



RELEASE FROM THE ENGIE EUROPEAN WORKS COUNCIL

30 JUNE 2020

In a press release published on 12 May, the ENGIE Group announced that it was speeding up its strategy in the middle of the COVID-19 crisis. The release confirmed the Group's target of withdrawing from more than 25 countries worldwide. Regarding the Services and Solutions activities, the intention to "further rationalize" by "exiting business with low profitability" was clearly stated.

On the occasion of its meetings with Group management since 13 May, the EWC Secretariat has made a perfectly legitimate request to be informed of management's projects, especially since the EWC representatives have also discovered the serious social impacts on workers in the media.

A meeting was held between the Secretariat, the Chairman of the Board of Directors, Jean-Pierre Clamadieu, and the interim CEO, Claire Waysand, on 28 May. The discussions covered the principles that had already been announced, but nothing new emerged in terms of the method of starting concrete discussions with the staff representatives on the European Works Council. A fact made all the more surprising by the relatively tight schedule for the effective implementation of the strategy by 2021.

This situation is worrying, because it is worsening our workers' fears, especially in the Services and Solutions activities.

This unprecedented situation constitutes a breakaway from the will to anticipate transformations and change in the ENGIE Group. Under the terms of the European social agreement signed in 2016, discussions and dialogue should be held to prepare for changes.

At the last meeting of the Secretariat on 17 June, Group management claimed that this was not possible and refused to propose a working methodology in the following days in order to be transparent with the EWC representatives about its projects, to clarify the criteria of its analysis, to encourage discussions and to take any social consequences and impacts into consideration.

As a staff representative body on a European scale, we cannot accept being presented with this foregone conclusion. We will not accept announcements in a few months of closures or the selling-off of activities without being given the opportunity to voice our point of view on each particular case, from both the economic and social perspectives, and together with our local colleagues in the field.

ENGIE Group management must enter discussions with the EWC to inform the council of the content and the details of its global project to reorganise and "simplify" the Group, that will have local consequences and impacts in several countries. The prerogatives of the EWC must be respected.

Paris, 30 June 2020