



Press release
January 16, 2025

ENGIE Group is evolving its organization

Since 2021, ENGIE has successfully implemented its energy transition strategy with major transformations of its asset portfolio, its organization and culture and the growth of its key businesses aligned with its commitment to be Net Zero Carbon in 2045. At the same time, energy markets have been changing rapidly, with increased need for flexible assets to support the stability of power markets as renewables become a key source of generation, as well as growing demand from customers for green energy supply throughout the year and throughout the day.

To leverage these opportunities and maximize value from its integrated model, ENGIE is adjusting the scope of its Global Business Units (GBUs):

- To deliver more green and smart electrons, the **GBU Renewables and Flex Power** will combine renewables, power storage facilities (notably batteries) and CCGTs.
- To fully benefit from the central role of networks in the energy system, the **GBU Networks** will continue to develop power networks and adapt gas infrastructure to green molecules, while promoting their development (biomethane, H2, and e-molecules).
- To deliver the decarbonization of industries and cities, the **GBU Energy Solutions, renamed GBU Local Energy Infrastructures**, will build on its undisputed European leadership, while increasing selectivity in both business and geography.
- To leverage the Group's assets and deliver secure and sustainable energy to all customers, the **GBU Supply & Energy Management** will bring together energy management and downstream activities, B2B and B2C (Retail).

All operational and financial targets are unchanged.

Led by Catherine MacGregor, CEO, and as of February 1st, ENGIE's Executive Committee will be composed of:

- **Paulo Almirante**, Senior Executive Vice President in charge of the GBU Renewable & Flex Power,
- **Frank Lacroix**, Executive Vice President in charge of the GBU Local Energy Infrastructures,
- **Cécile Prévieu**, Executive Vice President in charge of the GBU Networks,
- **Edouard Neviaski**, Executive Vice President in charge of the GBU Supply & Energy Management,
- **Thierry Saegeman**, Executive Vice President in charge of Transformation & Geographies, Nuclear and Tractebel,
- **Jean-Sébastien Blanc**, Executive Vice President in charge of HR and Corporate,



- **Biljana Kaitovic**, Executive Vice President in charge of Data, Digital and IT,
- **Pierre-François Riolacci**, Executive Vice President in charge of Finance, ESG and Procurement,
- **Claire Waysand**, Executive Vice President in charge of Corporate Secretary, Strategy, Research & Innovation, and Communication,
- **Sébastien Arbola**, Executive Vice President in charge of Special Projects, until his new assignment is communicated. He will notably be responsible for developing ENGIE Data Center strategy.

„Adapting the scope of our organization is important as ENGIE accelerates its growth. To build the most reliable and affordable energy system of tomorrow, we must enhance synergies across the Group and capitalize on the incredible expertise of all our teams. The new GBU perimeter will dynamize this process. I would like to recognize and congratulate ENGIE teams for transforming the Group, bringing all activities to the state of the art and establishing ENGIE as a leader in the energy transition.” **said Catherine MacGregor, ENGIE CEO**

Further details will be provided during a Market Update that will take place within the full year results presentation on February 27th, 2025.

About ENGIE

ENGIE is a global reference in low-carbon energy and services. With its 97,000 employees, clients, partners and stakeholders, the Group strives every day to accelerate the transition towards a carbon-neutral economy, through reduced energy consumption and more environmentally friendly solutions. Inspired by its purpose statement, ENGIE reconciles economic performance with a positive impact on people and the planet, building on its key businesses (gas, renewable energy, services) to offer competitive solutions to its clients. Turnover in 2023: €82.6 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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