaden successful futures for both students and adults. 2021 presented a number of opportunities for ENGIE to support in this regard.

UNIVERSITIES

ENGIE advanced partnerships with universities across the U.S. in 2021, building brand exposure among future graduates while helping to facilitate student learning objectives, career development, and professional networking opportunities.

We served as the gold sponsor of the 2021 Kellogg Energy & Sustainability Case Competition hosted by Northwestern University, where teams of MBA students from universities worldwide competed to solve a strategic energy-related challenge. ENGIE also sponsored a senior project with the Energy Institute's Master of Management in Energy (MME) program at Tulane University, where students were able to showcase skills learned in the MME program and apply them to current, real-world energy challenges presented by ENGIE. At the same time, they were able to receive hands-on experience, researching and analyzing industry issues under the guidance and direction of our energy experts.

In addition to these events, ENGIE's activities included hosting a technology-focused student workshop at Prairie View A&M, providing career development advice to engineers at Texas Southern University, and participating in Rice University's Virtual Diversity Networking event to discuss career opportunities with underrepresented minorities. We also continued our partnership with Texas A&M's Trading, Risk, and Investment program to identify interns and support programmatic growth with hands-on training in energy trading, investments, and risk management.

K-12 INSTITUTIONS

ENGIE continued efforts in 2021 to broaden the academic options available to K-12 institutions, working with several customers to advance internships and provide hands-on learning opportunities in science, technology, engineering, art, and math.

Forty-four students participated in two, six-week internship programs hosted by ENGIE. An online internship program was implemented through the Go Green Initiative involving five cities to teach students about new waste laws and present their studies to school officials. Participants included students from the school districts of Compton, the City of Madera, Oakland, Hayward, and Mendota Township. Another internship program focused on energy efficiency and water was implemented in partnership with the Boys and Girls Club of Oxnard and Port Hueneme. The program culminated with a field trip to a state park that allowed students to see solar in action and understand how the land has been used over hundreds of years and how water has remained essential to the local ecosystem.

In addition to these programs, activity plans, material kits, and online training sessions were provided to the City of Suisun City to support their summer school and after school programs. ENGIE also curated and delivered home science kits to Hayward USD students, bringing science to life during the pandemic. The kits, which contained over 30 items, were provided to 4,000 students in 200 classrooms. Two teachers - Stuart Loebel and Nancy Wright - received the Jefferson Award for the Bay Area for their work in helping promote the kits to teach science and encourage curiosity.

GOVERNANCE AND ETHICS

Providing reliable and disciplined oversight

As a wholly owned subsidiary of ENGIE Group, ENGIE North America acts in accordance with the laws and regulations in force in the United States, Canada, and France. Our corporate business model is aligned to the strategic guidance and direction provided by the ENGIE Board of Directors, and our Executive Committee implements Group strategy.

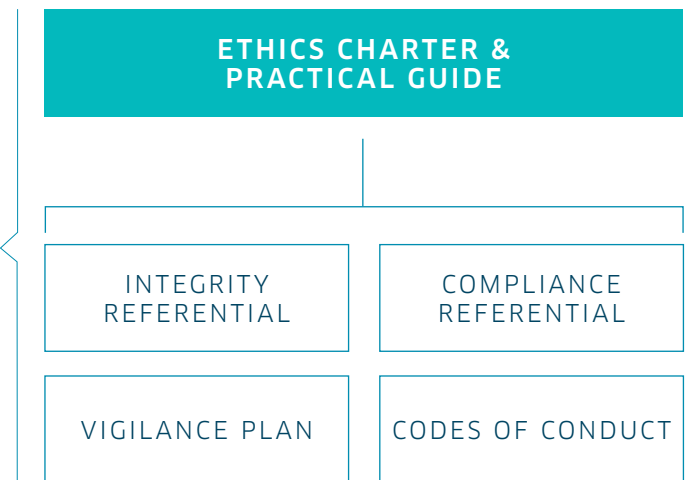
ETHICS

An Ethics Charter underpins day-to-day strategic decisions, management, and professional practices and is based on four specific principles:

1. Act in accordance with laws and regulations
2. Behave honestly and promote a culture of integrity
3. Be loyal
4. Respect others

The Practical Guide to Ethics details how the general framework set forth in the Ethics Charter is to be applied through the course of professional duties.

These two documents are complemented by ethics policies and codes of conduct, organized by four pillars: Integrity Referential, Compliance Referential, Vigilance Plan, and Codes of Conduct.



VIGILANCE PLAN

ENGIE's Vigilance Plan is taken in accordance with French law on the Duty of Vigilance of parent companies and ordering companies. It targets serious violations of human rights and fundamental freedoms, health and safety, and the environment. The plan gathers all the measures put in place by ENGIE to identify and prevent the risks of negative impacts on people and the environment related to the activities of the Group, those of its controlled subsidiaries as well as the activities of its subcontractors or suppliers with whom an established commercial relationship is maintained.

WHISTLEBLOWING

ENGIE has confidential and anonymous whistleblower resources for the receipt, retention, and treatment of complaints. Whistleblowing reports can be made on any issue related to corruption, human rights violations, fraud, breach of personal data privacy rules, violations of international sanctions and embargoes, health and safety and environmental damage, and more broadly, violations of applicable law or regulations regarding conduct subject to criminal punishment, and violations of ENGIE's Ethics Charter and Practical Guide to Ethics. Incidents can be reported via a secure web form, email, or phone by ENGIE employees or any external stakeholders.

ENTERPRISE RISK MANAGEMENT

ENGIE engages in an annual enterprise risk management assessment to gauge a broad range of risks, including human rights violations and ethical breaches. We identify controls to avoid and detect such risks and develop corrective action plans for any identified areas of exposure. A Commodity Risk Committee, Credit Committee, and Project Implementation Steering Committee all support these efforts.

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