

LINK 2022

Employee shareholding offer

ACT TOGETHER FOR A SUSTAINABLE FUTURE



Reservation period:
22 September 2022
to 12 October 2022 inclusive

Dear Colleagues,



As of 22 September next, as a Group employee, you will have the opportunity to subscribe to the LINK 2022 employee share ownership scheme.

The employee share ownership scheme is a unique opportunity to acquire shares in the company at preferential prices and is also a strong show of belonging and commitment to the Group project.

ENGIE is particularly attached to employee share ownership.

Guided by our core purpose, we wish to become the leader in zero carbon energies. This ambition is reflected in our strategic roadmap, which was launched over one year ago and which has already secured some very significant achievements and good results in the first half of 2022.

The energy transition is a challenge that is as inspiring as it is challenging. This is a collective project: every day we take another confident step towards the zero carbon world we aim to achieve by 2045. Within the Group, we are working together to strike a balance between economic performance and having a positive impact on the planet.

Through LINK 2022, we wish to give fresh impetus to this project, involve our employees in the Group's growth and obtain a share in its results.

An employee share ownership scheme will now be run every two years and we wish to increase employee share ownership, which currently stands at 3%, within our share capital,

Through LINK, let's act and build our future together.

Jean-Sébastien BLANC

Executive Vice President of ENGIE in charge of Human Resources.

LINK IN BRIEF

08 SEPTEMBER 2022: LAUNCH OF THE LINK 2022 SCHEME

I can find out about the offer:

- via the campaign kick-off email,
- at link.engeie.com/2022.

FROM 22 SEPTEMBER TO 12 OCTOBER 2022: RESERVATION PERIOD

I can subscribe:

at link.engeie.com/2022. I can choose to invest in one or both of the options.

LINK ENTAILS 2 OPTIONS FOR ALL INVESTOR PROFILES

	LINK MULTIPLE	LINK CLASSIC
ADVANTAGES	<ul style="list-style-type: none">+ Guarantee on initial investment+ Minimum annual return of 1.5% <p>OR</p> <ul style="list-style-type: none">+ Multiple effect	<ul style="list-style-type: none">+ 20% discount on share price+ Matching contribution in the form of free shares up to €450 for a €300 investment+ Dividends
PLEASE TAKE NOTE BEFORE INVESTING	<ul style="list-style-type: none">+ Investment locked in for 5 years+ Cannot benefit from the reduction or dividend	<ul style="list-style-type: none">+ Investment locked in for 5 years+ Risk of capital loss

15 NOVEMBER 2022: SETTING THE SUBSCRIPTION PRICE

I have been notified of the subscription price:

the subscription price is equal to the reference price - 20%.

FROM 16 TO 18 NOVEMBER 2022: CANCELLATION PERIOD

I can cancel:

if I so wish, 100% of my reservation for one or both of the options. I cannot reduce my reservation.

22 DECEMBER 2022: COMPLETION OF THE OPERATION AND DELIVERY OF THE SHARES

I receive confirmation of my subscription:

the confirmation indicates the number of units for each option.



INVEST IN LINK TO ACQUIRE ENGIE SHARES ON PREFERENTIAL TERMS!

LINK 2022 is on offer in 21 countries and you are one of the eligible employees. You can also find all the necessary information regarding your participation on the site link.engie.com/2022, including short explanatory videos and an investment simulator.

Invest in Link in just a few clicks between now and midnight on 12 October 2022!

1. Visit link.engie.com/2022
2. **Click** on "Subscribe to Link 2022"
3. **Enter your username:** your work email address
4. When you log in for the first time, **generate your password:**
 - Click on "I activate my account"
 - Click on the link in the email that will be sent to your professional email box
5. **Choose** your password
6. **Log in** with your username and chosen password
7. **Make your choices** and do not forget to confirm them!

DID YOU KNOW?

An early release is possible in certain situations



Your investment is locked in for 5 years. Nevertheless, **early release is possible in certain situations!**

- These situations allow you to recover your assets before maturity.
- To find out more, consult the supplement regulations specific to your country, which are available on the link.engie.com/2022 website.

ANY QUESTIONS?

You can:

- Visit the website link.engie.com/2022

- **Contact your Link Manager**

(List available by entity on the website)

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