

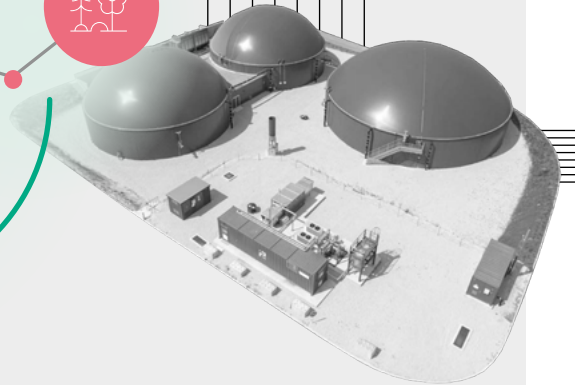
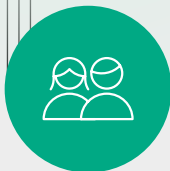


INTEGRATED REPORT
2022



Mobilised

EVERYONE



FOR
THE TRANSITION

Together, mobilised...

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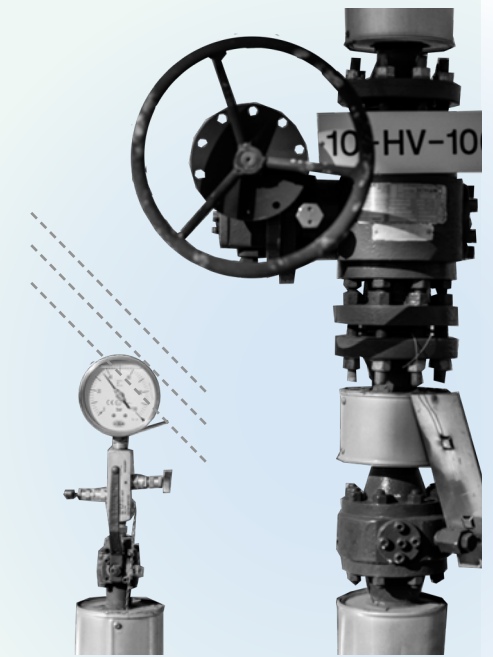
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TOGETHER, MOBILISED TO BECOME A LEADER IN THE THIRD GAS REVOLUTION



2022 undoubtedly marks a historic turning point for our energy future. The repeated calls from the IPCC to reduce our greenhouse gas emissions quickly and the increasingly frequent extreme weather events in various regions of the world had previously had a limited impact on our production and supply model.

In just a few months, the Russia-Ukraine conflict exploded everyone's faith in access to abundant, long-lasting, affordable energy. Our economies face a situation that spotlights a set of closely-linked challenges, calling into question the sovereignty and diversity of our production and supply systems and intensifying the need for sobriety and decarbonisation in our energy use.

For over a year, rocketing prices for all forms of energy, combined with the risk to supplies of electricity and gas, have plunged the European continent into a profound reckoning, even calling into question the principle of open energy markets agreed at the end of the twentieth century.

The new integrated report from GRTgaz aims to shine a light on how one network operator is rethinking its model to bring new momentum to its public service role and open up new prospects for the energy transition with the third gas revolution. At this point I would like

to emphasise three strong convictions, which were supported by the facts in 2022 and which, from my point of view, seem to illustrate the relevance of our commitments.

First of all, the priority of having the infrastructure we need for our energy supplies. Since last summer, when deliveries of Russian gas via the Obergaillbach interconnection ended, GRTgaz has been able to reconfigure its network thanks to robust installations (methane terminals, storage) to meet the needs of domestic consumption, support electricity generation and export gas to help our European neighbours. As this situation is likely to continue, France has decided to strengthen its natural gas import capacity by installing a floating terminal in the port of Le Havre, to which GRTgaz has committed to making a connection by summer 2023. At the same time, GRTgaz has continued its investment to accelerate the development of renewable gas. With over 500 anaerobic digestion units installed across the country, the flow direction has begun to reverse in areas where biomethane production is higher than local consumption at certain times. As further proof that the importance of logistics has been recognised alongside energy

→ → →



has to be strengthened to take new European targets into account (-55%), the country has to double the pace of emission reductions to around -4.7% per year between 2022 and 2030, according to the French High Council on Climate. This is a significant target, because our electricity generation has already been decarbonised to a great extent. The time has therefore come to engage in the decarbonisation of the gas system with the same determination. Biomethane clearly provides immediate, operational responses in terms of sovereignty and decarbonisation. With 9 TWh/year of production capacity installed by the end of 2022, the anaerobic digestion sector is the only source of renewable energy that has met and even exceeded the targets of the public energy plan. If pending projects go ahead, the sector has more than enough capacity to exceed the target of 14 to 22 TWh by 2028. While cost and budget constraints were the arguments put forward to justify these modest targets, France's Energy Regulation Commission has just announced that the industry is likely to have repaid all the grants it has received since 2012 by the end of 2023, without drawing on the budget package of €9.7 billion allocated in the 2020 public energy plan for use by 2028. The ambitious decisions suggested by the industry, which could see 60 TWh of renewable and low-carbon gas by 2030 (50 from anaerobic digestion + 10 from innovative sectors), are thus within reach for the next energy plan. Like the relaunch of the nuclear programme, this would send a clear message about the restoration of our energy and industrial sovereignty.

The third conviction that has taken on sudden relevance due to geopolitical events and repeated tensions about the nuclear fleet is the strong resurgence of sober energy consumption. France used 11.2% less gas (weather-corrected data) between August and December 2022 than in the same period in 2018. This sobriety is even more marked (16.6%) if we exclude consumption by gas-fired power stations, which rose by 38.5% over the period to compensate for stoppages at nuclear reactors in France. There is no doubt that these responses to the current economic situation are likely to have a permanent effect on behaviour and on energy efficiency efforts in general. The reductions we have seen in both gas and electricity will have positive repercussions for energy security. This is why GRTgaz met its responsibilities head-on, alongside Terega and Ademe, by launching the Ecogaz site last October, the gas counterpart to Ecowatt. With around a

hundred partners (industrial companies, housing providers, local authorities, etc.) having already joined the programme, the new awareness that our energy future will be based on sobriety and efficiency is spreading fast.

As you will see in this report, GRTgaz is determined to provide solutions in a context that may be difficult, but is also a source of opportunities and good sense. To make this a reality, I felt it was time to overhaul our internal organisation to prepare the network of the future, rationalise our asset management, optimise the organisation of maintenance activities and simplify our central operation with two priorities: energising the development of renewable gas and shifting towards the integrated management of our activities. This transformation, prepared during 2022 and implemented in 2023, underlies the strong ambitions our stakeholders rightly expect of us, which are in line with our corporate purpose: "Together, enable a secure, affordable energy future that is climate-neutral".

Thierry Trouvé



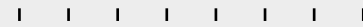
Thierry Trouvé

"The anaerobic digestion sector is the only source of renewable energy that has met and even exceeded the targets of the public energy plan."

production, the French, Spanish and Portuguese governments launched a large-scale project at the end of 2022, H2med, which will make it possible to transport green hydrogen from southern to northern Europe by 2030. This ambition perfectly complements the initiatives launched by GRTgaz in recent months to transfer hydrogen at regional level, in areas such as the southern region, Alsace, Moselle and the port of Dunkirk.

With the emergence in the medium term of hydrogen as a third energy vector, supplementing electricity and methane, our economies seem to have realised that it would be inefficient and irresponsible to put all our eggs in the same basket when it comes to energy. While the use of fossil fuels must be reduced, this does not mean that methane as an energy vector has inevitably to disappear. At a time when France is committed to a 40% CO₂ emission decrease by 2030, and when this ambition

The GRTgaz transmission network



- Region:
 - Rhone-Mediterranean Region
 - Seine Valley Region
 - North-East Region
 - Centre-Atlantic Region
- Transmission network (France and Germany)
- + 26 compressor stations (France)
- + 4 head offices
- + 7 interconnections with adjacent networks
- + 4 interconnections with LNG terminals
- Direction of natural gas flow
- Adjacent transmission and LNG terminal operators
- GRTgaz group

↔ **2022 – Changing flows in Europe**
 Since the war in Ukraine began, gas flows from the east have fallen significantly, and even occasionally been reversed, as shown by the capacity allocated by France to Germany to support European solidarity. The reductions have been compensated by increased flows from LNG terminals in a new west/east dynamic.

Profile of GRTgaz

A French TSO active in the country’s energy performance and security, and committed to the energy solutions of the future.

Our corporate purpose: **“Together, enable a secure, affordable energy future that is climate-neutral”**

Our activities serving our public service missions and our corporate purpose:

- Transport gas and contribute to the safety, smooth operation and performance of the French energy system
- Contribute to the aim of carbon neutrality for GRTgaz and the French gas chain by adapting our network and allowing access to renewable gas and hydrogen
- Support the development of renewable gas activities and the decarbonisation of our customers and regions

Discover the 2022 gas footprint and the gas transition <https://bit.ly/3qjLSYh>

KEY FIGURES FOR 2022

Financial indicators

- Revenue: €2,082M
- EBITDA: €1,198M
- Net income: €419M
- Capex dedicated to renewable gas and the carbon trajectory: 16.7%

Labour indicators

- 3,330 employees
- % of women in the workforce: 24.62%
- Frequency rate: 1.4

Industrial indicators

- 32,618 km of pipelines and 26 compressor stations.
- 708 TWh of gas transported in 2022
- Connected capacity of 9.034 TWh/year for injection of renewable gas into French networks
- 10 decarbonisation projects with our customers
- 5 H₂ projects in our regions
- 96% customer satisfaction

Environmental indicators

- 19% drop in our carbon footprint for manageable scopes in relation to 2019
- 69% drop in our methane emissions compared to 2016
- 69.5% of our sites converted to the use of alternatives to synthetic pesticides

Together,

MOBILISED

for the future of the gas market



future

market

20
22



EVERY DAY, GRTgaz FULFILS ITS PUBLIC SERVICE ROLE of transporting natural and renewable gas and ensuring the gas market runs smoothly. To prepare for the future and support the environmental transition, GRTgaz is RETHINKING ITS MODEL TO ACCELERATE THE DEVELOPMENT OF RENEWABLE GAS and adapt its infrastructure to a decentralised energy model.

1.1 Our business model and our ecosystem SNFP

OUR RESOURCES

HUMAN CAPITAL

3,330 employees
215 apprentices

FINANCIAL CAPITAL

• Reference shareholders (Engie, Caisse des Dépôts)
€8,565M of capital
€3,643M of debt

INDUSTRIAL CAPITAL

32,618 km of pipelines
26 compressor stations
11,078 Delivery stations

INTELLECTUAL CAPITAL

101 research staff
€31.2M invested in R&D
14 start-ups supported
• Research & Innovation Center for Energy

ENVIRONMENTAL CAPITAL

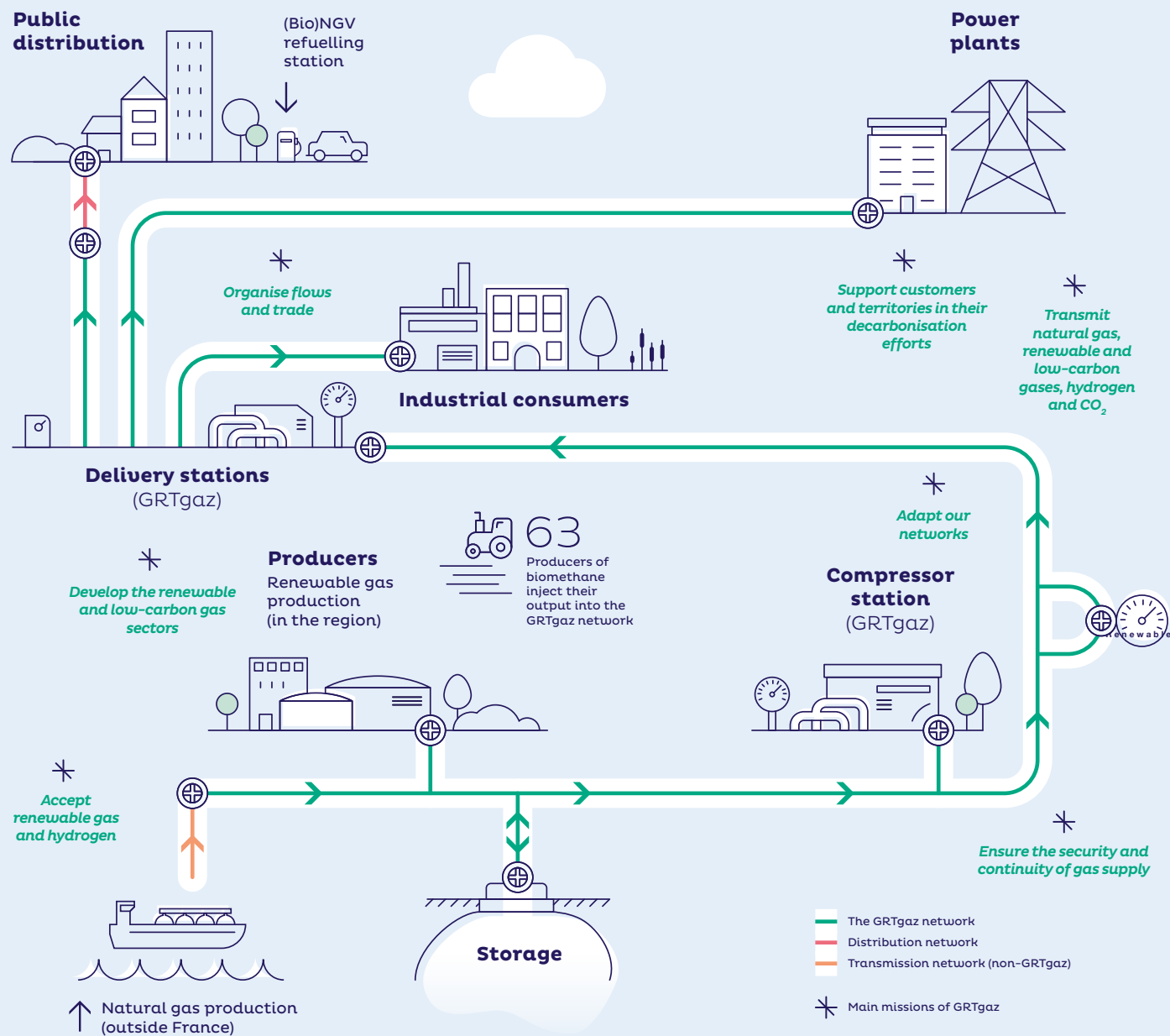
6,000 km of pipelines in protected natural spaces
2,028 GWh of primary energy consumption
• Climate strategy in line with the Paris Agreement (Net Zero initiative)
• Member of Act4nature France

SOCIETAL CAPITAL

€500M of procurement in France in 2022, out of a global non-energy total of €546M
260 partnerships, memberships and sponsorships, representing a total of €3M

OUR CORPORATE PURPOSE

“Together, enable a secure, affordable energy future that is climate-neutral”



VALUE CREATED (2022)

HUMAN CAPITAL

1.4 FR among employees
76.6% Employee commitment rate
94 Gender equality index

FINANCIAL CAPITAL

€2,082M in revenue
€1,198M EBITDA
€419M in net income
€409M in dividends
€401M total investment

INDUSTRIAL CAPITAL

9.034 TWh/year production capacity of renewable gas
96% Customer satisfaction rate
708.4 TWh of gas transmitted

INTELLECTUAL CAPITAL

80 categories of patents with at least one right in force, including 5 new FR applications in 2022
358 rights and requests active in 37 countries
85.2% of employees trained

ENVIRONMENTAL CAPITAL

69.5% of sites converted to zero pesticides
99.02% of waste recovered
19% drop in our carbon footprint – manageable scopes (in relation to 2019)

SOCIETAL CAPITAL

€199M of taxes and duties
100 Ecogaz: over 100 partners committed to energy sobriety
91% of decision-makers regard GRTgaz as useful

1.1 Our business model and our ecosystem

OUR ECOSYSTEM

GRTgaz puts dialogue, attentiveness to stakeholders and cooperation first to make a collective contribution to the deployment of a safe and affordable energy system that is climate-neutral, and to respond to expectations and the positive and negative impacts of our activities on our seven categories of key stakeholders.



→ → →

EMPLOYEES

- 3,390 employees
- Trade unions and staff representative bodies

Dialogue arrangements

Regular surveys (staff barometer, diversity survey etc.), annual interviews, social dialogue with trade unions and staff representative bodies, etc.

Expectations of GRTgaz

- Well-being and quality of life at work. Meaning and values. Diversity and inclusion
- Recognition and remuneration
- Career development

Our responses in 2022

6.2 Promoting the development of skills, diversity and quality of life at work for our employees

QLW index: 73.9
(benchmark in France 74.3)

→ → →

SHAREHOLDERS

- ENGIE – 60.8% stake
- Société des Infrastructures gazières (SIG) – 38.6% stake

Dialogue arrangements

Board and committee meetings, strategy seminar and shareholder dialogue

Expectations of GRTgaz

- Stable, sustainable financial and non-financial performance
- Resilient business model in the face of climate change and the opportunities of the energy transition

Our responses in 2022

- Chapter 2: Together, mobilised for the safety of the gas energy system
- Chapter 4: Together, mobilised for affordable, sustainable energy

Net income: €419M

CUSTOMERS

- Shippers
- Biomethane producers
- Industrial consumers
- Distribution network operators



Dialogue arrangements

Customer surveys, gas consultation scheme, trade events...

Expectations of GRTgaz

- Security and continuity of supply
- Competitive solutions
- Support for decarbonisation, new gases and gas applications (mobility)

Our responses in 2022

- 2.4 Business continuity and customer satisfaction
- 3.2 Our climate strategy

96% of customers satisfied

REGULATORS AND NATIONAL AND EUROPEAN AUTHORITIES

- French Energy Regulation Commission (CRE)
- European Commission
- State agencies
- DGEC (Directorate General for Energy and the Climate)
- DGPR (Directorate General for Risk Prevention)



Dialogue arrangements

Participation in national and European discussions and consultations, public affairs, CRE negotiation and consultation, bilateral meetings, etc.

Expectations of GRTgaz

- Safety and performance of the energy system
- Network and gas decarbonisation through low-carbon energy sources
- Ethics and independence

Our responses in 2022

- 2.1 The energy supply crisis
- 3.1 Energy sobriety in the gas sector in France
- 3.2 Our climate strategy

9 TWh of annual renewable gas production capacity connected to the networks at the end of 2022

ELECTED OFFICIALS, LOCAL AUTHORITIES AND DELEGATED ORGANISATIONS

- Parliament
- Regional authorities
- Large urban authorities
- Public bodies
- Energy associations
- Regional competitive clusters, regional agencies, etc.



Dialogue arrangements

Regional offices, participation in meetings and consultation initiatives, working groups, board meetings, visits to our projects and installations, etc.

Expectations of GRTgaz

- Security of supply
- Support for the energy transition and renewable gas/H₂ projects
- Open data about energy and mobility

Our responses in 2022

- 3.2 Our climate strategy
- 2.1 The energy supply crisis

91% of decision-makers consider that GRTgaz is useful for the energy transition

Gas and GRTgaz recognition and image barometer 2021

SUPPLIERS

- Engineering and maintenance suppliers – 46.6%
- Energy suppliers – 21.7%
- IT suppliers – 19.7%
- Other suppliers – 12%



Dialogue arrangements

Barometer, meetings, seminars, etc.

Expectations of GRTgaz

- Partnership approach
- Respect for payment deadlines
- Visibility for future prospects and trends

Our responses in 2022

3.2 Our climate strategy
6.1 Ethics and independence

98.4% of suppliers paid on time

CIVIL SOCIETY

- NGOs/associations
- Higher education establishments involved in the energy transition



Dialogue arrangements

Partnerships with public bodies, NGOs, professional associations, etc.

Expectations of GRTgaz

- Energy transition
- Energy expertise
- Control and reduction of negative impacts
- Socioeconomic development

Our responses in 2022

3.2. Our climate strategy
6.3. Environment (excluding carbon) and biodiversity

260 partnerships, memberships and sponsorships for an annual budget of €3M (excluding RICE)



1.2

Trends in the gas market

SNFP

GRTgaz has identified four macro-trends that have a medium- and long-term influence on its activities. As they are interdependent, GRTgaz responds to these four challenges globally through its transformation strategy, its CSR policy, its dialogue with stakeholders and its business model. In this way, each trend is also a source of opportunities and GRTgaz is adapting to deliver sustainable solutions to the resulting challenges for society.

PERFORMANCE AND RESILIENCE OF THE ENERGY SYSTEM

UNCERTAINTY OF ENERGY CHOICES FOR ENERGY DECARBONISATION

ENERGY SOBRIETY

SOCIAL ACCEPTABILITY

2030

10% renewable gas in France¹ (20% targeted by the sector)

-55% emissions of CO₂ (vs 1990)²

-20% natural gas consumption in France (vs 2012)³

Zero net extra artificial ground cover by 2050⁴

OPPORTUNITIES

- Power and storage capacity of the gas network
- Energy solidarity between regions thanks to the gas network
- Adaptability of infrastructure to accept renewable and low-carbon gases, including hydrogen
- Energy continuity and complementarity to support the French electricity grid

RISKS

- Conflicting requirements of long-term public political goals and short-term decisions in response to crises
- Inadequate space for renewable and low-carbon gases in public policies
- Insufficient pace of growth in renewable gas in relation to the climate emergency

OPPORTUNITIES

- Support for sectors and regions in decarbonisation efforts and new business models, bolstered by renewable gas
- Medium-term development of a European hydrogen infrastructure
- Need for CO₂ infrastructure to capture, store and use CO₂

RISKS

- Underestimates of the relevance of renewable gas solutions for decarbonisation to supplement electricity
- Inadequate pace of development of renewable gas relative to needs and demand
- Excessively high renewable gas and hydrogen prices
- Controversy about the availability of biomass and waste, disqualifying renewable gas solutions

OPPORTUNITIES

- Acceleration of renewable energy
- Strengthening of our role as the control tower for the gas system, supporting stakeholders in energy sobriety
- Positive externalities of renewable gas beyond energy: agroecology and support for farming, waste management and the circular economy, jobs and socioeconomic benefits in the regions...

