



2025-2030 GLOBAL FRAMEWORK
AGREEMENT ON EDF GROUP'S
CORPORATE SOCIAL AND
ENVIRONMENTAL RESPONSIBILITY

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Note: In order to facilitate accessibility to the content of this document for persons with disabilities, the text of this agreement is aligned “flush-right”, not “justified”.

Introduction

The signatories of this global framework agreement on Social and Environmental Responsibility of the EDF Group are:

On the one hand,

EDF Group, a major energy player and the world's leading electricity operator which covers every electricity business sector: generation, transmission, distribution, trading, supply and energy services. Backed by the ramp-up of renewable energies, its energy generation relies on a diversified low-carbon energy mix based on nuclear power and hydropower.

And, on the other hand,

The global trade union federations IndustriALL Global Union and Public Services International (PSI), representing over 70 million workers in the mining, energy and industrial sectors, and most trade unions working in the Group's business sectors

As well as the trade union federations represented within the various Group companies.

The global framework agreement on EDF Group's Corporate Social and Environmental Responsibility is in line with EDF's *raison d'être*, "to build a net zero energy future with electricity and innovative solutions and services, to help save the planet and drive well-being and economic development", as well as the Group's CSR commitments resulting therefrom and the Group's Duty of Care framework "Human Rights and Fundamental Freedoms, Health and Safety, Environment, Business Ethics: EDF Group's commitments and requirements".

The signatories to this Agreement affirm that the company can only be sustainable by combining economic performance, respect for the environment and social progress.

The signatories hereby confirm the importance of an open and constructive social dialogue at global level in order to continuously improve the rights of employees and other stakeholders, and the best practices across all EDF Group business operations.

This Agreement marks the continuation of the collective social, societal and environmental commitment built - in a spirit of trust and transparency - on the experience in social responsibility jointly gained over the last 19 years. It embodies the fundamental principles of a common base of social responsibility for all Group companies, driven by the Group's corporate values of respect, solidarity and responsibility.

Signed for a term of 5 years, this Agreement covers all EDF Group employees and will be promoted to the Group's supply chain. It is applicable to any new controlled company joining EDF Group.

The signatories hereby reassert their commitments in terms of respecting human rights, integrity, empowerment of men and women, and support to communities and regions. These commitments are consistent with the Sustainable Development Goals approved by the United Nations (UN) and implemented within the EDF Group. This Agreement incorporates the major changes in both the Group's external context (energy transition, the 12 December 2015 Paris Agreement, the 27 March 2017 Law on the Duty of Care by parent companies and contracting companies), and internal context: the 2035 Ambitions corporate plan targeting lowering carbon emissions and energy consumption management.

This new Agreement stems from negotiations on a global scale and defines the principles that are applicable in all EDF Group countries of operation.

The EDF Group companies are very diverse due to their different business operations and geographic locations, but united by this common foundation of commitments. This agreement must enable us to support the implementation of socially responsible practices.

Scope

The agreement applies to every company in which EDF SA directly or indirectly holds the majority of the voting rights ("the companies controlled by EDF", the "Group" or the "EDF Group"). In these companies, the agreement applies to every employee regardless of their employment contract. The agreement applies in strict compliance with the rules of management independence applicable to certain Group companies.

The Group will promote this agreement and ensure that these principles are obeyed by its tier-1 suppliers and subcontractors.

In non-controlled holdings or projects, EDF Group, according to its ability to influence, will provide the global agreement to its partners and, in the event of non-compliance with these commitments, encourage them to remedy the situation.

In the event of a merger, acquisition or restructuring leading to the creation of new entities controlled by the Group, these new entities will be included within the scope of this agreement and must comply with its provisions in the manner provided for above after a maximum period of one year. If a Group company no longer meets the criteria defined above following a partial or total disposal, the agreement will cease to apply at the end of the current accounting period.

In the event of a disposal, EDF Group will transmit and provide support in regard of the text of this Agreement to the potential buyers.

At least once a year, the Group will provide the members of EDF Group's Global Dialogue Committee on Social and Environmental Responsibility (CMDRSE) - the body monitoring the agreement - with an updated list of companies and groups of companies included in EDF Group's consolidation scope.

The Group undertakes to draw up policies that are consistent with the commitments contained in this Agreement.

