



ENGIE Impact

UNGC Communication on Progress (CoP) Additional Information

Period covered

From: January 1, 2021

To: December 31, 2021

This document complements the Communication of Progress submitted to the UNGC that can be accessed at www.unglobalcompact.org

For comments or questions please contact us at sustainability.impact@engie.com

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Statement of Support by the Chief Executive Officer

May 5, 2022

To our stakeholders,

I am pleased to confirm that ENGIE Impact reaffirms its support of the [Ten Principles of the United Nations Global Compact](#) in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In 2019, ENGIE Impact was created to support corporations, cities, and governments in accelerating their sustainability transformation from strategy to implementation. In 2020, we defined our [bold environmental sustainability goals](#) that drive our purpose of making sustainability happen today by leveraging our strategic and technical expertise to further advance sustainability transformation for ourselves and our clients.

Though the world has not yet fully emerged from the challenges of the pandemic, collective ambition to address climate change continues to grow. In 2021, we surveyed 400 business leaders responsible for sustainability initiatives at their organizations, asking how confident they were about their own Net Zero initiatives. Their perspectives came from around the globe, across various industries, and collectively represent trillions in annual revenue and hundreds of thousands of employees. And what we discovered is: there's a gap between aspirational targets and on-the-ground reality. For many, a confident, ambitious vision is not translating into having the right tools, technologies, or talent in place to get the job done.

Therefore, the time for transformative action is now and, at ENGIE Impact, we continue to urge governments, businesses, and financial institutions to act on sustainability by sharpening the focus around a decarbonization transformation that supports pollution reduction, jobs creation, community health, enhanced energy, and climate resilience to help create social equity.

The type of transformation we are committed to will never succeed with top-down mandates or platitudes. That is why we are so proud of the voices of our employees, clients and community who push for change, drive progress, and make ENGIE Impact a better company. Our leadership team is committed to addressing the core challenges that affect our business and our lives: inequality in society, diversity in the workplace, environmental justice, and much more.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to transparently sharing this information with our stakeholders through our primary accessible channels of communication.

Sincerely,



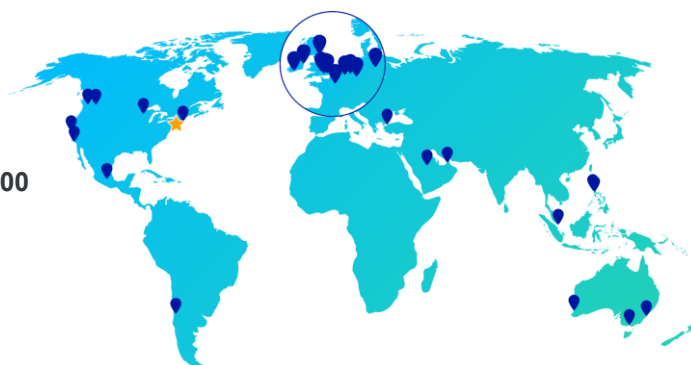
Mathias Lelièvre
Chief Executive Officer
ENGIE Impact

About ENGIE Impact

ENGIE Impact Quick Profile

Corporate, city and government clients	1,500
Sites under management	1,000,000
Number of employees	2,600+
Number of offices worldwide	20+

As of April 2022



Right Now. For Tomorrow.

People are demanding that businesses and public sector leaders do more to protect the planet. But while society is making strides toward a sustainable future, it isn't happening fast enough. Organizations are struggling to drive results at speed and scale due to massive complexity.

ENGIE Impact accelerates sustainability transformation for corporations, cities and governments. We help organizations embed sustainability strategies into their operations, allowing them to bridge the gap between sustainability goals and realized results to capture economic value and make them more competitive over the short- and long-term.

The Third "Transformational" Disruptor Is Here



ENGIE Impact applies data analytics, multi-disciplinary expertise, and global reach to accelerate sustainability transformation of organizations around the world. The process starts with tailored roadmaps to help organizations establish and achieve their sustainability goals. This guidance is grounded in reliable data and advanced analytics, creating a holistic view across resources: **energy, water, waste and carbon**. From strategy to implementation, actionable solutions help clients improve their bottom line, drive growth, satisfy stakeholders, extend resources, and make a positive impact on the environment.

What We Offer

- **Strategy & Planning:** Achieving ambitious sustainability goals begins with a strong sustainability strategy and proper preparation. As a trusted advisor, ENGIE Impact combines global expertise, technology and data to thoroughly assess organizations' current state and develop a tailored, long-term sustainability roadmap—and then make sure it is achieved.
- **Execution:** Executing a sustainability strategy at scale is highly complex. By leveraging ENGIE Impact's global reach and proven programs, companies can tap into local solutions and utilize data-driven knowledge on resources markets, utilities, and regulations to remove the complexity and fragmentation of implementation—not only accelerating execution but driving real results.
- **Tracking & Reporting:** Organizations need tracking and reporting to prove their sustainability strategy is progressing at the right pace, their initiatives are performing, and promises made to stakeholders are kept. ENGIE Impact delivers advanced analytics tools and proactive insights to help organizations identify opportunities, track progress, and disclose performance across energy, water, waste and carbon emissions.

What We Address



ENGIE Impact Purpose and Values

ENGIE Impact's purpose is to **make sustainability happen today**. We incorporate the following values into everything we do:



We Are Bold

We dare to try.

Why? To solve the climate crisis, we need big ideas and daring actions.



We Are Open

We work together with collective strength.

Why? Successful sustainability requires fresh perspectives, new ideas and collaborative thinking.



We Are Demanding

We are always willing to go the extra mile.

Why? Sustainability is a purpose worth fighting for.



We Are Caring

We build an environment based on trust and respect.

Why? We are committed to a sustainability transformation that enables everyone to flourish.

Our purpose and values are foundational to our corporate sustainability approach. Incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures—and nurturing a culture of integrity—is at the heart of our strategies and operations.

Ownership Structure

ENGIE Impact is 100% owned by [ENGIE Group](#)—a 57B+ EUR revenue company in 2021¹. Our parent company is a global leader in low-carbon energy and services with the purpose (“raison d’être”) of accelerating the transition towards a carbon-neutral world, through reduced energy consumption and more environmentally friendly solutions, reconciling economic performance with a positive impact on people and the planet.



65 Mt

of greenhouse gas emissions (scopes 1 & 2) from energy production at end-2021



34%

renewable energy in electricity production capacity at end-2021



28.9%

of managers were women at end-2021



No. 1

in wind and solar in France



No. 1

in distribution in Europe and

No. 2

in natural gas transmission in Europe



No. 1

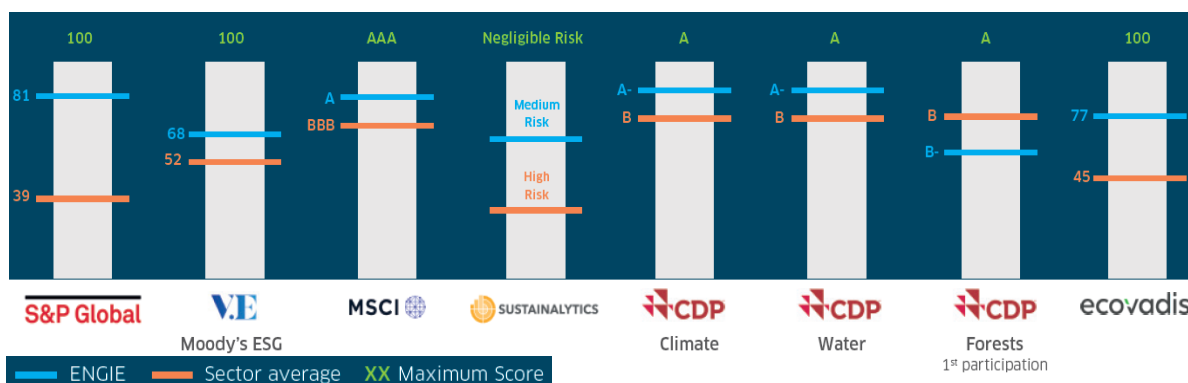
worldwide in urban cooling networks and

No. 3

worldwide in urban heating networks

ENGIE Group is listed in the main financial indices: CAC 40, Euronext 100, FTSE Eurotop 100, MSCI Europe and in the principal non-financial indices:

DJSI World, DJSI Europe, Euronext Vigeo World 120, Euronext Vigeo Europe 120, Euronext Vigeo Eurozone 120, Euronext Vigeo France 20, STOXX® Europe 600 ESG-X, STOXX® Europe 600 ESG Broad Market, STOXX® Global 1800 ESG Broad Market, STOXX® Global 1800 ESG-X, MSCI EUROPE ESG Universal Select, MSCI EUROPE ClimateChange CTB, MSCI EMU ESG, MSCI World ESG Universal Select, MSCI World Climate Change CTB, CAC 40 ESG, Bloomberg Gender-Equality Index.



¹ [ENGIE Integrated Report 2022](#).

