

ENGIE Romania Advances to EDGE Move Certification

ENGIE Romania, supplier of natural gas, electricity, technical services and green electricity producer, has advanced to the EDGE Move Certification in 2024, underscoring its commitment to advancing gender equality and fostering a diverse and inclusive workplace.

Crucial to achieving this recognition is the company's use of EDGE Empower®, the tech solution that prepares organizations for EDGE Certification®.

EDGE Move is the second of three levels of certification where an organization is able to clearly showcase progress on its Diversity, Equity and Inclusion (DE&I) journey.

Showcasing progress

- Using EDGE Empower® ENGIE Romania was able to provide evidence of how both genders have a share at or above 30% at junior, middle, and upper management levels. It also helped demonstrate the company's actively managing pay equity without high-level risks related to gender pay.
- The company has now strengthened its institutional framework of Policies and Practices ensuring fair career flows. This includes equity pay, fair recruitment process and promotion practices, equitable access to leadership development training and mentoring, workplace flexibility and an inclusive workplace culture.

- In terms of employee experiences, the company has identified areas for improvement, including access to career-critical assignments, balancing career and family responsibilities, and inclusion in decision-making. By developing efforts in these areas, ENGIE is committed to driving further progress and enhancing overall employee satisfaction.

ENGIE Romania is also addressing the gender imbalance at the operational and top management levels and enhancing women's representation in core and P&L functions at higher management levels.

Voices of leadership

"Advancing to the EDGE Move Certification is proof of ENGIE Romania's intentional and prioritized approach to creating a respectful and inclusive workplace. We applaud the company's unwavering commitment to gender equality, which is essential for fostering sustainable business growth. We look forward to seeing its continued progress and impact in the years to come."
- Aniela Unguresan, EDGE Founder

"We are thrilled to have advanced to the EDGE Move Certification in 2024, a testimony to our ongoing commitment to gender equality and an inclusive workplace. This achievement reflects our collective efforts in promoting equitable opportunities and fair treatment for all our employees. We are confident that with sustained effort, we will achieve even greater milestones in the future."
- Nicolas Richard, CEO ENGIE Romania

About ENGIE Romania

The ENGIE Romania group of companies operates in the following fields of activity: natural gas distribution and supply, renewable energy production and electricity supply, as well as green solutions and technical services for natural gas installations and heating plants. ENGIE Romania and its subsidiaries serve a portfolio of over 2.2 million customers, operate a distribution network of 23,255 km, have a production capacity from green energy sources of 202 MW, and have over 4,300 employees. The ENGIE Romania group has invested 6,760 million lei from 2005 to December 31, 2023.

About EDGE Certification®

EDGE Certification® is the leading global standard for Diversity, Equity, and Inclusion (DE&I), centred on a workplace gender and intersectional equity approach. EDGE Certification® is based on objective and measurable evidence of an organization's current status of gender and intersectional equity in its workplace. Audited by an approved independent third-party certification body, it supports the integrity and credibility of data and information and gives an organization a powerful way to communicate its DE&I commitment and performance.

The EDGE Standards and the Certification System are built on four pillars that define success in gender and intersectional equity: Representation across the talent pipeline, pay equity, effectiveness of policies and practices, and inclusiveness of the culture. As an integral part of the assessment, statistics, policies and practices, and employee experience are evaluated against the EDGE Standards. Depending on the

specific results of each organization, an approved action plan may need to be developed to close identified gaps in the organization.

EDGE Certification® meets organizations where they are in their DE&I journey. For the EDGE (gender-binary) assessment, three levels of certification are possible, EDGE Assess (recognizing commitment), EDGE Move (showcasing progress), and EDGE Lead (celebrating success). EDGEplus Certification (gender and intersectionality) is an add-on to EDGE (gender-binary) Certification, offering organizations the possibility to analyze data and information related to women and men as diversified groups, to deepen their understanding of, and to measure the intersectionality of gender and other aspects of diversity, such as non-binary gender identity and LGBTQ+, race/ethnicity, nationality, age, and working with a disability. EDGE Certification® is distinguished by its rigour and focus on impact, it remains valid for a period of two years. For more information and the complete list of EDGE Certified Organizations, visit [here](#).

We're here to support you on this important journey.

Request your EDGE Empower demo [here](#).
Learn more at edgeempower.com.