



**ENGIE GROUP'S EUROPEAN AGREEMENT
ON PROFESSIONAL EQUALITY
BETWEEN WOMEN AND MEN**



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Preamble

In line with the agreements already signed by ENGIE and employee representatives at global and European levels (see Appendix 3), the signatories wish to develop their social dialog and reinforce the Group's commitments to social responsibility in order to sustain and improve professional equality for men and women.

The European Trade Union Federations consider that this agreement will ensure a better implementation of the Group's Corporate Social Responsibility (CSR), in particular by undertaking an effective and dynamic implementation of existing standards (legislation and collective agreements of the countries where the Group operates), and it must be accompanied by commitments which go beyond the standards of equal opportunities.

ENGIE and its social partners reaffirm, through the extension of the agreement signed in June 2012, that the promotion of equal opportunities, equal treatment and diversity of employees is an imperative for the Group. All employees, managers, HR sectors and employee representatives are involved in these commitments.

They reaffirm that:

- Equality between men and women is a fundamental human right recognized both at international and community level,
- Equality between men and women is one of the five values on which the European Union is founded, and it is bound to incorporate it into all its activities¹,
- The Charter of Fundamental Rights² states this equality and prohibits any form of gender discrimination based on gender or sexual orientation.

They acknowledge that:

- Community and national rights prohibit gender discrimination and promote equal treatment at work, including equal remuneration for men and women for equivalent work or of equivalent value,

¹ articles 2 and 3 of the Treaty on European Union, article 8 of the Treaty on the Functioning of the European Union

² article 23

- The commitment of ENGIE and trade union organizations upholds equality between men and women at all levels.

They regret however, that:

- Discrepancies in remuneration between men and women persist in many sectors,
- In the labor market women are over-represented in the least well-paid sectors and under-represented in decision-making positions.³

The parties therefore agree that it is necessary to continue and reinforce the actions already taken in the area of equality between men and women, in particular with regard to equal pay and the accession of women to decision-making and managerial positions. They also agree that it is necessary to remain vigilant as regards the impact of new technologies on the employability of women.

The policy of professional equality between men and women has two main focuses:

- To combat discrimination and help put an end to stereotypical views in order to achieve equality of opportunity and treatment,
- To promote gender diversity, as a rich resource for the company.

Professional equality serves the Group's economic and social performance, its cohesion and also contributes to changing attitudes in civil society.

As an important actor in the lives of its employees, customers and suppliers, ENGIE must make a firm and visible commitment to equal opportunities and make it a reality, as a means of attracting and retaining all these actors.

With this agreement, ENGIE and the signatory trade unions aim to make professional equality a reality in all the Group's establishments and ensure that ENGIE is recognized as an innovative and pioneering group for professional equality between men and women.

³ In 2012, across the European Union (EU 28), women's gross hourly earnings were on average 16.4% lower than men's, compared with 17.5% in 2009 (EU 27) (Eurostat source).

ARTICLE 1 - Purpose of the agreement

Professional equality between men and women:

- Is a corporate concern and commitment which encompasses legal issues, lifestyles, work organization and professional development policies (including skills appraisal),
- Is also a concern of employee representatives, involving social dialog on this issue,
- Includes all the themes relating to the fight against discrimination, notably in the field of equal pay, and ensures that the phenomenon known as the glass ceiling⁴ or glass wall disappears in favor of career development for women which is equivalent to that of men, taking into consideration only their professional skills,
- Has led the Group to continue its action on work organization to promote the work/life balance for employees, whilst ensuring the performance development of its companies.

The purpose of this agreement is to define the conditions for reducing and eliminating unwarranted discrepancies, where they exist, and thus result in:

- Equal opportunities for men and women,
- Equal pay for men and women taking into account all remuneration factors with identical and/or equivalent working conditions,
- Equivalent career paths for equally qualified people whatever the working time,
- A better work/life balance for women as well as for men.

ENGIE is committed, in this regard, to changing attitudes and behavior. The Group encourages all its subsidiaries to reflect the various components of society in their workforce to allow for greater diversity. Among which, women, who, despite their increasingly important role in the professional world, are insufficiently represented at all levels of the company.

The parties agree to act collectively on the various initiatives referred to in this agreement in order to counter misconceptions and promote professional equality for men and women within the Group. The diversity of the countries represented within the European perimeter of ENGIE constitutes an opportunity and an asset for the affirmation of the Group's commitments. Without hindering the implementation of the agreement, the consideration of cultural, social, economic and regulatory differences requires a proactive and pragmatic approach to the fulfillment of these commitments.