Corporate Sustainability Governance and Leadership

Governance Tier		Responsibilities	Structure/Composition	Meeting Frequency
Executive Committee and Senior Leaders		Final decision-maker on Corporate Sustainability (CS) strategies, goals and objectives. Responsible for “tone at the top” on prioritization of CS. Individual ExCom members ensure resources are provided within their boundaries to support strategies. Performance and risk oversight.	Senior leaders from multiple corporate functions and geographies	Quarterly Review in ExCom Meeting
CS Coordination	Business Organizations	<i>Decentralized at Business Operations Level</i> Each operational unit appoints a representative who is empowered to implement CS employee engagement and community actions within its perimeter and responsible for coordination of measures needed to support organization-wide CS objectives.	At least one representative from each operational unit	Quarterly Meeting/ Ad hoc exchanges
	Functional Organizations	<i>Coordination at Corporate Level</i> Each function appoints a representative who is responsible for obtaining functional support needed to implement organization-wide CS initiatives and empowered to implement CS initiatives within their respective function.	At least one representative from each function	Quarterly Meeting Ad hoc Subgroups and exchanges
	Regions and Offices	In identifying representatives, care is taken to ensure representation from all of our regions/offices. Where there is a gap, a geographic / office representative may be appointed.		Ongoing
CS Function		Develops CS strategy. Coordinates implementation of CS strategy and activities across the business, connecting teams responsible for brand, communications, human capital, facilities and infrastructure, procurement and risk. Coordinates with ENGIE Group. Manages implementation, measures progress, and reports on tactical integration of CS strategies.	CS team	Ongoing

ENGIE Impact Corporate Sustainability Approach

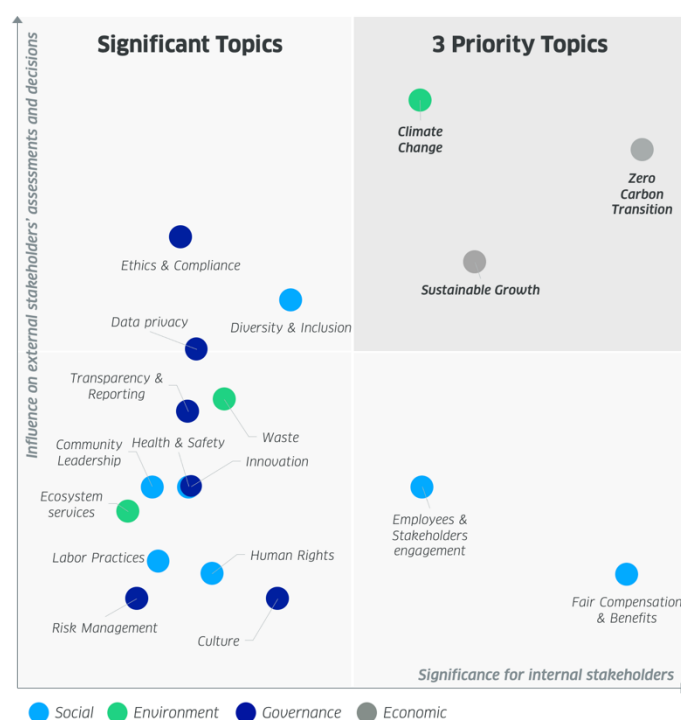
Materiality Assessment

A materiality analysis consists of identifying the economic, environmental, social and governance challenges that substantively influence the assessments and decisions of stakeholders. These impact the activities and the performance of the company or one of its entities. According to GRI G4, these impacts refer to the effect an organization has on the economy, the environment, and/or society. Impacts can be positive or negative, actual or potential, and direct or indirect with no specific terms and regardless of intention.

These material topics are assessed along two dimensions: the vertical axis reflects the assessment made by the external stakeholders on *the influence of these topics* and the horizontal axis reflects the assessment made by the internal stakeholders and executive leadership on the *impact of these topics on the economy, the environment and/or society*.

This holistic and inclusive process helps us identify and prioritize the sustainability issues that matter most to our business and stakeholders and present the greatest opportunities for positive economic, environmental, and social impacts. Building a materiality matrix and updating it regularly every two years allows ENGIE Impact to list shared challenges, identify new ones, and consistently prioritize them, according to an evaluation made by stakeholders and the organization. This work also allows us to feed a dialogue with stakeholders and to measure the evolution of their expectations.

ENGIE Impact 2022 Materiality Matrix



Of the material topics², the following three emerged as **highest** priority:

- **Enabling the Zero Carbon Transition:** Offer customers global solutions across the value chain to design, engineer and deliver outcomes that put them in science based decarbonization paths.
- **Climate Change:** Reduce and promote the reduction of greenhouse gases in the Earth's atmosphere and build resilience to the consequences of climate change by reducing our own energy and water use and waste.
- **Sustainable Growth:** With respect to economic performance, maintaining a thriving and sustainable business. On a global scale, promote inclusive and sustainable economic growth by creating the conditions to allow a greater number of people to have quality jobs that stimulate the economy while not harming the environment.

² List and definitions of the material topics can be found in appendix.

Identification of Risks and Benefits Linked to Our Operations

Assessment and Prioritization

ENGIE Impact follows a process of principled prioritization³ that considers:

- **Risks to people and the environment:** The contribution each company can make to achieving the SDGs by meeting its responsibility to address potential and actual negative impacts to people and the environment that are linked to its operations and value chains; and
- **Beneficial SDG-related products, services and investments:** The additional contribution that companies can make to achieving the SDGs by applying their knowledge, skills and other capabilities to benefit people and the environment.

The principled prioritization process identifies the most severe negative impacts on people and the environment that are linked to the company's operations and value chain, connecting them to the relevant SDGs. These impacts include the 'salient' human rights risks or issues.

ENGIE Impact is a management consulting and environmental service provider with a homogeneous type of activity, supply chain and, in general, exposure to Environmental, Social and Governance (ESG) risk. Our main risks are therefore linked with our ways of working and ethics in conducting our business. Our operational risks are consequently linked with the following SDGs:

SDGs	ENGIE Impact Operational Risks
	8.5 Full employment and decent work with equal pay 8.7 End modern slavery, trafficking, and child labour 8.8 Protect labour rights and promote safe working environments
	13.A Implement the UN Framework Convention on Climate Change
	16.3 Promote the rule of law and ensure equal access to justice 16.5 Substantially reduce corruption and bribery

Normally our employees perform their jobs in offices that we lease or in co-working spaces under licensing agreements. However, during 2021, most of our workforce remained working from home due to COVID. At the end of the year, some of our staff resumed working in offices and visiting clients on their premises in geographies where the health and safety conditions supported this shift. In a limited number of cases, some of our teams engage on on-site visits to construction projects, which came with higher risks.

Our biggest challenge in identifying and managing all sustainability risks is the geographical spread of our activities as well as the fact that the biggest share of our sustainability challenges are in our value chain (mainly upstream) where we have limited control. In April 2022, we had about 2,600 employees, located in 10+ countries with varying employee-related benefits and practices, regulatory frameworks, and degrees of control in shared office spaces. However, almost **80% of the total workforce is located in the United States and Europe** (details in appendix).

Supply Chain Risk Assessment

Value chains must be resilient, both from a business perspective and a societal perspective, enabling companies to address the most critical challenges of our times: biodiversity, climate change, human rights, racial inequity, governance and ethics. To better understand our value chain, we complete a yearly supply chain risk assessment. Our analysis was conducted in Q1 of 2022, to include the full scope of ENGIE Impact's 2021 Tier 1 supply chain. In order to perform the assessment, we followed the process described below:

³ GRI; UNGC; Integrating the Sustainable Development Goals into Corporate Reporting: A Practical Guide; 2018; p. 7.

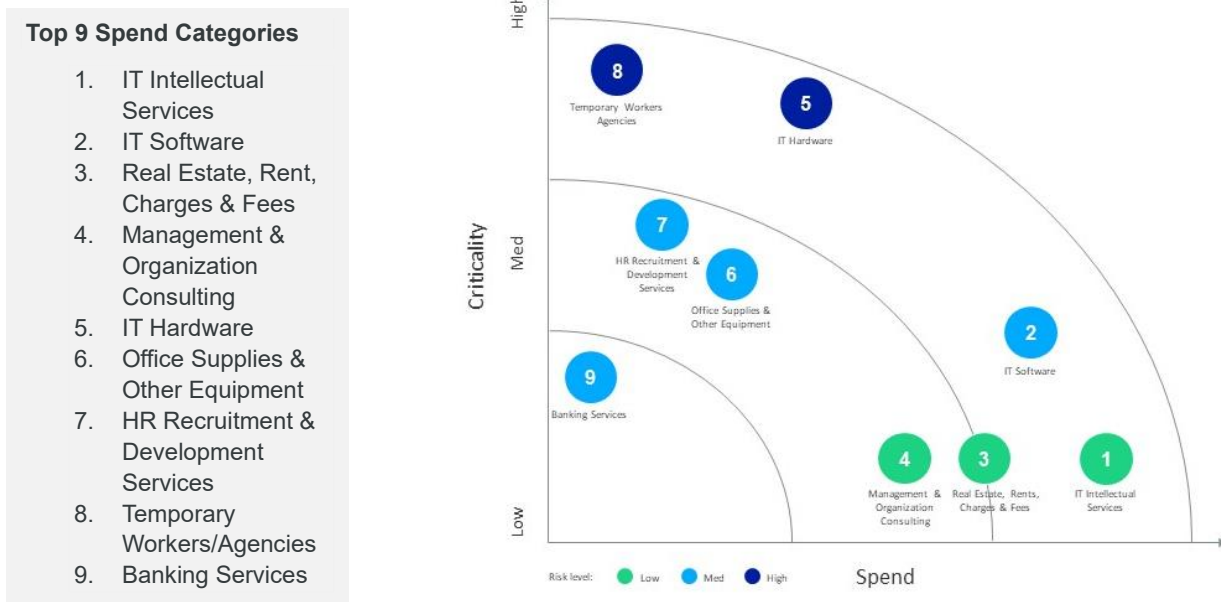
ENGIE Impact Supply Chain Risk Assessment Process



Our spend categories are typical for a consulting company, with a larger proportion of IT-related spend due to the dominance of digital processes in our business model. Our top nine spend categories represent more than 80% of our total operational spend.