RISKS

- Intensified deindustrialisation if the renewable gas and hydrogen offer is inadequate
- Long-term high prices
- Affordability of the tariff if volumes are too low

OPPORTUNITIES

- Energy sovereignty
- Positive externalities: local production of renewable gas, local employment, agroecology, etc.

RISKS

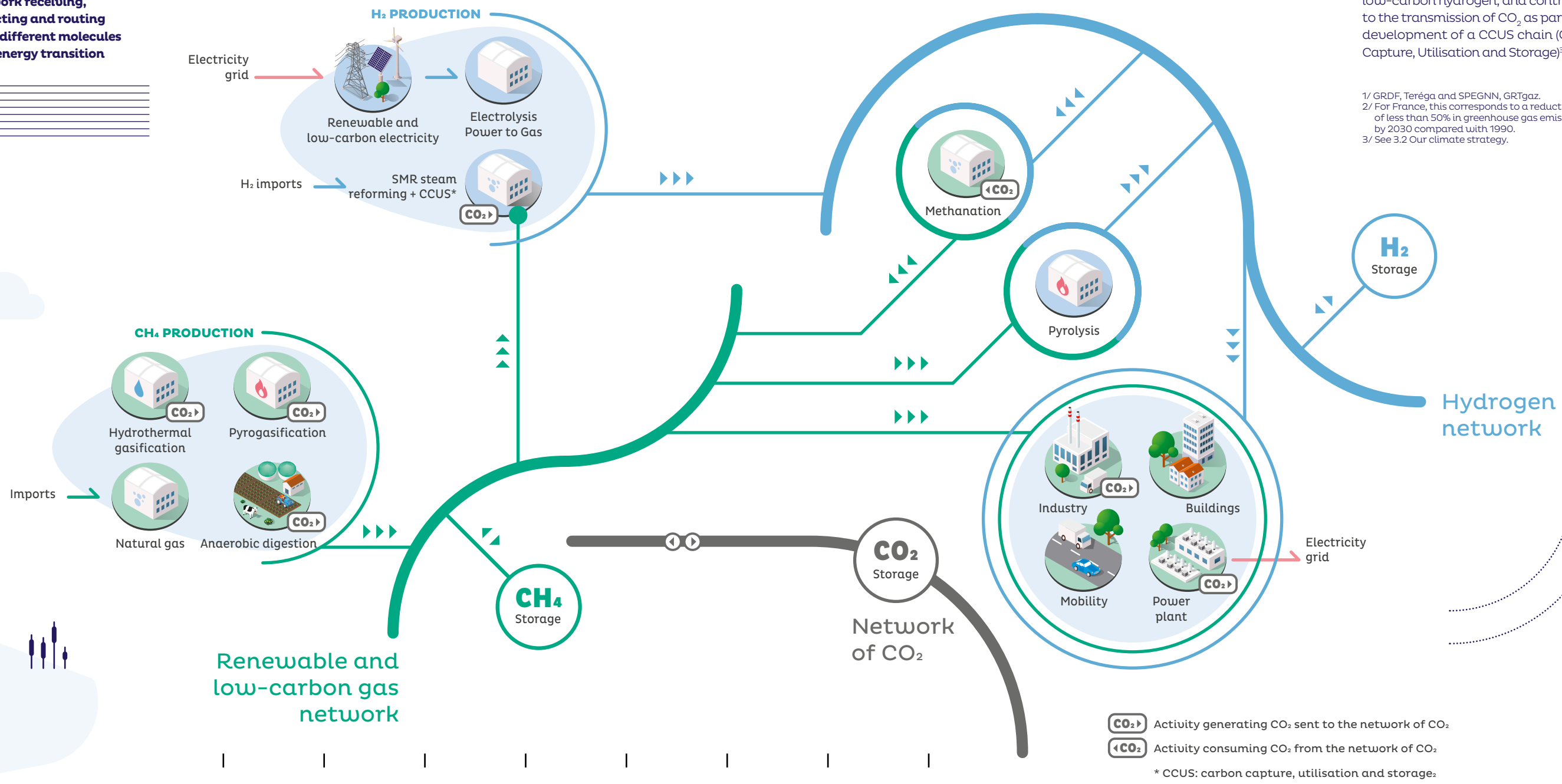
- Legal opposition to projects
- Slowing of projects and increasing fragility of the energy system
- Control over the cost of projects

1/ Source: National low-carbon strategy 2020.
2/ Source: Fit for 55.
3/ New EU target of -30%.
4/ Source: National biodiversity plan.

1.3

Our vision of gas infrastructure in 2050

A network receiving, connecting and routing all the different molecules in the energy transition



Our infrastructure vision is based on a forecast scenario for renewable and low-carbon gas consumption and production constructed jointly with the gas network operators¹ and presented in a document published in July 2022. This scenario is compatible with achieving carbon neutrality in France by 2050.

By 2050, all gas consumed will be from a renewable or low-carbon source, in respect of available sources of biomass as confirmed by several recent studies (Solagro, France Stratégie, Ademe). The scenario is also compatible with the European *Fit for 55* target². This vision of 100% renewable gas by 2050 is dependent on changes to the gas

transmission network, transforming it into a network that will only carry renewable or low-carbon gases and is capable of connecting multiple production and consumption points with storage locations. It is also a network that is developing its complementary aspects with other networks. Lastly, it is a network partly repurposed into a transmission network for renewable or low-carbon hydrogen, and contributing to the transmission of CO₂ as part of the development of a CCUS chain (Carbon Capture, Utilisation and Storage)³.

1/ GRDF, Teréga and SPEGNN, GRTgaz.
 2/ For France, this corresponds to a reduction of less than 50% in greenhouse gas emissions by 2030 compared with 1990.
 3/ See 3.2 Our climate strategy.

1.4

Our integrated strategy to support our transformation

Given the trends affecting the gas industry, the GRTgaz response is to speed up its transformation and its development, principally in favour of zero-carbon gases and new gas applications such as mobility. Our CAP24 corporate plan, launched in 2021, is aligned with our CSR policy and bodes well for the coming transformations.

SPEEDING UP OUR TRANSITIONS

A human project

OUR MOBILISATION SERVING THE COMPANY'S TRANSFORMATION

- Give free rein to initiatives, encourage innovation, allow experimentation and the right to make mistakes and learn from one another
- Maintain and develop our technical and behavioural skills
- Define together the many future ways of working, both remotely and on site: MULTIPLEX approach

Two goals (seven strategic objectives)

1 ROLL OUT NATURAL GAS REPLACEMENTS

Secure customer loyalty and develop new gas applications

Limit the decrease in subscriptions to 10 GWh/day/year for our direct customers

Build a carbon-neutral future alongside our customers, prospects, regions and partners with gas solutions

Meet the evidential challenge

Speed up the development of renewable gas activities

Target 12 TWh of renewable gas in the networks by 2024

Broaden the scope of GRTgaz's activities and find sources of growth

Invest €40 million in new activities and increase revenues from service activities to €22 million by 2024

2 REINVENT OUR BUSINESS ACTIVITIES AND OUR PRACTICES

Supply more renewable gas at lower cost and prepare for the arrival of hydrogen

20% reduction in injection and reverse flow facility costs by 2024 compared with 2020

Significantly reduce our carbon footprint

Achieve a fivefold reduction in our methane emissions by 2024 compared to 2016 and reduce our global CO₂ emissions by 20% by 2024 compared with 2019

Reduce our costs to meet our targets and stay on the price trajectory

Gradually decrease operating expenses (Opex) by €40M/year by 2024 according to the current scope of activities



Together, mobilised for the transformation of GRTgaz

Interview with **Olivier Edmont**, transformation director at GRTgaz



Which subjects occupied you in 2022?

In 2022, we worked hard on the gas skills and professionalism project, which includes our "gas school", and on the R24 corporate performance and reorganisation project.

What does the gas professionalism project consist of?

This project is based on maintaining our technical skills and developing new skills to adapt our activities to future challenges (electricity, automation, hydrogen), as well as handling renewable gas from increasing numbers of sources.

What does the R24 project involve?

The planned drop in sales, which automatically leads to a fall in revenue, has led us to ask ourselves questions about our performance. R24

is a corporate reorganisation project with three goals: simplifying our organisation (cutting the number of divisions from 17 to 8), improving our performance (with a planned 5% reduction in the workforce) and adapting our activities in preparation for the future.

"R24 is a project with three goals: simplifying our organisation, improving our performance and adapting our activities."



OUR CSR STRATEGY IN 3 THEMES AND 10 COMMITMENTS

The CSR policy (2021–2024) and the CAP24 transformation project were developed at the same time. The dovetailing of a large number of the CAP24 and CSR policy objectives is evidence of our integrated management approach.

A SUPPORT AFFORDABLE NET ZERO CARBON

Commitment 1: Reduce our carbon footprint

Commitment 2: Speed up the energy transition by developing green gases

Commitment 3: Enable access to affordable and sustainable energy

Commitment 4: Grow sustainably

B RISE TO THE CHALLENGE OF THE ENVIRONMENTAL TRANSITION WITH OUR EMPLOYEES AND STAKEHOLDERS

Commitment 5: Encourage the development of skills, diversity and quality of life at work for our employees

Commitment 6: Support our customers in their energy requirements and the conversion of their activities to net zero carbon

Commitment 7: Co-build sustainable energy solutions with local players

C CONDUCT OUR BUSINESS RESPONSIBLY

Commitment 8: Ensure the safety of people and infrastructure and the continuity of our services

Commitment 9: Conduct our business with suitable ethics and compliance

Commitment 10: Protect the environment (excluding carbon) and biodiversity from the impacts of our activities

Together, mobilised to align transformation with CSR

Interview between **Olivier Edmont, transformation director,** and **Christophe Delfeld, CSR director at GRTgaz**

To what extent does your transformation strategy incorporate CSR (corporate social responsibility)?

Olivier Edmont: The transformation and CSR departments have been working together for a year now. To transform the company, we need to give it meaning, and that's what CSR does. The actions in our corporate plan are closely interwoven with our CSR initiatives.

How does CSR influence the transformation of the company?

Christophe Delfeld: A first step was taken in 2020. We integrated CSR priorities into the company strategy by enshrining our corporate purpose in our legal statutes and jointly constructing our CAP24 corporate plan. Transformation is a drive belt for CSR through the transformation of our activities and practices.

Transformation and CSR, the same battle?

Olivier Edmont: Transformation and CSR are closely linked. The CSR strategy cannot work without the will to transform the company. And the transformation of a company cannot succeed without including its CSR priorities.



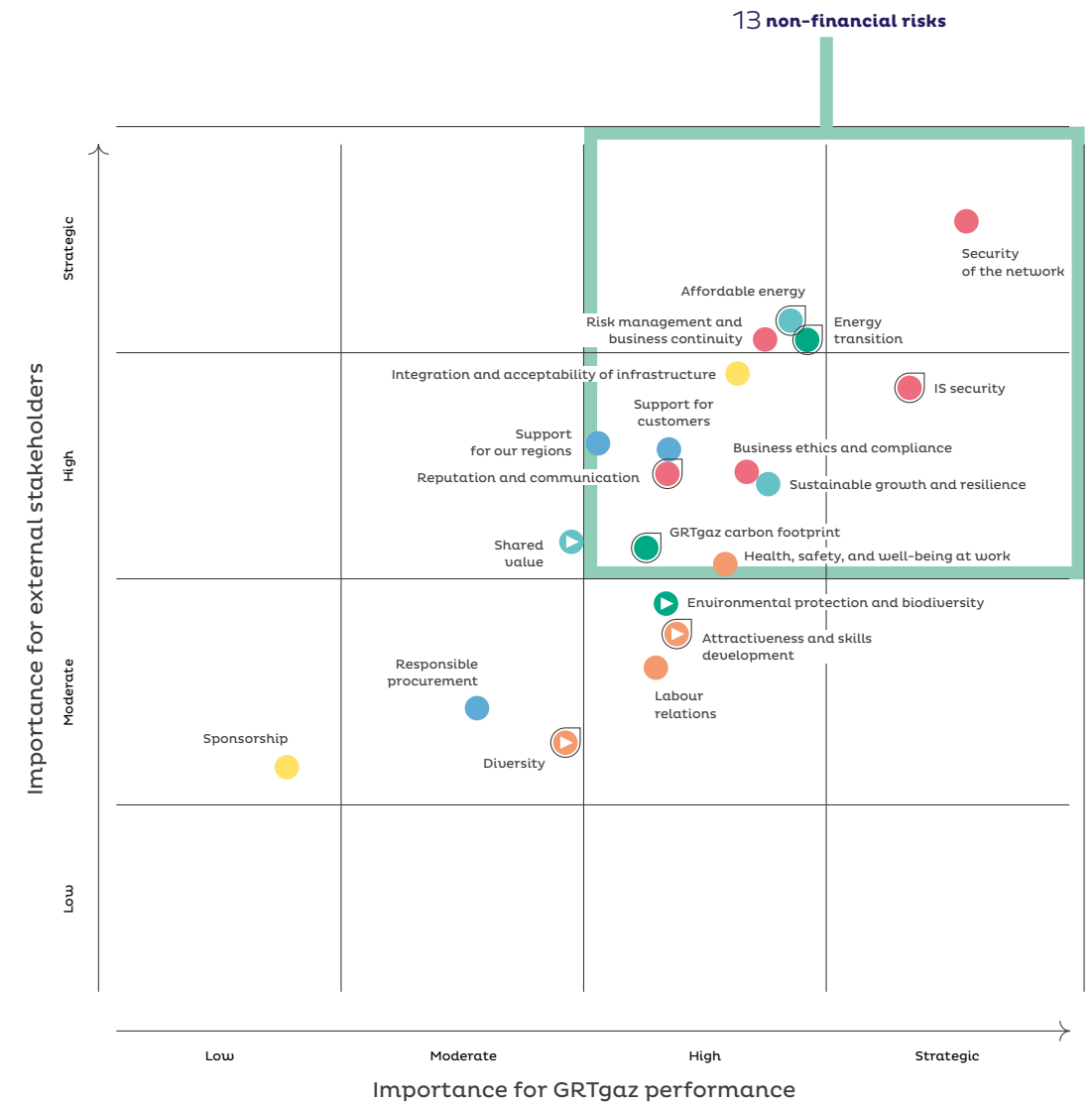
Our CSR priorities SNFP

In 2020, GRTgaz worked with its internal and external stakeholders to review its materiality analysis and non-financial risk assessment. The aim was to identify and prioritise challenges involving social, societal and environmental risks¹. Thirteen main non-financial risks and four opportunities were identified and are

covered in the 2022 statement of non-financial performance included in this report. These risks and opportunities fed into the 2021–2024 CSR policy and the CAP24 corporate plan.

^{1/} For more information on the methodology, see 7.1 Methodology appendix on the materiality and non-financial risk matrix.

- Environmental priorities
- Fair transition priorities
- Stakeholder priorities
- Governance and basis priorities
- Labour priorities
- Societal priorities
- Opportunities
- Increasing importance over the next 10 years



1.6

Our creation of multi-capital value SNFP

GRTgaz reports on its financial and non-financial performance in 2022 in terms of the main types of capital used by the company to contribute to its purpose.

HUMAN CAPITAL

KPI	2021 RESULTS	2022 RESULTS	2024 TARGETS	2030 TARGETS
Percentage of employees trained	79.6%	85.2%	80%	
Employee commitment rate	74 (benchmark in France: 78)	76.6 (benchmark in France: 79.7)	≥ benchmark	≥ benchmark
QLW index	72 (benchmark in France: 73)	73.9 (benchmark in France: 74.3)	≥ benchmark	≥ benchmark
Gender equality index	94	94	≥ 94	≥ 94
Employee accident frequency rate	2.5	1.4	≤ 1.7	
Contractor accident frequency rate	9.4	3.3	≤ 7	
% of teams given awareness training on ethics and compliance risks	10%	50%	100%	100%
% of employees (new hires) trained on cybersecurity per year	80%	94.3%	100%	100%

Commitment 5: Encourage the development of skills, diversity and quality of life at work for our employees

Commitment 8: Ensure the safety of people and infrastructure and the continuity of our services

Commitment 9: Conduct our business with suitable ethics and compliance

FINANCIAL CAPITAL

KPI	2021 RESULTS	2022 RESULTS	2024 TARGETS	2030 TARGETS
Revenue	1,846	2,082		
EBITDA	1,099	1,198		
Income from recurring operations	561	658		
Net income	335	419		
Investments	457	401		
Net debt	3,807	3,643		
Decrease in injection and reverse flow facility costs	-6%	-12%	-20%	-30% by 2028
Average cost of access to the gas transmission network (euro cents per kWh/day/year)	€0.44	€0.44	€0.48	NS
Share (in %) of investment spending (Capex) dedicated to renewable gas and the carbon trajectory	13.5%	16.7%	20%	≥ 30%

Commitment 3: Enable access to affordable and sustainable energy

Commitment 4: Grow sustainably

NATURAL CAPITAL

KPI	2021 RESULTS	2022 RESULTS	2024 TARGETS	2030 TARGETS
Reduction in our carbon footprint – scopes 1, 2 and 3 where manageable	-30.5% (566 ktCO ₂ eq)	-19%	-20%	-40%
Reduction in our methane emissions	10.3 Mm ³	9.5 Mm ³	Fivefold reduction between 2016 (30.2 Mm ³) and 2024 (6 Mm ³)	Tend towards a “leaktight network”
% of sites converted to the use of alternatives to synthetic pesticides	54%	69.5%	55%	100%

Commitment 1: Reduce our carbon footprint

Commitment 10: Protect the environment (excluding carbon) and biodiversity from the impacts of our activities

Commitment 2: Speed up the energy transition by developing green gases

INDUSTRIAL CAPITAL

KPI	2021 RESULTS	2022 RESULTS	2024 TARGETS	2030 TARGETS
Annual renewable gas production capacity connected to the networks in TWh per year	6,417 TWh/year	9,034 TWh/year	12 TWh/year	60 TWh/year
Number of partnerships with our customers (in industry and mobility) related to decarbonisation	5	10	20	NS
Number of km of pipelines having undergone a fitness for service renewal	2,720 km	2,550 km	9,750 km	31,750 km
Delivery station supply interruption rate	0.08%	0.12%	< 0.2%	< 0.2%

Commitment 6: Support our customers in their energy requirements and converting their activities to net zero carbon

Commitment 8: Ensure the safety of people and infrastructure and the continuity of our services

SOCIETAL CAPITAL

KPI	2021 RESULTS	2022 RESULTS	2024 TARGETS	2030 TARGETS
Number of pilot projects and demonstrators to support concrete progress in the emergence of new gases in the regions	2	5	3	NS
% of decision-makers considering GRTgaz as useful to the energy transition (survey conducted every two years)	91%	91%	> 77%	NS
Number of active projects affected by legal action	0	0	0	0

Commitment 7: Co-build sustainable energy solutions with local players

Commitment 10: Protect the environment (excluding carbon) and biodiversity from the impacts of our activities

Together,

mobility

for the safety of the gas energy system



20
22

security

system

GUARANTEEING THE SAFETY AND PERFORMANCE OF THE FRENCH GAS SYSTEM is our primary mission, enshrined in law and underlined in our corporate purpose.

2.1 The energy supply crisis

Did you know?

The French energy code specifies the public service obligations allocated to the various players in the natural gas sector. These obligations are supplemented by the provisions of the public energy plan (*Programmation pluriannuelle de l'énergie*, or PPE) and extended by the public service contract signed by GRTgaz and the state. Among them are security of supply, to which GRTgaz contributes, and continuity of transmission, which GRTgaz has to guarantee. Further obligations relate to the network's security and energy efficiency and the use of biomethane.

CLOSE-UP

The Floating Storage and Regasification Unit (FSRU) methane terminal in Le Havre

The solution of an FSRU vessel will enable France to increase its import capacity by 45 TWh per year. TotalEnergies will provide the Cape Ann vessel – one of its two FSRU vessels – to inject the equivalent of around 60% of the Russian gas imported by France in 2021, or about 10% of French annual consumption, into the GRTgaz network. The GRTgaz network currently in operation already has enough capacity for the FSRU. TotalEnergies will install and operate the FSRU, while GRTgaz will build and operate the pipework connecting to the gas transmission network, supplying the French market from this new import point.

→ → → Together, mobilised to respond to the supply crisis

Interview with Philippe Madiec, director of strategy and regulation at GRTgaz



Faced with the energy crisis associated with the war in Ukraine, how has GRTgaz responded to the supply crisis?

We have had to adapt our network to change our north-south gas flows into east-west flows, partly to enable European solidarity by sending gas directly to Germany. This technical adaptation, in collaboration with German transmission operators (OGE and GRTgaz Deutschland), was made possible by the capacity and flexibility of our network, which we have transformed over more than 10 years (from a network of "main roads" to a network of "interconnected motorways" at a European scale).

