



April 28th 2020

DECLARATION FOR THE SOCIAL PROTECTION OF ENGIE EMPLOYEES WORLDWIDE - in times of pandemic Covid 19

ENGIE has always been committed to ensuring the protection of its employees and to affirming the values of solidarity and social responsibility.

This is why ENGIE is currently negotiating a global framework agreement on fundamental rights and CSR with global trade union federations IndustriALL Global Union, Public Services International (PSI) and Building and Wood Worker's International (BWI). This agreement will include the commitment to guarantee 177,000 employees a common social protection base in terms of parenthood, health, disability and death, throughout the world, which will be operationalized via the ENGIE CARE programme.

Today, the world is experiencing an unprecedented health crisis with major human and economic consequences. At this particular time, ENGIE recognizes the important contribution trade unions play in the current crisis and that ENGIE management is committed to working with the Global Unions Federations, as well as the national Trade Unions, at all levels through social dialogue to ensure the long term sustainability of the company and the health, safety and well-being of its employees worldwide. ENGIE intends to reaffirm its responsibility towards its employees, whose protection and safety are more than ever a priority. The Group's commitment to providing social security coverage for its employees around the world takes on even greater significance in this unprecedented pandemic context.

Due to the urgency of the situation caused by the Covid 19 virus, and without calling into question the negotiation of the global framework agreement, ENGIE wishes to anticipate the implementation of two of the pillars of the ENGIE CARE program and guarantee all its employees long-term coverage:

- Coverage of a minimum of 75% of their hospitalization costs, whatever their pathology;
- Death cover providing for the payment of a minimum capital equivalent to 12 months' gross salary.

In addition, to take into account the difficulties that employees may find themselves as a result of the crisis related to Covid 19, the Group is implementing specific measures until December 31, 2020 at the latest with:

- Full coverage of their hospitalization costs related to Covid 19;
- For employees who are temporarily without social protection due to the suspension of their activity in these times of crisis, the Group also undertakes to provide all-cause death cover and reimbursement of hospital costs related to Covid 19.



All of these measures are immediately applicable to the employees of all Group entities worldwide and are also intended to apply to any deaths and hospitalizations that may have occurred since the beginning of the pandemic.

IndustriALL Global Union, Public Services International (PSI) and Building and Wood Worker's International (BWI), welcome and support this Group's initiative that strengthens ENGIE employee social protection worldwide in this extraordinarily difficult times.

Faced with the Covid 19 crisis, the ENGIE Group is committed to its employees and their families and shows its full support to those affected by this pandemic.