



Press Release
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Innovation in Labor Relations: ENGIE signs an ambitious Europe-wide Social Policy Agreement in support of its enterprise project

Two priorities: Ensuring professional excellence and developing staff employability

In support of Group development and transformation, Gérard Mestrallet, ENGIE Chairman and CEO, and Isabelle Kocher, Deputy CEO and Chief Operating Officer, have signed an ambitious European Social Policy Agreement with three European trade unions, IndustriALL, EPSU, and FETBB,¹ each of which signed with the unanimous support of its membership. ENGIE is in the midst of transforming its businesses and organization with a view to becoming the world leader of the energy transition. With an energy sector undergoing profound upheaval, this agreement provides employees a clear roadmap, with two main areas of focus: anticipation of employee training needs, and employee support during organizational changes.

The scope of the agreement constitutes a major step forward, extending to 87% of Group employees and applying identically to each of the European countries involved.

On the occasion of the signing, Gérard Mestrallet stated that, *"Dialogue between management and labor is key to the success of the Group's transition. We are very proud of having signed this agreement with all of the Europe-wide trade unions. It gives us the means of ensuring professional excellence and expanding our employees' skill profiles, while guaranteeing them career mobility in a Group that is present in around 20 European countries. This is the fruit of very intense dialogue and negotiations. More importantly, it provides new impetus to our enterprise project."*

A focus on employee training

The agreement dedicates €100 million per year over 3 years to training, with a goal of training 2/3 of the employees of each Group company per year, as part of the training plan discussed previously with union representatives. It will allow the Group to anticipate trends in skills and employment.

The agreement also provides for the creation of a network of "Energy Transition Schools" that will consolidate the many trade schools of Group companies and pool Group know-how to ensure professional excellence.

¹ **IndustriALL**, European trade union federation, represents 6.9 million workers in Europe, working mainly in the sectors of manufacturing industry, Mines and Energy. **EPSU**, European trade union federation, represents 8 million workers in Europe working mainly in public services, and **FETBB**, European trade union federation, represents 2 million workers in Europe working mainly in the construction industry, building materials, wood, furniture and forestry.



Nearly ten in-house training centers will be included in this network, creating training bridges to support employees in making career changes.

A strong commitment to enhancing career mobility

Internal mobility will be prioritized over all external hires, and will be encouraged in particular through financial incentives. Geographic and job mobility will be encouraged.

In cases of organizational changes, the Group is also committed to the systematic implementation of a procedure for offering jobs within the Group to each affected employee.

This agreement brings together executives, managers, employees, and union representatives in support of an enterprise project that allows the Group to meet the technological, economic, and social challenges of an energy sector in full-scale revolution, while also continuing to innovate and conduct its business activities with the highest professional standards.

About ENGIE

ENGIE develops its businesses (power, natural gas, energy services) around a model based on responsible growth to take on the major challenges of energy's transition to a low-carbon economy: access to sustainable energy, climate-change mitigation and adaptation and the rational use of resources. The Group provides individuals, cities and businesses with highly efficient and innovative solutions largely based on its expertise in four key sectors: renewable energy, energy efficiency, liquefied natural gas and digital technology. ENGIE employs 154,950 people worldwide and achieved revenues of €69.9 billion in 2015. The Group is listed on the Paris and Brussels stock exchanges (ENGI) and is represented in the main international indices: CAC 40, BEL 20, DJ Euro Stoxx 50, Euronext 100, FTSE Eurotop 100, MSCI Europe, DJSI World, DJSI Europe and Euronext Vigeo (Eurozone 120, Europe 120 and France 20).

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