

## Director appointed by the Shareholders' Meeting to represent employee shareholders (1)

**JACINTHE DELAGE**

Director appointed by the Shareholders' Meeting to represent employee shareholders, on the recommendation of the Link France mutual fund (FCPE), and sponsored by the Group's Association of Employee and Former Employee Shareholders (AG2S)

- Member of the Appointments, Compensation and Governance Committee

Jacinthe Delage has several post-graduate legal degrees in economic and environmental law and holds an administrator's certificate from ESSEC. After working in companies such as Novergie and Neuf Cegetel as an attorney, she joined ENGIE Cofely in April 2007 as a business development attorney in the South-West region. She then held various successive legal positions within the Group between February 2009 and January 2016 in the *Compagnie parisienne de chauffage urbain* (CPCU), the Corporate Competition and Regulation department and the Corporate Secretariat of the France BtoB BU. In November 2018, she became Head of the Legal Department of ENGIE Réseaux, which specializes in heating and cooling networks in France and in January 2021, she was appointed Head of the Network Energy Division within ENGIE Solutions' Legal and Ethics Department. In 2021, she became the representative of AG2S list unit-holders on the Supervisory Board of the Link France mutual fund (FCPE). On September 1, 2023, she took on an operational role as Regional Director Normandy Center within ENGIE Solutions France.

**Age:** 48

**Nationality:** French

**First appointment:**  
May 20, 2021

**Expiration of term:**  
2025

**Shares held:**  
1,719 shares

**Business address:**  
ENGIE  
1, place Samuel-  
de-Champlain  
92400 Courbevoie

**PRINCIPAL ACTIVITIES OUTSIDE THE COMPANY**

None

**CURRENT OFFICES AND POSITIONS HELD****Offices and positions in Group companies**

- Member of the Management Committee of the Center West region of ENGIE Solutions France
- Chief Executive Officer of DUNoise Energie Services (DUNES), Maromme Bio Energie Services (MBES), Réseau de chaleur de biomasse de l'Aigle (RECBIA), Sens Bio Energie Services (SEBS), Distribution de Chaleur de Mont-Gaillard (SDCMG) and Tours Métropole Energies Durables (TMED)

**Other offices and positions outside the Group**

- Chair of the AG2S Association since 2024

**OFFICES THAT HAVE EXPIRED IN THE LAST FIVE YEARS**

- Member of the Management Committee of SAS GéoMarne (until 2023)
- Member of the Management Committee of the Île-de-France region for the Main Networks and Mobilities entity of ENGIE Solutions France (until 2023)
- Director of the AG2S Association (until 2023)
- Chief Executive Officer of Bio Cogelyo Normandie (BCN) and FICOBEL (Group companies)

**AREAS OF EXPERTISE**

- ESG: Environmental/Climate and Governance
- Energy sector
- Public policies