

Methodology for the reporting of quantitative data

A standardized methodology guarantees the consistency of consolidated social data, their comparability between entities and their relevance on an international scale. Definitions, sources and scopes are harmonized in a common Group reference system through an operational manual shared with all entities.

Collection tool

For local entities and subsidiaries controlled by the Group, with the exception of a few Group companies, social data on employee flows and training are collected daily from a centralized global HR information system. These consolidated data are reported quarterly in the Group social reporting via a dedicated consolidation tool. It centralizes data on fixed and variable pay, contractual hours and part of the benefits in kind of all employees of the Group. However, it cannot be used to create a single database containing individual pay data for each employee.

Information on working conditions and contingent workers is reported directly by the entities on a quarterly basis via the same social data consolidation tool.

For the regulated entities (GRDF, GRT Gaz and CNR), due to regulatory requirements that limit the pooling of their information systems with the rest of the Group, the entirety of their social data is entered via the consolidation tool on a quarterly basis.

Quantitative data collection process

The governance of social metrics is based on a clear, hierarchical organization:

- **local level:** each subsidiary is responsible for collecting social data in accordance with the guidelines and tools provided by the Group;
- **regional level:** data are reviewed and validated by regional coordinators to ensure their quality and compliance with standards;
- **Group level:** data are centralized and the metrics analyzed at Group level, before being submitted to the Group's departments and committees.

Resources and governance

The ENGIE Group devotes specific resources to managing material impacts on its employees, focusing on three priority areas: working conditions and social dialogue, diversity and inclusion (DEI) and talents and skills. These resources are presented in their respective subsections.