⁴ A set of invisible barriers created by both prejudice and stereotypical views, and the way organizations operate that can hinder women's careers



ARTICLE 2 - Scope of the agreement

This agreement shall apply to ENGIE SA and to all of its subsidiaries fully consolidated or held at more than 50% within ENGIE's global scope, subject to compliance with the criterion of dominant influence within the European Union and EFTA (European Free Trade Association). Subject to compliance with the criteria for inclusion in the scope described below (fully consolidated or more than 50% participation and compliance with the dominant influence criterion), this agreement will also continue to apply to subsidiaries whose headquarters are located in a state outside the boundaries of the European Union 28.

It will also be disseminated to subsidiaries in European Union applicant countries, who will have to respect these provisions when they join the European Union. However, if a trade union organization of the company or a European trade union federation so requests, a meeting shall be organized with the management of the company to discuss the possible application of this agreement in the companies concerned.

ARTICLE 3 - Working together to change attitudes and behavior

Responsibility for upholding the principle of professional equality for men and women lies with the company.

However, the success of this policy shall be essentially due to a change in the attitudes and behavior of everyone (management, managers, HR sector, staff representatives and employees) regarding the situation of men and women both in the workplace and in their personal life. In this regard, regular and constructive social dialog on all levels encourages the above-mentioned changes. This dialog ensures that equality objectives for men and women are fully integrated into all collective agreements, both at Group level and within its subsidiaries.

The Group will support innovative initiatives to improve educational, vocational and professional guidance and assistance for women. The Group is committed to developing communication initiatives for the agreement, to awareness-raising actions (jobs and students), to training initiatives (stereotypes), as well as to posting a statement for employees on the Intranet.



ARTICLE 4 - Ensuring equal opportunities in recruitment

Recruitment is one of the means of promoting a greater gender diversity in jobs, a source of vitality for companies.

The development and emergence of new jobs linked to the energy transition represent an opportunity to attract talent and promote gender diversity.

On 12/31/2015, women represented 22%⁵ of the workforce in Europe, with variations across countries and occupational categories.

ENGIE is committed to promoting better representation of women in all positions within the Group. In particular, the presence of women in technical positions at all hierarchical levels shall be promoted and, conversely, highly feminized jobs will be evaluated and made attractive for both men and women.

In addition, the Group wishes to develop the school/company internship program, which is also one of the vectors that allow for greater gender diversity.

The Group and its entities undertake to ensure that their female employees play an active role in making jobs within the Group attractive to young people.

Moreover, as part of the recruitment process, the Group is committed to the following principles:

- Particular attention is paid to the description of job vacancies (systematically stating “open to men and women”). The wording of job offers must not give rise to stereotypical views about jobs or their assumed characteristics (availability, mobility),
- The specifications for external recruitment providers takes into account the Group’s professional equality requirements, in particular the presentation of at least one female candidate, whenever possible, whose qualifications correspond to the position on the list proposed to the subsidiary,
- The Group undertakes to verify the non-discriminatory nature of recruitment processes and, where appropriate, to rectify. As such, ENGIE recalls that recruitment criteria must be based on qualifications, skills and experience, As a result, a person may not be excluded from the recruitment process because of gender, physical appearance, origin, family name, place of

⁵ Group world social reporting

residence or birth, age, disability, political or religious beliefs, sexual orientation, membership of a trade union or trade union activities,

- A woman's pregnancy (actual or assumed) may not be used as a reason for refusal to recruit her, and the Group shall refrain from seeking any information concerning her pregnancy,
- Women in management positions are encouraged to share their experiences with students in schools and universities,
- The principle of European law is recalled, according to which the principle of equality does not prevent the maintenance or adoption of measures providing for specific advantages for the under-represented gender in employment, work and remuneration (article 23 of the Charter of Fundamental Rights of the European Union).

ARTICLE 5 - Ensuring equality in career development

The Group undertakes to comply with all the non-discrimination criteria, as defined in article 4, for external recruitment, for internal mobility and for internal career development, regardless of the duration of the job.

The Group is committed to better supporting the career paths of women throughout their careers in order to encourage their accession to all levels of corporate responsibility, including managerial responsibilities, and to fulfill the objective of gender diversity.