The majority of our top nine spend categories remained the same in 2021, with the exception of our “real estate, rents, charges and fees”-related spend, which increased significantly compared to 2020. This change was driven by pandemic-related shifts to our office footprint. Throughout 2021, we closed and moved several offices, and made capital improvements in our Spokane, Washington office, which increased spend in this category. Our highest risk categories remained stable in 2021.

2021 Supply Chain Risk Matrix



Risk Per Category of Spend

N°	Categories	International	Social	Societal	Environment	Business	Governance	Finance
1 2 5	IT Intellectual Services IT Software IT Hardware	Responsible Business Alliance	- Occupational Health & Safety - Employment terms - Working hours	- Responsible Sourcing of Minerals - Community Impact - Low level of societal acceptance of supplier activities - Duty of Care	- Contribution to climate change & GHG emissions - Product Design & Circularity - Waste - Hazardous Substances - Pollution Prevention	- Loss of competitiveness - Absence of a continuity plan - Supply chain disruptions - Intellectual Property	- Business Ethics - Bribery & Corruption - Data Privacy & Security - Cyber attacks on IT systems	- Financial Health - Physical impacts of climate change
4 7	Management & Organization Consulting HR Recruitment & Development Services	OECD Due Diligence for Responsible Business Conduct Benchmark of Consulting Firms	- Discrimination and harassment - Employment terms - Working hours	Community Impact	- Environmental management system - GHG emissions - Waste - Product Design & Circularity	- Intellectual Property - Loss of competitiveness - Poor Project Management	- Business Ethics - Bribery & Corruption - Tax non-compliance - Data Privacy & Security - Risk Management	- Financial Health - Physical impacts of climate change
6 8	Office Supplies & Other Equipment Temporary Workers Agencies	International Labor Organization OECD Due Diligence for Responsible Business Conduct	- Occupational Health & Safety - Discrimination & harassment - Absence of social dialogue - Employment terms - Working hours	- Low level of societal acceptance of supplier activities - Community Impact	- Environmental management system - GHG emissions - Land use & deforestation - Loss of biodiversity / water resources - Waste - Hazardous Substances - Pollution Prevention - Product Design & Circularity	- Poor Supplier Relationship - Absence of a continuity plan - Supply chain disruptions	- Business Ethics - Bribery & Corruption - Tax non-compliance - Data Privacy & Security - Risk Management	- Financial Health - Physical impacts of climate change
9	Banking Services	SASB		Community Impact	- Environmental management system - GHG emissions - Product Design & Circularity	- Loss of competitiveness - Poor Project Management	- Business Ethics - Systemic Risk Management - Customer Privacy - Data Security	- Financial Health - Physical impacts of climate change
3	Real Estate, Rents, Charges & Fees	UNPRI	- Occupational Health & Safety - Human Rights Violation - Absence of social dialogue - Employment terms - Working hours	- Low level of societal acceptance of supplier activities - Community Impact	- Environmental management system - GHG emissions - Land use & deforestation - Loss of biodiversity / water resources	- Loss of competitiveness - Poor Project Management	- Business Ethics - Systemic Risk Management - Customer Privacy - Data Security	- Financial Health - Physical impacts of climate change

Risks and Opportunities Related to Change in Climate and Weather Patterns

In 2021, ENGIE Impact performed its first risk assessment for change on climate and weather patterns. Taking into consideration the nature of our activities (consultancy and advisory services), the overall risk was considered low and mostly related to staff health and safety and the continuity of our IT services. In particular, the following risks and opportunities were identified.

Operational Risks	Market Risks
- Physical impact to critical assets that can compromise business continuity - In house servers and other IT infrastructure - Electricity supply and/or internet connection (at office or at home for a large part of our remote workforce) - Offices inaccessible - Transportation disruptions (commuting and business travel) - H&S (heatwaves, storms, mental health of people hit by natural disasters)	- Increased insurance costs - Clients out of business due to scarce resilience - Procurement of critical products (e.g., IT hardware)
Operational opportunities (risk mitigation)	Market Opportunities
- A decentralized workforce that can deliver from home or from office might be more resilient to localized climate events (e.g., river floods) - Use of cloud services with redundancy and backups - Talent retention and acquisition: increased willingness to work for companies with positive impact.	Increased demand for environmental services (particularly to increase resiliency)

Labor

Creating a Great Place To Work

ENGIE Impact's objective is to be a Company of Choice by delivering best-in-class employee and client experiences that maximize environmental, social and financial performance. Our employees are key to enabling our clients to achieve a sustainable future. We conduct a brief quarterly pulse survey to gain insight and understand how our workforce is doing. Our Executive Committee reviews anonymized results of these surveys to determine our strengths and opportunities based on the feedback—and identify key actions to implement to fill any gaps. Results and subsequent planned strategic actions are broadly shared throughout the organization.

We use these quarterly surveys to calculate and monitor our Employee Net Promoter Score (eNPS), which is a measure of how likely employees are to recommend ENGIE Impact as a good place to work. The total score works on a scale of -100 to +100 and is calculated by subtracting the percentage of detractors from percentage of promoters. A positive 10-30 score is considered good, while 50 or more is considered excellent.

Our Q4 2021 eNPS was 21, a final annual result that was slightly below our annual goal of 25. In 2022, our goal is to maintain an eNPS score of 25.

In 2021, one incident related to discrimination was reported. A corrective action was taken in this instance.

Learning and Development

Training our staff is key to achieving our objectives, ENGIE Impact nurtures a learning culture that supports current business needs while also preparing our employees for the future. Our learning philosophy combines experiential, social/collaborative, and formal learning—the 70:20:10 model for learning and development.

In 2020, we launched the ENGIE Impact Learning Academy, a central learning portal available to all our employees. The Academy provides an easy tool to access learning material to:

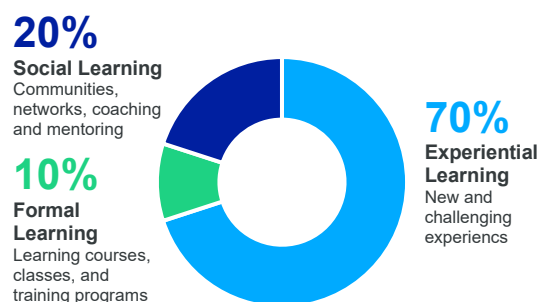
- Strengthen our leadership
- Enable our businesses through dedicated programs
- Ensure the regulatory and contractual compliance through required trainings on subjects like ethics, human rights and information security
- Onboard and integrate our newcomers

ENGIE Impact places a high value on the long-term career development and success of our employees. As personal and organizational needs shift, the ENGIE Group provides for internal mobility. When an employee's career needs cannot be met internally, we offer outplacement services to accelerate the transition to the next step outside of ENGIE.

Benefits

ENGIE Impact provides compensation and benefit packages that are in line with local legal requirements as well as international standards. These are some of the standard benefits to our employees:

	Work Regime
Life Insurance	Full Time
Paid Time Off	Full Time and Part Time
Healthcare	Full Time and Part Time
Disability & Invalidity Coverage	Full Time
Parental Leave	Full Time and Part Time
Retirement Provision	Full Time and Part Time



Diversity, Equity and Inclusion (DEI)

There is no sustainability without diversity, equity, and inclusion; it is therefore central to our purpose, strategy, and culture. We strive to address the core challenges that affect our business and our lives: inequality in society, diversity in the workplace, environmental justice and much more. Our commitment and approach are based on the following core beliefs:

1. **DEI and our purpose are intertwined.** True sustainability transformation can only occur if we consciously and proactively create change that serves and benefits everyone, not just a chosen few.
2. **We must understand environmental justice and act with our clients to improve it.** The effects of the climate crisis are demonstrably higher on populations that have historically been marginalized and/or underrepresented. To build a truly sustainable world and to drive real action and tangible positive change, we must acknowledge and be knowledgeable about these impacts and take the opportunity to integrate them into our work wherever possible.
3. **Diversity increases innovative thinking.** Diversity of thought, background and experience in our employees has a multiplier effect on our ability to serve our purpose; it leads to increased innovation and better business results. Fresh perspectives, big ideas, and collaborative thinking are particularly critical to our success, given the urgency and complexity of the climate crisis.
4. **To live our values, we must nurture an inclusive culture.** We cannot be a purpose-driven, values-led organization without fully committing to DEI as central to our culture strategy. To be authentically bold, open, demanding, and caring, we must continue to carefully build a culture where all employees have equal opportunities to flourish—to feel a sense of belonging, have their voices heard, and have an impact on our business.

As a young company, it is essential that we build an inclusive, supportive culture from the outset; it's the foundation that supports all of us as employees and it's a competitive differentiator for ENGIE Impact. As such, we are committed to building a solid foundation while committing to the long-term work of cultural transformation, so that all employees are supported throughout their career journeys with ENGIE Impact. In addition to taking the time to develop clear alignment with our Executive Committee (ExCom), developing our current baseline and integrating our commitment to DEI clearly in our corporate strategy and goals, we've also developed a DEI Policy and metrics dashboard to track our progress over time. In the upcoming months, we will complete our annual pay equity analysis, and analysis of promotion and leadership opportunities. In addition, we have asked all employees to go through unconscious bias training, with additional opportunities for discussing these difficult and personal topics together as colleagues.