In response to this gas supply crisis, we have also taken part at very short notice in the project to connect up an FSRU (Floating Storage and Regasification Unit). This project, backed by the public authorities, involves setting up a new LNG import point on the French coast at the port of Le Havre using a floating regasification unit, so that the installation is reversible. The vessel will enter service in late September 2023 for a period of five years. Finally, the crisis has led us to work more closely with the electricity grid and RTE, including generating electricity from gas, to ensure the security of the electricity supply. Our teams are working hard to provide reliable, frequent data on our gas capacity and consumption for all our stakeholders (public authorities, customers, etc.).

2.2 The safety of our staff and our contractors SNFP

COMMITMENT 8

2024 TARGETS

→ Accident frequency rate for employees ≤ 1.7 and for contractors ≤ 7

For GRTgaz, the safety of employees and contractors is a permanent and crucial objective. This priority is managed at the highest level of the company, by its CEO.

POLICY AND RESOURCES IMPLEMENTED TO REDUCE THE RISK:

In terms of health and safety, the company's goals are formalised in a detailed action plan: "Our collective safety and industrial safety ambitions". This document highlights the main lessons learned from major events throughout the year. It identifies priority areas for the next two years and the corresponding actions.

RESULTS

KPI	2020 REFERENCES	2024 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Employee accident frequency rate	1.6	≤ 1.7	2.5	≤ 1.9	1.4
Contractor accident frequency rate ¹	6	≤ 7	9.4	≤ 7	3.3

^{1/} Hours worked are declared by external contractors but not verified.



Thierry Trouvé, CEO of GRTgaz, introducing Safety Day 2022

"Since the beginning of 2022, we have successfully reversed the trend seen in 2021 and 2020 in terms of safety. Our results are not down to chance – they are the result of everyone's commitment, and I thank all our staff for their efforts."



Antoine Olivier, deputy director of risk prevention and management








“In 2022, every GRTgaz employee was focused on safety on our Safety Day. For the second year in a row, each team took a break from its activities to underline the vital importance of safety and think about how to work more safely.”

With accidents having increased in number since 2019, intensified by the health crisis, the trend was reversed this year. In 2022, the employee accident frequency rate was 1.4 (compared with 2.5 in 2021) and the contractor frequency rate was 3.3 (compared with 9.4 in 2021), below the targets. Falls from floor level were the leading cause of accidents this year. No accidents involving gas or electricity risks were reported. These results reflect a significant effort across the company. As a “good cause” for 2022, major work was undertaken to raise staff awareness of safety, together with a review and simplification of the Golden Rules by the GRTgaz joint safety committee¹. In addition, safety walkarounds have been a key initiative to improve health and safety at GRTgaz for many years. These individual walkarounds underline the good practices and difficulties encountered, while highlighting areas for improvement during day-to-day activities, from both a behavioural and an organisational standpoint. They reinforce dialogue between line managers and employees on the perception of risk control in these activities.

Expanding on the staff consultation during the 2021 Safety Day, three areas were adopted to make 2022 the year of “professionalism and gas culture”: writing more operational, user-focused instructions², identifying the technical skills involved in each job to target training needs and reviewing training syllabuses with a new emphasis on technical and operational aspects.

A safety seminar shared with the GRTgaz operations and technical departments’ suppliers was organised this year. The purpose of these exchanges is to share the GRTgaz safety culture, communicate with suppliers to better understand their needs and discuss the causes of accidents to prevent them more effectively.

→ **THE GOLDEN RULES OF SAFETY**

-  **Authorisations/ permits/approvals**
-  **Mechanical lifting**
-  **Protective equipment**
-  **Excavation work**
-  **Travel**
-  **Manual handling, movements and postures**
-  **Shutting off power sources**

¹/ Committee representing all the divisions of GRTgaz.
²/ Set of documents relating to the prevention and management of health and safety risks, grouped by theme within an internal tool.



2.3

The security of our network and our information systems SNFP

COMMITMENTS

TARGETS **2024 → 100%** of new hires trained in cybersecurity per year

2024 → 9,750 km
2030 → 31,750 km of pipelines having undergone a fitness for service renewal



For GRTgaz, the security of its facilities and information systems is a permanent and crucial objective. This is a key factor in performance and risk prevention and management within the company.

POLICIES AND RESOURCES IMPLEMENTED

There is a risk of industrial accidents occurring during third-party works near the network or following a pipeline inspection and maintenance failure. Industrial risk is controlled through the implementation of prevention, maintenance and monitoring policies under the ministerial order governing the integrity of gas transmission pipelines. The integ-

ry of GRTgaz’s structures is ensured by an inspection of structures carried out every 10 years, followed by any necessary repairs to ensure that they are suitable for service over time. The cybersecurity risk is managed right at the top of the company, by the information systems department. A cybersecurity management system based on

ISO2700x is currently being deployed. The topic is regularly discussed at GRTgaz Executive Committee meetings. Employee awareness is at the heart of the cybersecurity policy. A network of cybersecurity contacts has been organised at the management level of each GRTgaz division to implement the policy.

NETWORK SECURITY RESULTS IN 2022

KPI	REFERENCES	2024 TARGETS	2030 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Number of km of pipelines having undergone a fitness for service renewal	From July 2021	9,750 km (total for 21-24)	31,750 km (total for 21-30)	2,720 km	2,450 km (total for 21-22: 4,900 km)	2,550 km
Number of incidents involving third-party attacks on pipelines	2020: 7	< 2	< 2	5	≤ 3	6

In terms of pipework inspections and maintenance, GRTgaz exceeded its target in 2022, with 2,550 km of pipework having its fitness for service renewed. The year 2022 was the first full year in which the frequency of inspections with pistons¹ was increased and systematic leak searches (carried out by teams on foot, in vehicles and by air, including drones) were introduced. This year demonstrated the effectiveness of our remote monitoring system for the cathodic protection² of our infrastructure.

In terms of third-party work, while the number of incidents recorded has fallen consistently over two decades, six incidents caused by third parties were recorded in 2022, which represents a stabilisation relative to recent years. These incidents, limited to slight scratches on the metal, were all analysed and repaired quickly by GRTgaz.



Christophe Bouvier, industrial safety director, GRTgaz

“In 2022, we took part in security forums alongside various companies. These forums are an opportunity for discussion and sharing good practice with around 70 companies involved in the projects carried out by GRTgaz.”

2022 RESULTS FOR INFORMATION SYSTEM PROTECTION

KPI	REFERENCES	2024 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Number of employees receiving cybersecurity training per year (CS e-learning rate)	-	100% of new hires	80%	90%	94.3%
Number of serious information security incidents	-	0	0	0	0



Julien Duclos, information systems, strategy and supervision officer, IS department

“In 2022, we worked on eight ‘phishing’ campaigns.

These campaigns provide practice for employees to make them active players in the security of the information system, confronting them with attempts to breach our systems.”

Despite a growing number of threats and attacks, no serious IT security incidents (major loss of information systems) have occurred since 2017. In 2022, 94.3% of new hires completed awareness training on cybersecurity risks through an e-learning course, as part of an effort to reach the target of 100% by 2024. To strengthen all employees' cybersecurity knowledge, questioning about good practice has been incorporated into the safety walkarounds. In 2022, 25.3% of these walkarounds included a cybersecurity aspect, compared with 19.4% in 2021.

1/ This type of inspection involves inserting so-called "instrumented" pistons into the pipework. These are sophisticated tools consisting of sensors that pass through the pipe at a speed of several metres per second. The aim of the inspection is to detect any faults that could ultimately affect the fitness for service of the pipes.
 2/ This is an active system that involves forcing an electric current to circulate through the pipes to protect them against corrosion.

2.4 Business continuity and customer satisfaction SNFP

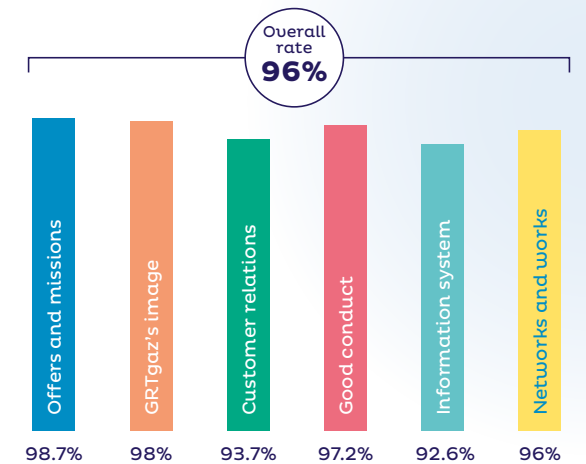
COMMITMENTS

2024 TARGETS

- Rate of interruptions to supply at delivery stations < 0.2%
- Customer satisfaction rate > 90%

Continuity of gas transmission is at the heart of the public service missions of GRTgaz. The Covid-19 pandemic, recent weather events and the international context have highlighted the importance of the continuity of our activities for our stakeholders.

SATISFACTION LEVEL ACROSS 6 AREAS



POLICIES AND RESOURCES IMPLEMENTED

All the policies and action plans implemented aim to maintain an excellent level of supply continuity for our customers, even when faced by extreme events (pandemics, climate events, etc.). The energy crisis highlighted the importance of business continuity plans and the company's ability to handle events generating complexity. The delivery station supply interruption rate in 2022 was better than the target of under 0.2%, at 0.12% (six interruptions). These results reflect the teams' respect for the imple-

mentation of maintenance plans and corrective measures, checks to ensure that the specification of the network is appropriate for a risk level of 2%¹ and the fact that the dimensions and designs of new delivery stations correspond to the requirements. The customer satisfaction rate for GRTgaz services in 2022 was 96%², higher than the target of 90%, thanks to the mobilisation of GRTgaz's different divisions to address its customers' priorities. While continuity and quality of supply are

essential, customer satisfaction with our information system tools is rising strongly, with a satisfaction rate of 92.6% in 2022 compared with 75.4% in 2021.

1/ This is an infrastructure specification criterion that corresponds to GRTgaz's obligations, which include ensuring continuity of transmission even under extreme weather conditions such as cold snaps.
 2/ More information: <https://www.grtgaz.com/medias/actualites/resultats-du-barometre-satisfaction-clients-2022>

OUR RESULTS

KPI	REFERENCES	2024 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Delivery station supply interruption rate	2020: 0.08%	< 0.2%	0.08%	< 0.2%	0.12%
Customer satisfaction rate	93% in 2020	> 90%	93.7%	> 90%	96%



Mobilised



Together,

Mobilised

for carbon neutrality

20
22



CONTRIBUTING TO ENERGY SOBRIETY, REDUCING OUR CARBON FOOTPRINT and supporting the development of renewable gas activities are now part of our missions, enshrined in our corporate purpose.





3.1 Gas energy sobriety in France

CLOSE-UP

Ecogaz: A five-day barometer of the gas network for responsible consumption

In an unprecedented energy context due to the war in Ukraine, this “gas barometer”, launched on 22 October 2022, aims to support the government’s energy sobriety plan and inform consumers (households, businesses and local authorities) about tensions in the network to encourage moderation and avoid the need for measures to reduce consumption¹.

Ecogaz provides daily information about the level of tension in the gas system with a colour code:

-  Consumption level normal or below normal
-  Consumption level slightly higher than normal
-  Consumption level well above normal and/or tension in the network
-  Launch of interruptibility provisions or load shedding for major industrial consumers

If the signal is orange or red, Ecogaz will send an alert to consumers who have chosen to sign up (via email or SMS) to warn them and encourage them to reduce their consumption.

^{1/} For more information, see <https://myecogaz.com/home>

PROJECT PLAYERS:

GRTgaz, the main gas transmission system operator in France, alongside Teréga, the transport and storage operator in the south-west of France, and Ademe, the agency for the environmental transition, are the players behind the project. Ecogaz has welcomed

over 100 partners (businesses, stakeholders in the residential and tertiary sectors, local authorities, media companies and energy suppliers), who have signed or will sign a charter committing them to energy sobriety.

LIST OF PARTNERS WHO HAD SIGNED THE ECOGAZ CHARTER WITH GRTgaz BY THE END OF DECEMBER 2022



COMING SOON



HOW HAS GRTgaz COMMITTED TO ENERGY SOBRIETY?

Christophe Delfeld: We have committed ourselves both by encouraging consumers to reduce their consumption, via the Ecogaz programme, and by applying the same principles to ourselves. We are also signatories of RTE’s EcoWatt charter, which encourages us to monitor and reduce our own electricity consumption. We put an energy performance plan in place over a decade ago as part of our ISO 50001 certification, with the aim of reducing consumption at compressor stations, our main consumers of gas and electricity.

We carry out simulations every day to help us configure our industrial production resources and minimise our energy consumption. We are convinced that energy sobriety is one of the key components of any climate strategy. Engaged on a low-carbon trajectory, we are fully committed to the government target of reducing energy consumption by 10% by 2023 relative to 2019. We have involved our employees in contributing to an action plan to reduce our tertiary consumption (buildings, digital technology, travel, etc.).

We see sobriety as a long-term trend for all businesses. Just like carbon, the issue will become a subject of business transformation. All the divisions of GRTgaz will have to question how they can integrate sobriety into their activities.

GHG emissions and energy consumption, eco-design, resource preservation, waste and the circular economy, procurement and investment are all themes that businesses will have to address in the future through the lens of sobriety.



Interview with Ademe – Patrick Lavarde

Acting chairman and CEO of Ademe



Ademe published a vision of the future, Transition(s) 2050, last year. In the four meta-scenarios it presents for the trend towards carbon neutrality in France, there is a balance to be reached between energy efficiency, the development of new technologies and, in all cases, a dose of sobriety. The keyword is thus sobriety for economic players, local authorities and citizens alike. Ademe publishes tools to promote environmental actions to all these stakeholders.

In the current context, Ecogaz meets the needs of households and businesses, which are eager for information to help them reduce their gas consumption. We are delighted to be involved in this project alongside GRTgaz and Teréga. Thanks to Ecogaz, Ademe now has a new intermediary that can distribute its advice very widely to a larger number of citizens.

Everyone needs to engage with the effort at sobriety to achieve the short-term goals (getting through the winter) and the medium- and long-term goals (a 10% reduction in our energy consumption by 2024 and 40% by 2050) while contributing to the decarbonisation effort with deadlines in 2030 and 2050.

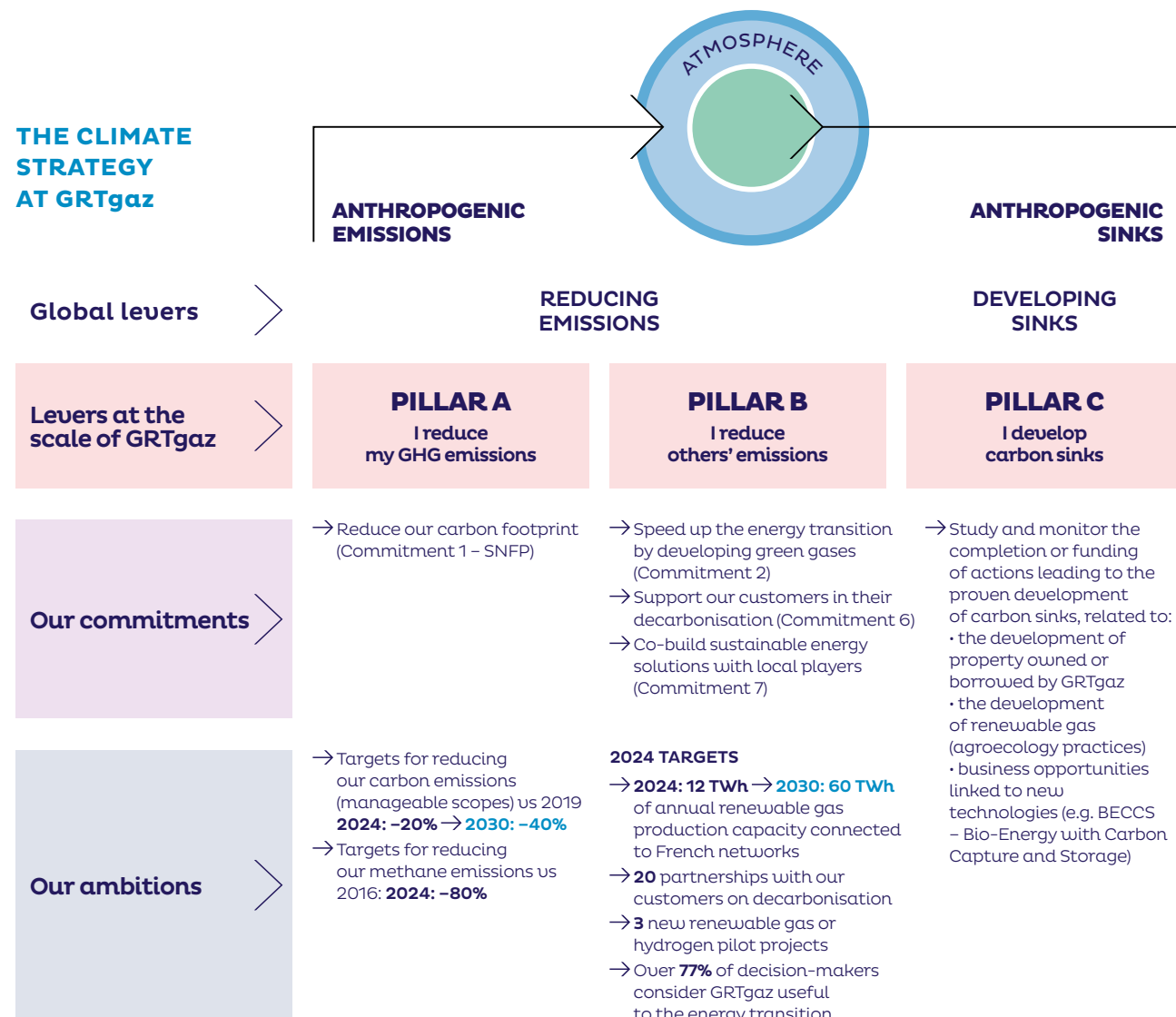


3.2 Our climate strategy SNFP

In response to the climate challenge, GRTgaz has adopted ambitious carbon targets for its own needs and those of the gas industry, aiming to keep to a carbon trajectory well below 2°C, compatible with the Paris Agreement and the national low-carbon strategy for emissions within its manageable scopes.



A signatory and active member of the Net Zero Initiative since 2020, GRTgaz describes and organises its climate strategy in accordance with the Net Zero Initiative matrix and **its three separate pillars for organisations to contribute to global carbon neutrality.**



3.2.1 Reducing our emissions SNFP

(COMMITMENT 1: REDUCE OUR CARBON FOOTPRINT)

The goal of GRTgaz is to reduce emissions within its scope of activity (scopes 1, 2¹ and 3 where manageable² – excluding network development projects) by 20% by 2024 and then 40% by 2030. This scope covers all the emissions on which GRTgaz can act (compression energy, methane emissions, procurement and investments excluding development, ways of working) and excludes from the manageable scopes any emissions associated with other links in the gas chain³.

