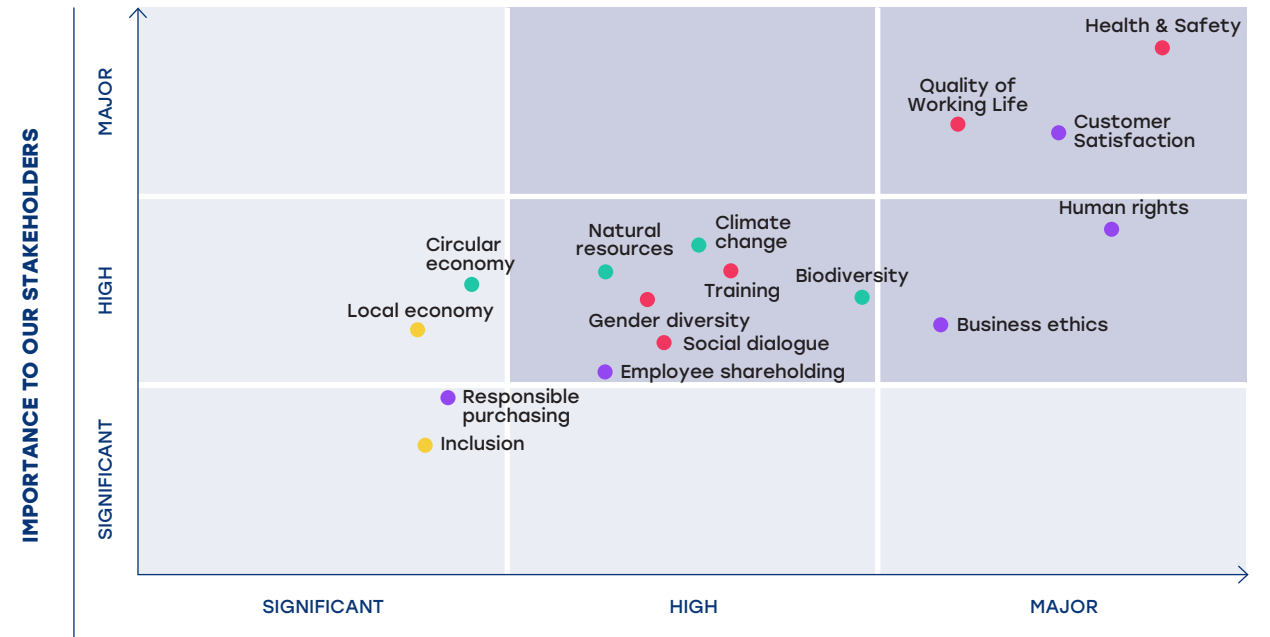


Our materiality matrix

Our key stakeholders, central services departments, subsidiary companies and governance bodies have all contributed to the process of updating our materiality analysis. This involves identifying major challenges with the potential to positively or negatively impact our performance and/or value creation, or that could possibly impact our business, society in general and/or the environment.



In 2022, the Group updated its survey of CSR challenges to ensure ongoing alignment with changing stakeholder expectations. This quantitative survey was conducted among internal and external stakeholders (employees, customers, financial actors, suppliers and civil society representatives), generating 1,581 responses. These responses were then weighted on the basis of the stakeholder map (shown above) to give greater importance to those responses received from those stakeholders with major influence and/or impact. The impact of CSR challenges on NGE business activities was assessed on the basis of detailed interviews with the Human Resources, CSR, Purchasing, Internal Audit & Risks and International teams, as well as the Group Executive Management team. The analysis is conducted on the basis of those criteria with potentially significant social, operational, financial, legal and reputational impacts for Group business activities.



IMPACT ON GROUP BUSINESS ACTIVITIES

Our CSR commitments

- PEOPLE
- ECOLOGICAL TRANSITION
- REGIONAL ROOTS
- A CULTURE OF ACCOUNTABILITY

The updated matrix highlights that employee-related challenges are intensifying in areas such as Quality of Work Life, social dialogue, training and gender diversity, and are impacting performance more significantly than in 2020. Greater pressure is also being imposed by environmental challenges, as seen from the stakeholder perspective and the resulting impact on Group business activities. This is particularly the case with issues around biodiversity, natural resources and - to a lesser degree - the circular economy. The 16 priority challenges identified confirm the overview we already have of our social and environmental responsibilities.