EDGE Certification

In 2021, ENGIE Impact became globally EDGE Plus certified, the leading global assessment methodology and business certification standard for gender and intersectional equity (which includes elements such as ethnicity, age, and disability). To become certified, EDGE measured the company on a number of dimensions, including representation, employee perception, and statistical data in the areas of recruitment, promotion, leadership development, pay equity, the effectiveness of policies and practices, and the inclusiveness of our culture across our geographic locations. As expected for a company of our size and maturity level, we're currently at EDGE ASSESS ("recognize commitment"), the first of three levels of certification. Establishing this baseline on gender, sexual orientation, disability, age and ethnicity data allows us to track progress toward our ultimate goal, the highest certification level (EDGE LEAD, "celebrate success"). We are deeply committed to holding ourselves accountable for continuous improvement as we work to achieve this critical milestone.

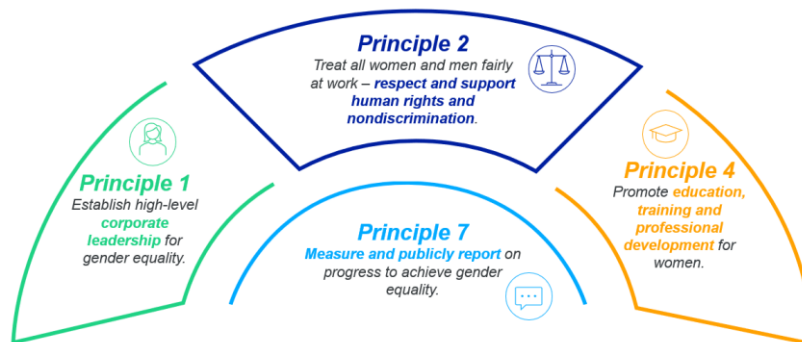


50/50 Goals

ENGIE is accelerating the integration of women through its [Fifty-Fifty Project](#), which aims to create the necessary conditions to achieve managerial parity by 2030 and to strengthen cultural anchoring and managerial practices over the long term. In addition to clear goals and objectives on hiring and promoting women in leadership roles for every ENGIE business entity, we also commit to driving the cultural transformation necessary to support managerial parity, including learning and development as well as employee communication and engagement. As part of this program, ENGIE Impact develops an annual plan for continuing to drive gender parity across its business operations, tracks progress on key metrics, and takes part in problem solving and sharing best practices across the greater ENGIE community.

Women's Empowerment Principles

We believe in the importance of promoting gender equality and women's empowerment. Our company was founded with the purpose of making sustainability happen today and gender equality is central to this mission. ENGIE Impact recently became a [Women's Empowerment Principles](#) (WEPs) signatory. Established by UN Global Compact and UN Women, the WEPs promote gender equality and women's empowerment in the workplace, marketplace and community. As an organization, we are currently focused on prioritizing progress on Principle 1, 2, 4, and 7 (more details in appendix).



Employee Engagement

Active participation and engagement from our workforce are key to fulfilling our purpose of making sustainability happen today.

Employee Engagement Principles: Change Aspirations To Drive Behavior

- **Employee-centered approach:** Our employees choose how they participate in sustainability efforts, selecting activities that are personal and meaningful to them.
- **Inclusiveness:** We empower people to contribute with their time, talent and action, ensuring everyone can find a way to participate.
- **Catalyze action:** We combine grassroots passion for the planet with corporate initiatives for greater impact—while infusing our culture with more purpose.
- **Action-driven and fun:** We take and track positive actions that keep key sustainability topics top of mind as a way to learn and develop positive behaviours.
- **Alignment and integration:** We believe that our purpose of making sustainability happen today cannot be achieved only by business's top-down operational practices. Our employees must be the driving force.

ENGIE Impact Employee Resource Groups

ENGIE Impact's Employee Resource Groups (ERGs) are our corporate-recognized workplace groups led by employee volunteers. These enable employees with shared interests to meet, support each other, and help to improve ENGIE Impact's business and culture. Each year, our ERGs play an important role in driving improvements at the corporate level and engaging colleagues to increase visibility, understanding, support and allyship for their communities. Each ERG has an executive sponsor and regular interactions with the CEO and CHRO. In 2021, we saw the creation of an new network, bringing ur ERGs to a total of four:



Team Activate is a group of passionate employees across the organization who drive our purpose of Making Sustainability Happen Today further into our business, helping to implement sustainability initiatives in their locations while engaging their coworkers.



Ellxvate is a global employee network in pursuit of gender equality and women's empowerment. Ellxvate's mission is to empower women to lead courageously and achieve career success by cultivating a community of belonging, connection and growth.



Pride@ENGIE Impact supports, empower, and celebrate Lesbian, Gay, Bisexual, Transgender, and/or Queer (LGBTQ+) and ally members at ENGIE Impact and in our communities, through the promotion of unity and inclusion of sexual and gender diversity of expression.



HUES was created in 2021 with the mission of build a culture where difference is valued and sustainable. The aims are (1) to nurture and promote a multiculturally inclusive environment at ENGIE Impact, (2) to facilitate and support career growth for members across all levels and cultures, and (3) to recruit and retain culturally diverse team members at ENGIE Impact.

Employee Participation in Shaping Annual Business Objectives

ENGIE Impact's Accountability Maps (AMps) are our "guiding star" in aligning the contributions of departments and individuals with our purpose, "Make Sustainability Happen Today." ENGIE Impact's Vision and Roadmap lays out the overall context of WHY and high-level WHAT in our operational plans. The AMp process then takes this and extends it to the more detailed WHAT and adds the HOW: What will we do and how will we know we're successful?

This is a key process driven by our Strategy function to engage our employees, generate ideas, and further strengthen employees' connection to our purpose. Each member of ENGIE Impact's Executive Committee works with their teams to create a "bottom up" view of what needs to be done for the coming year (Y+1). This effort percolates into the definition of the business objectives and department goals as well as individual employee goals.

Health and Safety

ENGIE Group places the highest importance on health, safety, and security. The protection of individuals is deeply embedded in the Group's DNA. ENGIE's primary objective is no life at risk for the Group's employees and its temporary workers and subcontractors.

Personal safety is a top priority for ENGIE Impact, in terms of reducing the frequency, severity, and rates of accidents, both for our workforce and subcontractor employees. This is why we are committed to ENGIE's "No Life at Risk" approach and to the target of zero fatal accidents. Our Health & Safety (H&S) risks are regularly evaluated at least annually to understand and control risk factors identified through rigorous incident analysis across ENGIE Group.

We participate in ENGIE Group measures to monitor and control our H&S risks including:

- Audits of health and safety management systems
- Defined health and safety internal controls
- Annual health and safety management reviews

The eight fundamental principles of ENGIE Group Health & Safety policy are as follows:

1. Factoring risks into all decision-making processes
2. Ensuring a participatory approach to preventing situations involving risk
3. Fostering a climate of confidence and dialogue
4. Developing a hierarchy of prevention
5. Promotion comparison, sharing and feedback
6. Ensuring a health and safety level for contractors that is at least equivalent to that enjoyed by our own personnel
7. Demanding compliance with regulations and in-house rules
8. Preparing for crisis management

Action plan 2021-2025⁴

Objectives:

- **Frequency Rate (FR)**, a reactive indicator adapted to measuring and tracking the number of accidents: 2025 objective: $FR < 3.3$
- **Prevention Rate (PR)**, a proactive indicator adapted to assess action dynamics and the ability to prevent and anticipate: 2025 objective: $PR > 0.5$

Our H&S program had good results in 2021. Among the many performance indicators tracked, we finished 2021 with *zero Lost Time Incidents (LTIF)* and *two High Potential Severity (HiPo) incidents* under ENGIE Group standards.

⁴ See KPIs definitions in appendix

Environmental Performance

Goals and Targets

The data-informed goals we have set are also emboldened by the ambition of our parent company, ENGIE, to become the leader in the energy and climate transition. In 2020, we established targets in carbon, water and waste:



Carbon Negative

We achieved our goal to be carbon negative by the end of 2021.



Water Balance

We balanced our water use in the U.S. by the end of 2021. Next: Balance internationally by the end of 2023.



Zero Waste

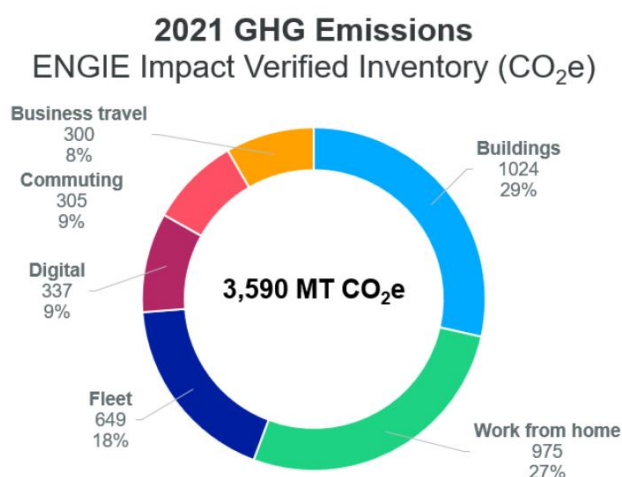
We will reduce our upstream waste and waste to landfills to achieve zero waste by 2023.