The Group is committed to promoting voluntary internal mobility in order to improve gender diversity in jobs and facilitate professional gateways.

The Group undertakes to ensure professional monitoring of women both during and after their maternity leave (as well as for men and women in the event of adoption or parental leave). Before going on leave, the manager meets with the employee to prepare for their departure and temporary replacement. On their return, the manager meets with the employee again to go over events that happened during their absence and to discuss their resumption of activity. Depending on the length of the absence, a professional assessment may be carried out if necessary. These principles also apply to parental leave.

The Group undertakes to take the necessary measures to ensure that pregnant and nursing mothers benefit from a temporary adjustment of working conditions (particularly in the case of exposure to hazardous substances) and/or working time, where a risk to their safety or health is involved.

At the end of maternity, paternity, parental or adoption leave, the employee has the right to return to his/her job or an equivalent job on no less favorable terms, and to benefit from any improvement in



conditions to which he/she would have been entitled during his/her absence. Particular attention should be paid to the post-leave period so that it does not hinder career development, whether for men or women.

The Group is committed to ensuring that the gender equality criterion is taken into account when working conditions and work-stations are being improved (e.g. for personal protective equipment, clothing, etc.). Workplaces must be adapted to women as well as to men. Health, safety and risk assessments must take into account gender issues, and analyze and assess the specific impact of working conditions on women.

ENGIE encourages women's accession to management positions, including decision-making bodies, such as the board of directors and more generally to managerial positions.

The Group undertakes to promote mentoring for all occupational categories of women in the Group in order to facilitate the development of women's careers, increase the visibility of women in companies and break the "glass ceiling".

ARTICLE 6 - Ensuring equal access to vocational training

The social partners agree that vocational training is a lever for better employability and for motivating career development for both men and women.

The Group is committed to giving priority attention to vocational skills training for women, particularly for those working part-time, in order to drive their career development. The same applies to those involved with technological developments.

Equal access to vocational training must be ensured within each subsidiary. The participation rate of women in training will be analyzed, notably in comparison with the percentage of women in the occupational category concerned. This analysis will be integrated into the monitoring set out in article 14.

ARTICLE 7 - Acting to promote gender diversity in staff representation

The signatory trade unions undertake to seek gender diversity in staff representative bodies and in trade unions, which corresponds, at a minimum, to the percentage of women in the subsidiary concerned.

This is also based on management's recognition of the importance of social dialog and the role of the social partners (staff representative bodies and trade union organizations).

ARTICLE 8 - Equal pay for equivalent qualifications and positions

Equal pay for men and women at work, covering basic pay, performance-related pay and other benefits, is a decisive factor in achieving equality between men and women in the company, and has repercussions on retirement and work/life balance.

A transparent pay system for all staff, which can be gender checked (with comparable data and available to employee representatives), sends out a positive message on the values and working methods of the company. A fair and non-discriminatory system reflects good managerial practices and contributes effectively to the achievement of objectives.

Any pay practices that may be directly or indirectly discriminatory should be investigated and dispensed with, when necessary.

8.1 Progressively managing potential discrepancies

The Group strives to achieve and sustain equal pay for men and women. The entities within the scope defined in article 2 undertake to make every effort to dispense with any noted discrepancies in remuneration as regards equivalent skills and responsibility levels for the same work or work of the same value.

This undertaking is part of the action plan set out in article 13.

New recruitments may not be derogated from complete pay equality between men and women with equivalent skills and/or for an equivalent position.

In the event that an individual situation of pay discrimination is proven, it must be dealt with within a maximum of three months with retroactive effect, where appropriate.

8.2 Gender-neutralizing parental leave

ENGIE is committed to ensuring that maternity leave does not have a negative impact on the salary or career development of the women concerned. As such, the Human Resources departments will ensure that maternity leave does not have a negative impact on individual salary increases and the determination of any performance-based part of remuneration.



In accordance with the legislation of each country, this commitment shall also apply to leave granted to fathers on the occasion of the birth or adoption of a child where such leave is remunerated by the company.

8.3 Managing part-time employees

Particular attention is paid to the remuneration of part-time employees, in order to ensure that these employees experience career development comparable to that of full-time employees.

The candidacy of part-time employees who apply for full-time positions will be subject to careful consideration.

ARTICLE 9 - Encouraging a better work/life balance

Balancing work and personal life does not only concern women. Male employees who wish to play a greater role in their family life may face resistance within their company, whether this resistance comes from management or their own colleagues.

