

## **Personal Data Protection Charter EN**

This charter describes the way we collect, use, and protect your personal data when you use our One application.

### **1. The Data Controller**

Engie processes personal data of various kinds (concerning its employees, customers, subcontractors, suppliers, etc.) for its business activities. Being aware of the importance of such data, Engie undertakes to protect them, in compliance with the General Data Protection Regulation (GDPR).

In its capacity as Data Controller, Engie SA has drafted this Personal Data Protection Charter as a clear statement of its commitments, which are based on the fundamental principles of the GDPR.

Consequently, Engie SA undertakes:

- To ensure clear, transparent information at all times with regard to the use made of personal data;
- To collect personal data only for specific, explicit and legitimate purposes;
- To ensure that the data collected correspond, are relevant and limited to these purposes;
- To delete or anonymize the personal data processed upon expiry of the conservation periods;
- To ensure the security and confidentiality of the personal data processed;
- To respect the rights of those people concerned within the specified deadlines;
- Not to re-use the data collected for any purposes other than those for which said data were initially collected.

### **2. Personal Data Collected by Engie**

We collect the following categories of personal data when you use our One application:

- Personally identifying information (last name, first name, email address, GID, etc.)
- Location data (Entity, Country, GBU, regional hub)

### **3. Use and Storage Period of the Data**

We use your personal data for the following purposes:

- Providing and customizing the services we offer on our application
- Improving and optimizing our application
- Communicating with you, including to send you notifications and updates on our application
- Analyzing usage trends and gathering demographic information on our users

Your personal data will only be conserved for the period necessary to fulfill these purposes.

| Processing purpose                                       | Retention period                                    |
|--|---|
| Access to the One application, customizing the news feed | 6 months after the date of the employee's departure |

## **4. Sharing of Personal Data**

We share your personal data with specific third parties approved by our group exclusively in the following circumstances:

- With third-party service providers who help us make available and improve our One application
- When we are required to do so by law, such as in response to a court order or to protect our legal rights
- In addition, no application usage data will be shared within the Group until aggregated by groups of at least 20 users.

## **5. Cookies**

### **5.1. Principle**

Cookies refer to tracking files stored and read when you use a platform, read an email, or install or use software or a mobile application, regardless of the type of device used (computer, smartphone, e-book reader, internet-enabled video game console, etc.).

You can delete the cookies installed on your computer at any time, and you can refuse the installation of new cookies and receive notification before any new cookies are installed.

Tracking cookies are installed on your device whenever you actively grant your consent. Tracking files are not installed or read in the following situations:

- If you refuse all tracking cookies;
- If you click on the link displayed in the banner that enables you to configure cookies and trackers and refuse to allow them to be installed.

Please note that if you uninstall a functional cookie (authentication cookie, etc.), you may be unable to access some services.

### **5.2. How to Delete and Configure Cookies and Other Trackers**

Our platform uses trackers. When you first visit this platform, a banner informs you of the use of these tracking files and asks you to make a choice. They are only installed if you accept them. You can click on 'Find out more' to refuse some or all of the trackers installed.

At any time, you can find out about and configure your cookies to accept or refuse them via the banner provided.

### **5.3. Types of Cookies, Tracking Files, and Settings**

The cookies that might be installed on your server when you browse the website are cookies whose sole purpose is to enable or facilitate electronic communication or cookies that are strictly necessary to provide the service you require (language cookies, identification cookies, etc.) or statistics cookies or other cookies in compliance with the conditions indicated below.

Whenever cookies require your consent prior to their installation, Engie asks for your consent via the 'Find out more' link.

Cookies are installed on your device when you browse (by consulting another page of the website or clicking an element (e.g. image, link, etc.)). Cookies are not installed or read in the following situations:

- If you visit the website and do not continue to browse;
- If you click the link displayed in the banner to enable cookie configuration and, if applicable, refuse installation of said cookies.

Which cookies are installed?

- The cookies used on the one.engie.com application/website

These cookies enable optimized operation of the website.

| Cookie Name                 | Cookie Owner | Category             | Use   |
|-----------------------------|--------------|----------------------|---|
| wp-wpml_current_language    | Engie        | Functional           | Used to display content in the selected language.   |
| VISITOR_INFO1_LIVE          | YouTube      | Functional           | Attempts to estimate the user's bandwidth on pages with embedded YouTube videos.                  |
| YSC                         | YouTube      | Audience measurement | Stores a unique identifier to compile statistics on YouTube videos viewed by the user.            |
| yt-player-headers-readable  | YouTube      | Functional           | Assesses the visitor's device and network settings to determine the ideal level of video quality. |
| yt-remote-cast-installed    | YouTube      | Functional           | Stores the user's video player preferences by means of the embedded YouTube video.                |
| yt-remote-connected-devices | YouTube      | Functional           | Stores the user's video player preferences by means of the embedded YouTube video.                |
| yt-remote-device-id         | YouTube      | Functional           | Stores the user's video player preferences by means of the embedded YouTube video.                |

|   |                  |   |  |
|---|------------------|---|--|
| yt-remote-fast-check-period                         | YouTube          | Functional                                  | Stores the user's video player preferences by means of the embedded YouTube video. |
| yt-remote-session-app                               | YouTube          | Functional                                  | Stores the user's video player preferences by means of the embedded YouTube video. |
| yt-remote-session-name                              | YouTube          | Functional                                  | Stores the user's video player preferences by means of the embedded YouTube video. |
| <b>Name of cookie to be added after bypass scan</b> | <b>Matomo</b>    | <b>Audience measurement and performance</b> | <b>Currently disabled in the Matomo configuration settings</b>                     |
| <b>Name of cookie to be added after bypass scan</b> | <b>One Trust</b> | <b>Functional</b>                           | <b>Currently disabled</b>  |

## 6. Security of Personal Data

We implement technical and organizational security measures to protect your personal data from all unauthorized access, misuse, or disclosure.

## 7. Your Rights – Data Privacy Officer Contact

In accordance with the applicable regulations, you may request access, rectification or deletion of your data. You also have the right to object to, and to limit, processing of your data.

All of these rights may be exercised by contacting: [https://engiegbs.service-now.com/gdpr\\_portal?id=gdpr\\_subject\\_access\\_request&sysparm\\_source=ENGIESA\\_DIRCOM\\_ENGIE\\_ONE](https://engiegbs.service-now.com/gdpr_portal?id=gdpr_subject_access_request&sysparm_source=ENGIESA_DIRCOM_ENGIE_ONE)

You are also informed that you may submit a request to the CNIL (France's national commission for IT and personal liberties). You can access its website via this link: <https://www.cnil.fr/fr>.

Engie has appointed a Data Privacy Officer with the French Data Protection Authority (CNIL), whom you can contact via the following link: [DPO Contact](#).

## 8. Changes to the Personal Data Protection Charter

We reserve the right to modify this Personal Data Protection Charter at any time. Modifications will be effective as soon as they are published in our application.