Carbon

To measure our carbon footprint, we followed the most widely used standard, the Greenhouse Gas Protocol, in accordance with the following guiding carbon accounting principles:

- **Relevance.** Appropriately reflects the emissions of the company and serves decision-making internally and externally
- **Completeness.** Include all GHG emissions sources and activities within boundary and disclose exclusions
- **Consistency.** Allow for meaningful comparisons of emissions over time through consistent methodologies and thorough documentation
- **Transparency.** Create a clear audit trail of relevant assumptions, accounting and calculation methodologies, and data sources
- **Accuracy.** Enable users to make decisions based on accurate emissions quantification with integrity appropriate to the level of data granularity

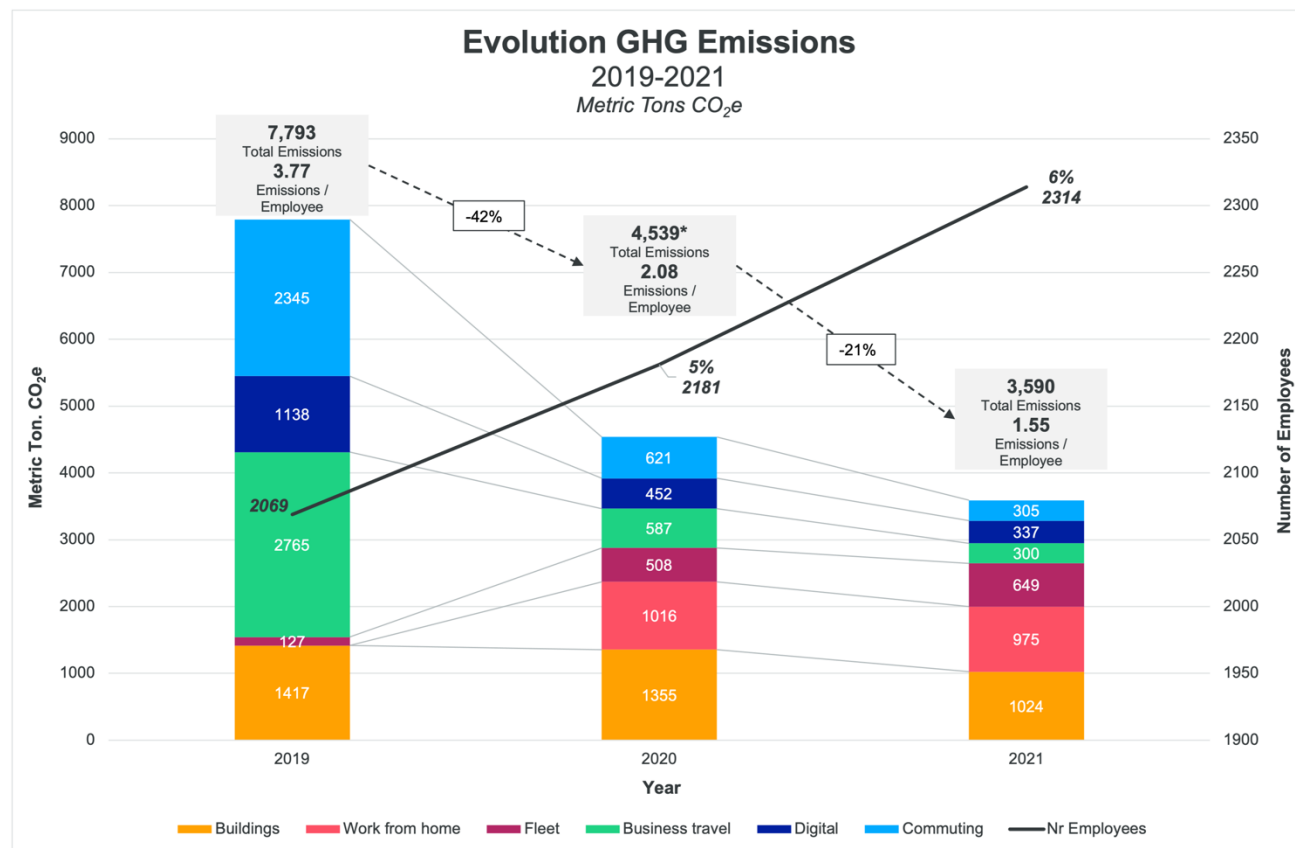
Every year, we measure our emissions on all emissions categories linked to our operations, including the entirety of our Scope 1 and 2 emissions as well as the most material Scope 3 emissions, such as business travel, commuting, fleet, work from home, and digital.



As a services company, we have a small environmental footprint. The majority is related to our carbon footprint and resides within Scope 3 emissions, a notoriously difficult category to measure and manage since these areas are not entirely under our control.

In 2021, our emissions were down 21% from 2020 (still heavily influenced by COVID-19) even as our workforce kept growing. Our largest decrease in emissions resulted from employee commuting, business travel and purchased electricity for our office spaces. For the first time since the start of the pandemic, we relaunched our employee commuting survey, allowing us to collect more accurate data for our 2021 emissions inventory.

Our 2020 data was based off results from a 2019 commuting survey, probably inflating our commuting emissions for the year. In 2020, due to a data collection error, we overstated our business travel emissions. The figure, as it was originally stated, was 1687.50 MTCO₂e. However, the correct figure is 587.09 MTCO₂e. Despite the data error, we still reduced our travel emissions by more than 50% in 2021. Our purchased electricity emissions improved largely due to efficiencies gained in our workspaces throughout the year. Our challenge is now to ensure that, as COVID restrictions are lifted, we keep our GHGs emissions under control.



(*) after correction for an over-estimation of our 2020 business travel of 1,107 MT CO₂e

While ENGIE Impact has already offset all its emissions for 2019, our carbon goal calls for increased methodological rigor, science-based reduction of our carbon footprint, and an innovative strategy to compensate for our residual emissions. In 2020, we reached carbon neutrality. **In 2021, we achieved our objective of being carbon negative by avoiding or removing more carbon than we emitted.**

- We sourced Energy Attribute Certificates (EACs). We addressed 100% of the emissions associated with electricity consumption from our offices and from employees working at home through EACs sourced from the respective country of operation.
- We procured high-quality carbon offsets. We leveraged ENGIE Global Energy Management & Sales (ENGIE Global Energy Management) to source high-quality carbon offsets that fit our requirement for additionality, quality and locationality.
- For our offsets, we invested in two projects: a reforestation project in Panama and a methane capture-and-use program in the United States. The reforestation project is a nature-based carbon removal solution, independently certified by a third party to an internationally recognized standard, creating employment and positive livelihood impacts for low-income communities through sustainable timber production and cocoa cultivation. The methane project in Pennsylvania is a carbon reduction solution, certified by Climate Action Reserve, based on the capture and use of an alternative and renewable fuel source. Both projects align with our commitment to sourcing high-quality carbon offsets, reflecting GHG reductions, avoidance or removals with a focus on additionality, permanence, and a principle of no significant social and environmental harm.

Detail of emissions and EACs and offsets acquisition

Category	2021 MTCO ₂ e	2021 EACs	2021 Offsets
Scope 1	762.01		
Fleet	648.03		648
Stationary	67.89		68
Fugitive	46.09		46
Scope 2	895.17		
Fleet	1.26		
Purchased electricity	850.28	2,721	
Purchased heating and cooling	43.64	222	
Scope 3	1,932.33		
Business travel	299.50		300
Employee commuting	305.10		305
Work from home	975.38	2,349	277
Waste generated	15.77		16
Digital	336.59		337
Total	3,589.52	5,292	1,997
Total EAC / Offsets bought		5,292	2,582

In our commitment to transparent and accurate disclosure, our calculated figures were [verified by a third party](#).

Environmental incidents to report

Significant spills	
i. Location of spill	Spokane
ii. Volume of spill	8 pounds of R-22
iii. Source of spill	HVAC

Water

In Q1 2022, we announced that we have balanced our 2021 water consumption in our U.S. offices through the purchase of Water Restoration Certificates (WRCs) from the Bonneville Environmental Foundation (BEF). ENGIE Impact purchased 1,816 WRCs, which represents 1,816,000 gallons of water restored to critically dewatered rivers and streams. These Certificates help to restore the ecological, recreational and economic health of critical freshwater ecosystems. All WRC projects are certified by a qualified third party against a strict set of criteria to ensure flow is restored to the environment in locations and at a time that will have optimum environmental benefit.

Although we have operations across the U.S., we are focusing our water restoration efforts on the State of California where water scarcity is a growing concern. The Certificates purchased by ENGIE Impact will benefit Mill Creek, which begins in Shasta County and flows into Tehama County. It is a major salmon-supporting tributary to the Sacramento River. This creek regularly goes dry during summer months when the natural flow is diverted for agriculture. The Nature Conservancy (TNC) is leading efforts in implementing a pilot [Environmental Water Trust](#). They will acquire and manage a portfolio of water assets, which will then be used to restore and protect instream flows on priority river systems. A primary goal is to deliver water to create vital wetland habitat for migratory birds downstream.

The implementation of our Water strategy began in 2020 with a review of our water footprint and a scan of our water risks across North American and global locations to create a water baseline for office locations. In 2021,

we collected cost and consumption data and reviewed historical data on water consumption at ENGIE Impact's main office locations.

The biggest challenge in 2021 was to understand how to account for the water use of our employees, with a vast majority of them working from home. Our **global water footprint was 2,413,663 U.S. gallons**, including both at office use and employees working from home (details in appendix). About 17% of this water is used in offices and/or by employees working in areas considered high or very high water risk, according to [WRI Aqueduct water risk atlas](#).

Waste

About 70% of all global GHG emissions are related to material handling and usage. At ENGIE Impact, we understand that unless we radically transform how we use materials to meet our needs, we will not be able to cut emissions in a meaningful way. Our progress towards Zero Waste by 2023 remains strong. Across our global offices, we are leveraging our expertise in waste characterizations, data analytics, and zero waste road mapping to create localized waste initiatives. Our initiatives are highly employee-focus and serve to identify and leverage local knowledge.