The Group endeavors to find a better balance between personal and professional life for its employees, taking into account the wide range of family situations. This objective is first and foremost a reflection on the organization of work and an innovative policy aimed at improving the quality of life at work.

Policies and actions need to be tailored to the needs of employees, as they vary throughout life, and long and/or irregular work schedules hinder the reconciliation of work and personal life. In particular, meetings should take place within the usual working hours and should be organized in such a way as to reconcile private and professional life for men and women. Working conditions must be adapted to enable employees to fulfill their family obligations with regard to their parents or children, their duties as citizens, etc.

In order to achieve equal access to this work/life balance, the taking of parental leave⁶ and/or paternity leave by men should be considered as something normal and desirable at all levels in the company.

⁶ In accordance with the European Council Directive 2010/18/EU of 03/08/2010 on parental leave.



Companies must ensure, in consultation with their social partners, that no treaty provision contributes to the idea that women alone bear the burden of family responsibilities, including taking care of children. Culturally, it is important to change attitudes towards the fact that parenting involves both men and women.

As stated in article 14, measures will be taken to ensure the application of these principles and the promotion of initiatives to develop support for parenting.

ARTICLE 10 - Preventing sexual harassment and sexist behavior

The Group recalls that behavior with sexual undertones, or any other conduct based on sex that affects the dignity of men and women at work or which creates an intimidating, hostile, degrading, humiliating or offensive environment, is contrary to the principle of equal treatment. These principles are set out in the Group's Ethics Charter.

Within this framework, the Management is committed to developing awareness campaigns to combat sexism, and to take all necessary measures to prevent sexual harassment. These awareness campaigns will ensure the integration of prevention messages against the misuse of digital tools made available to employees by the company.

Furthermore, warning tools should be in place to report any deviant behavior so that appropriate action is taken immediately and thus prevent any recurrence.

The Group must ensure that each employee has been informed of the existence of such warning tools.

The network of ethics officers, in liaison with the management and the directorates concerned, can act to prevent sexual harassment and, if such harassment occurs, to ensure the immediate deployment of specific procedures to resolve it and to avoid its recurrence.

Of course, this does not prevent the intervention of other actors in the company that the employee would like to solicit, such as management, human resources or trade union organizations

Social partners (trade unions and/or staff representative bodies) will be involved in the development of policies to combat sexual harassment and sexist behavior.



ARTICLE 11 - Reorganizing working conditions

Under article 6.2 in the European Social Agreement on the conditions for securing organizational mobility, any proposals made to employees must consider their aspirations, in particular in terms of reconciling their private and professional life. Under no circumstances should the criteria be a source of discrimination.

ARTICLE 12 - Suppliers and sub-contractors

In accordance with the Global Agreement on Fundamental Rights, Social Dialog and Sustainable Development, and in line with the Group's Ethics Charter, the company is committed to ensuring that its suppliers and subcontractors respect the principles of non-discrimination and the labor laws and regulations relating to equality between men and women.

ARTICLE 13 - Action plan and commitments

Under this agreement, an action plan is carried out every three years at Group level and in each company. At each of these levels, the action plan is drawn up in consultation with employee representatives on the basis of an assessment and a preliminary diagnosis. It is also monitored annually by staff representatives.

13.1 Group action plan

In addition to the Group objectives set by the Board of Directors⁷, ENGIE commits to an action plan carried out by the Group HRD to promote the implementation of this agreement in all the companies covered by the agreement, and to promote the sharing of and spread of good practices. The objectives of the action plan include:

- Reinforcing awareness campaigns,
- Supporting the collective effort and changing behavior and attitudes,
- Making suggestions on how to implement the main themes of the agreement.

⁷ The non-financial objective of gender diversity within the Group: 25% of women in the Group workforce by 2020,



The actions of the three-year action plan for 2017-2018-2019 are set out in an appendix to this agreement which shall be updated every 3 years under the conditions stipulated in the first paragraph of article 13.

Annual monitoring of the Group's action plan will be carried out under the conditions mentioned in article 14 on the basis of the indicators set out in appendix 1. Employee representatives and European Union Trade Union Federations will be able to propose actions aimed at achieving the objectives set and make the necessary corrective measures.

