

LINK 2022

ENGIE Employee Stock Plan

WORKING TOGETHER FOR A SUSTAINABLE FUTURE



Reservation period:
from September 22, 2022
to October 12, 2022

Dear colleagues,



As an employee with the Group, you will have the opportunity to subscribe to the Link 2022 employee stock plan beginning on September 22.

Not only do employee stock plans offer a unique opportunity to buy shares in the company at preferential prices, but they also act as a strong show of support for (and commitment to) the Group's strategy.

ENGIE is particularly committed to encouraging employee shareholding.

Guided by our corporate purpose, we want to become the world leader in zero-carbon energy. This aim is a key part of the strategic roadmap we put in place over a year ago, which has already resulted in significant accomplishments and strong results in the first half of 2022.

The transition to clean energy is a challenge that is as exciting as it is complex. And it is a collective effort. With each passing day, we confidently take another step toward a zero-carbon future, which we hope to achieve by 2045. Within the Group, we are working together to reconcile economic performance and a positive impact on the planet.

With Link 2022, our hope is to give additional momentum to these efforts by sharing profits with employees and giving them a stake in the Group's growth.

As such, an employee stock purchase plan will now be offered every two years, with the aim being to increase the percentage of ENGIE share capital owned by employees. Today, it stands at 3%.

With Link, let's work together to shape our future.

Jean-Sébastien BLANC

ENGIE Executive Vice President in charge of Human Resources.

LINK: A BRIEF OVERVIEW!

SEPTEMBER 8, 2022: LAUNCH OF THE LINK 2022 PLAN

I get more information on the plans:

- via the Link 2022 campaign launch email,
- on link.engie.com/2022.

FROM SEPTEMBER 22 TO OCTOBER 12, 2022: RESERVATION PERIOD

I subscribe:

on link.engie.com/2022, where I choose to invest in one or both of the plans.

LINK: 2 PLANS FOR EVERY INVESTOR PROFILE

	LINK MULTIPLE	LINK CLASSIC
ADVANTAGES	<ul style="list-style-type: none">+ A 20% discount on the share price+ Dividends+ A full capital guarantee on the initial investment in euros+ A 2% minimum annual return <p>OR</p> <p>The multiple effect</p>	<ul style="list-style-type: none">+ A 20% discount on the share price+ A matching contribution in the form of free shares up to €450 for €300 invested+ Dividends
THINGS TO CONSIDER BEFORE INVESTING	Investment locked in for 5 years	<ul style="list-style-type: none">+ Investment locked in for 5 years+ Risk of capital loss

NOVEMBER 15, 2022: DETERMINATION OF THE SUBSCRIPTION PRICE

I am informed of the subscription price:

The subscription price corresponds to the reference price minus 20%.

FROM NOVEMBER 16 TO NOVEMBER 18, 2022: CANCELLATION PERIOD

I can cancel:

100% of my reservation for either plan, if desired. I cannot decrease the amount of my reservation.

DECEMBER 22, 2022: COMPLETION OF THE TRANSACTION AND DELIVERY OF SHARES

I receive a message confirming my subscription:

It specifies the number of shares I have in each plan.



INVEST IN LINK TO ACQUIRE ENGIE SHARES ON PREFERENTIAL TERMS!

Link 2022 is available in 21 countries, and you are one of the eligible employees. You can find all the necessary information regarding your participation at <https://link.engie.com/2022>, including short explanatory videos and an investment simulator.

You can participate in Link from now until October 12, 2022 at midnight!

1. Head over to link.engie.com/2022
2. **Click** on "Participate in Link 2022"
3. **Enter your username:** i.e. your work email address
4. The first time you connect, **you will need to generate a password:**
 - Click on "Activate my account"
 - Click on the link in the message sent to your work email address
5. **Choose** your password
6. **Log in** using your username and the password you selected
7. **Choose your investment** and remember to confirm your reservation!

DID YOU KNOW?

Some circumstances entitle you to early release.



Your investment is locked in for 5 years. However, **some circumstances entitle you to early release!**

- In these cases, you will be able to recover your shares before the term of the investment.
- To learn more, check the local supplement for your country by visiting link.engie.com/2022.

NEED MORE INFORMATION?

You can:

- Visit the Link 2022 website at link.ENGIE.com/2022
 - **Contact your Link Manager**
- (List available by entity on the website)

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