Throughout 2021, we continued to focus on collecting waste data. At many of our largest offices, on-site waste audits were conducted to help determine our baseline waste figures. Monthly waste audits were conducted at our largest office in Spokane, Washington, which accounts for more than 50% of our workforce. In Europe, our local Waste team carried out a first waste characterization audit at T1, ENGIE's global head office in Paris, and an audit in Bicester, Oxfordshire, in the United Kingdom. As a result, recommendations were issued to local Facility Management teams regarding signage and waste handling to further reduce ENGIE Impact's global waste footprint.

We continue to compile more complete data on the company's e-waste, which allows us to create purchasing and end-of-life processes—aimed to launch first in the U.S. and then deploy company-wide at all international locations. In 2021, our Digital team established a series of new equipment standards to further reduce our e-waste. These standards will be deployed in 2022 and are projected to reduce our e-waste by more than 25%.

Finally, we are also working to build a best-in-class employee engagement program to minimize downstream waste. Through training, instructional office signage and regular data-driven communication, our employees are essential drivers of our zero waste efforts. Furthermore, we are conducting a [TRUE Zero Waste](#) certification-driven analysis of generated materials and points of generations. Through the process of completing the TRUE certification for our largest offices, we are learning more innovative ways to rethink habits and policies, and to make systemic and structural changes by engaging our vendors to co-design new alternatives and solutions.

Ethics and Human Rights

ENGIE Impact is [committed](#) to respecting human rights wherever we operate around the world, either through direct action or through our relationships with clients, public authorities, suppliers and communities.

- We respect the fundamental rights of our employees in accordance with the conventions of the International Labor Organization. We reject all forms of forced or compulsory labor, of child labor, and of discrimination. We recognize freedom of association and the right to collective bargaining.
- We reject all forms of harassment and violence in the workplace and provided our employees with a working environment that is respectful of their individual freedoms and privacy.
- We ensure that our activities do not infringe the rights of local communities surrounding our locations.

ENGIE Impact's ethics and compliance program is aligned globally with ENGIE Group's standards and processes. We adopted all ENGIE Group Ethics & Compliance policies including the Group's [Ethics Charter](#) and practical guides.

ENGIE Impact Contribution to the Achievement of the SDGs

ENGIE Impact's primary contribution to the SDGs is through our work with global clients on the development of strategies for sustainable growth and acceleration of sustainability transformation. Our strategy and business model is primarily aligned with seven of the 17 SDGs:

1. **SDG6** Clean water and sanitation
2. **SDG7** Affordable clean energy
3. **SDG9** Industry, innovation and infrastructure
4. **SDG11** Sustainable cities and communities
5. **SDG12** Responsible consumption and production
6. **SDG13** Climate action and
7. **SDG17** Partnerships for the Goals

ENGIE Impact Alignment & Contribution to SDGs

SDGs	ENGIE Impact Services Contribution	How it Makes a Difference
	6.3 Promote water reclamation and reuse or recycling 6.4 Increase water-use efficiency 6.5 Promote the integration of water resources	ENGIE Impact's Water Management solution assists organizations in managing water and wastewater bills, a foundational activity that helps accurately report on withdrawals and wastewater discharges. Building on this core of analytical data, facility auditors identify sites of abnormally high water usage and conduct water efficiency studies to determine capital investment and behavioral change opportunities for reducing water consumption.
	7.1 Deliver improved market access or support the delivery of improved market access of energy through physical or technological infrastructure 7.2 Provide or contribute to the provision of non-GHG emitting low-impact renewable energy 7.3 Enable energy efficiency and minimize GHG emissions 7.3 Create systems for energy conservation (e.g., energy audit software, IT enabled energy management)	ENGIE Impact's Integrated Energy Sourcing Strategy Solution analyzes the current state of an organization's procurement program across both supply and demand, and compares that to energy goals, whether they be related to cost reduction, price stability, or a renewable energy target. With this information, experts craft a holistic and integrated sourcing strategy to ensure organizations have the right power sources at the right price. We manage and implement complex projects to drive short- and long-term success. With both local support and global reach, we have the deep expertise needed to help large businesses, cities and governments manage their most complex projects: • Equipment installation and commissioning • Maintenance and performance management • Vendor management
	9.1 Improve market access to physical or technological infrastructure 9.4 Provide expertise on infrastructure upgrade and retrofit, enabling greater adoption of clean and environmentally sound technologies 9.5 Increase our investment in both internal and external R&D related to sustainable technologies and create new job roles with a specific focus on R&D	RED, a company of ENGIE Impact, provides technical expertise to deliver market-leading building services and ICT infrastructure engineering solutions , helping global clients accelerate their sustainable transformation. • Innovative mechanical, electrical and plumbing (MEP) services design for high-performance buildings • ICT consultancy: we design operational networks that support the cloud, social networking and collaboration • Process engineering specialist consultancy services

	11.6 Create solutions for implementing sustainable smart city applications 11.B Deliver or support improved human access to infrastructure through physical or technological solutions	Cities have authority over land-use zoning, building efficiency, transportation, waste management and water services. As a result, they are well-positioned to implement sustainable policies to meet the needs of their region. While more cities are accelerating their strong climate commitments, implementing large-scale, complex plans is challenging. ENGIE Impact helps cities address current trends and external pressures while implementing projects and policies that meet the needs of their citizens: • Decarbonize transportation • Strengthen building requirements • Increase access to green power • Set goals and disclose progress • Build coalitions
	12.5 Advise clients on how to reduce waste generation; promote a circular economy 12.6 Advise clients on sustainability reporting 12.8 Provide awareness and education for employees and clients 12.8 Perform waste audits of company buildings	ENGIE Impact delivers costs savings, improved environmental impact, and total transparency to multi-site businesses through comprehensive, total waste management solutions.
	13.1 Integrate climate mitigation into our client's overall company-wide risk identification, assessment, and management processes 13.3 Provide or facilitate the provision of low impact renewable energy 13.3 Provide technology solutions for mitigation of greenhouse gases	ENGIE Impact has assembled a pool of sustainability experts to design and execute decarbonization solutions in the following areas: • Clean Technology and Renewables • Resource Efficiency • Clean Mobility • Circular Economy • Resilience • Scope 3 Value Chain • Carbon market advisory • Energy System Planning
	17.17 Actively participate in global debate and co-construction of solutions	Please see the next section: Taking Action in Support of Broader UN Goals.

Taking Action in Support of Broader UN Goals

Advocacy and Championing Sustainability Transformation

ENGIE Impact's editorial mission is to accelerate sustainability transformation, providing frameworks, research, and real implementation insights that drive action for some of the world's largest organizations. It is our collective responsibility to facilitate change through education and awareness. Our subject matter experts from across the globe collaborate to create thought leadership that explains why everyone must accelerate sustainability transformation and shares actions required to achieve these goals. Drawing on decades of experience in climate change, recent publications from our expert's feature topics on [SEC Climate Disclosure: What It Means And Steps To Take Now](#) and [Critical Considerations For Building Your RE Portfolio](#). A [library of insights](#) is accessible on our website.

As a top sponsor of 2021 Climate Week, ENGIE Impact had the pleasure of hosting two executive roundtable sessions for participants in Asia and Europe and the Americas. Over 30 senior executives from some of the world's most influential brands and governments gathered to collaborate on how organizations can frame their sustainability initiatives, rethink strategies, and update their business case to ensure climate action stays at the top of executive agendas. The conversations throughout the week made one point abundantly clear: a

sustainability agenda is a resilient agenda. Our [Net Zero Corporate Readiness Report](#)—based on a survey of 400 executives— found that there's a gap — between the aspirational targets and the reality on the ground.

50L Home pilot in USA

The [50L Home](#) Coalition (50L Home) is a global public-private initiative that addresses two of our most pressing global challenges: water security and climate change. Launched in October 2020, its Secretariat is hosted by the World Business Council for Sustainable Development (WBCSD) in collaboration with the World Economic Forum (WEF) and the 2030 Water Resources Group at the World Bank. In 2021, ENGIE Impact contributed with expertise and strategic advice to the scoping and design of a first demonstration pilot project in the USA aimed at developing and testing in an integrated manner the innovations required to create a path towards superior water and energy efficiency.

Advanced Electrification of School Bus Service

In 2021 ENGIE Impact co-lead a project is to develop a [strategic roadmap](#) for the full transition over the next 20 years of the Grossmont Union High School District (GUHSD) fleet of school buses to a clean, affordable, and resilient electric fleet. This shift to zero-emission vehicles (ZEVs) would reduce greenhouse gas (GHG) emissions in the communities GUHSD serves, improving overall air quality and reducing students' exposure to harmful pollutants. This work is also informing GUHSD's efforts to expand bus service in underserved areas, to endorse and support innovation that helps future-proof their electric fleet, to secure financial resources for deployment, and to facilitate meaningful community-learning and workforce-development opportunities.

Advancing the discussion on carbon impact of digital services

In 2021, ENGIE Impact contributed to the white paper "[Carbon Impact of Video Streaming](#)" published by The Carbon Trust. This white paper presents a detailed analysis on the carbon impact of watching one hour of video streaming in Europe. The boundary scope includes only the operational electricity use of the different components excluding the content creation and the embodied emissions of the equipment. This piece of work is a key contribution to better understand the emissions associated with digital. Among other interesting insights, it estimated an average carbon footprint of 55gCO₂e per hour of video streaming in Europe in 2020, with viewing device as the largest determining factor.