13.2 Companies' action plan

Within the scope of this agreement as defined in article 2, each company shall draw up its action plan on the basis of a preliminary diagnosis and shall carry out a regular review of its actions in the field of professional equality, in consultation with its social partners. Measuring the gap between the results and the objectives will show any progress that still needs to be made by each entity to attain the Group objectives. Not all entities are in the same situation given the nature of their business (eg. call centers and technical service jobs) and the nature of their age pyramid (there will be massive retirements in the coming years), and so shall not activate the same levers for identical results.

The implementation of the provisions, as well as the content of the action plan, should take into account the workforce size of each company and the resources they are able to mobilize.

Companies' action plans may include, in particular, the following themes:

- Recruitment/sourcing of women,
- Professional development and advancement for women,
- Proposal and implementation of vocational and qualifying training courses,
- Salaries: analysis and reduction of possible discrepancies,
- Life balance (telework, parental leave, caregiver support, etc.),
- Prevention of sexual harassment and sexist behavior,
- Changing attitudes and behavior,

Particular attention shall be paid to women in non-managerial positions, including those in technical jobs.

For companies with more than 300 employees, a review and monitoring of the implementation of this commitment will be carried out at Group level as part of the monitoring of the agreement provided for in article 14.



These provisions do not call into question national regulations or more binding treaty provisions where they exist.

13.3 Communication for better involvement and mobilization across the board

The Group undertakes to communicate this agreement to:

- All its employees in order to raise their awareness of professional equality issues,
- The managers of the subsidiaries concerned by the scope defined in article 2 in order to mobilize them into applying this agreement, in particular the HR networks in the countries concerned. The Group is committed to continuing and developing gender diversity training, including professional equality and equal opportunities for men and women,
- Staff representatives and trade union organizations from the subsidiaries concerned by the scope as defined in article 2.

Staff representatives also undertake to make the agreement known to their affiliates and to the employees of the entities.

ARTICLE 14 - Monitoring the agreement

Annual monitoring of the implementation of this agreement shall be carried out during a monitoring committee meeting at European level, composed of management representatives, European Union Trade Union Federations and a trade union delegation including representatives of ENGIE Group companies from different countries in the European Union. The Group Management shall seek to facilitate contacts between the members of the monitoring committee and the management of the companies covered by this agreement.

The monitoring committee shall consist of an equal number of men and women and will not exceed 20 members (excluding Management representatives).

This annual monitoring shall be carried out on the basis of the indicators set out in appendix 1 from the Group's social reporting with the support of an external expert jointly defined by the Management and the European Trade Union Federations.

In the event of a grievance (failure to comply with the agreement and its application) and if the local discussion process has not led to an agreement, the dossier may be presented to the European Trade



Union Federations together with all necessary documents concerning the grievance. A meeting will then be organized between a delegation of the European Trade Union Federations and the Management to study the case and the appropriate measures to find a solution to this grievance.

ARTICLE 15 - Non-regression clause

The provisions of this agreement shall in no case constitute grounds for reducing obligations on the subject of professional equality between men and women already covered by national, European and/or local collective agreements.

ARTICLE 16 - Interpretation and revision of the agreement

In view of the fact that this agreement shall be translated into several languages, it is agreed that only the French version (signed version) shall prevail between the signatory parties. Questions of interpretation relating to this agreement shall be the sole responsibility of the Monitoring Committee referred to in article 14 above.

The signatory parties may revise this agreement in accordance with the provisions of articles L. 2222-5, L. 2261-7 and L. 2261-8 of the French Labor Code, in particular taking into account European legislative developments likely to apply to the subject covered by this agreement.

ARTICLE 17 - Entry into force and duration of the agreement

This agreement shall enter into force on the date of its signature.

The agreement is concluded for an indefinite period.

The parties will meet during the first half of 2019 to make a general review of the agreement and to verify the overall achievement of the objectives. As a result of this evaluation, it may be revised after agreement between the parties.

ARTICLE 18 - Filing of the agreement and any other formalities

In accordance with the provisions of articles L. 2231-6 and D. 2231-4 et seq. of the French Labor Code, this agreement will be filed with the administrative territorial unit of Paris (DIRECCTE - Ile-de-France).



In addition, a copy will be filed with the office of the Paris Labor Council within the jurisdiction of which the head office of ENGIE SA is located.

