

LINK 2026

Employee shareholding offer

ACT TOGETHER FOR A SUSTAINABLE FUTURE

SUBSCRIBE ONLINE AT
[LINK.ENGIE.COM/2026](https://link.engie.com/2026)
FROM 3RD TO 17TH JUNE 2026¹



[LINK.ENGIE.COM/2026](https://link.engie.com/2026)

The Engie logo, consisting of a white curved line above the word "engie" in a lowercase, sans-serif font.

¹ All dates indicated in this brochure are approximate only.

DISCOVER LINK 2026, ENGIE GROUP'S EMPLOYEE SHARE OWNERSHIP SCHEME



✓ WHAT IS LINK?

LINK is the employee share ownership scheme of the ENGIE Group.

It allows you to acquire ENGIE shares indirectly via the "LINK FRANCE" Employee Mutual Investment Fund (Fonds Commun de Placement d'Entreprise - FCPE) on preferential terms in return for a 5-year lock-in period.

✓ WHAT IS AN FCPE?

An Employee Mutual Investment Fund is a portfolio of securities held in joint ownership by all employees who invest in units of the FCPE.

By participating in LINK 2026, you will subscribe, as part of the ENGIE Group Savings Plan (PEG), to units in the "LINK FRANCE RELAIS 2026" FCPE. After completion of the transaction, the "LINK FRANCE RELAIS 2026" FCPE will merge with the "LINK CLASSIC 2026" sub-fund of the "LINK FRANCE" FCPE.

You will therefore not be a direct shareholder of the ENGIE Group, but rather a holder of units in the FCPE allocated in proportion to your investment. The "LINK FRANCE" FCPE will hold your shares.

WHAT ARE THE BENEFITS OF LINK 2026?

✓ BY PARTICIPATING IN LINK 2026, YOU WILL RECEIVE THE FOLLOWING BENEFITS:

A 20% discount on the reference share price

- The subscription price as an employee benefit from a 20% discount on the reference price. This discount increases your potential gains or mitigates your losses depending on share price trends.
- The reference price is equal to the arithmetical average of the average ENGIE share prices, weighted by volume traded on the Euronext Paris stock exchange (Volume-Weighted Average Price) during the 20 trading sessions from 5th May to 1st June 2026 inclusive.

A maximum matching contribution of €500²

- The Group supplements your personal contribution with a matching contribution according to the following rule:

You invest	ENGIE supplements your investment by:	Maximum matching contribution for each tranche
From €0 to €100 inclusive	300%	€300
Above €100 up to €300 inclusive	100%	€200

Thus, if you subscribe for €300 in the "LINK FRANCE RELAIS 2026" FCPE, you will receive a matching contribution of €500.

Your initial investment (personal contribution + matching contribution) will therefore be €800.

If you invest over €300, you could benefit from the maximum matching contribution of €500 and the discount on your entire investment.

N.B.: if the reduction rule described on page 8/9 is applied, the amount invested and the corresponding matching contribution may be reduced regardless of the total amount of your personal contribution.



A simulator is available at: link.engie.com/2026

² The CSG (General Social Contribution) and CRDS (Contribution to Reimbursement of the Social Debt) payable on the matching contribution will be deducted from your pay slip by your employer in August 2026 at a rate of 9.7%.

✓ BY INVESTING, YOU BENEFIT FROM:

■ Potential dividends

The potential dividends and any income associated with each share will be reinvested in the “LINK CLASSIC 2026” sub-fund, thereby increasing the value of your ENGIE holdings.

The “LINK CLASSIC 2026” sub-fund may benefit from the bonus dividend if the conditions laid down in ENGIE’s Articles of Association and in law are met, which will further enhance the value of your holdings.

■ A potential capital gain

The capital gain, if any, is the difference between:

The sale price of your units (which depends on the ENGIE share price) and the amount of your initial investment (personal contribution + matching contribution).