Positive Social Impact

ENGIE Impact is dedicated to supporting our communities, and our employees are motivated to give back to the world. As a company, we believe in fostering social value and uplifting communities both through partnerships with our clients and by encouraging our employees' community involvement. At ENGIE Impact we strive to empower our employees to become sustainability champions in the office, at home, and in their communities. For this reason, our social impact initiatives are very much locally-driven.

In 2021, our employees took advantage of our Community Service Days benefit in North America and volunteered 4,179 hours of their work time to causes they care about.

Through company-sponsored initiatives, during 2021 RED staff donated about \$1,670 USD to a number of charitable causes and initiatives: Women's Refuge and Team Evie in the UK, The Little Wings Foundation in Dubai and Touch Community Services in Singapore.

Measurement of Progress

General Disclosure	
Metric	2021
Organizational profile	
Name of the organization	ENGIE Impact
Activities, brands, products, and services	Sustainability Transformation
Location of headquarters	New York City, USA
Location of operations	20+
Ownership and legal form	100% owned by ENGIE Group Press Release
Markets served (geographical location, sectors served, type of customers)	Who We Serve
Significant changes to the organization	N/A
Strategy	
Statement from senior decision-maker	2022 Statement
Ethics and integrity	
Values, principles, standards, and norms of behavior	Values
Governance	
Governance structure	Leadership
Chair of the highest governance body	Mathias Lelièvre - CEO
Composition of the highest governance body	Leadership
Executive-level responsibility for economic, environmental, and social topics	Christine Uri - Chief Sustainability & Legal Officer
Stakeholder engagement	
List of stakeholder groups	
Identifying and selecting stakeholders	Determining Our Priorities
Approach to stakeholder engagement	
List of material topics	
Explanation of the material topic and its Boundary	Materiality Matrix
Reporting practice	
Reporting period	Calendar Year 2021
Contact point for questions regarding the report	Contact Us

People		
Metric	2020	2021
Purpose and values		
Purpose (5 point scale; average of 4 questions on purpose alignment) - Q1 - Y+1	3,8	3,9
Values (5 point scale; of alignment around our 4 values measured separately) - Q1 - Y+1	3,9	4,1
Sustainability (5 point scale; perception about integrating leading-edge sustainability practices) - Q1 - Y+1	3,7	N.A.
Human Rights		
Total number of hours devoted to training on human rights policies or procedures	218	430,5
Percentage of employees trained in human rights policies or procedures	38%	70%
Employment		
Employee Net Promoter Score (eNPS) - Q4 reporting year	25	15
Total number of employees	2.176	2.388
Gender		
Male	1.099	1.261
Female	1.077	1.127
by Location		
Americas	1.463	1.496
Europe and Middle East	555	582
Asia Pacific	158	310
by employment type: full-time		
Male	1.066	1.241
Female	1.031	1.096
by employment type: part-time		
Male	33	20
Female	46	31
Total number of new employee hires during the reporting period		
Male	239	335
Female	187	349
Total number and rate of employee turnover during the reporting period		
Male	119	245
Female	120	245
Benefits provided to employees Careers		
Life insurance	Only full time	
Health care	Both full and part time	
Disability and invalidity coverage	Only full time	
Parental leave	Both full and part time	
Retirement provision	Both full and part time	
Total number of employees that were entitled to parental leave		
Male	997	1.261
Female	962	1.127
Hours of training that the organization’s employees have undertaken during the reporting period		
Male (total, average)	5.134	4594, 3.6
Female (total, average)	7.236	6324, 5.6
Programs for upgrading employee skills and transition assistance programs		
% of employees with access to ENGIE Impact Academy (eLearning platform)	100%	100%
% of our employees that had at least 1 training	94%	98%
Percentage of employees receiving regular performance and career development reviews	100%	75%

Diversity of governance bodies and employees: Gender		
Manager	44%	43%
Male	65%	64%
Female	35%	36%
STS/Skilled Salary Workers	19%	24%
Male	55%	56%
Female	45%	44%
WET/Workers & Technicians	37%	34%
Male	32% ^(*)	29%
Female	68% ^(*)	71%
Diversity of governance bodies and employees: Age		
Under 30	24%	30%
Male	49%	50%
Female	51%	50%
30-50 years	57%	44%
Male	47%	53%
Female	53%	47%
Over 50	19%	12%
Male	55%	55%
Female	45%	45%
Incidents of discrimination reported and investigated / corrective actions taken	None	1 / 1
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None	None
Health and Safety		
Events and situations with high potential of severity (HiPo)	0	2
Frequency rate (FR) of occupational accidents	0	0
Prevention Rate (PR)	0	1
Severity rate (SR) of occupational accidents	0	0

^(*) In our 2020 CoP submission, we incorrectly stated the percentage of male versus female WET/Workers & Technicians. The correct figures are stated above.

Planet			
Metric		2020	2021
Energy			
Electricity consumption within the organization in MTCO ₂ e		1031,34	850,28
Total consumption within the organization in MTCO ₂ e		2.269,41	1.982,81
Total Renewable Energy Certificates (RECs) bought		5.767	5.286
Emissions			
Direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent		830	762,01
a. Gases included in the calculation	CO ₂ , CH ₄ , N ₂ O		CO ₂ , CH ₄ , N ₂ O
b. Base year for the calculation		2019	2019
Energy indirect (Scope 2) GHG emissions			
a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent		1.056	895,17
b. Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent		0	0
Other indirect (Scope 3) GHG emissions			
a. GHG emissions intensity in metric tons of CO ₂ equivalent.		2.659,38 ⁽¹⁾	1.932,33
Carbon offsets in metric tons of CO ₂ equivalent.		3.891	1.996
External assurance		Verification Statement	Verification Statement
Effluents and Waste			
Spills			
i. Location of spill		Spokane, Washington	Spokane, Washington
ii. Volume of spill		30 lbs. R-22	8 lbs. R-22
iii. Source of spill		HVAC	HVAC

⁽¹⁾ In 2020, due to a data collection error, we overstated our business travel emissions. The Scope 3 originally published of 3,760 has been recalculated using the correct emissions.

Prosperity			
Metric		2020	2021
Positive social impact			
Total number of volunteer hours		4.548	4.179
Total number of employees who volunteered		404	386
Company promoted employee charitable contributions		USD 23,000	USD 1,700

