Press release
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Record participation in ENGIE's 2026 employee share ownership plan

ENGIE has successfully completed its LINK 2026 employee share ownership plan, with the subscription period running from 3 to 17 June 2026. This edition marks a new milestone in the development of employee share ownership within the Group, with the scheme now being offered on an annual basis.

Participation reached a record level of 51%, representing more than 39,000 employee subscribers across nearly 30 countries, an increase of almost 10 percentage points compared with the 2025 edition, which had already achieved a historic subscription level.

The plan generated a total subscription amount of €93 million, corresponding to the acquisition of nearly 4.3 million ENGIE shares. Employees benefited from an attractive offering, including a 20% discount on the share price, resulting in a subscription price of €21.71 per share, as well as a company matching contribution.

This result confirms employees' growing interest in share ownership and their confidence in ENGIE's development strategy. The average subscription amount reached €1,847 per employee. In France, nearly 70% of eligible employees subscribed to the plan.

LINK 2026 marks a new stage in the development of employee share ownership at ENGIE. Now offered every year, the scheme reflects the Group's commitment to associating employees more closely and sustainably with its value creation and long-term performance. This momentum is reflected in the steady increase in participation rates, which stood at 31% in 2022, 35% in 2024, and 42% in 2025.

Following the completion of the plan, ENGIE employees will hold close to 4% of the Group's share capital by the end of 2026, making them one of ENGIE's four largest shareholders.

According to **Jean-Sébastien Blanc, Executive Vice President, Human Resources, ENGIE** : *"The exceptional success of LINK 2026 reflects our employees' confidence in the Group's strategy and their desire to play an active role in its long-term development. This edition has particular significance as it inaugurates an annual event. By strengthening employee share ownership every year, we aim to further associate our employees with the performance and value creation that they help build every day."*

About ENGIE

ENGIE is a major player in the energy transition, whose purpose is to accelerate the transition towards a carbon-neutral economy. With more than 90,000 employees in 30 countries, the Group covers the entire energy value chain, from production to infrastructures and sales. ENGIE combines complementary activities: renewable electricity and green gas production, flexibility assets (notably batteries), gas and electricity transmission and distribution networks, local energy infrastructures (heating and cooling networks) and the supply of energy to individuals, local authorities and businesses. Every year, ENGIE invests on average €12 billion per year to drive forward the energy transition and achieve its net-zero carbon goal by 2045.

Turnover in 2025: €71.9 billion. The Group is listed on the Paris and Brussels stock exchanges (ENGI) and is represented in the main financial indices (CAC 40, Euronext 100, FTSE Euro 100, MSCI Europe) and non-financial indices (DJSI World, Euronext Vigeo Eiris - Europe 120 / France 20, MSCI EMU ESG screened, MSCI EUROPE ESG Universal Select, Stoxx Europe 600 ESG-X).

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