✓ FAVOURABLE TAX BENEFITS WITH THE GROUP SAVINGS PLAN (PEG)

By participating in LINK 2026, **you will benefit from the following taxation (as of 1st January 2026):**

- **When you subscribe:** discount and matching contribution not subject to tax, only subject to CSG / CRDS³.
- **During the shareholding period:** no taxation.
- **At the end of the investment:** your capital gains, where applicable, including any dividends reinvested in the “LINK CLASSIC 2026” sub-fund during the shareholding period, are exempt from income tax and are subject to social contributions only⁴.

Favourable tax benefits



³ The CSG (General Social Contribution) and CRDS (Contribution to Reimbursement of the Social Debt) payable on the matching contribution will be deducted from your pay slip by your employer in August 2025 at a rate of [9.7].%

⁴ At the applicable rate at the end of the investment (upon maturity or earlier in the event of early release), which is [18.6] at the time of drafting the brochure.

IN RETURN FOR THE BENEFITS OF LINK

✓ YOUR INVESTMENT TRACKS THE ENGIE SHARE PRICE

Your investment tracks the share price both upward and downward and so your investment carries a risk of capital loss.

In fact, depending on the share price when you redeem your shares, the value of your holdings may be lower than your personal contribution.

Consequently, you are advised to assess the need to diversify your savings across the funds proposed in the Group Savings Plan:

- EGEPARGNE MONETAIRE (cash)
- EGEPARGNE 1 OBLIGATAIRE (bonds)
- SYCOMORE DIVERSIFIED SOLIDARITY (diversified)
- EGEPARGNE 2 DIVERSIFIE (diversified)
- EGEPARGNE ACTIONS CROISSANCE EURO (Euro growth)
- EGEPARGNE ACTIONS MONDE (worldwide shares)

✓ YOUR INVESTMENT IS LOCKED IN FOR 5 YEARS

Your investment is locked in until 29th July 2031 inclusive, except in the event of early release.



An investment simulator
is available at
link.engie.com/2026

Your investment
is locked in for
5 years



TERMS OF SUBSCRIPTION



✓ WHO CAN TAKE PART?

- **All employees** (or persons who belong to a category of persons eligible to join the PEG pursuant to Article L.3332-2 of the French Labour Code) who have an employment contract on 17th June 2026 with an entity that is part of the ENGIE PEG and have been on that contract for at least three months, whether consecutive or not, since 1st January 2025.
- **All employees working in the shared services** common to GRDF SA and ENEDIS SA, and whose gas distribution key for their department is not zero.
- **Retired employees** of companies that are part of the ENGIE PEG and still have holdings in the PEG on 17th June 2026. Retired employees do not benefit from the matching contribution.

✓ WHAT ARE THE PAYMENT METHODS?

Five payment methods are available. You can make your personal contribution:

- by **allocating all or part of your profit-sharing bonus and/or share bonus as required**,
- by **reallocating available assets** from the "EGEPARGNE MONETAIRE" FCPE under the ENGIE PEG Group Savings Plan, up to a maximum ceiling of 25% of your gross annual remuneration for 2026,
- **in cash:**
 - via a **direct debit**⁵ from your bank account in one instalment,
 - or
 - via **online payment** using a bank card up to a maximum of €500,
- in **6 monthly instalments**⁷ debited from your bank account.

⁵ The amount will be debited on 13th July 2026.

⁶ Your account will be debited on 13th July 2026.

⁷ The first payment will be debited on 13th July 2026.

✓ WHAT HAPPENS TO YOUR PROFIT-SHARING BONUS AND/OR SHARE BONUS THAT HAS BEEN PRE-ALLOCATED TO LINK 2026?

Between March and May 2026 (depending on your entity): Period of pre-allocation of your profit-sharing bonus and/or share bonus to LINK



During this period, you were able to pre-allocate all or part of your profit-sharing bonus and/or share bonus to LINK 2026.

The pre-allocated sums were invested in the "LINK FRANCE RELAIS 2026" FCPE within the ENGIE PEG.

FROM 3rd to 17th June 2026: Subscription period for LINK



During this period, if you have pre-allocated your profit-sharing bonus and/or share bonus, you will have the option to downgrade or cancel your investment decision during the subscription period ending 17th June. If you do not take any action during this period, your pre-allocation will be validated and become irrevocable.

