

Performance monitoring and measurement

Several systems have been implemented to assess and monitor the Group's performance in terms of health & safety at work, in addition to the measures put in place by the entities.

The Group has been implementing health & safety reporting for several years to monitor its performance in this field through quantitative metrics. In 2024, the Group published a new version of its health & safety reporting framework in order to incorporate new metrics mandated by the European standards pursuant to the Corporate Sustainability Reporting Directive (CSRD).

In addition, ENGIE has implemented an internal audit process to assess the control of major risks in the entities, with a view to avoiding serious and fatal accidents. It involves identifying best practices and improvement measures.

The Group's health & safety performance is monitored by the various governing bodies:

- the Group Health & Safety Management Committee chaired by the Group's Health & Safety Vice-President;
- the Executive Committee;
- EESDC;
- the Board of Directors.

The Group's health & safety results in 2024 are as follows:

- **number of work-related fatalities** among Group employees, temporary workers and (sub)contractors was three (six in 2023), versus a target of zero;
- **a fatality rate** for employees, temporary workers and (sub)contractors of 0.009 (0.019 in 2023) versus a target of zero. The fatality rate is calculated as follows, including data on employees, temporary workers and (sub)contractors:

$$\text{fatality rate} = (\text{Number of work-related fatalities}) \times 10^6 / \text{Number of hours worked}$$
- **a Lost Time Injury Rate** for employees, temporary workers and (sub)contractors working for the Group of 1.7 (1.8 in 2023), which is below the maximum target for the year of 2.0.

The Lost Time Injury Rate is calculated as follows, including data relating to employees, temporary workers and (sub)contractors:

$$\text{LTIR} = (\text{Number of lost-time accidents} + \text{number of work-related fatalities}) \times 10^6 / \text{Number of hours worked}$$

- **severity rate of lost-time accidents** for employees was 0.074 (according to ILO standards); the severity rate is calculated as follows:

$$\text{SR} = \text{Number of days lost} \times 1,000 / \text{Number of hours worked}$$