POLICIES AND RESOURCES IMPLEMENTED TO REDUCE RISK

GRTgaz has put together a roadmap to reduce emissions within its manageable scopes by 2024. In particular, it covers:

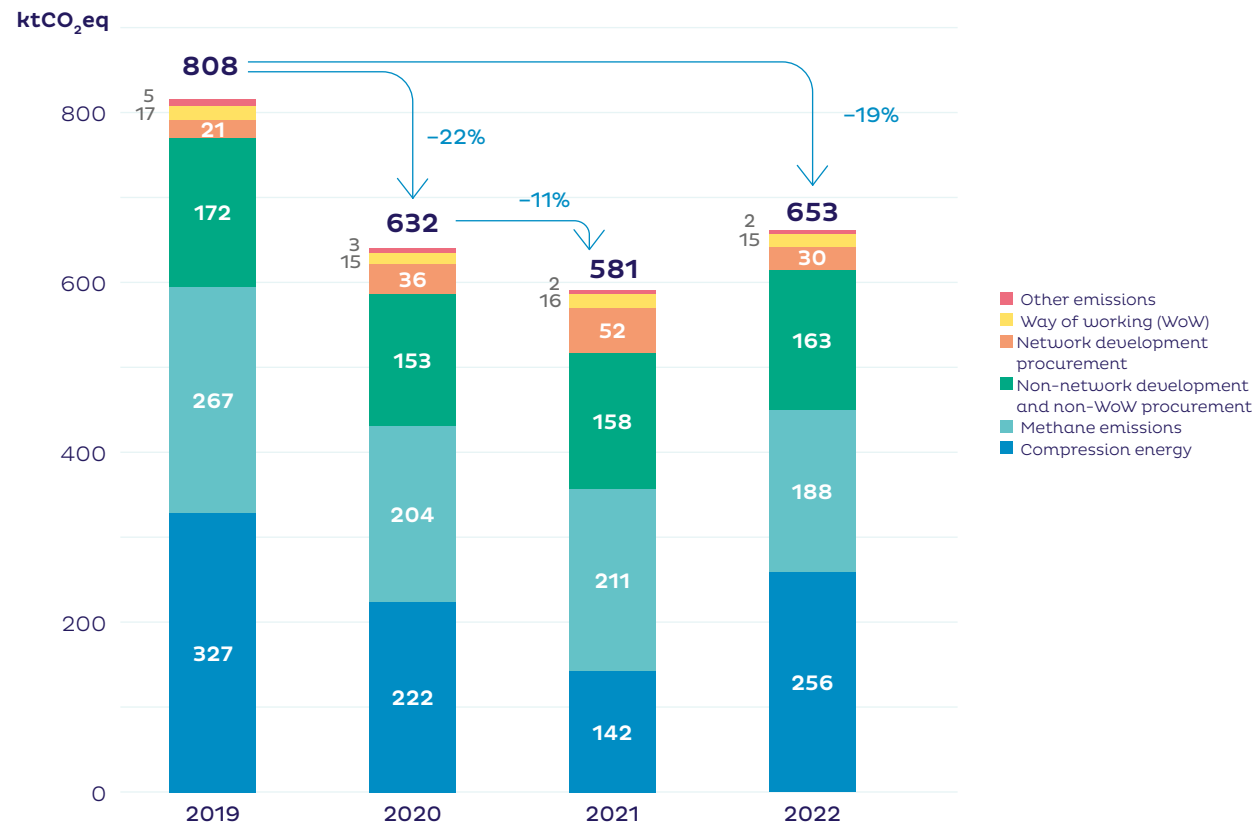
TERTIARY BUILDINGS, IT, VEHICLES AND TRAVEL	<ul style="list-style-type: none"> → Reducing the carbon impact of our way of working: energy sobriety plan for work spaces, remote working, IT and travel → Raising staff awareness of climate challenges to mobilise them in the process, including working with La Fresque du Climat and the sobriety action plan
PROCUREMENT, CONSTRUCTION SITES AND INDUSTRIAL ASSETS	<ul style="list-style-type: none"> → Constructing the trajectory with our strategic suppliers, percentage of procurement from suppliers with a low-carbon trajectory → Adopting carbon criteria in investment decisions → Estimating the carbon footprint of construction sites and using low-carbon designs for new installations
METHANE EMISSIONS	<ul style="list-style-type: none"> → Detection and repair programmes for diffuse leaks conducted at all network stations and at compressor stations → Techniques (Gas Booster, burning) to avoid venting during scheduled maintenance → Investment programme for compressor stations, adapting installations to reduce sources of emissions
POWER CONSUMPTION (COMPRESSION)	<ul style="list-style-type: none"> → Implementing energy performance plans → Adjusting and controlling flows and exchanges to start transits with little or no compression as soon as possible → Infrastructure adaptation projects to use the pressure available upstream from compressor stations and downstream via expansion energy recovery

1/ Scopes 1 and 2 include emissions related to gas combustion, methane emissions, fuel combustion (the GRTgaz in-house vehicle fleet) and refrigerant leaks.
 2/ Scope 3, where manageable, essentially involves emissions related to procurement (excluding gas transmission), waste, travel between home and work, information systems and business travel.
 3/ This corresponds to the so-called "shared responsibility" scope 3, which includes emissions related to gas combustion by consumers, upstream gas transmission, gas production, downstream gas transmission/distribution and upstream energy consumed. GRTgaz's actions on this "shared responsibility" scope 3 are covered through commitments 2, 3, 4, 6 and 7.

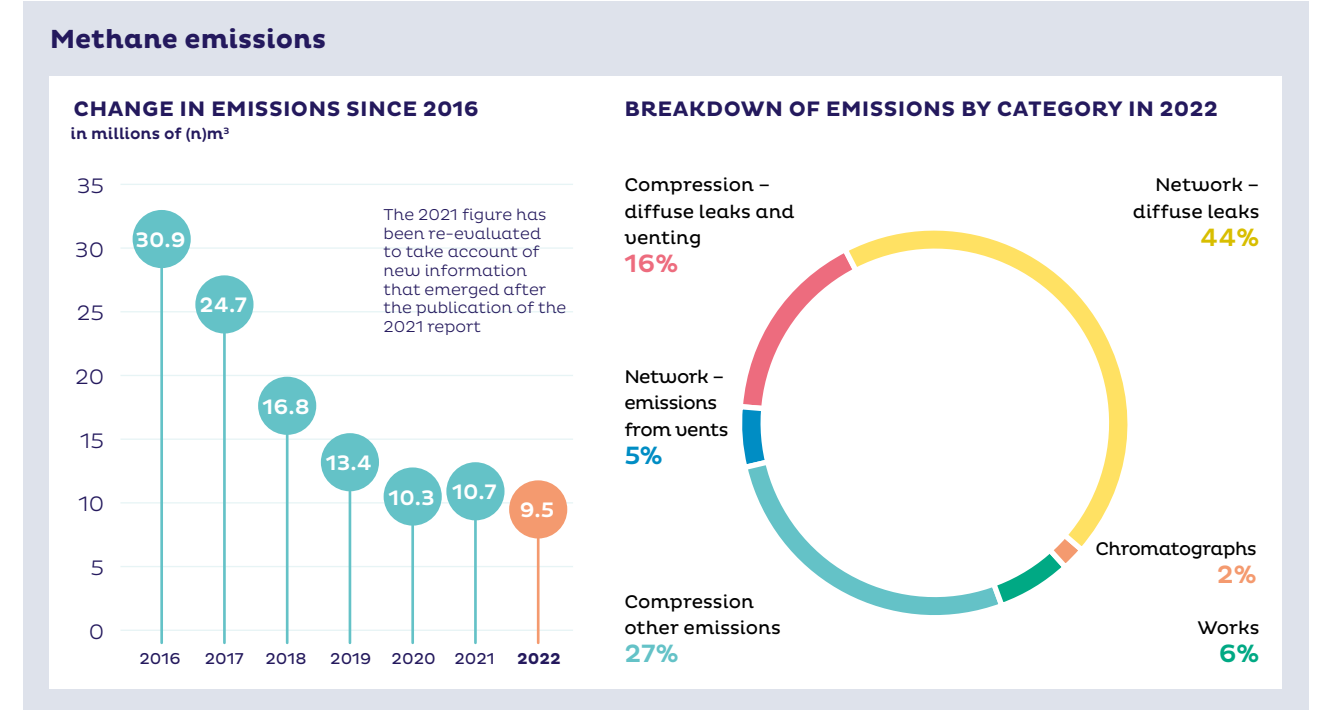
OUR RESULTS

KPI	REFERENCES	2024 TARGETS	2030 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Reduction in emissions within manageable scope cap24	2019 figure: 810 ktCO ₂ eq	-20% in our emissions of CO ₂	-40% in our emissions of CO ₂	-30.5% (566 ktCO ₂ eq)	-12%	-19%
Reduction in our methane emissions cap24	2016: 30.8 Mm ³	Fivefold reduction between 2016 and 2024 (6.2 Mm ³)	~3 to 4 Mm ³	10.3 Mm ³	9.5 Mm ³	9.5 Mm³
Emissions linked to our ways of working	17.7 ktCO ₂ eq in 2019	-20%		16 ktCO ₂ eq (-9%)		15 ktCO₂eq

PROGRESSION OF EMISSIONS WITHIN THE MANAGEABLE SCOPE OF GRTgaz (scopes 1, 2 and 3 excluding upstream and final use of transported gas)



CLOSE-UP



In 2022, the CO₂ emission reduction target for GRTgaz's manageable scopes was achieved despite a rise in our carbon footprint following an exceptional year in 2021 (-30%). Emissions linked to compression energy rose by 79% compared with 2021, which is due to the changes and the increase in flows resulting from the energy crisis, which regularly caused south-north and west-east saturation¹. Overall, GRTgaz remains significantly ahead of the carbon budget defined for the period 2020-2024. Methane emissions continued their fall to 9.5 million m³ in 2022 (compared with

10.7 in 2021) and achieved the target. The results for gas saved during scheduled maintenance remain very high (97% of gas saved during works). This result is partly due to the use of technical solutions such as Gas Boosters and supplementary burning. The company is also maintaining its continuous efforts to locate and repair diffuse leaks. At both compressor stations and network substations, adaptations are being carried out to replace equipment that produces emissions and target designs that avoid them. The results of these investment programmes will be truly visible from 2023 and 2024 onwards.

To reduce emissions related to procurement, GRTgaz began to incorporate a carbon criterion into the renewal of around a dozen framework contracts in order to begin a dialogue with suppliers about their carbon footprints and how they can reduce them. GRTgaz is involved in many international initiatives in the context of its commitments to reducing methane emissions and the associated reporting.

CLOSE-UP

La Fresque du Climat: 1/3 of GRTgaz employees trained!

The enthusiasm of GRTgaz staff for knowledge about climate change issues is as strong as ever. Overall, nearly 900 employees have given up three hours of their working time to training that will help them understand the causes, consequences and mechanisms of climate disruption, provided by trainers employed by GRTgaz.

^{1/} For more information, see 2.1 The energy supply crisis.

↙ CLOSE-UP

OGMP 2.0 (Oil and Gas Methane Partnership)

OGMP 2.0 is a mechanism that delivers credibility for companies that manage their methane emissions responsibly. It also enables them to target attenuation measures and allocate capital effectively. OGMP 2.0's mission is guided by the firm conviction that the oil and gas industry must be part of the solution for reducing methane emissions if we want to limit global warming to 1.5°C. The fossil fuels sector offers by far the greatest potential for rapid reductions in methane emissions. It can reduce methane emissions by 75% by 2030. The UNEP International Methane Emissions Observatory (IMEO) gathers data on methane emissions, including data from companies collected through the OGMP 2.0 programme, to create the first public register of methane emissions verified empirically to an unprecedented level of precision and granularity. GRTgaz also met the Gold Standard this year and showed progress in moving towards methane emissions estimates based on measurements. GRTgaz declared over 97% of its emissions from assets it operates at level 4. The company is currently evaluating various technologies and methodologies to reach level 5. Additional information is available in the IMEO annual report published on 31 October 2022.

<https://wedocs.unep.org/20.500.11822/40864>




METHANE GUIDING PRINCIPLES

Methane Guiding Principles: A signatory to the Methane Guiding Principles, GRTgaz is committed to publishing its results on its methane emissions and encouraging other players in the natural gas value chain, from producers to end customers, to sign up to these principles*.

<https://methaneguidingprinciples.org>

* The Methane Guiding Principles initiative unites its members around five main principles: continuously reduce methane emissions; advance strong performance across the gas supply chain; improve the accuracy of methane emissions data; advocate sound policy and regulations on methane emissions; and increase transparency.

↘

3.2.2 Reducing emissions in the value chain of the gas industry, our customers and our regions SNFP



Speeding up the energy transition by developing green gases (CSR Commitment 2) and co-building sustainable energy solutions with local players (Commitment 7)

GRTgaz is strongly committed to achieving carbon neutrality by 2050 and is promoting the development of renewable and low-carbon gases including hydrogen, and their exploitation through the gas networks, as a replacement for natural gas. For several years now, GRTgaz has been developing its cooperation with technical operators and local authorities¹ to help sustainable energy solutions to emerge.

POLICY AND RESOURCES IMPLEMENTED TO REDUCE THE RISK: To accelerate the energy transition, two strategic areas are being developed by GRTgaz: the adaptation of its industrial resources to maximise the supply of renewable gas, and support for the development of renewable gas activities. Strategic regional plans involving multiple divisions have been established to increase the accepta-

bility of GRTgaz's activities over time and contribute to the emergence of renewable gas and hydrogen projects in the regions. GRTgaz also deployed a communication campaign focused on renewable gas in 2022 to remind people that these gases offer an opportunity to improve the country's energy sovereignty, leaving dependence on imported fossil gas behind.

RESULTS

KPI	REFERENCES	2024 TARGETS	2030 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Annual renewable gas production capacity connected to the networks in TWh per year 	4.1 TWh/year in 2020	12 TWh/year	60 TWh	6,417 TWh/year	9 TWh	9,034 TWh/year
Number of pilot projects and demonstrators to solidify support for the emergence of new gases in regions 	2021	3 new pilots		1	2	5
Percentage of decision-makers considering GRTgaz useful to the energy transition (survey conducted every other year)	2019: 74%	77%		91%		91%

ANAEROBIC DIGESTION

Anaerobic digestion is now a mature industry producing renewable gas, with connected capacity doubling over two years. In 2022, the target for annual biomethane production capacity connected to the networks – 9,034 TWh – was achieved, and biomethane now represents around 2% of French gas consumption. Positive regulatory changes have ensured a secure future for projects that are now at an advanced stage. However, some projects have experienced delays relative to their initial commissioning timetable

(due to the Covid crisis or tensions in the raw materials market). In addition, the launch of calls for biomethane tenders for new installations will enable these installations to benefit from public support for a total of 1.6 TWh allocated over the next two years. Despite these positive regulatory advances, uncertainty about future support mechanisms (other than these calls for tenders) led to a significant slowdown in the number of new anaerobic digestion projects entering the queue in 2022. These instabilities lead

GRTgaz to continue its work in the sector in consultation with project backers and the public authorities. Given that construction and commissioning can take three to four years, fresh momentum in the emergence of new projects is urgently needed to avoid a long dip that would harm the whole sector and the progress of decarbonising the French energy system.

PYROGASIFICATION AND HYDROTHERMAL GASIFICATION

These two emerging sectors, which aim to convert various types of feedstocks² into gases, are attracting increasing numbers of waste processors and equipment manufacturers. Until concrete public support measures are announced, the first projects could emerge thanks to direct partnerships between producers and industrial consumers, who could deduct the gases produced and purchased in this way from their ETS (emissions trading scheme) quotas.

HIGHLIGHT: LAUNCH OF A CALL FOR EXPRESSIONS OF INTEREST IN PYROGASIFICATION FOR INJECTION

GRTgaz has supported the call for expressions of interest in pyrogasification launched by the strategic committee (CSF) for the new energy systems industry in the first half of 2022. The goal was to identify pyrogasification projects with the injection of renewable or low-carbon gas that are currently at different stages of development in France.

^{1/} Led by local authorities, but also including industrial companies, chambers of commerce, agricultural entities and training and research organisations.
^{2/} Inadequately exploited solid waste (such as furniture wood waste and solid recovered fuel) for pyrogasification and wet inputs (such as industrial or water treatment sludges) for hydrothermal gasification.

The programme has had considerable success with project backers, and around 50 projects have submitted applications to the call. This large number illustrates the sector's capacity to emerge quickly if public support mechanisms are put in place.

HIGHLIGHT: PUBLICATION OF A WHITE PAPER ON HYDROTHERMAL GASIFICATION

In 2021, GRTgaz and 26 partners launched the hydrothermal gasification working group to support the structuring of the sector across France. Now with almost 50 members covering most

of the value chain (design offices, local authorities, project backers, research organisations, network operators), the working group wrote a white paper on the new sector during 2022. The white paper sets out strategic directions to create the conditions for the sector's development in economic, technical and environmental terms, while bringing together as many regional stakeholders as possible. It is due for publication in February 2023.



Anne Eurard, renewable gas and hydrogen project manager



“In 2022, we worked on structuring hydrogen ecosystems. We constructed projects alongside institutional stakeholders and potential customers in industrial areas.”

THE RENEWABLE AND LOW-CARBON HYDROGEN SECTOR

At the end of 2021, GRTgaz created a hydrogen division to develop hydrogen transmission networks (which is currently an unregulated activity). During 2022, the division worked with industrial companies (producers or future consumers) within regional ecosystems. This approach led to the launch of **five pilot projects to put the emergence of new gases in the regions on a concrete footing, in which GRTgaz is directly involved and ready to transport the hydrogen that will be produced.**

Explore the lessons learned from the consultation with stakeholders in the low-carbon renewable hydrogen market <https://bit.ly/3WTxKRS>

Discover the world's first white paper on hydrothermal gasification published to coincide with the BIO360 trade fair on the bioeconomy and bioenergy <https://bit.ly/3WM6u7C>

Understand hydrothermal gasification <https://bit.ly/3IVIN7b>

H₂ PROJECTS

MosaHYc linking the Grand Est region of France with the German Saarland



Project launch: March 2020
Goal: to develop the first European hydrogen network by converting gas pipelines between Moselle, Saarland and Luxembourg
No. of km: 100 km of hydrogen network (with 70 km of converted gas pipelines) between Völklingen, Perl (Saarland), Bouzonville and Carling (Moselle), in partnership with the German transmission operator CREOS De.
Transmission capacity: 60,000 t/year of hydrogen
Commissioning: from 2027
Project stakeholders: the European economic interest group “Grande Region Hydrogen”, including eight industrial partners from across the hydrogen value chain. The MosaHYc project receives financial support from Ademe.

“CREOS Deutschland and its subsidiary CREOS Deutschland Wasserstoff are working hand-in-hand with GRTgaz to build the first hydrogen route between France and Germany through the MosaHYc project. This cooperation is the basis for creating a cross-border ecosystem: ‘Grande Région Hydrogène’ – www.grande-region-hydrogen.eu – which covers the whole hydrogen value chain with support from the regions.”
 Norman Blaß, Geschäftsführer CREOS Deutschland Wasserstoff

RHYn (Rhine HYdrogen Network), in the area of Mulhouse



Project launch: 2021
Goals: to decarbonise energy uses (chemical industry, fertiliser production and transport – road, river, air) and boost the economic and industrial attractiveness of the regions
No. of km: 100 km of hydrogen network (including 60 km of converted pipelines)
Transmission capacity: 190,000 t/year of hydrogen
Commissioning: October 2028
Project stakeholders: producers and consumers in the area and the adjacent network operators terranets, bnNETZE and IWB

DHune at the port of Dunkirk



Project launch: January 2022
Goals: to decarbonise industrial energy use and boost the economic and industrial attractiveness of the region
No. of km: 25 km of hydrogen network
Transmission capacity: between 180,000 and 300,000 t/year
Commissioning: 2027
Project stakeholders: the Hauts-de-France region, the Dunkirk urban district council, producers and consumers in the area

HYnframed in the Fos industrial zone and the surrounding area



Project launch: October 2021
Goals: to decarbonise energy use (steel industry, petrochemicals and refining) and boost the economic and industrial attractiveness of the regions
No. of km: 150 km of hydrogen network
Transmission capacity: 200,000 t/year of hydrogen
Commissioning: 2028
Project stakeholders: Regional industrial and institutional ecosystem – the feasibility study was carried out with financial support from Ademe

“Within the France Hydrogène catchment area, GRTgaz has successfully brought regional stakeholders together through the HYnframed project to establish and apply a method of collective development for a hydrogen transport network that is shared and open to all, in order to decarbonise industrial areas with high CO₂ emissions.”
 Anne-Marie Perez, chief executive of the Cap Energies competitive cluster and southern regional representative for France Hydrogène

Cross-border project with Belgium in the Valenciennes/Mons area



Project launch: February 2022
Goals: to decarbonise industrial energy use and boost the economic and industrial attractiveness of the region
No. of km: 40 km
Transmission capacity: between 50,000 and 80,000 t/year
Commissioning: 2027
Project stakeholders: the Hauts-de-France region, Valenciennes Métropole, the Porte du Hainaut urban district council, producers and consumers in the area

“The hydrogen pipeline project backed by GRTgaz aligns fully with the Valenciennes Métropole roadmap, which has made the industrial transition a priority for the development of its territory. Collective discussions at a very early stage of the project made it possible to integrate the potential offered by this new energy source into the Valenciennes Métropole development strategy, strengthening its ambition for the local energy mix.”
 Jean-Noël Verfaillie, Valenciennes Métropole's vice president for economic development and major projects

To assess awareness of the image of GRTgaz and gas fuel in general, GRTgaz conducted its sixth survey in 2021. Of the decision-makers questioned, 91% believe the company is useful to the energy transition, up from 74% in 2019.

SUPPORTING OUR CUSTOMERS IN THEIR DECARBONISATION

To accelerate the transition of the French energy system with renewable gas and hydrogen, GRTgaz has placed itself in a position to support its customers and work with them to create low-carbon gas solutions based on tried and tested methods, particularly in industry, and to develop new uses, as is taking place in mobility with NGV (natural gas for vehicles) and (Bio)NGV.

POLICY AND RESOURCES IMPLEMENTED:

To support its customers in their own decarbonisation challenges and projects from now to 2024, GRTgaz has defined a roadmap that can be broken down into three areas: having a regulatory framework that promotes the decarbonisation of energy use via gas (renewable gas, carbon capture and storage, hydrogen, etc.), adapting GRTgaz's business approach and offer to incorporate decarbonisation, and relying on "specifiers" (associations, suppliers, design offices, consultants) to promote gas solutions.

OUR RESULTS:

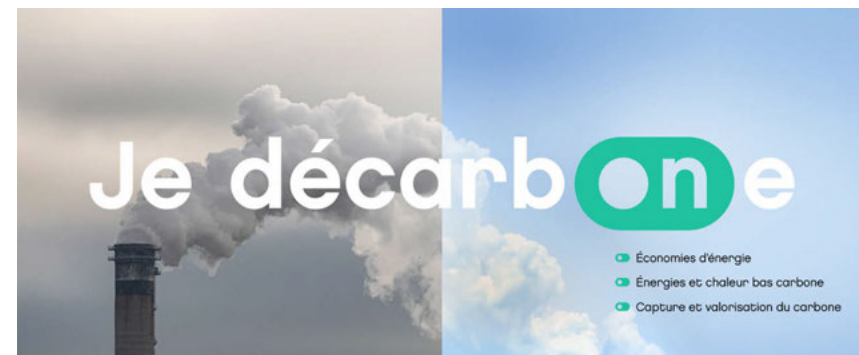
KPI	REFERENCE	2024 TARGET	2030 TARGET	2021 RESULT	2022 TARGET	2022 RESULT
Number of partnerships with our customers (industry and mobility) on decarbonisation	-	20		5	5 (10 in total)	5 (10 in total)

New partnerships were launched and given practical form in 2022 with a focus on decarbonising industry and the fields of mobility with NGV (natural

gas for vehicles) and (Bio)NGV, working with stakeholders in industrial facilities, energy efficiency and hydrogen. Beyond its support for the decarbonisation

of industry, GRTgaz engaged with the theme of energy sobriety in 2022 alongside a number of partners. This included the launch of EcoGaz¹.