If you reduce the amount or cancel your LINK 2026 subscription⁹, the pre-allocated sums not invested in LINK 2026 will be reallocated to the "EGEPARGNE MONETAIRE" FCPE.

You can also supplement your subscription to LINK 2026 by making a voluntary payment and/or reallocating available assets from the "EGEPARGNE MONETAIRE" FCPE.



⁹ N.B.: in such a case, these sums will be subject to the provisions of the PEG applicable to investments of profit-sharing bonuses and share bonuses in funds other than LINK 2026. For example, where applicable, these sums (which will not benefit from the LINK 2026 matching contribution) may benefit from the matching contribution provided for in the agreement concluded within your company. The holdings will be inaccessible for the duration stipulated in the ENGIE PEG (except in the case of an early release provided for by law) but can be moved to other FCPEs within the ENGIE PEG.

✓ WHAT AMOUNT CAN YOU INVEST?

You are free to choose the amount you wish to invest in LINK, within the following limits:

■ At least:

Your personal contribution must be at least €10.

■ At most:

- All your voluntary payments into all the employee savings plans⁹, except for the collective company retirement savings plans (PERCOL) during 2026 must not exceed 25% of your gross annual remuneration for 2026 (including allowances, bonuses, etc.).
- A specific additional limit also applies to subscribing by reallocating available assets from the Fund "ÉGEPARGNE MONETAIRE": the amount of your reallocation must not exceed the equivalent of 25% of your gross annual remuneration for 2026.
- The two ceilings referred to above are separate.

Please note that if you choose to pay for your subscription by credit card, the amount is limited to €500.

✓ WHAT HAPPENS IN THE EVENT OF AN OVER-SUBSCRIPTION?



In accordance with the decisions of the Board of Directors of 5th November 2025 and the Chief Executive Officer of 18th February 2026, the total number of shares offered under LINK 2026 is limited by a double ceiling consisting of:

- a maximum of [8 million] shares, including the matching contribution (the **Total Share Ceiling**); and
- the cost of LINK 2026 (overall cost of the discount and the matching contribution) limited to [37.5 million] euros (the **Total Euro Ceiling**). The **Total Euro Ceiling** comprises a sub-pool (**Euro Sub-Pool**) corresponding to the costs of i. the employer's matching contribution, ii. the discount on the employer's matching contribution and iii. the discount linked to the personal contribution, including the matching contribution. The **Euro Sub-Pool** is limited to 22 million euros. N.B.: if the **Total Euro Ceiling** is not reached, the unused amount will be added to the **Euro Sub-Pool**, thereby potentially avoiding a reduction in the amount in the sub-pool.

As soon as the Subscription Price has been determined, the Total Share Ceiling will be converted into euros on the basis of the Subscription Price.

In the event that subscription applications lead to at least one of these ceilings being exceeded, the subscription applications will be reduced in accordance with the following terms and conditions:

- a) if several ceilings are exceeded, including the **Euro Sub-Pool**, the reduction can be made for each ceiling, simultaneously or successively;

b) the amount of the ceiling will be divided by the number of participants in order to ascertain an average amount in euros to be allocated to each participant (the **Average Sum Allocated**).

- All applications for an amount that is lower than or equal to the **Average Sum Allocated** will be allocated in full;
- All applications for an amount higher than the **Average Sum Allocated** will be allocated, initially, up to the level of the Average Sum Allocated;
- Thereafter, the amount above the **Average Sum Allocated** will be reduced proportionally by applying an allocation rate that is determined on the basis of the amount still to be allocated in relation to the applications exceeding the **Average Sum Allocated**.

If several payment methods are used, the reduction will be made according to the following order of priority:

- (1) reallocation of assets from the "EGEPARGNE MONETAIRE" FCPE
- (2) direct debit (one or six instalments) or credit card
- (3) amounts resulting from the incentive allocation and
- (4) amounts resulting from the profit-sharing bonus allocation.

The sums from the incentive and/or profit-sharing bonus allocations that are not invested in LINK will be invested in the "EGEPARGNE MONETAIRE" FCPE mutual fund.