Signed in Paris, 2017, November the

For ENGIE SA and its subsidiaries fulfilling the conditions set out in article 2 of the agreement :

The Director General
Isabelle KOCHER

And the European trade union federations, duly mandated by their members:

IndustriALL European Trade Union	European Federation of Public Service Unions (EPSU)	European Federation of Building and Woodworkers (EFBWW)
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Participants in the negotiations as member of the Special Negotiating Group: BARTHES Isabelle (IndustriALL), JAKOB Christine (EPSU), LEIBECKE Gabrielle (Germany), LEOPOLD Thomas (Germany), MAILLET Eric (Belgium), WOUTERS Claire (Belgium), ARRUFAT Jose Luis (Spain), ALLEMAND Christine (France), PAYAN Yvan (France), PONS Christophe (France), BUTTAZZONI Eric (France), MARTIN Aurore (France), GLEVAN Daniel (Romania), PRIGENT Arnauld (France), PIETROSANTI Fiorella (Italy), DIERCKX Walter (Belgium), BAGES Emilie (France).

APPENDIX 1 INDICATORS ON PROFESSIONAL EQUALITY

INDICATORS AT GROUP LEVEL AND PER COUNTRY (with at least 1,000 employees)

Distribution of data by gender:

1. Number of men compared to the number of women
2. Ratios (%)
3. Socio-professional categories (worker, employee, technician, senior technician, manager)
4. Total

1. General Employment Conditions

a) Workforce

- Permanent and temporary contracts
- Age groups

b) Working time and work organization

Full or part-time work

c) Parental leave (non gender specific)

d) Recruitment

e) Departures

Departures broken down by reason (social reporting)

2. Remuneration

Gross annual salaries

3. Training

Number of training hours

4. Number of action plans carried out (companies with more than 300 employees)

Specifications: These indicators are derived from the Group's Social Reporting. They may not be disseminated outside the Group.

The Directorate is committed to ensuring that indicators from the Group's Social Reporting are progressively available by gender, in order to make a systematic gender-to-gender comparison.

APPENDIX 2 INDICATORS ON PROFESSIONAL EQUALITY

INDICATORS AT COMPANY LEVEL

Distribution of data by gender:

1. Number of men compared to the number of women
2. Ratio (%)
3. Socio-professional categories (worker, employee, technician, senior technician, manager)
4. Total

1. General Employment Conditions

a) Workforce

- Permanent and temporary contracts
- Age groups

b) Working time and work organization

- Full or part-time work
- "On call", night work, atypical work including weekends and shift work

c) Maternity, paternity and parental leave

- Number of maternity leaves
- Number of men and women who take parental leave

d) Recruitment

e) Departures

Departures broken down by reason (social reporting)

f) Promotions

Number of changes in socio-professional category

2. Remuneration

Average gross annual salaries grouped by category (to be specified locally); Fixed and variable remuneration

3. Training

- a) Number of training hours
- b) Number of training courses on equality

4. Number of monitoring meetings on the company action plan

Specification: the local social partners may agree at company level to complete this list of indicators.



APPENDIX 3

LIST OF EUROPEAN SOCIAL AGREEMENTS SIGNED WITHIN THE ENGIE GROUP

Agreement on the GDF SUEZ European Works Council of 05/06/2009 and its amendments
European Group agreement on the forward-looking management of jobs and skills of 02/23/2010
Group agreement on the basic principles for health and safety of 02/23/2010
GDF SUEZ Group European Agreement on professional equality between men and women of 06/05/2012
GDF Suez Group European Agreement on improving the quality of working life of 11/27/2014
European Social Agreement of 04/08/2016

APPENDIX 4
MEASURES FROM THE ACTION PLAN FOR 2017-2018-2019

<p>Organization of a European conference bringing together representatives of the companies covered by the agreement and the staff representatives: presentation of the agreement and its functioning, overview of the Group. First review of the implementation of company action plans Discussion on an initial theme: equal pay; figures, action, etc.</p>	<p>First half of 2018</p>
<p>Training on cross-professional equality in the Group in order to disseminate information more widely within the Group</p>	<p>From the second half of 2017</p>
<p>Conference on recruitment; discrimination and limits to gender diversity; examples of company actions (as part of their action plan)</p>	<p>Second half of 2018 in connection with the organization of the Monitoring Committee</p>
<p>Conference on the theme of work/life balance and new forms of work; examples of measures taken in the companies (as part of their action plan)</p>	<p>First or second half of 2019, in connection with the organization of the Monitoring Committee</p>

These conferences will enable the expansion of the themes in this agreement and the sharing of experiences and best practices. They may provide the opportunity to invite outside personalities who are authorities on the subject to be discussed.