GRTgaz IS A PARTNER AND ACTIVE PLAYER IN THE "JE DÉCARBONE" PLATFORM², LAUNCHED IN OCTOBER 2022



"Je décarbOne" ("I decarbonise") has two ambitions. First, to help French companies in the decarbonisation sector to reach their markets by putting them in touch with companies wanting to decarbonise their activities.

And second, to support and facilitate decarbonisation in French industry. Ultimately, this support will enable French industrial champions of decarbonisation to emerge.

1/ 3.1 Energy sobriety in the gas sector in France.
2/ www.je-decarbOne.fr



Together, mobilised for the decarbonisation of business

Alice Saurin, project director, sales division



What is GRTgaz's position on the decarbonisation of its customers?

We support our customers in the greening of their production methods and

the decarbonisation of their value chain, and we are actively involved in developing renewable gas (biomethane, synthetic methane produced through pyrogasification and hydrothermal gasification) and, in the medium term, hydrogen networks. We also play a role as a partner, facilitator and catalyst. For example, we are an active member of the Core Team of the "Je décarbOne" platform within the industry's strategic

committee (CSF). This year, we have also signed several partnerships with industrial customers and regional stakeholders in the fields of mobility, energy efficiency and the development of new low-carbon gases. Finally, we play a role in incentivising our customers to question their own energy sobriety, such as setting up the Ecogaz programme with over 70 partners.



Sylvie Jéhanno, chairman and CEO of Dalkia, and co-chairman of the new energy systems CSF



Stéphane Michel, chief executive for gas, renewables and power at TotalEnergies, and co-chairman of the new energy systems CSF

"The decarbonisation of industry, which involves the dual approach of 'consuming less' and 'consuming low-carbon', is central to the projects of the new energy systems CSF.

The launch of the 'Je décarbOne' platform is a key step that will help to accelerate the development of projects on the ground."

"The 'Je décarbOne' platform brings together everyone involved in decarbonisation: energy suppliers, equipment manufacturers, integrators, consultants and advisors, financiers and local service providers. Grouping these stakeholders together encourages synergies and the development of large-scale solutions – it's a win-win for decarbonisation and energy efficiency! The platform will enable us collectively to accelerate the transition."

3.2.3 Developing carbon sinks

Our commitments: helping to develop business opportunities related to CCUS (Carbon Capture, Utilisation and Storage) chains

CCUS involves capturing the CO₂ emitted by industrial installations and transporting it for geological storage underground so that it can be isolated long-term from the atmosphere, or recycling it as a resource or input for making carbonated products, biofuels or synthetic methane, for example.

In its report *Net Zero by 2050*, the International Energy Agency estimates the global need for CO₂ capture at 1,670 Mt per year by 2030 and 7,600 Mt by 2050. The rapid deployment of CCUS projects on a large scale appears indispensable in order to meet the carbon neutrality targets set by signatory

nations to the Paris Agreement. In this context, GRTgaz wants to secure a position in the CO₂ pipeline transport chain and is multiplying its initiatives accordingly.

As a future CO₂ transporter, GRTgaz is involved in European common-interest projects focused on CCUS. We are deploying our infrastructure expertise for both CO₂ and hydrogen. We continue to support thinking and projects through the industry's strategic committee, for example. Increasing numbers of industrial companies want to develop these CO₂ capture, storage and reuse technologies to decarbonise their activities.

GRTgaz also contributes to the emergence of new techniques through its research and development efforts. With the Jupiter 1000* project, GRTgaz has been converting wind-generated electricity into renewable hydrogen for injection into the gas transmission network since 2020. The demonstrator took a further step forward in 2022: it began producing e-methane, a synthetic gas produced from renewable hydrogen and recycled CO₂ for injection into the GRTgaz network.

* First industrial-scale power-to-gas demonstrator connected to the gas transmission network in France. This innovative technology involves converting electricity into gas, hydrogen or synthetic methane, for injection into existing networks. The project's industrial partners: CEA, CNR, Khimod, Leroux & Lotz, McPhy, port of Marseille Fos, RTE, Teréga, CMA CGM and GRTgaz.

3.2.4 Adapting to climate change

In 2022, GRTgaz conducted a study of the risks associated with climate change (physical risks) likely to affect its installations. Following an analysis of the scenarios proposed and the associated long-term risk management mechanisms, the study concluded that, if a major weather event were to occur, the

GRTgaz infrastructure (underground pipes and surface installations, including compressor stations) is resilient overall and that industrial security remains assured. However, two scenarios were identified by GRTgaz as the most potentially harmful: flooding/intense rainfall at certain river crossings, and drought,

giving rise to forest fires, for several of the company's compressor and interconnection stations.

An action plan will be put in place during 2023 to look at these scenarios in more detail.

Impact of physical risks Risks resulting from damage caused directly or indirectly by weather and climate phenomena	Actions taken in 2022–2023
<ul style="list-style-type: none"> → Damage and leaks in GRTgaz infrastructure → Inaccessibility of auxiliary installations (compressor stations, interconnections, etc.) 	<ul style="list-style-type: none"> → Analysis of the exposure of GRTgaz assets using data and scenarios from meteorological experts (including IPCC RCP scenario 8.5, involving heating of 4.5°C by 2100) → More detailed verification of exposure for the two most damaging scenarios.



Together,

Mobilise

for
affordable,
sustainable
energy



AS A GAS INFRASTRUCTURE OPERATOR SERVING THE PUBLIC INTEREST, GRTgaz contributes to access to increasingly renewable energy while ensuring it remains affordable.



4.1

Our regulated financial model serving a sustainable economy

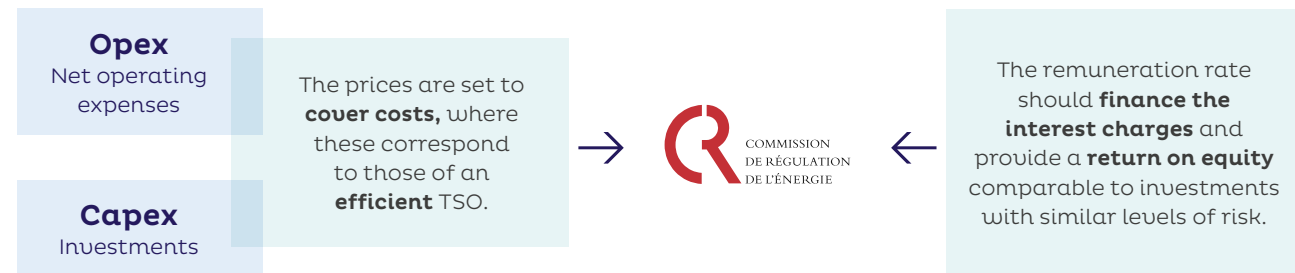
GRTgaz must ensure all its customers have fair access to diversified supply sources through a transmission network, at costs consistent with an efficient operator. GRTgaz's business activity is part of a regulated monop-

oly. The tariffs, set according to the authorised revenue, are defined after negotiation every four years as part of the ATRT (access by third parties to the transmission network) tariff by the French Energy Regulatory Commission

(CRE). The CRE monitors the economic efficiency of GRTgaz to ensure that consumers are getting the best service at a fair price.

A REGULATED BUSINESS MODEL

De facto monopoly → our prices are set by an independent administrative authority



	2021	2022
Revenue	1,846	2,082
Transmission income	1,738	1,973
Other income	108	106
EBITDA	1,099	1,198
Income from recurring operations	561	658
Net income	335	419
Investments	457	401
Net debt	3,807	3,643

While it continues to pursue its strategic objectives and observe the price trajectory of the ATRT7, GRTgaz's financial performance remained particularly robust in 2022, as did the company's balance sheet. GRTgaz posted revenue of €2,082 million in 2022. This was up (by €233 million) on 2021 (€1,846 million). The European energy context explains this variation. Flows of gas traditionally move from east to west and from north to south, but the stoppage of Russian gas imports meant that new flows emerged. In 2022, we sent gas to Germany for the first time. These new flows result in additional sales of transmission capacity on top of the historical capacity. The additional revenue

will have to be returned to the market in future financial years (via the CRCP mechanism). Income from transmission was €1,973 million (compared to €1,738 million in 2021), representing 95% of total revenue. Regarding diversification, €6 million invested in the Eiffel Gaz Vert and Clean H₂ funds and €25 million in supplementary services were invoiced (€20 million in 2021) and account for 1% of total revenue. This income consists essentially of technical and R&D services. EBITDA for the 2022 financial year was €1,198 million (€1,099 million in 2021), up by €99 million on the previous year. This change is due to the increase in transmission income, partially compensated

for by increased demand, the cost of energy and congestion levies. The net profit after tax was €419 million (€335 million in 2021), up by €84 million on 2021. This change is the result of the effects mentioned for EBITDA and a reduction in the cost of debt. Investment expenditure was €401 million in 2022, compared to €457 million the previous year, a reduction due to the end of the project to reinforce the Brittany artery (-€62 million) affecting development investment. As explained in section 4.3.4, the share of investment spent on supplying renewable gas and on the decarbonisation of our infrastructure (activities eligible for the new EU Taxonomy) increased by 8% compared to 2020, to €68 million.

At the end of December 2022, GRTgaz's net debt was €3,643 million compared to €3,807 million at the end of 2021.

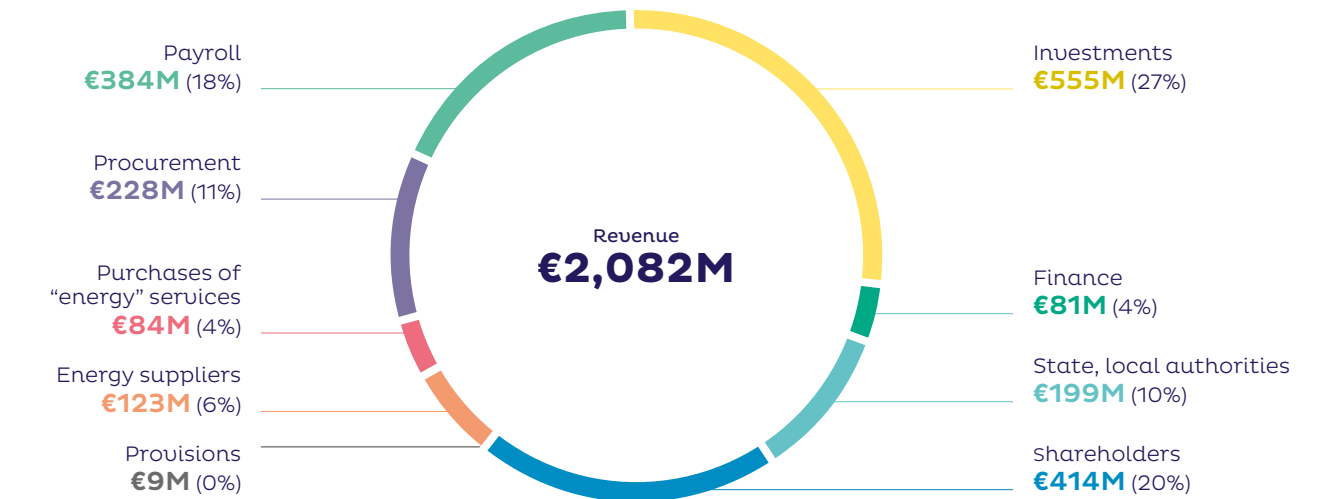


Olivier Edmont, transformation director



“Performance is extended as a lever of transformation to reinvent our activities and make us more efficient.”

BREAKDOWN OF REVENUE AMONG STAKEHOLDERS



PAY AGREEMENT IN THE FACE OF INFLATION

The year 2022 unfolded in a very unusual environment, including a significant rise in inflation. Against this backdrop, sector-specific and company-wide negotiations

on pay took place before summer 2022. The “general” salary measures in 2022 represent a payroll increase of 5%. When seniority and individual measures

decided in early 2022 are added, the overall rise is 9.8%.

VALUE SHARING:

A NEW EMPLOYEE SHAREHOLDING OFFER IN 2022

Employee shareholding is a means of incentivising employees. This is why GRTgaz wanted to renew this programme in 2022, involving our staff over the long term in the development of GRTgaz.

This new offer is a further opportunity to take part indirectly in the company's capital via an FCPE (an employee shareholding vehicle). To enable all employees to access shares, the company offered unilateral match funding.

This operation was a great success, with an employee subscription rate of 69% (compared with 60% in 2018) and over 118,000 shares subscribed (including the match funding).

→ → →

Together, mobilised for a culture of performance

Interview with **Olivier Edmont, transformation director at GRTgaz**



What does the performance plan involve?

The plan is based on five levers: energy sobriety, rigorous application of the rules, a focus on value-creating activities, improvements to processes and the adaptation of our organisational structures.

Which subject occupied you in 2022?

In 2022, we strengthened our teams' culture of performance. Performance is understood as a lever of transformation that can help us question and reinvent all our activities – defining how to quantify it, identifying levers for action and ultimately being more efficient. This culture is bearing fruit, as it is increasingly being incorporated into the teams' routines. Each division submitted a performance plan for 2022.

Why a performance plan for GRTgaz?

With the coming reduction in energy consumption, we need to prepare for the future and make efforts to continue ensuring access to affordable energy for our customers while providing resources to accelerate the development of renewable gas and put our carbon trajectory into practice. We have thus included a performance target in CAP24 to reduce our operating expenses (Opex) by €40 million per year by 2024.

In 2024, you will have succeeded if...

If we achieve our performance target of a reduction of €40 million/year in our operating expenses (Opex). The new R24 organisation will be operational and will be delivering its initial results. The plan will also be a success if we manage to strengthen our culture of reporting and monitoring performance throughout our organisation. The idea is to move from having cost performance imposed on us to choosing our own transformational performance in all areas, to the benefit of our overall performance, both financial and non-financial.



4.2

For affordable, sustainable energy SNFP

OUR COMMITMENTS

2024 TARGETS: reduction of **20%** → **2028:** reduction of **30%** in the cost of injection and reverse flow facilities

2024 TARGETS: **€0.48** average cost of access to the gas transmission network



GRTgaz is doing its part to ensure its customers have access to competitive and increasingly sustainable energy. With decreasing volumes transported and a

decrease in the associated revenue over time, GRTgaz is implementing performance-boosting measures to optimise its costs in an effort to reduce the cost

of biomethane facilities, thus allowing producers to connect under optimal economic conditions.

POLICY AND RESOURCES IMPLEMENTED TO REDUCE RISK

With the planned decrease in energy and, in turn, the decrease in revenue, GRTgaz must identify room for manoeuvre allowing it to invest in adaptation of the network and con-

nection of renewable gas. As part of this transformation, GRTgaz has undertaken a performance plan to be implemented until 2024.

OUR RESULTS

KPI	REFERENCES	2024 TARGETS	2030 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
Decrease in injection and reverse flow facility costs ¹	2020	-20%	-30% by 2028	-6%	-9%	-12%
 Average cost of access to the gas transmission network (euro cents per kWh/day/year)	2019: €0.45	€0.48	Maintenance of acceptable capacity and costs, negotiated with the CRE	€0.44	€0.44	€0.42

^{1/} Reverse flow installations are technical solutions enabling injection capacity to be developed by compressing excess biomethane from a distribution network for the transmission network or any higher-pressure network so that it can be used or stored.

GRTgaz plans to contribute to efforts in the renewable gas production sectors to reduce costs. For example, the biomethane sector has set a goal of a 30% reduction in all production costs by 2030. GRTgaz is doing its part with investments related to injection and reverse flows. The target set for 2022 of a 12% decrease in the cost of injection and reverse flow facilities was reached. Various actions taken for performance with respect to the design and construction of infrastructure, for both injection and reverse flow, were carried out during the year to achieve this result. Major progress has been made in optimising the cost of installing a reverse flow facility thanks to the experience gained by GRTgaz's teams and the sharing of orders.

More generally, as part of regular dialogue with the CRE, GRTgaz is keeping to the trajectory provided for in the ATRT7, while maintaining the level of interconnectivity and performance of its network, ensuring the capacity of network users to optimise their gas sources. The average cost of access to the gas transmission network thus reached a low of €0.42 in 2022 (euro cents per kWh/day/year), in line with the increased input and output capacity made available to enable gas flows to be adapted to the context created by the Ukraine crisis and the drop in supplies from Russia.



4.3

For sustainable growth SNFP

OUR COMMITMENTS

2024 TARGETS: 20% → 2028: 30% of investment expenditure (CAPEX) dedicated to renewable gas and the carbon trajectory



In an overall context of accelerating transformation, GRTgaz will need to adapt to respond to environmental, technological and societal challenges. GRTgaz's commitments relating to the development of renewable gas are reflected in its redeployment of

resources for projects linked to the energy transition and environment. They rely on innovation in all business activities and practices, employing experimentation, research and development. They are a testament to the transformation of the company's eco-

economic model, with a growing share of resources dedicated to building a model in the long term based on renewable gas, fully compatible with carbon neutrality, while preserving the value creation of the company over time.

POLICY AND RESOURCES IMPLEMENTED TO REDUCE RISK

The GRTgaz 2022 investment programme covers three major themes: the industrial maintenance and security of its facilities, its climate and low-carbon trajectory (reduction of emissions and development of renewable gas) and customer needs (in particular connections and third-party works). This programme is negotiated and validated

each year with the French Energy Regulatory Commission (CRE). When it comes to R&D, RICE (the Research and Innovation Center for Energy), GRTgaz's integrated R&D centre, is responsible for guiding the transformation of energy infrastructure to a safe, efficient and carbon-neutral future. RICE works in five research areas.

OUR FIVE R&D&I PROGRAMMES

- Optimise the operation and safety of the gas system
- Reduce the impacts of gas-related activities
- Prepare networks for the arrival of renewable methane
- Energy forecasting, network management and optimisation
- Prepare the networks for the arrival of hydrogen

OUR RESULTS

KPI	REFERENCE	2024 TARGET	2030 TARGET	2021 RESULT	2022 TARGET	2022 RESULT
Share (in %) of investment spending (Capex) dedicated to renewable gas and the carbon trajectory	11% in 2020	20% in 2024	ND	13.5%	17%	16.7%

In 2022, 16.7% of investment spending (Capex), totalling €68 million, was allocated to renewable gas and the GRTgaz carbon trajectory, an amount slightly below the target. Compared with 2021, this spending represents an increase of +8%, which is primarily due to the

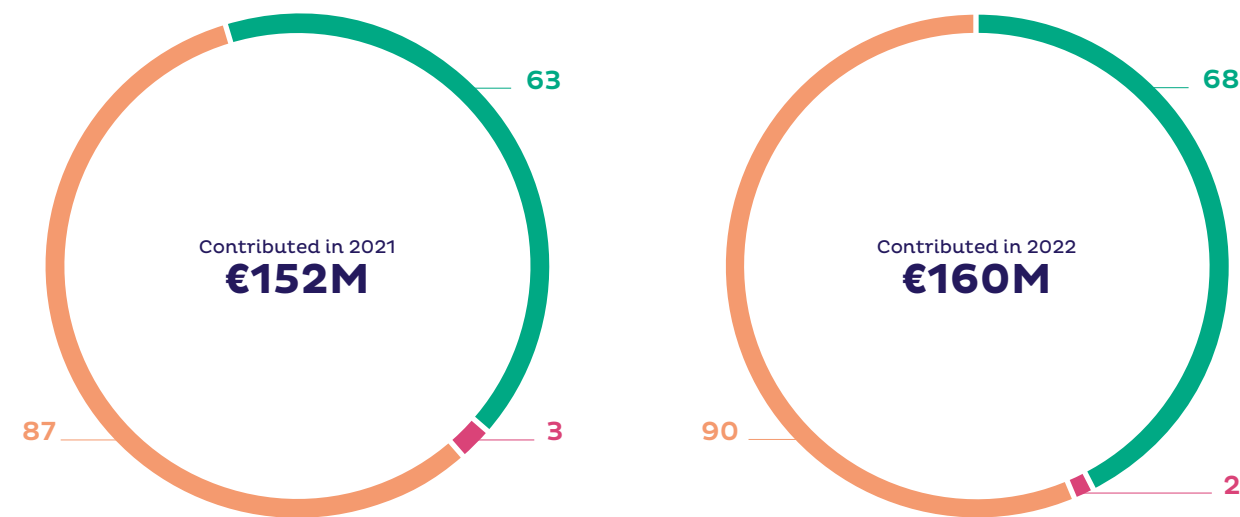
commissioning of 17 methane injection and 7 reverse flow sites, several H₂ programmes, the methane emissions reduction programme and financial investment in renewable gas and hydrogen (€6 million for the Eiffel Gaz Vert fund and €3 million for the Clean H₂ fund).

Of the €401 million of investment contributed in 2022, 40% was directly linked to the implementation of GRTgaz's corporate purpose (see below), focused on a secure and climate-neutral future. This share amounted to a total of €160 million.