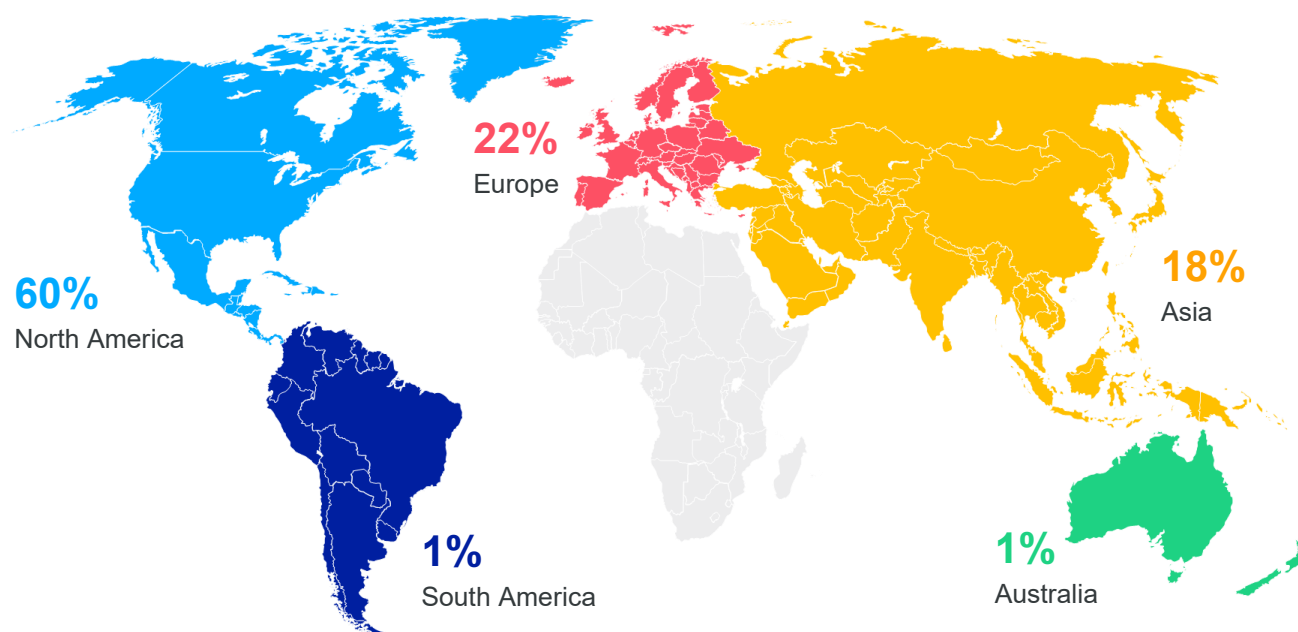
Appendix

Material Topics Definitions

Material Topic		Definition
Economic	Enabling the Zero Carbon Transition	Offering customers global solutions: technological, digital and with financing, to reduce energy consumption and improve energy efficiency. Work across the value chain in strategy, design, engineering, energy-efficient asset construction, digital platforms, operations management, financing syndication, and outcome assurance to enable the zero-carbon transition.
	Sustainable Economic Growth	With respect to economic performance, revenue generation, EBITDA and cashflow to maintain a thriving and sustainable business. On a global scale, promote inclusive and sustainable economic growth by creating the conditions to allow a greater number of people to have quality jobs that stimulate the economy while not harming the environment.
Material Topic		Definition
Environmental	Climate Change & GHG Emissions	Working to reduce and promote the reduction of greenhouse gases in the Earth's atmosphere, the cause of Climate Change, and helping to adapt to the consequences of climate change.
	Ecosystem Services	The benefits that people derive from an ecosystem, for example, the production of goods (e.g., food); regeneration processes (e.g., purification of water); stabilizing processes (e.g., moderation of weather extremes); life-fulfilling functions (e.g., aesthetic beauty and cultural value); conservation of options (e.g., maintenance of ecological systems for the future).
	Hazardous Materials & Waste Management	Working to reduce and promote the reduction of waste to landfill through diversion and minimization practices, including noise, landscape, odors, etc.
	Water & Wastewater Management	The application of a systematic approach to create and deliver water efficiency upgrades, behavioral changes and integrated demand side management to holistically and continuously manage water usage, provide efficient wastewater treatment
Material Topic		Definition
Social	Building Trust through Community Leadership	Building trust based relationships with local communities, other stakeholders and the rest of the society, working towards shared interest through participation on boards, community education, program creation and support, creating networks / collaboration, community engagement via program design, maintaining relations with political decision-makers. Serving smallholder farmers, building social dialogue with local communities. Hiring full and part time workers in local communities as well as secondary job creation.
	Diversity & Inclusion	Support and nurture diversity through inclusion and non-discrimination based on race, color, creed, gender (including gender identity and gender expression), religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, sexual orientation, membership in workers' organizations including unions, or political affiliation or any other consideration made unlawful by federal, state, or local laws

	Employee Engagement	The efforts of our organization to fully involve employees in forwarding sustainable development and corporate responsibility. Employee contribution of time, energy, skills, knowledge, and creativity to support these efforts.
	Fair Compensation & Benefits	Guaranteed living wage, equal pay, benefits, variable rewards, and a flexible working experience
	Human rights	Respect internationally recognized human rights, achieve and maintain strong relationships with communities where Engie Impact has presence, based on recognition, trust, mutual respect and shared values, through proactive engagement and responsible and transparent management of social impacts and opportunities.
	Labor Practices	Prohibiting the violation of employee's labor rights which include interference and restraining labor rights, employer domination, discrimination on the basis of labor activity, discrimination in retaliation for going to the National Labor Relations Board, and refusal to bargain with representatives of employees.
	Occupational Health, Safety & Wellbeing	Improvement of working conditions through promoting health, safety and wellbeing at workplaces to prevent and fix deficiencies and help solve work-related problems. Applies to employees, contractors, and subcontractors.
Material Topic		Definition
Governance	Business Ethics & Compliance	Includes responsible corporate governance, organizational integrity, insider trading, bribery, discrimination, corporate social responsibility, and fiduciary responsibilities, respect for ethical rules in the conduct of business and lobbying, compliance with taxation and regulation.
	Culture	Aligning what we say, how we behave and how we operate our business in service of our purpose and business strategy.
	Innovation & Resilience	Expenditure on research and technological development in order to stimulate and capture new growth drivers within an increasingly digital and uncertain world to support growth across low carbon technologies and services.
	Just Transition	Just transition has two main dimensions: in terms of "outcomes" (the new employment and social landscape in a decarbonized economy) and of "process" (how we get there). The "outcome" should be a more inclusive society. The "process", how we get there, should be based on a managed transition with meaningful dialogue at all levels to make sure that burden sharing is just.
	Risk Management	Risk management processes and frequency of review of economic, environmental, and social topics and their impacts, risks and opportunities.
	Data security & privacy	Safeguarding ENGIE Impact and client data, preventing abuse through keeping strong IT processes and systems. Considering security to enable privacy, guard data, and continuously manage developing data and product-related matters such as safety and limiting our data collection, collecting data by lawful means, and being transparent regarding how data are gathered, used, and secured.
	Stakeholder Engagement	Having conversations in which core values and assumptions are openly articulated, and where mutual concerns and issues can be discussed with the objective of mitigating impact and co-constraining solutions that result in increased competitiveness.
	Transparency & Reporting	Includes controversies' management, transparency and reliability of communication and ENGIE's brand management. Disclosing a variety of statistics related to user data, records, or content.

ENGIE Impact Global Workforce (April 2022)



UN Women's Empowerment Principles – 2021 Actions on Our Commitments

Principle	Topic	2021 Actions
Principle 1 <i>Establish high-level corporate leadership for gender equality</i>	Embed values of gender equality into business values, business plan and overall organizational culture.	• DEI "Why" / purpose defined • ExCom alignment and engagement • DEI embedded in corporate Accountability Maps (AMPs)
	Establish company-wide targets for gender equality and measure progress through clear KPIs.	• EDGE certification
	Ensure management accountability for results against these targets through their performance reviews.	• Inclusion of DEI results in performance review structure
	Engage and consult internal and external stakeholders in the development of company policies, programs and implementation plans.	• Workshops with employees • Retention Roundtable discussions with employees
	Ensure that existing policies are gender-sensitive and that corporate culture advances equality and inclusion.	• Talent Acquisition Policy
	Review the requirements for board membership, and other governance bodies and committees, to remove any discrimination or bias against women.	• DEI Metrics Dashboard • Efforts for diverse representation on ExCom

Principle 2

Treat all women and men fairly at work – respect and support human rights and nondiscrimination

Pay equal remuneration, including benefits and bonuses, for work of equal value and ensure at a minimum a living wage for all employees.

- Pay equity study

Foster an inclusive workplace culture and remove gender-based discrimination from all policies and practices.

- Unconscious Bias Workshops (open to all employees)
- Unconscious – performance review process
- Initiation of Ellxvate
- 20+ monthly focus groups
- #ChooseToChallenge campaign

Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors.

- Job postings have inclusive language
- Training for Talent Acquisition team and hiring managers
- Increased focus on attracting diverse talent

Offer flexible working arrangements, leave and re-entry opportunities to positions of equal pay and status.

- New ways of working with flex options for hybrid work

Support women and men's access to child and dependent care through services, resources and information.

- Bright Horizons back-up child, adult, and elder care

Principle 4

Promote education, training and professional development for women

Ensure equal access to and participation in all company-supported education and training programmes.

- Access to ENGIE University to everyone equally

Provide equal opportunities for formal and informal networking and mentoring programmes.

- Ellxgrow cohort-based mentoring program (100+)
- Mentoring@Engie

Conduct sexual harassment and unconscious bias training and awareness raising on the corporate gender equality policy and action plan.

- Sexual harassment training mandatory for all
- Unconscious Bias training for all

Principle 7

Measure and publicly report on progress to achieve gender equality

Take the WEPs Gap Analysis Tool to establish a baseline for WEPs implementation.

- Diversity Baseline, EDGE Certification
- Review of data and collection methods

Health & Safety Main KPIs Definitions

Frequency Rate (FR)

Frequency rate = $\frac{(\# \text{ of Lost Time Accidents} + \# \text{ of fatal accidents}) \times 1,000,000}{\# \text{ of hours worked}}$

- Lost time accident = Injury that results in at least one day of work incapacity, i.e., work is not resumed the day after the accident, i.e. 'severe' accidents.
- FR is influenced by: 1. # of relatively 'severe' accidents 2. total # of hours worked.
- Based on current # of hours worked, 1 LTA would result in a FR of 3.1. If # hours increases, FR decreases.

- Due to general nature of the work (office activities), most injuries recorded at ENGIE Impact are: first aids, occupational illnesses (e.g. carpal tunnel syndrome). These do not contribute to the FR.
- In general, severe accidents are more probable during:
 - a) visits to industrial locations (manufacturing, installation)
 - b) non routine activities performed by (sub)contractors at our locations or on our behalf at customer locations. The FR reflects the effectiveness of safety programs focused on these activities.

Prevention Rate (PR)

$$\text{Prevention rate} = \frac{HiPo}{(HiPo + LTA)}$$

- HIPO (high potential of severity event) = any event or situation, regardless of its actual severity, that could have potentially led to a serious injury(ies) or fatality(ies).
- PR is influenced by: # of potentially hazardous events identified versus the actual # of 'severe' accidents.
- If more HIPO events are identified and reported and the # of LTAs remains stable/ low, the PR will increase.
- PR reflects: the willingness and the ability of the organization to identify, report and investigate potentially hazardous events and situations (e.g. near miss reporting), and to share the lessons learned.
- PR is commonly used as an indicator for 'safety culture', including risk awareness and near miss reporting.

Water Use

Location	# of employees	Per employee per day average	Office use	Work from home use	Total
U.S. Gallons					
Spokane (WA)	1,113	1.99	552,843	528,007	1,080,850
Remote	313	1.98		155,146	155,146
St. Paul (MN)	57	2.79	39,740	36,254	75,994
Boston (MA)	41	--	133,250	133,250	266,500
Seattle (WA)	29	0.24	1,729	1,729	3,458
New York (NY)	24	--	78,000	78,000	156,000
Los Angeles (CA)	7	--	22,750	22,750	45,500
Oakland (CA)	5	--	16,250	16,250	32,500
Total U.S.	1,589				1,815,947
Brussels, Belgium	134	1.56	52,232	52,232	104,465
Paris, France	49	2.00	24,515	24,515	49,030
Bicester, Oxford, UK	76	1.63	30,908	30,908	61,816
Other locations	460	3.33			382,405
Total Non-U.S.	719				597,716
Total World	2,308				2,413,663

Calculation [methodology](#)