

# LINK 2026

Employee shareholding offer

## ACT TOGETHER FOR A SUSTAINABLE FUTURE

**SUBSCRIBE ONLINE AT  
LINK.ENGIE.COM/2026  
FROM 3RD TO 17TH JUNE 2026<sup>1</sup>**



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



<sup>1</sup> All dates indicated in this brochure are approximate only.

# DISCOVER LINK 2026, THE 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 INTERNATIONAL" Employee Mutual Investment Fund (*Fonds Commun de Placement d'Entreprise - FCPE*) at preferential conditions. Your investment is locked in for 5 years.**

## ✓ 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 to units in the "LINK CLASSIC 2026" sub-fund of the "LINK INTERNATIONAL" mutual fund under the ENGIE International Group Savings Plan (PEGI).

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 INTERNATIONAL" 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 under the scheme benefits 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 1<sup>st</sup> June 2026 inclusive.

### A maximum matching contribution of €500

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

You invest	ENGIE supplements your investment with	Maximum matching contribution for each tranche
From €0 to €100 inclusive	300%	€300
From €101 to €300 inclusive	100%	€200

### Thus, if you invest €300 in the "LINK CLASSIC 2026" sub-fund of the "LINK INTERNATIONAL" 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 7 is applied, the amount invested and the corresponding matching contribution may be reduced regardless of the total amount of your personal contribution.

Depending on your country of subscription, the matching contribution may be subject to income tax and/or social security contributions, which can be deducted from your pay.

For more information, please refer to the Supplement Regulations for your country available at <https://link.engie.com/2026>.



A simulator is available at:  
[link.engie.com/2026](https://link.engie.com/2026)

## ✓ THANKS TO YOUR INVESTMENT:

### ■ You can 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.

### ■ You may make a capital gain or loss

Please refer to the Supplement Regulations for your country available at <https://link.engie.com/2026> for more information on how the capital gain or loss is calculated in your country.

## ✓ YOUR POTENTIAL GAIN OR LOSS WILL ALSO DEPEND ON EXCHANGE RATE FLUCTUATIONS BETWEEN THE EURO AND YOUR CURRENCY AND MAY GO UP OR DOWN.



# IN RETURN FOR THE BENEFITS OF LINK

## ✓ YOUR INVESTMENT TRACKS THE ENGIE SHARE PRICE

**Your investment tracks share price fluctuations and so your investment involves 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 (capital loss).

Consequently, you are advised to assess the need to diversify your savings.

## ✓ YOUR INVESTMENT IS LOCKED IN FOR 5 YEARS

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

## ✓ THE VALUE OF YOUR INVESTMENT WILL ALSO DEPEND ON THE FLUCTUATION IN THE EXCHANGE RATE BETWEEN THE EURO AND YOUR CURRENCY AND MAY GO UP OR DOWN.

You invest an amount in the currency of the country in which the offer is made to you. However, your participation in LINK 2026 is in euros. Consequently, for the purposes of your participation, the amount of your payment made in your currency will be converted into euros at the exchange rate set by ENGIE on the date on which the subscription price is determined.

As ENGIE is listed on the Paris stock exchange in euros, during the term of your investment, the value of your investment will vary according to fluctuations in the exchange rate between the euro and your currency. As such, if the euro appreciates against your currency, the share value expressed in your currency will increase. Conversely, if the euro depreciates against your currency, the share value expressed in your currency will decrease. However, the changes in the exchange rate will only be reflected materially when you redeem your shares and the exchange rate at that time is applied.



An investment simulator is available at [link.engie.com/2026](https://link.engie.com/2026)



# TERMS OF SUBSCRIPTION



## ✓ WHO CAN TAKE PART?

- **All employees** who have an employment contract on 17<sup>th</sup> June 2026 with a company that is part of ENGIE PEGI and have been on that contract for at least three months, whether consecutive or not, since 1<sup>st</sup> January 2025.

## ✓ WHAT ARE THE PAYMENT METHODS??

To find out about the payment methods for LINK 2026, please consult your local LINK manager.

## ✓ A SPECIFIC TAX FRAMEWORK FOR YOUR COUNTRY

Depending on your country of subscription, you may be liable to pay income tax and/or social security contributions at different stages of your investment in LINK 2026 (subscription, receipt of dividends, etc.).

**For more information, please refer to the Supplement Regulations for your country available at <https://link.engie.com/2026>.**

## ✓ 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 equivalent to €10 in your local currency (as per the exchange rate set on 2<sup>nd</sup> June 2026).

### ■ At most:

Your payment into LINK 2026 must not exceed 25% of your gross annual remuneration for 2026 (including allowances, bonuses, etc.).



## ✓ 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 18<sup>th</sup> 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 the transaction (cost of the discount and cost of 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**.



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

By participating in LINK 2026, **you hold units in the "LINK CLASSIC 2026" sub-fund of the "LINK INTERNATIONAL" 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 will be available,
- request a total or partial redemption of your holdings at any time, which will be converted into your currency based on the applicable exchange rate at that time.

### ✓ HOW TO TAKE PART?

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 [link.engie.com/2026](https://link.engie.com/2026)
- By contacting your LINK manager





# LINK 2026: PROVISIONAL TIMETABLE



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## SETTING OF THE ENGIE SHARE REFERENCE PRICE AND SUBSCRIPTION PRICE AND THE EXCHANGE RATE: 2<sup>ND</sup> JUNE 2026

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

The exchange rate will be set on 2<sup>nd</sup> June 2026 at the same time as the subscription price and will be communicated to you via <https://link.engie.com/2026>.

This exchange rate will be used to convert your investment into euros.

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## SUBSCRIPTION PERIOD: FROM 3<sup>RD</sup> TO 17<sup>TH</sup> JUNE 2026 INCLUSIVE

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

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## COMPLETION OF THE TRANSACTION: 30<sup>TH</sup> JULY 2026

In the weeks following completion of the transaction, Amundi ESR, the account holder of the ENGIE PEGI, will send confirmation of your investment, including the number of units you hold in the "LINK CLASSIC 2026" sub-fund of the "LINK INTERNATIONAL" FCPE.



### **IMPORTANT NOTE FOR “US PERSONS”:**

residents of the United States of America cannot subscribe to the “LINK INTERNATIONAL” FCPE. For more information, please refer to the regulations of the “LINK INTERNATIONAL” FCPE and the fund manager’s website: [www.amundi.com](http://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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