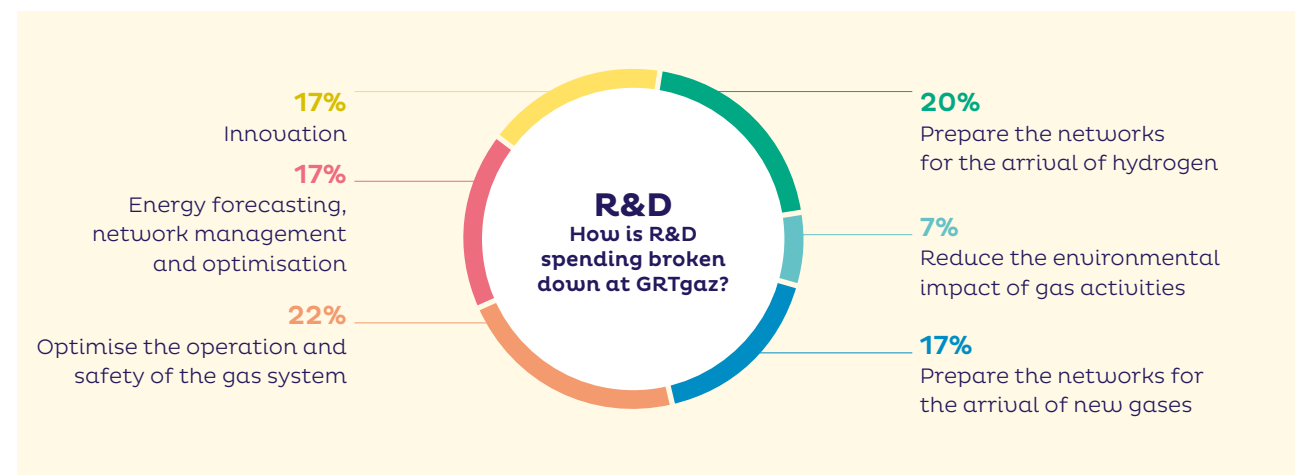
DATA IN FIGURES

- Energy transition
- Network safety
- Cybersecurity

Total investment: **€401M**



CLOSE-UP ON R&D SPENDING



→ **The European taxonomy**

Regulation 2020/852 of 18 June 2020 gives Europe a classification system for activities considered environmentally and socially sustainable, in terms of six major environmental objectives. It provides for the publication of KPIs (key performance indicators) used to calculate the percentages of revenue, operating expenses (Opex) and investment (Capex) related to activities corresponding to the definition and technical criteria of the delegated acts for the eligibility and technical alignment of sustainable activities. Within the framework of this regulation, the assets built and operated by GRTgaz are hybrid in nature. The activities of operators of infrastructure related to fossil fuels, including natural gas, are not eligible for the taxonomy. On the other hand, the activities of operators of infrastructure as a transmission link in the new value chains for renewable and low-carbon gases, including hydrogen, are eligible under article 10-1 of the taxonomy regulation, supplemented by the delegated acts,

and in particular activity 4.14: Transmission and distribution networks for renewable and low-carbon gases. According to article 10 (1), an activity that involves transporting renewable energy under the terms of the RED directive (including biomethane), contributes substantially to climate change mitigation as long as it fulfils the technical screening criteria for alignment. In this context, the proportion of GRTgaz's activities involving the transmission of renewable and low-carbon gases and hydrogen contribute substantially to climate change mitigation (reduction of GHG emissions) while aiming to respect the criteria on the absence of negative impact (DNSH – Do No Significant Harm) for the other five environmental priorities and respecting the employment rules. Based on these factors, GRTgaz has defined calculation rules to account for this proportionality¹.

^{1/} For more information, see the methodology appendix.

2022 TAXONOMY KPIs

	Economic activities	Proportion	Eligibility Climate change mitigation TOTAL	Alignment DNSH TOTAL
Revenue	Eligible activity 4.14: Transmission and distribution networks for renewable and low-carbon gases	2%	2%	2%
	Activities not eligible for the taxonomy	98%	98%	98%
	TOTAL	100%	100%	100%
Capex	Eligible activity 4.14: Transmission and distribution networks for renewable and low-carbon gases	18%	18%	18%
	Activities not eligible for the taxonomy	82%	82%	82%
	TOTAL	100%	100%	100%
Opex	Eligible activity 4.14: Transmission and distribution networks for renewable and low-carbon gases	7%	7%	7%
	Activities not eligible for the taxonomy	93%	93%	93%
	TOTAL	100%	100%	100%

It should be noted that, over time, given the transformation taking place in the sector with the development of renewable gases and hydrogen, the share of eligible and aligned activities will increase in proportion as renewable gas, low-carbon gas and hydrogen gradually replace natural gas.

Finally, upstream and downstream of GRTgaz's activities, eligible activities include renewable and low-carbon hydrogen and gas production, CO₂ capture, transport and storage, generation of electricity, heating or cooling using renewable and low-carbon hydrogen or gases and low-carbon fuelling infrastructure (NGV, (Bio)NGV, hydrogen).

Together,

MOBILITY

Success

Transformation



for the success of our transformation



ENSURING AGILE GOVERNANCE in an increasingly complex energy environment.

5.1 Our Board of Directors and its committees

COMPOSITION OF THE BOARD OF DIRECTORS

Gender parity index: **0.89**

Term of office of board members: **5 years**



GRTgaz is a transmission network operator that is part of a vertically integrated company (ENGIE). To ensure fair competition in the internal gas market, the law places restrictions on the Board of Directors' powers, particularly regarding third party access to the transmission network, and the planning of investment in gas infrastructure. Christophe Poillion, GRTgaz Compliance Manager, attends all board and committee meetings to ensure these regulatory requirements are met and there is no discrimination between the different network users.

WORK DONE BY THE BOARD IN 2022

In 2022, the board met six times and discussed the following topics:

- Strategy
- Governance, appointments
- Closure of the accounts
- Budget, medium-term business plan
- Investments
- CSR
- Remuneration
- Procurement
- Human resources
- Risks

The eight board members whose appointment is not proposed by ENGIE form the "minority" of board members as defined by Article L. 111-25 of the French Energy Code.

BOARD OF DIRECTORS STRATEGIC SEMINAR

Every year, the board members meet to take part in a strategic seminar, the aim of which is to present and discuss the company's strategic orientations.

In 2022, the seminar focused on the impact of the energy crisis linked to the war in Ukraine, the development of hydrogen and asset management.

INVESTMENT COMMITTEE	<p>ROLE</p> <p>Examines investment policy and delivers an overall opinion on GRTgaz's investment plans.</p> <p>Number of meetings: 1</p>
AUDIT COMMITTEE	<p>ROLE</p> <p>This committee ensures that accounting methods are appropriate, and examines and delivers an opinion on the accounts and financial plans. It evaluates the efficacy and quality of the internal control process and examines significant risks and commitments, in particular with regard to the provisions applicable to an independent transmission system operator.</p> <p>The company's CSR commitments and non-financial performance are also analysed each year by the audit committee, along with the "green" investments to support GRTgaz's low-carbon trajectory and the supply of renewable gas.</p> <p>Number of meetings: 3</p>
REMUNERATION AND SELECTION COMMITTEE	<p>ROLE</p> <p>This committee examines and delivers an opinion on the remuneration of the board members and the CEO and on candidates for these positions.</p> <p>Number of meetings: 1</p>

The Board of Directors is assisted by three consultative committees: the Investment Committee, the Audit Committee and the Remuneration and

Selection Committee. Their role is to examine issues relevant to their subject area and to give their conclusions and opinions to the Board of Directors.



5.2 Our executive committee in 2022

GRTgaz has been preparing its R24 reorganisation project throughout 2022. Following the consultation process with staff representative bodies, which ended on 15 December 2022, the new organisation took effect on 1 January 2023. Here we present the Executive Committee put in place on that date.

GRTgaz now consists of the operations division, the industrial assets division, the development division, the general secretariat, the finance, CSR and procurement division, the customers and network optimisation division, the human resources division and the information systems division. These will be spread across three sites of comparable size (operations, industrial assets, head office).



Thierry Trouvé
chief executive officer



Pierre Duvieusart
deputy CEO



Franck Wintenberger
finance, CSR and procurement division



Anne-Sophie Decaux
industrial assets division



Anthony Mazzenga
development division



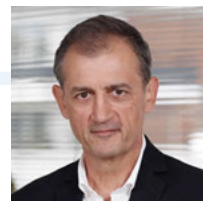
Sandrine Meunier
operations division



Catherine Brun
general secretariat



Hervé Rambaud
human resources division



Pierre Cotin
customers and network optimisation division



Hervé Constant
information systems division



The roll-out of this new organisation constitutes an essential step to meet the goals of our CAP24 project and puts us in a solid position to prepare for 2030. The new organisation has set itself three priorities:

- Preparing the network of the future by bringing together in the industrial assets division all the skills needed to serve our industrial policy, from infrastructure design to maintenance
- Optimising the organisation of maintenance activities in the operations division by expanding the scope of operations and strengthening support for essential activities for works preparation and planning
- Simplifying our operation and energising the development of renewable gas and growth activities in hydrogen and CO₂ transmission.

A REMUNERATION POLICY BASED ON THE COMPANY'S FINANCIAL AND NON-FINANCIAL STRATEGY

The remuneration of the Executive Committee members consists of a variable portion determined by demanding quantifiable and qualitative performance criteria linked to the company's financial and non-financial strategy.



EMPLOYEES' REMUNERATION: PROFIT-SHARING AND EMPLOYEE SHARE SCHEMES

Every year, the company's employees receive a payment in shares based on the financial result and a profit share linked to the non-financial results, on an equal basis.

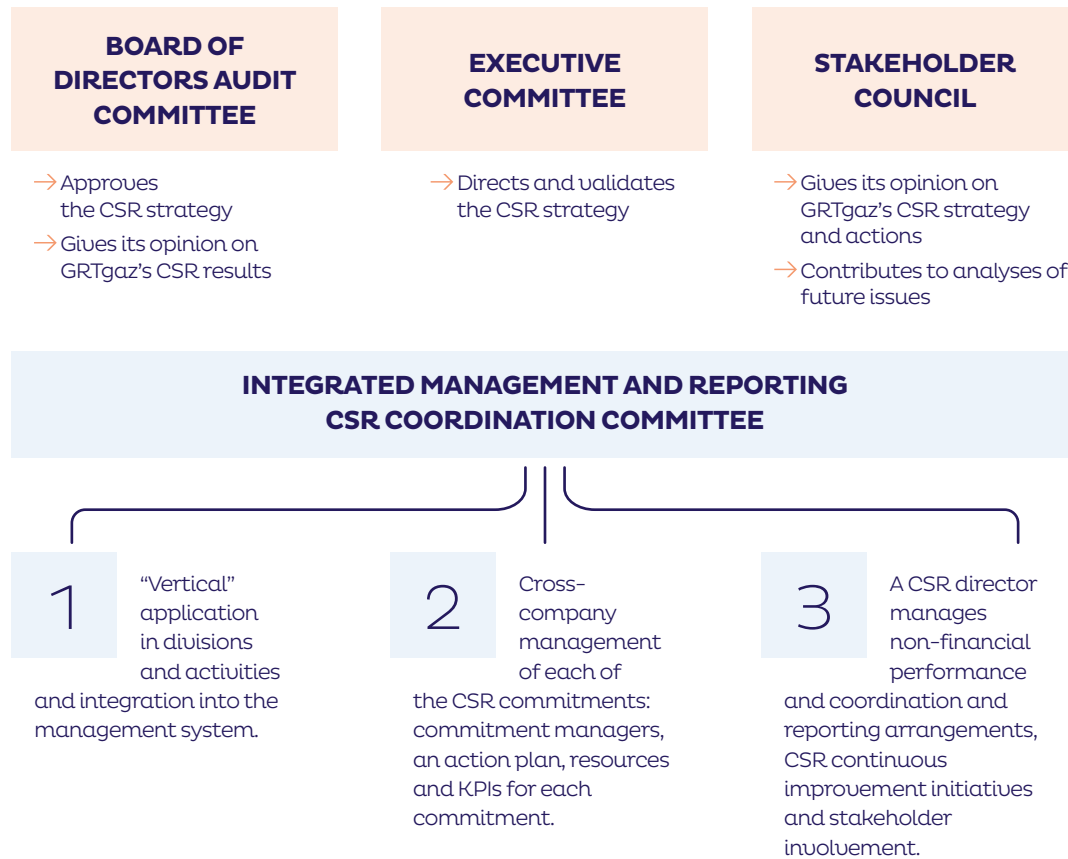
A 2021–2023 three-year profit-sharing agreement has been signed. The chosen profit-sharing criteria ensure as many employees as possible are in the scheme. They are aligned with

the aims of GRTgaz's transformation strategy and contribute to its CSR commitments.

Criteria	CAP24 and CSR link
Health and safety at work	CSR Commitment 8: Ensure the safety of people and infrastructure and the continuity of our services
Industrial safety	
Reduction in methane emissions	CSR Commitment 1: Reduce our carbon footprint CAP24
Recruitment	CSR Commitment 5: Encourage the development of skills, diversity and quality of life at work for our employees
Quality of service	CSR Commitment 3: Enable access to affordable and sustainable energy
Customer satisfaction and respect for the code of good conduct	CSR Commitment 6: Support our customers in their energy requirements and converting their activities to net zero carbon
Evidential challenge	CSR Commitment 9: Conduct our business with suitable ethics and compliance
Performance	CSR Commitment 7: Co-build sustainable energy solutions with local players CAP24
Compliance with payment deadlines – Suppliers	CSR Commitment 3: Enable access to affordable and sustainable energy CAP24
Roll-out of innovation projects	CSR Commitment 9: Conduct our business with suitable ethics and compliance
	CSR Commitment 7: Co-build sustainable energy solutions with local players CAP24

5.3

Our CSR governance SNFP



THE STAKEHOLDER COUNCIL ¹

The Stakeholder Council meets twice a year and meetings are attended by the CEO, the General Secretary and the CSR Director (Corporate Social Responsibility) of GRTgaz. The stakeholder council was closely involved in the creation of the corporate purpose, the materiality analysis and the new

CSR policy adopted by the company, as well as the CAP24 corporate plan. In 2022, its work and discussion focused on the deployment of the CSR policy and the potential impact of the energy crisis on our strategic objectives and CSR commitments. 2023 will be an opportunity to renew the GRTgaz

Stakeholder Council and review its role and position in view of the Pacte law, involving it more closely in assessing the company's overall performance and strategic thinking.

^{1/} Introduced in 2016, the Stakeholder Council brings together eight people from a variety of backgrounds: **Gilles Boeuf**, professor at Pierre-et-Marie-Curie University, member of the Scientific Committee on Natural Heritage and Biodiversity advising the French Ministry for Ecology, Sustainable Development and Energy · **Claude Conrard**, director of energy public affairs France at Solvay · **Olivier Dauger**, chairman of France Gaz Renouvelables and deputy chairman of FNSEA, the French National Federation of Farming Unions · **Paul Duphil**, secretary general of OPPBTP, the French agency for risk prevention in the construction industry · **Pascal Hebel**, director of the consumer department at Crédoc (research centre for the analysis and observation of living conditions) · **Nicolas Imbert**, executive director of Green Cross France & Territoires · **Bertrand Petit**, chairman and founder of Innocherche · **Blanche Segrestin**, president of the Business Theory chair at Mines ParisTech.

→ → →

Together, mobilised for integrated management of overall performance

Interview with Franck Wintenberger, deputy CEO responsible for finance, procurement and logistics



In 2023, CSR will become part of the finance division following the GRTgaz reorganisation. Can you explain its broad objectives?

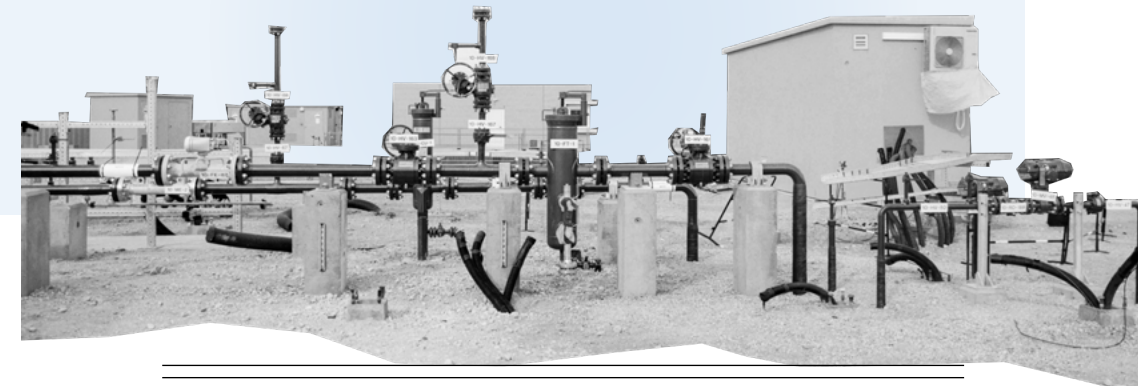
Our CSR strategy is integrated into our corporate strategy and the CAP24 transformation plan. Today, we want to go

further still by integrating CSR and finance into the same division to achieve integrated financial and non-financial management with a single reporting process. We have to integrate our CSR ambitions directly into the management model for our overall performance, incorporating our CSR ambitions into all our choices and decisions on investment, our activities and our practices.

In your view, what does CSR represent for GRTgaz?
CSR is a vector for the values of our public service mission and

our transparency, underlined and enriched by our corporate purpose. Beyond the challenges of its implementation, CSR binds us to our stakeholders. We have to involve them, through dialogue with our stakeholder council for example. We have to be able to take sustenance from our ecosystem but also demonstrate the capacity and credibility of GRTgaz, as a trusted partner, in transforming itself into a transmission operator for renewable gas.

“Today, we want to go further by integrating CSR and finance into the same division.”

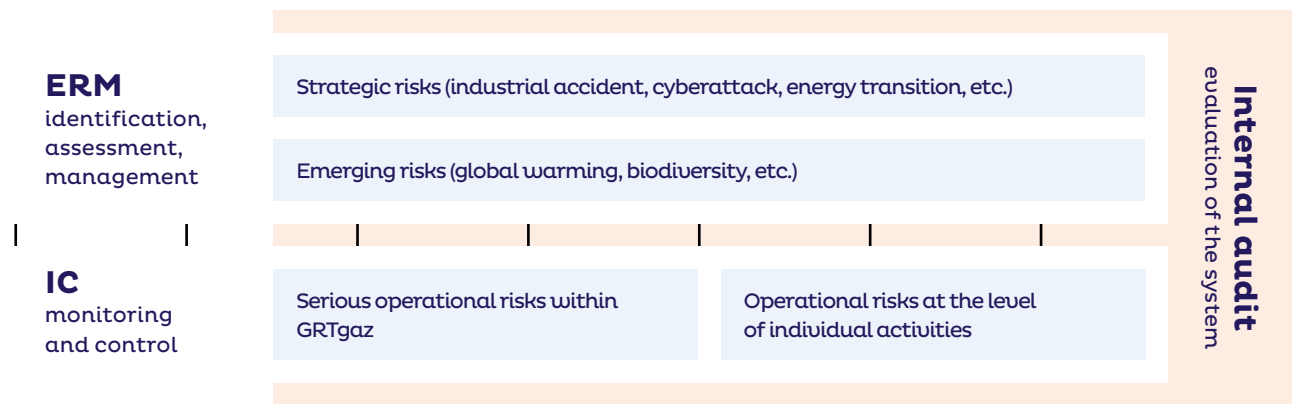


5.4 Our risk management system

In a changing energy context where the future is uncertain, risk management is a key element of company management in terms of both financial and non-financial results and resilience to crises. Risk management provides information for

the company's strategic dashboard and helps to give it the agility it needs for its long-term sustainability and development.

A SYSTEM COVERING ALL LEVELS OF THE COMPANY BASED ON THE THREE LINES OF CONTROL



→ The risks for GRTgaz, both **operationally** and **strategically**, are identified.



→ GRTgaz's risk management system consists of an overall system based on **the three lines of control**.

This well-developed system contributes to performance improvement and the meeting of GRTgaz's targets

Every year, GRTgaz uses the COSO ERM method to identify and assess risks according to impact and probability, on a six-year horizon, to identify events that could threaten the com-

pany's long-term sustainability and the success of its strategic objectives. There is extensive overlap between the company's major risks identified by this analysis and the risks and oppor-

tunities identified by the materiality analysis, which takes account of stakeholders' perceptions.

MAJOR RISKS FOR GRTgaz AND CSR MATERIALITY

Severity	Risk	Trend	Link with the 2021-2024 CSR policy	Link with stakeholders
High	Industrial accident	→	Commitment 8: Ensure the safety of people and infrastructure, and the continuity of our services	Employees, local communities, customers
	Cyberattack	→	Commitment 8: Ensure the safety of people and infrastructure, and the continuity of our services	Employees, suppliers, customers
	Economic regulation	→	Commitment 3: Enable access to affordable and sustainable energy	Employees, suppliers, investors, customers
	Safety	→	Commitment 8: Ensure the safety of people and infrastructure, and the continuity of our services	Employees, suppliers, customers
	Social crisis	→	Commitment 5: Encourage the development of skills, diversity and quality of life at work for our employees	Employees, customers, suppliers
	Role of gas in the energy transition	↗	Commitment 2: Speed up the energy transition by developing green gases Commitment 4: Grow sustainably Commitment 7: Co-build sustainable energy solutions with local players	Customers, suppliers, planet, employees, investors
	Ethics	→	Commitment 9: Conduct our business with suitable ethics and compliance	Suppliers, employees, investors, local communities, media
	3D non-compliance	→	Commitment 9: Conduct our business with suitable ethics and compliance	Regulator, suppliers, employees, customers
Moderate	Emerging risks: greenhouse gas emissions, sustainable growth, respect for biodiversity	↗	Includes all the commitments in the CSR policy	

METHODOLOGY

→ Risk identification and assessment is based on a methodology known as **COSO ERM**.