⁹ Company Savings Plan (PEE), Inter-company Savings Plan (PEI), Group Savings Plan (PEG)



✓ WHAT HAPPENS TO YOUR INVESTMENT AT THE END OF THE LOCK-IN PERIOD?

By participating in LINK 2026, **you hold units in the “LINK FRANCE RELAIS 2026” FCPE, which will merge with the “LINK CLASSIC 2026” sub-fund of the “LINK FRANCE” FCPE.**

At the end of the 5-year lock-in period, you can choose to either:

- keep your holdings in the “LINK CLASSIC 2026” sub-fund; your holdings are available and you have the option of requesting their redemption in full or in part at any time,
- spread your holdings across one or more FCPE within ENGIE’s PEG, and
- request the redemption of your holdings in whole or in part.

✓ HOW TO TAKE PART?

If you wish to take part in LINK 2026 and allocate all of the profit-sharing bonus and/or share bonus that was pre-allocated, without making any additional payment, you do not have to do anything.

Otherwise, take part in just a few clicks:

- 1) **Log on to** <https://link.engie.com/2026>.
- 2) **Click** on “Subscribe to LINK 2026”.
- 3) **Log in** with your username and password.
- 4) **Read the legal terms and conditions for subscribing to LINK.**
- 5) **Fill in the subscription screen** and remember to confirm your subscription.
- 6) **Download** your subscription confirmation.

✓ YOU CAN FIND OUT MORE

- At <https://link.engie.com/2026>
- By contacting your LINK manager,
- By calling the Egépargne call centre advisers, who will help you to log on to the LINK 2026 subscription website, on +33 (0)231 077 921 (from Monday to Friday between 8:30 am and 6:00 pm).



LINK 2026: PROVISIONAL TIMETABLE



1

PERIOD OF PRE-ALLOCATION OF THE PROFIT-SHARING BONUS AND/OR SHARE BONUS TO LINK: BETWEEN MARCH AND MAY 2026 DEPENDING ON YOUR ENTITY

You had the option of pre-allocating all or part of your incentive bonus and/or profit-sharing bonus to LINK 2026.

2

THE REFERENCE PRICE AND THE SUBSCRIPTION PRICE FOR AN ENGIE SHARE WILL BE SET ON: 2ND JUNE 2026

They will be communicated to you on <https://link.engie.com/2026> before the start of the subscription period.

3

SUBSCRIPTION PERIOD: FROM 3RD TO 17TH JUNE 2026 INCLUSIVE

You can make your subscription when the price is known at <https://link.engie.com/2026>.

By way of a reminder, if you do not make a choice, the total amount of your profit-sharing bonus and / or share bonus pre-allocated to LINK 2026 will be invested in LINK 2026.

4

COMPLETION OF THE TRANSACTION: 30TH JULY 2026

In the weeks following completion of the transaction, Natixis Interépargne, the account holder of the ENGIE PEG, will send confirmation of your investment including the number of units you hold in the "LINK FRANCE RELAIS 2026" FCPE.

IMPORTANT NOTE FOR “US PERSONS”:

Residents of the United States of America cannot subscribe to the “LINK FRANCE RELAIS 2026” FCPE or the “LINK FRANCE” FCPE. For more information, please refer to the regulations of the “LINK FRANCE RELAIS 2026” FCPE and the “LINK FRANCE” FCPE and consult the fund manager’s website: www.amundi.com.

SPECIFIC MEASURES FOR RUSSIA AND BELARUS

Due to the sanctions imposed by the European Union, this offer is not open to citizens or residents of Russia or Belarus, except under the following conditions:

- If the national or resident is Russian and is also a national of a Member State of the European Union, the European Economic Area or Switzerland or holds a temporary or permanent residence permit in one of these States;
- If the national or resident is Belarusian and is also a national of a Member State of the European Union or holds a temporary or permanent residence permit in one of these Member States.

PROCESSING OF YOUR PERSONAL DATA

Management of LINK 2026 entails processing your personal data. Information on this subject is available in the “Processing of my personal data” section of the legal terms and conditions of subscription to LINK 2026, which you agree to when you subscribe.

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