

LINK 2026

AUSTRALIA

TERMS AND CONDITIONS OF THE EMPLOYER LOAN (payment of your subscription amount)

You have been invited to invest in shares of ENGIE S.A. in the context of the 2026 ENGIE Employee Share Ownership Plan ("**LINK 2026**" or the "**Offer**").

In this context, your employer in Australia offers the possibility for you to pay for your subscription for ordinary share(s) in ENGIE S.A. ("**Shares**") via (i) a wire transfer from you to your employer in Australia for the whole or part of the subscription amount, to be received between 31 July 2026 and 7 August 2026 (included), and/or (ii) instalments to be deducted from your salary.

The amount corresponding to your subscription amount will be paid by your employer to ENGIE S.A. for the Shares and then deducted from your salary or wired by you to your employer. Thereby, your employer is making a loan to you ("**Offer Loan**").

The terms and conditions applicable to this Offer Loan are:

- Your employer will pay to ENGIE S.A., on your behalf, the subscription amount for the LINK 2026 Shares that you have specified (to be paid by salary deductions or wire transfer to fund your subscription amount for the ENGIE S.A. Shares) on the subscription website;
- The Offer Loan must be repaid by you through (i) deductions made from your after-tax salaries of August, September and October 2026, or (ii) wire transfer to your employer to be received between 31 July 2026 and 7 August 2026;
- No interest or fees are payable by you in respect of the Offer Loan; and
- In the event of default of payment on your part of the Offer Loan, the rights of ENGIE S.A. or of your local employer against you is wholly limited to forfeiture of your Offer 2026 interests (being the relevant Shares) acquired using the Offer Loan.