→ This method is used to **structure the approach** to risk management.

→ The **trend** shows the **change** in severity between 2021 and 2022.

→ **Severity** is assessed on the basis of impact and probability.

→ The impact assessment includes **the financial impact** (as a % of total EBITDA over six years) **and the non-financial impact** (human, reputational, environmental, legal, social).

Together,

Mobilise



responsible

for a
responsible
company



GRTgaz'S HUMAN VALUES ARE IN THE DNA OF OUR PUBLIC-SERVICE COMPANY, and are central to the implementation of our corporate purpose and the CAP24 corporate plan.

6.1 Ethics and independence SNFP

ETHICS AT GRTgaz, WHAT IS INVOLVED?

Preventing the risks associated with all forms of discrimination, all forms of harassment, fraud, corruption, conflicts of interest, and the disclosure of any confidential information.

ETHICS AT GRTgaz, WHY?

Increasing the trust of our **internal and external** stakeholders, protecting our reputation and complying with law no. 2016-1691 (known as Sapin II) of 9 December 2016 on transparency, fighting corruption and economic modernisation.

ETHICS AT GRTgaz, HOW?

Working **collectively** for a risk prevention approach **at every level** based on management leading by example and living up to our five corporate values: innovation, openness, responsibility, excellence and trust.



GRTgaz'S ETHICS COMMITMENTS



100% of teams trained in ethical risks and compliance in 2024



A PREVENTION PROGRAMME: "OUR COLLECTIVE AIM FOR ETHICS" 2021-2024

Communication programme on the ground to raise awareness and prompt discussion with employees on the various risks related to ethics.
Special training scheme (remote and classroom-based e-learning) for the employees most exposed to fraud and corruption risks, under the Sapin II law.
Due diligence procedure for the suppliers most at risk in terms of human rights, health and safety and respect for the environment.

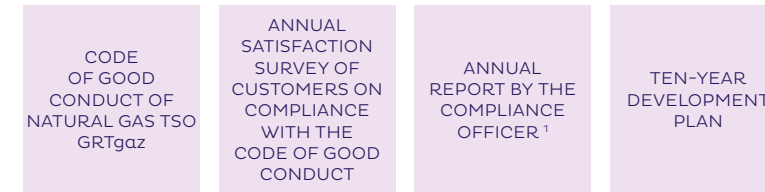
Whistleblowing system: the Ethics Committee protects the anonymity of whistleblowers and the confidentiality of the information received. The ethique@grtgaz.com mailbox was set up to encourage the reporting of dilemmas, questions, weak signals and ethical alerts. It also ensures confidentiality for the sender.
The "Allo Discrim" and "Allo Sexisme" hotlines run by independent professionals and a counselling service are also available to employees.

ETHICS RESULTS:

- Over **50%** of teams trained in ethical risks.
- **175** suppliers assessed by an external company (due diligence) in two years, including 90 in 2022.
- **9** ethics-related incidents were reported, 5 concerning human rights issues, 2 concerning fraud, 1 concerning an abandonment of a post and 1 linked to a licence withdrawal. Two disciplinary committee meetings were organised in 2022: one following an incident identified in 2021 and one for an incident in 2022.

As an independent transmission system operator (TSO) certified by the French Energy Regulation Commission (CRE), GRTgaz must meet the obligations of independence and autonomy applicable to network operators controlled by a vertically integrated company.

GRTgaz'S COMMITMENTS AS AN INDEPENDENT TRANSMISSION SYSTEM OPERATOR



GRTgaz must act completely independently of ENGIE's production and supply activities and ensure non-discriminatory, transparent conditions of access to the network, and preserve the confidentiality of commercially sensitive information. The code of good conduct, approved by the French Energy Regulation Commission (CRE), is the cornerstone of GRTgaz's certification package as an independent transmission system operator.

It presents the internal organisational measures taken by GRTgaz to prevent the risk of discriminatory practices regarding third-party access to the natural gas transmission system, as required by Article L.111-22 of the Energy Code.

1/ <https://www.cre.fr/Documents/Publications/Rapports-thematiques/rapport-2019-2020-sur-le-respect-des-codes-de-bonne-conduite-et-l-independance-des-gestionnaires-de-reseaux-d-electricite-et-de-gaz-naturel>

MANAGEMENT OF COMPLIANCE WITH THE ENERGY CODE AND GRTgaz'S CODE OF GOOD CONDUCT

A compliance manager, whose independence is assured by the Energy Code, ensures compliance with these requirements. The compliance manager reports regularly to the CRE and produces an annual report on GRTgaz's implementation of its code of good conduct, the observance of the independence obligations and the correct implementation of the ten-year development plan.
A manager responsible for the implementation of GRTgaz's code of good conduct, assisted by an operations manager at national level, liaises with the compliance manager. This manager draws

up the reference documents and the corresponding inspection plan. They inform and advise GRTgaz's divisions. They liaise with the CRE on the approval of contracts and services with entities in the ENGIE group.
A code of conduct officer within each division is responsible for disseminating the code of good conduct in their division, managing the annual action plan and reporting on results. Observance of the code of good conduct is assessed in the course of an **annual satisfaction survey of customers, shippers and industrial customers.**

2022 RESULTS:

- No significant non-compliance with the code of good conduct in 2022.
- **96%** of customers are satisfied with regard to GRTgaz's compliance with the code of good conduct.
- **99%** of employees have received the e-learning training on the code of good conduct.



Philippe Mannoni, innovation director and compliance officer

"In 2022, we worked to train over 1,500 employees in ethical risks. Beyond these figures, the meetings enable people to speak up about subjects that are often difficult to raise in a professional setting. They have been highly successful, with active participation by employees leading to very rich discussions and helping to develop a concrete ethical culture within our organisation."

Find out more about ethics at GRTgaz <https://bit.ly/43wSFwg>



6.2

Skills development, diversity and quality of life at work for our employees

SNFP

OUR COMMITMENTS

2024 TARGETS

- % of employees trained > **80%** per year
- Gender equality index **≥ 94**
- Commitment rate **≥ benchmark for France¹**
- Index of quality of life at work **≥ benchmark for France**
- % of women in the workforce **25.5%**



GRTgaz is constantly confirming its overarching goal to promote the health of its employees, and more broadly their quality of life at work, by facilitating the development of skills and combating all forms of discrimination. Social dialogue is a crucial part of the company's social

policy, leading to the creation of new multi-location working arrangements and management methods promoting initiative, progress and innovation. Providing work-study opportunities is also a key part of ensuring the transmission of knowledge acquired by our

employees, promoting the employment of young people and preparing for the future. All these initiatives strengthen the commitment of employees to the corporate purpose of the company and increase its attractiveness.



Holder of the **Diversity label** awarded by Afnor since 2015



Signatory of the **L'Autre Cercle charter for LGBT²** (lesbian, gay, bisexual and transgender) **inclusion in 2018**
Creation of an LGBT+ & allies collective in May 2020



For the **7th consecutive year**, GRTgaz was ranked among the best companies at which to complete an internship or work-study programme



^{1/} This benchmark is measured across 150,000 employees at 150 companies. Benchmark source: Willis Towers Watson. The standard includes a weighted average of results of surveys conducted with employees from various sectors working in France.

^{2/} Four principles to which GRTgaz is committed: Create an inclusive environment for female and LGBT+ employees. Ensure equality of rights and treatment of all employees, regardless of sexual orientation and gender identity. Support employees who have been victims of discriminatory comments or acts. Measure progress and share best practices to foster positive changes in the general professional environment.

POLICIES AND RESOURCES IMPLEMENTED

To ensure the success of its transformation project, GRTgaz has structured CAP24 around a human-focused project aiming to improve the attractiveness of the company, employee commitment and, more generally, quality of life at work.

OBJECTIVES OF THE CAP24 HUMAN PROJECT	RESOURCES IMPLEMENTED
Give free rein to initiatives, encourage innovation, allow experimentation and the right to make mistakes and learn from one another	<ul style="list-style-type: none"> → Feedback Support the development of a Feedback culture in each team → Experimentation Instil a mindset open to experimentation → Listening to employees Measure employees' experience over time, and in particular the impact of transformations on commitment and quality of life at work
Maintain and develop our technical and behavioural skills	<ul style="list-style-type: none"> → Vision of skills Ensure that employees maintain a pragmatic, multidisciplinary operational vision in terms of skills → Soft skills Develop each employee's understanding of the need for soft skills → Managerial community Develop managerial learning communities to ensure the widespread emergence and adoption of new practices
Define together the many future ways of working, both remotely and on site: Multiplex approach	<ul style="list-style-type: none"> → Multiplex Define together the many future ways of working remotely Negotiate, conclude and deploy a global agreement

For many years now, GRTgaz has been fostering the professional development of its employees by offering a multitude of training opportunities, as well as functional and geographical mobility within the company and other companies in the electricity and gas industries.

GRTgaz has also made diversity a key driver of its development, by supporting all employees with disabilities, improving the gender balance in the workplace, starting with recruitment and throughout an employee's professional career, and developing work-study options.

OUR RESULTS

KPI	REFERENCES	2024 TARGETS	2030 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
% of employees trained ³	2020: 63%	80%		79.6%	80%	85.2%
Employee commitment rate ¹	2020: 77 (benchmark in France 76)	≥ benchmark	≥ benchmark	74 (benchmark in France 78)	≥ benchmark	76.6 (benchmark in France 79.7)
QLW index	2020: 75 (benchmark in France 69)	≥ benchmark	≥ benchmark	72 (benchmark in France 73)	≥ benchmark	73.9 (benchmark in France 74.3)
Gender equality index	≥ 94	≥ 94	≥ 94	94	≥ 94	94
% of women in the workforce ³	2020: 24.2%	25.5%		24.58%	25.1%	24.62%
Work/study programme rate	2020: 8.5%	8%		8.41%	7.5%	6.90%

^{3/} Only permanent employment contracts are included.

When it comes to training, the rate of employees trained (in %) was nearly reached, despite the continuing impact of Covid at the beginning of 2022: 78% against a target of 80%. The commitment rate, based on a survey taken by all employees, improved this year, rising to 76.6 (compared with 74 in 2021), but remains below the French benchmark of 79.7¹. The uncertain context in 2022 (geopolitical conflict, inflation), doubts about the future of gas and the corporate reorganisation included in the CAP24 transformation project explain this deviation from the benchmark. The quality of life at work index also rose this year, to 73.9 points (compared with 72 in 2021), though the result remains slightly below the French benchmark of 74.3 points. The imple-

mentation of the new R24 organisation places particular emphasis on monitoring psychosocial risks. As for the gender balance, GRTgaz had a result of 94 points out of 100 for the gender equality index, which is 19 points above the minimum threshold set by the government requiring the establishment of a corrective plan. The percentage of women working on a permanent contract did not increase to the degree expected this year due to a lower level of recruitment/mobility (a decrease of approximately 30% in staff turnover). In terms of work-study programmes, the 2022 campaign was complex for the second year in a row, with a strong competition between employers accentuated by attractive subsidies for this provision. 150 student trainees

were hired, rather than the 182 initially planned. Student trainees represent 6.9% of GRTgaz employees. GRTgaz incorporates the values of diversity and equal opportunity when recruiting student trainees: 51.05% of these trainees recruited in 2022 were women, and 6% had disabilities. In 2021, GRTgaz signed a company agreement involving a multi-year programme to recruit more employees with disabilities. The agreement consists of two mandatory aspects, a recruitment plan and a retention plan. In 2022, two people with disabilities were hired on permanent contracts, nine on fixed-term contracts and three on internship and temporary contracts. As of the end of 2022, GRTgaz lists 124 employees (up from 110 employees in 2020) as having disabilities.

1/ Benchmark source: Willis Towers Watson.

→ → →
Together, mobilised for skills development

Interview with Jérôme Andrieu, unit manager, conduct IS and industrial IS in the IS division – CAP24 human project manager



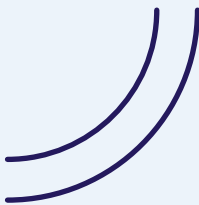
In a few words, what is the CAP24 human project?
 We cannot succeed with our CAP24 transformation project without mobilising and supporting our teams. Our transformation project affects expectations in terms of skills, working

methods, relationships, etc. The goal of the human project is to give managers and employees tools to help them in the transformation by putting in place nine schemes relating to skills, management, working methods and relationships.

What was the focus of your work in 2022?
 We worked on all these schemes. We made significant progress on two of them this year: feedback, training 261 employees to receive and give feedback, and soft skills, with the

development of tools to help teams make progress with their adoption and 300 self-assessments carried out by employees.

In 2024, you will have succeeded if...
 If we are able to work better together by developing our skills (technical and behavioural), initiatives and innovation, while developing the right to make mistakes and recognising everyone's efforts.



6.3

Environment (excluding carbon) and biodiversity SNFP

OUR COMMITMENTS

TARGETS FOR **2024 → 2030**
55% → 100% of sites converted to the use of alternatives to pesticides



Signatory of the “Companies committed to nature” project piloted by the French Biodiversity Office, GRTgaz has created a map of pressures¹ placed on biodiversity by its activities and its dependence on biodiversity.

GRTgaz's biodiversity strategy can be broken down into three CSR commitments:

- **“Reduce GRTgaz's carbon footprint”²**
- **“Speed up the energy transition by developing green gases”³ and**
- **“Protect the environment (excluding carbon) and biodiversity from the impacts of our activities”⁴, the commitment covered in this section.**



A member of B4B+ (Business for Positive Biodiversity, the club of companies for positive biodiversity), GRTgaz contributes to thinking about the measurement of impacts and reporting relating to biodiversity, trialling the Global Biodiversity Score⁴.



For several years, GRTgaz has been working in partnership with the Federation of Regional Natural Parks in France and locally with regional natural parks to identify and test new approaches to preserving and maintaining ecosystems linked to the company's land footprint.



A member of the Linear Infrastructure and Biodiversity Club, GRTgaz continues to support knowledge of ecological and infrastructure issues, while co-funding research in this area.

1/ According to the five pressures identified by IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services): change in land use, overexploitation of resources, climate change, pollution and invasive exotic species.
 2/ For more details on this commitment, see section 3.2.1 Reducing our emissions.
 3/ For more details on this commitment, see section 3.2.2 Reducing emissions in the value chain of the gas industry, our customers and our regions.
 4/ This is a business biodiversity footprint assessment tool developed by CDC biodiversité for the B4B+ club.

POLICY AND RESOURCES IMPLEMENTED TO REDUCE RISK/INCREASE OPPORTUNITY:

GRTgaz aims to reconcile the footprint and maintenance of its pipeline network, of which 6,000 km are located in protected natural areas, with the preservation and maintenance of ecosystems. The company uses differentiated management for part of its easements¹, maintained without the use of pesticides, mainly located in sensitive natural areas. It also works to find alternative solutions to the use of pesticides for the maintenance of its industrial sites.

For all projects involving the construction or modification of infrastructure, GRTgaz follows the “Avoid, reduce, compensate” approach, applying avoidance measures to the extent possible and reduction and compensation measures otherwise.

GRTgaz is continuing its commitment to environmental conservation with its voluntary initiatives related to management of waste from its industrial and tertiary sector activities.

Outside its own activities, GRTgaz also supports the development of biodiversity-friendly anaerobic digestion, including the use of agroecology practices for inputs and paying attention to how the digestate is used.

OUR RESULTS

KPI	REFERENCES	2024 TARGETS	2030 TARGETS	2021 RESULTS	2022 TARGETS	2022 RESULTS
% of sites converted to the use of alternatives to synthetic pesticides	29% of sites as of the end of 2020	55%	100%	54%	55%	69.5%
Share of active projects affected by legal action	0	NS	NS	0		0
Percentage of waste recovered		> 90%	> 90%	98.5%	90%	99.02%

As of 2022, 69.5% of GRTgaz’s industrial sites are now maintained without the use of synthetic pesticides, with 47% of sites using no pesticides at all and over 22% of sites using biocontrol products². The introduction of a new framework contract for site maintenance, giving greater priority to service providers that do not use pesticides, explains this excellent result. There are currently two solutions for maintaining GRTgaz industrial sites without pesticides: uprooting plants by hand or mechanically and using biocontrol products. GRTgaz is working with its service providers to develop trials of other maintenance methods: since 2019, 28 sites have

undergone greening trials, including 15 sites in 2022. The results of these trials are encouraging at many of the sites. In terms of biodiversity footprint, the study on the implementation of the GBS (Global Biodiversity Score) conducted in 2021 within the scope of GRTgaz’s activity was conclusive with regard to the feasibility and relevance of applying such a complex measurement. A new project will begin in 2023 to collect all the data needed to calculate the GBS.



Danièle Hachemin, Seine valley deputy operations manager, operations division

“In 2022, we mobilised the whole GRTgaz staff (including the operational teams) at three open awareness-raising sessions about how we can maintain our industrial sites without the use of pesticides. The goal of these events was to familiarise employees with the zero-pesticide approach. During the sessions, a catalogue of the best techniques available for the purpose was presented and circulated widely.”

The Wild Bees project

A project involving several regional natural parks in Nouvelle-Aquitaine to help preserve pollinating insects

In 2022, GRTgaz provided financial support for the Wild Bees project, which aims to limit the decline of wild bees and help maintain pollination in its target areas. The actions taken will contribute to developing knowledge about wild bee species and improve practices to support favourable habitats.

No new facility or infrastructure projects were impacted by legal action in 2022.

The rate of waste recovery amounted to 99%³ in 2022, of which:

- 99.6% of non-hazardous waste, which represents 97.6% of the total volume, was recovered;
- 75.3% of hazardous waste, which represents 2.4% of the total volume, was recovered.

The involvement of all our activities in waste management is continuing, including the organisation to control data on worksite waste within the project and engineering division, which is still in the process of deployment. Project and engineering sites generate most of GRTgaz’s waste: 94.7%.

^{1/} Strips of grassland above pipelines.
^{2/} These products are defined in Article L. 253-6 of the French rural and marine fisheries code as agents and products using natural mechanisms in an integrated pest management approach.
^{3/} For the calculation, see appendix 7.1 on methodology.



7.1

Methods appendix SNFP

ABOUT THIS REPORT

The GRTgaz Integrated Report takes its inspiration from the reference framework recommended by the Integrated Reporting Framework (formerly the IIRC). It proposes a holistic vision of the company: its purpose, ambition, strategy, objectives, governance and different value generation options for the company and its stakeholders. Its contribution to the Sustainable Development

Goals most relevant to the company is also included. The Integrated Report from GRTgaz also includes its Statement of Non-Financial Performance (SNFP), publishing information about the main environmental, social and societal risks, alongside a description of its policies, action plans and their results.

This report was co-authored by all the GRTgaz divisions under the supervision of the CSR division. Participative workshops on the different chapters of the Integrated Report were held to assist in its production.

METHODOLOGY APPENDIX ON THE MATERIALITY AND NON-FINANCIAL RISK MATRIX

The risk identification method was based on a robust analysis, integrating the GRTgaz risk map and its corporate purpose. The internal stakeholders interviewed spoke about the level of

financial risk, security of supply, reputation and regulatory compliance that poor handling of the subject could cause GRTgaz. External stakeholders reported on the potential impact that poor

handling of the subject by GRTgaz could have on their own organisation. Around fifty stakeholders were interviewed.

METHODOLOGY APPENDIX ON THE STATEMENT OF NON-FINANCIAL PERFORMANCE BY GRTgaz

The statement of non-financial performance sets out the approach adopted by GRTgaz in terms of corporate social responsibility and non-financial information meeting the requirements of articles L. 225-102-1 and R. 225-105-1 to R. 225-105-3 of the French Commercial Code.

The scope of the GRTgaz statement of non-financial performance covers operations in France. GRTgaz produces two sets of financial accounts:

→ Company accounts for the parent company GRTgaz S.A. according to French standards, which meet the legal obligation (they are approved by the annual general meeting) and filed with the clerk of the commercial court (publication). This is the framework within which we produce our

management report (based on social standards) which is part of the statement of non-financial performance.

→ Consolidated accounts for the GRTgaz group (GRTgaz and its subsidiaries) according to IFRS standards, meeting a contractual obligation: these accounts are intended for our shareholders, but are not published and are not associated with a legal obligation.

Under the Third Directive, Elengy provides the financial information required to produce the consolidated accounts. GRTgaz has no direct view of how the business is managed. Elengy is therefore excluded from the scope of the GRTgaz SA statement of non-financial performance. Subsidiary GRTgaz Deutschland, responsible for operating a regulated

asset in Germany, is also not included in the 2022 report.

DATA COLLECTION PROCEDURE

CSR indicator data are collected for operations in France by the CSR director. Contributors report each indicator to the CSR director for the period from 1 January to 31 December 2022. A reporting protocol is formally defined.

CALCULATION OF THE WASTE RECOVERY RATE

This rate was mainly determined with the estimated quantities of recovered waste from regional project and engineering worksites: 82.5% of soil and gravel, the recovery of which is considered to be 100% in quarries, the share of polluted land being marginal.

