

LINK 2026

Privacy notice regarding the processing of your personal data

The processing activities covered by this information notice are carried out by ENGIE SA, Campus ENGIE - 67 Rue Jules Ferry, 92250 La Garenne-Colombes, France, acting as data controller.

- **For what purposes is your personal data collected?**

The LINK 2026 employee share ownership operation involves the following two data controllers:

- Engie SA, whose main mission is to create a list of employees eligible to participate in the employee share ownership scheme, provide the data required to NATIXIS INTEREPARGNE to carry out the LINK 2026 employee share ownership operation, communicate about this operation, track subscriptions, manage payment incidents, collect payments (France/Belgium/Germany/Portugal/Italy), manage social declarations and contributions, and ensure compliance with legal and regulatory obligations; and
- NATIXIS INTEREPARGNE, whose main mission is to carry out the LINK 2026 employee share ownership operation (subscription, subscription checks, payment collection, etc.).

- **On what legal grounds is your personal data collected and processed?**

Your data is processed on the basis of the legitimate interest of Engie SA and NATIXIS for:

- implementing the LINK 2026 operation, including checking employee eligibility and transmitting the data required to Natixis
- coordinating the subscription campaign
- tracking subscriptions;
- managing voluntary payments and the related employer contribution
- collecting payments and managing payment incidents
- complying with applicable regulatory obligations (in particular social declarations and contributions)

- **What personal data is collected and processed by ENGIE SA, and where does it come from?**

The processing carried out by Engie SA in connection with LINK 2026 covers the following categories of data:

- identification data (title, last name, first name)
- professional data (e.g. business email address, professional status, eligibility status)
- personal life data (e.g. personal postal address)
- financial data related to the operation (e.g. number of shares or units subscribed and, where applicable, the related employer contribution, as well as the bank details provided by the subscriber to NATIXIS as part of the subscription)

This data is collected from payroll systems such as SEZAME or local payroll systems of internal entities and subsidiaries, and, for bank details, from information provided directly by the employee to NATIXIS.

- **How long is your personal data kept for these purposes?**

Your data is retained for 6 years (5 years for the duration of the employee share ownership operation, and one additional year to keep a history enabling the follow-up and processing of all

employee requests). It is reserved for the exclusive use of the department concerned and may only be disclosed to the recipients listed below.

- **Who can access your personal data?**

The recipients of the data are the ENGIE SA HR Comp&Ben teams and those of the various entities, as well as the HR points of contact assigned to this operation within the various entities. The data is also accessible to NATIXIS, the collector for the operation, and Butterfly, ENGIE SA's service provider in charge of communication activities for LINK 2026, solely for the data necessary for these operations (business email address and subscription country).

- **What rights do you have regarding the protection of your personal data?**

In accordance with the applicable regulations and the conditions they provide for, you may exercise the following rights: access the personal data we hold about you and receive information about our processing of your personal data; request the rectification of your personal data; request its erasure; request the restriction of the processing of your personal data; object to the processing of your personal data based on legitimate interest; exercise your right to data portability in the context of processing based on the performance of a contract. You may also define instructions regarding the retention, erasure, and communication of your personal data after your death. You may exercise these rights through [this link](#).

For any other request, ENGIE SA has appointed a Data Protection Officer whom you may contact [electronically](#) or by post at the following address:

ENGIE SA
Campus ENGIE
67 Rue Jules FERRY,
92250 La Garenne-Colombes
France.

If, after contacting us, you believe that your rights regarding the protection of personal data are not being respected or that the arrangements implemented are not compliant with the legislation in force, you may lodge a complaint with the CNIL.
(<https://www.cnil.fr/>).