Local sites rarely use the framework contract for delegated waste management correlated with the waste management collection tool. Waste management is essentially subcontracted to the works contractors (earthworks, pipework, civil engineering) and these contractors' waste monitoring slips are not transferred sufficiently into our collection tool. As the 2022 data are not exhaustive enough to deduce relevant results, these quantities have been estimated using the typologies of invoiced work packages of framework agreements for engineering works.

TOPICS EXCLUDED

Concerning topics addressed by article R. 225-105-1 of the French Commercial Code, preventing food waste, preventing food insecurity, promoting animal well-being and a responsible, equitable and sustainable diet and actions to promote the practice of physical and sporting activities were considered as not applicable to GRTgaz. The activities of the company are not related to the production, sale or distribution of food products.

For the 2022 report, the procedures for reporting non-financial indicators were audited by an independent third party, Grant Thornton.

EUROPEAN TAXONOMY: METHODOLOGY NOTE

For each indicator, we have used a methodology corresponding to the sum (1) of the proportion contributed directly by eligible activities and (2) the consumption of green gases as a proportion of the total gas consumption for the remaining activities.

1/ Revenue:

a. The direct proportion represents the total income from connections of biomethane injection stations;
b. Green gas as a proportion of French consumption (0.92% in 2021 according to the Renewable Gas Panorama) applied to third-party access to the transmission network.

2/ Capex:

a. The direct proportion represents the total investment in biomethane (injection and reverse flow), hydrogen and methane emissions reduction projects;
b. Green gas as a proportion of French consumption (0.92% in 2021 according to the Renewable Gas Panorama) applied to the remaining investment.

3/ Opex:

a. The direct proportion represents the total external and staff costs relating to biomethane, synthetic gas, hydrogen and methane emissions reduction;
b. Green gas as a proportion of French consumption (0.92% in 2021 according to the Renewable Gas Panorama) applied to the remaining Opex within the scope of the taxonomy (R&D spending, building renovation costs, short-term rental contracts, maintenance and servicing expenses, repairs to tangible assets).

7.2 **Concordance table** SNFP

CHAPTERS	SUB-CHAPTERS	SNFP	PAGES
1. Together, mobilised for the future of the gas market	1.1 Our business model and our ecosystem	X	10
	1.2 Trends in the gas market	X	15
	1.5 Our CSR priorities	X	21
	1.6 Our creation of multi-capital value	X	22
2. Together, mobilised for the safety of the gas energy system	2.2 The safety of our staff and our contractors	X	27
	2.3 The security of our network and our information systems	X	29
	2.4 Business continuity and customer satisfaction	X	31
3. Together, mobilised for carbon neutrality	3.2 Our climate strategy	X	36
4. Together, mobilised for affordable, sustainable energy	4.2 For affordable, sustainable energy	X	53
	4.3 For sustainable growth	X	55
5. Together, mobilised for the success of our transformation	5.3 Our CSR governance	X	64
6. Together, mobilised for a responsible company	6.1 Ethics and independence	X	70
	6.2 Development of skills, diversity and quality of life at work for our employees	X	72
	6.3 Environment (excluding carbon) and biodiversity	X	75
7. Appendices	7.1 Methodology appendix	X	78
	7.2 Concordance table	X	80
	7.3 Description of risks and opportunities	X	81
	7.4 Report by the Independent Third Party	X	85

7.3 **Description of risks and opportunities** SNFP

RISKS / OPPORTUNITIES	CSR RISKS	POLICIES / PRINCIPAL RESOURCES IMPLEMENTED	CSR COMMITMENTS	FOR MORE DETAILS
R: Carbon footprint	<ul style="list-style-type: none"> → Non-alignment with the Paris Agreement and the national low-carbon strategy → Methane emissions from the network and compressor stations 	<ul style="list-style-type: none"> → Low-carbon strategy compatible with the Paris Agreement and the national low-carbon strategy → Energy policy 	1: Reduce our carbon footprint	3.2 Our climate strategy
R: Energy transition	<ul style="list-style-type: none"> → Insufficient development of activities (biomethane, hydrogen, synthetic/low-carbon gas, NGV) to cope with demand and expectations → New law/regulation unfavourable to natural gas or renewable gases (including synthetic/low-carbon gas) → Insufficient financial support to develop new activities and the sustainability of anaerobic digestion → Economic upheaval in the sectors associated with tensions in the energy market → Failure to recognise CO₂ savings made by renewable gases in current policies → Failure to compensate for the lost revenue due to lower gas transportation activity with the opportunities created by the energy transition → Increase in fossil gas prices leading to the permanent destruction of demand for gas (renewable or not) → Tensions in the natural gas market obscuring the debate on the energy and gas transition. 	<ul style="list-style-type: none"> → Renewable gas programme (biomethane, hydrogen, pyrogasification, hydrothermal gasification, etc.) → Create/participate in work groups representing renewable gas sectors 	2: Speed up the energy transition by developing green gases	3.2 Our climate strategy
R: Affordable energy	<ul style="list-style-type: none"> → Overinvestment in terms of price objectives → Non-observance of price objectives → No contribution to the competitiveness of the biomethane sector → Insufficient resources to be a renewable gas player 	<ul style="list-style-type: none"> → "ATRT7" tariff for using the natural gas transmission network → Investment and cost control → Performance plan (2021-2024) 	3: Enable access to affordable and sustainable energy	4.2 For affordable, sustainable energy

RISKS / OPPORTUNITIES	CSR RISKS	POLICIES / PRINCIPAL RESOURCES IMPLEMENTED	CSR COMMITMENTS	FOR MORE DETAILS
R: Sustainable growth and resilience	<ul style="list-style-type: none"> → Insufficient resilience of the company's business model in light of CSR risks → Insufficient planning of targeted investment to succeed in the company transformation (renewable gases and compliance with carbon objectives) → Insufficient capacity to innovate in response to the company's challenges → Insufficient diversification 	<ul style="list-style-type: none"> → Three-year investment programme → R&D innovation → Performance plan (2021-2024) 	4: Grow sustainably	4.3. For sustainable growth
O: Attractiveness and skills development	<ul style="list-style-type: none"> → Employee disengagement → Skills unsuited to the transformation of the Group 	<ul style="list-style-type: none"> → Human aspects of CAP24 corporate plan: development of feedback, skills vision, managerial communities, experimentation → LMS platform (Learning Management System) → Work/study programme → Employee engagement survey 	5: Encourage the development of skills, diversity and quality of life at work for our employees	6.2. Development of skills, diversity and quality of life at work for our employees
R: Health, safety, and well-being at work	<ul style="list-style-type: none"> → Poor quality of life at work → Inadequate labour relations 	<ul style="list-style-type: none"> → Employee sounding (CAP24 human project): periodic surveys measuring quality of life at work, adoption of the strategy. → Implementation of agreement on new work patterns (routines/pace, postures, right to disconnect, adaptation of workspaces, increase in remote working up to three days a week) → Internal communication: introduction of discussions and dialogue for managers (regional meetings, <i>Live Managers</i>) and employees (<i>Live</i>) 		
O: Diversity	<ul style="list-style-type: none"> → Discriminatory practices 	<ul style="list-style-type: none"> → 2020-2023 professional gender equality agreements → Gender equality index → Agreement to encourage integration and ensure equal professional career opportunities for people with disabilities → RQTH policy on recognition of workers with disabilities: Hagir mission 		
R: Support for customers	<ul style="list-style-type: none"> → Insufficient quality of service → Poor image of gas in decarbonisation of energy uses by our customers 	<ul style="list-style-type: none"> → Customer attentiveness and annual customer satisfaction survey → Gas consultation → "Customer at heart" approach aiming to develop a customer-centric culture in employees → Roadmap to support customers in their decarbonisation needs 	6: Support our customers in their energy requirements and converting their activities to net zero carbon	2.4. Business continuity and customer satisfaction 3.2. Our climate strategy

RISKS / OPPORTUNITIES	CSR RISKS	POLICIES / PRINCIPAL RESOURCES IMPLEMENTED	CSR COMMITMENTS	FOR MORE DETAILS
R: Support for regions	<ul style="list-style-type: none"> → No acknowledgement of GRTgaz as a player in the energy transition → Inadequate support for projects to develop experiments in regions → Poor image of natural gas and renewable gases 	<ul style="list-style-type: none"> → Strategic regional plans involving multiple divisions to develop renewable gas projects in the regions and boost the acceptability of GRTgaz activities over time. 	7: Co-build sustainable energy solutions with local players	3.2. Our climate strategy
R: Reputation and communication	<ul style="list-style-type: none"> → Inappropriate communication on the assets and externalities of renewable gases for institutional decision-makers → Media coverage of statements by detractors of the sector → Poor image of natural gas 	<ul style="list-style-type: none"> → Roadmap for communication on renewable gases → Communications campaign in favour of renewable gases → Media policy on press relations, social media, digital communications 	7: Co-build sustainable energy solutions with local players	3.2. Our climate strategy
R: Health and safety at work	<ul style="list-style-type: none"> → Serious or fatal accident involving an employee or service provider 	<ul style="list-style-type: none"> → Policy: "Our collective safety and industrial safety ambitions" → Safety inspection system (safety walkarounds and safety inspections) → Shared safety challenge to promote departments that are involved in risk prevention and control throughout the year → Awards ceremony to reward GRTgaz service providers whose safety performance on GRTgaz projects were remarkable 	8: Ensure the safety of people and infrastructure and the continuity of our services	2.2. The safety of our employees and service providers
R: Network safety	<ul style="list-style-type: none"> → Industrial accident → Incidents involving third-party work near GRTgaz infrastructure → Incidents relating to a network inspection and maintenance failure → Harm caused to the health and safety of stakeholders (local residents, public works contractors) 	<ul style="list-style-type: none"> → Prevention, maintenance and monitoring policy under the Multi-fluid Order (governing the integrity of gas transmission pipelines) → 2017-2026 ten-year inspection programme for all infrastructure → R&D work on techniques enabling the optimisation of GRTgaz maintenance activities (detection, analysis and repair of defects detected on pipelines), in particular in cluttered subsoils. → Single online portal containing TSO data provided to receive work requests from all those planning such work via a declaration of intent to start work (DICT form) and inform GRTgaz to set an appointment for contractors to precisely set the boundaries of the GRTgaz pipelines and provide mandatory safety instructions. 	8: Ensure the safety of people and infrastructure and the continuity of our services	2.3. The security of our network and information systems
R: IT system security	<ul style="list-style-type: none"> → Risk of cyberattack 	<ul style="list-style-type: none"> → Security management system (ISO2700x) → IT system security policy 	8: Ensure the safety of people and infrastructure and the continuity of our services	

RISKS / OPPORTUNITIES	CSR RISKS	POLICIES / PRINCIPAL RESOURCES IMPLEMENTED	CSR COMMITMENTS	FOR MORE DETAILS
R: Risk management and business continuity	<ul style="list-style-type: none"> → Loss of security of supply to our customers → Non-suitability of infrastructure given the climate risks (heat waves, floods, etc.) 	<ul style="list-style-type: none"> → Security of supply policy and action plan 	8: Ensure the safety of people and infrastructure and the continuity of our services	2.4. Business continuity and customer satisfaction
R: Business ethics and compliance	<ul style="list-style-type: none"> → Refrain from acting independently in relation to ENGIE production and supply activities (compliance with Third Directive) → Non-transparency of conditions of access to the transmission network → Discriminatory application of the rules of access to the transmission network → Failure to preserve the confidential nature of commercially sensitive information → Conflicts of interest → Corruption → Supplier practices in contravention of the GRTgaz ethics charter → All forms of discrimination and harassment → Fraud → Disclosure of any confidential information 	<ul style="list-style-type: none"> → Code of good conduct → GRTgaz ethics charter → Ethics charter for suppliers and due diligence procedure for the suppliers most at risk in terms of human rights, health and safety and respect for the environment 	9: Conduct our business with suitable ethics and compliance	6.1. Ethics and Independence
O: Protection for the environment and biodiversity	<ul style="list-style-type: none"> → Pressure on biodiversity resulting from our activities → Lack of consistency with our commitments to combating climate change → Failure to apply the regulations concerning waste sorting by type 	<ul style="list-style-type: none"> → Business committed to nature via Act4nature France → Partnerships with regional natural parks → Experimental conversion of delivery or isolation stations to zero pesticides → Experimental maintenance of easements to respect the green and blue grids → Construction site and job site waste management procedures 	10: Protect the environment (excluding carbon) and biodiversity from the impacts of our activities	6.3. Environment (excluding carbon) and biodiversity
R: Integration and acceptability of infrastructure	<ul style="list-style-type: none"> → Impacts of works and facilities on agriculture, the environment, urban development, etc. → Legal opposition to projects caused by the poor image of natural gas 	<ul style="list-style-type: none"> → Structured process to manage impacts and stakeholder relationships implemented for each construction project → Implementation of compensatory measures 		6.3. Environment (excluding carbon) and biodiversity

7.4

Report by the Independent Third Party SNFP

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Year ending 31 December 2022

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Report by the Independent Third Party, a designated independent third party, on the consolidated statement of non-financial performance provided in the management report

GRTgaz

Year ending 31 December 2022

To the shareholders,

In accordance with our status as a third party independent of GRTgaz, with COFRAC certification (COFRAC inspection certificate no. 3-1080, available at the website www.cofrac.fr), we have carried out work to formulate a reasoned opinion expressing a conclusion with moderate assurance on the historical information (observed or extrapolated) in the statement of non-financial performance, prepared according to the entity's procedures (hereafter the "Reference Document"), for the year ending 31 December 2022 (hereafter respectively the "Information" and the "Statement"), presented in the management report by virtue of the requirements of articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Conclusion

On the basis of the procedures we applied, as described in the "Nature and extent of the work" section, and the information we collected, we did not detect any significant anomalies which could affect the compliance of the statement of non-financial performance with the applicable regulatory requirements and the recognition that the Information as a whole is presented in a true and fair way in accordance with the Reference Document.

Comments

Without calling into question the conclusion expressed above, and in accordance with the provisions of article A. 225-3 of the French Commercial Code, we formulate the following comments:

The data about the site waste volumes and their recovery type are largely estimated on the basis of operational ratios. We considered these estimation methods to be consistent with the subjects in question. However, we note that an improvement in the traceability of the indicator, through better monitoring of actual data (based on the service provider's data or internal data), would be valuable.

Preparation of the Statement of Non-Financial Performance

In the absence of any generally accepted and commonly used reference framework or established practices on which to rely to evaluate and measure the Information, different but acceptable measurement techniques can be used, which may affect comparability between entities and over time.

Consequently, the Information must be read and understood by reference to the Reference Document, the significant elements of which are presented in the Statement (or available on the website or by request from the entity).

Limits inherent in the preparation of the Information

As indicated in the Statement, the Information may be subject to a degree of uncertainty inherent in the state of scientific and economic knowledge and the quality of the external data used. Some information is sensitive to the methodological choices, hypotheses and/or estimates used to establish it, which are presented in the Statement.

Responsibility of the company

The Board of Directors is responsible for:

- Selecting or establishing the appropriate criteria for preparing the Information;
- Drawing up a Statement compliant with legal and regulatory requirements, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented to control these risks and the results of said policies, including key performance indicators, and the information required by article 8 of Regulation (EU) 2020/852 (green taxonomy);
- Preparing the Statement by applying the entity’s Reference Document as mentioned above;
- Putting in place the internal control it considers necessary to establish Information that is free from significant anomalies, whether these result from fraud or from errors.

The Statement was prepared in accordance with the company’s procedures (hereafter referred to as the “Reference Document”), the significant elements of which are presented in the Statement.

Responsibility of the Independent Third Party

On the basis of our work, our role is to express a justified opinion, expressing a reasonably assured conclusion on:

- The conformity of the Statement with the requirements of article R. 225-105 of the French Commercial Code;
- The true and fair nature of the historical information (observed or extrapolated) provided by virtue of item 3 of section I and of section II of article R. 225-105 of the French Commercial Code, namely the results of policies, including key performance indicators, and actions taken to address the principal risks.

As it is our responsibility to formulate an independent conclusion on the Information as prepared by the management, we are not authorised to be involved in the preparation of this Information, as this could compromise our independence.

It is not our role to form an opinion on:

- The entity’s observance of other applicable legal and regulatory requirements (especially in terms of information specified in article 8 of Regulation (EU) 2020/852 (green taxonomy), vigilance and the fight against corruption and tax evasion);
- Whether the information specified by article 8 of Regulation (EU) 2020/852 (green taxonomy) is true and fair;
- The conformity of products and services with applicable regulations.

Regulatory provisions and professional doctrine applicable

Our work described below was carried out in accordance with the provisions of articles A. 225-1 and thereafter of the French Commercial Code; the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes (CNCC, the body representing the auditing profession in France) relative to this operation, including the CNCC technical notice “Intervention du commissaire aux comptes – Intervention de l’OTI – Déclaration de performance extra-financière” (Role of the auditor – Role of the

independent third party – Statement of non-financial performance), as the audit programme; and the international ISAE 3000 (revised) standard.

Independence and quality control

Our independence is defined by the terms of article L.822-11 of the French Commercial Code and the professional auditors’ code of ethics. Furthermore, we have set up a quality control system integrating documented policies and procedures to ensure the application of the applicable legal and regulatory texts, ethical codes and the professional doctrine of the CNCC relative to this operation.

Means and resources

Our work required a six-person team and was carried out between December 2022 and February 2023, with a total time spent of approximately four weeks.

To assist us in completing our work, we requested the assistance of specialists in sustainable development and corporate social responsibility. We held around a dozen interviews with the people responsible for preparing the Statement, representing in particular the CSR, compliance, human resources, health and safety, environment and procurement divisions.

Nature and scope of our work

We planned and carried out our work with regard for the risk of significant anomalies in the Information.

We consider that the procedures we conducted while exercising our professional judgement enable us to form a moderately assured conclusion. In this context:

- We reviewed the activity of all the enterprises included in the scope of consolidation, and the expression of the main social and environmental risks associated with this activity;
- We assessed the suitability of the Reference Document in terms of its relevance, completeness, reliability, neutrality and understandability, taking into consideration best practices of the sector where necessary;
- We verified that the Statement presents the information required under section II of article R. 225-105 where relevant to the main risks and that it includes, where relevant, a justification for the absence of information required by point 2 of section III of article L.225-102-1;
- We verified that the Statement presents the business model and principal risks associated with the activity of all entities within the scope of consolidation, including, when appropriate and proportionate, the risks generated by its business relationships, products or services, policies, actions and results, including key performance indicators;
- We consulted documentary sources and held interviews to:
 - Assess the process for selecting and validating the principal risks and the consistency of the results, including the selected key performance indicators, with the principal risks and policies presented;
 - Corroborate the qualitative information (actions and results) that we considered to be the most important¹;
- We verified that the Statement covers the consolidated scope, i.e. all the entities included in the scope of consolidation as required by article L. 233-16;
- We investigated the internal control and risk management procedures put in place by the entity and assessed the collection process, focusing on the completeness and the truth and fairness of the Information;
- For the key performance indicators and other quantitative results we considered to be the most important², we implemented:

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GRTgaz
Year ending 31 December 2022

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- Analytical procedures consisting in verifying the correct consolidation of the data collected and the consistency of their trends;
- Detail tests based on samples, consisting in verifying the correct application of definitions and procedures, and reconciling data with supporting documentation. This work covered all the consolidated data for the key performance indicators selected for these tests;
- We assessed the consistency of the whole Statement with our knowledge of all the entities included within the scope of consolidation.

We consider that the work we completed while exercising our professional judgement enables us to form a reasonably assured conclusion on "scope 1, 2 and 3 CO2 emissions, where manageable".


For other key performance indicators and quantitative results assessed³, we offer moderate assurance. A higher level of assurance would have required more extensive verification work.

Neuilly-sur-Seine, 10 March 2023.

Independent Third Party

Grant Thornton
French member of Grant Thornton International


Vincent Frambourt
Partner


Bertille Crichton
Partner

¹ Qualitative information for the following sections: "The security of our network and information systems"; "Business continuity and customer satisfaction"; "Developing carbon sinks"; "For affordable, sustainable energy"; "Ethics and independence"; "Environment (excluding carbon) and biodiversity"

² Labour data: total headcount; % of employees receiving training; employee accident frequency rate; gender equality index; % of women employed; % of work/study employees; employee commitment rate.

Environmental data: methane emissions; annual renewable gas production capacities connected to networks, in TWh per year; scope 1, 2 and 3, where manageable, CO2 emissions; % of sites converted to zero pesticides; rate of waste recovery.

Societal data: number of ethics-related incidents; number of third-party attacks on pipelines; % of decision-makers considering GRTgaz useful to the energy transition; number of suppliers assessed by an external service provider; number of decarbonisation partnerships with customers; average costs of access to the gas transmission network; customer satisfaction rate; % of employees (new arrivals) trained in cybersecurity/year.

³ Labour data: total headcount; % of employees receiving training; employee accident frequency rate; gender equality index; % of women employed; % of work/study employees.

Environmental data: methane emissions; annual renewable gas production capacities connected to networks, in TWh per year; % of sites converted to zero pesticides; rate of waste recovery.

Societal data: number of ethics-related incidents; number of third-party attacks on pipelines; % of decision-makers considering GRTgaz useful to the energy transition; number of suppliers assessed by an external service provider; number of decarbonisation partnerships with customers; average costs of access to the gas transmission network; customer satisfaction rate; % of employees (new arrivals) trained in cybersecurity/year.



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Design and production: éditions stratégiques - 01 49 48 97 98.

GRTgaz February 2023.





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share capital of €639,354,770
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