A JUST AND SUSTAINABLE TRANSITION FOR ALL

1. Supporting a just transition for all

The EDF Group is committed to having a positive and decisive impact on a sustainable energy transition in France and EDF's countries of operation. It supports the guidelines for a just transition to environmentally sustainable economies and societies for all, as defined by the ILO¹.

As such, EDF Group is committed to a just and inclusive energy transition for its stakeholders:

- **Its customers**, by supplying low-carbon electricity with a specific action regarding energy poverty, promoting energy savings, proposing suitable solutions, and developing social innovation.
- **Its employees**, by increasing inclusion and combating discrimination, ensuring the quality of employment and fair and competitive wages, successful redeployments, providing individual support, and creating jobs.
- **Communities and regions**, by creating shared value, reducing the social and environmental impacts associated with the Group's activities, and contributing to development in vulnerable areas.
- **Its suppliers and subcontractors**, by ensuring a high level of vigilance in its business relations and supporting local SMEs.
- **The planet's resources**, by preserving biodiversity, managing waste, promoting the circular economy, and striving for integrated and sustainable water stewardship.

As a responsible employer, the EDF Group recognises the importance of Dialogue, through consultation or collective bargaining, in the development and implementation of actions aimed at ensuring a just transition.

As part of the implementation of the commitments made by this Agreement, in particular on the "Empowerment of Men and Women" and "Dialogue and Consultation" components, particular attention will be paid to the challenges of anticipating changes related to transition policies, both with regard to the involvement of social partners and the development of social dialogue and on actions (training, reconversion, etc.) which will be undertaken to ensure an acceptable and socially just transition.

Since the topic of the Just Transition is transverse to all the items covered by this agreement, it will be at the heart of the work programme defined by the CMDRSE at the beginning of the term of office.

1 International Labour Organisation

RESPECT AND INTEGRITY

2. Respecting human rights in all EDF Group's businesses worldwide

The EDF Group makes the respect for human rights a prerequisite for all its operations and does not tolerate any violation of those rights, either in its businesses or by its suppliers, subcontractors or partners.

EDF is committed to respecting the international standards for the protection and defence of human rights and fundamental freedoms, including the UN International Charter of Human Rights, the fundamental conventions of the International Labour Organisation (ILO) (see Appendix 2 and the Duty of Care framework²), the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. EDF is also a signatory to the United Nations Global Compact and a member of the Global Deal initiative, promoted by the OECD, aimed at promoting social dialogue around the world. As such, EDF Group undertakes to respect human rights and fundamental freedoms, by complying with International Labour Organisation (ILO) standards relating to:

- Fighting against discrimination
- Fighting against harassment and violence
- Fighting against forced labour
- Fighting against child labour
- Respecting the freedom of association and the right to collective bargaining
- Guaranteeing fair and decent working conditions
- Rights of local communities and Respecting the rights of indigenous peoples.

The Group's commitment also extends to countries that have not yet ratified these conventions. The signatories will be able to promote them to professional organisations and the competent local authorities, drawing on their experience of applying them within companies belonging to the EDF Group and in its supply chain.

In the event of a conflict of standards with the laws applicable in its countries of operation, the Group will endeavour to implement solutions enabling it to comply with the spirit of these international standards, while respecting the national laws.

EDF Group prioritises stable employment and promotes decent work, defined by the ILO as productive work, delivering a fair income, accompanied by:

1. a safe working environment,
2. social protection for workers,
3. freedom for individuals to express their concerns, form groups and participate in decisions that affect their lives.

EDF Group undertakes to pay close attention to the impacts of its activities on persons recognised as vulnerable by international human rights law, and to investigate in full transparency, impartiality and

² Duty of Care framework (edf.fr)

good faith any allegation of a violation of human rights or fundamental freedoms related to the activities carried on by the Group's entities, service providers and subcontractors.

If a violation of human rights or fundamental freedoms is proven in the context of the activities carried out by the Group's entities, EDF undertakes to engage in dialogue with the victims and/or their representatives in order to remedy the situation, in accordance with the OECD Guidelines for Multinational Enterprises to which the EDF Group has subscribed.

3- Promoting the Group's ethics and preventing corruption

EDF Group and its employees undertake to comply with the applicable laws and regulations, in all circumstances and in every country of operation of the Group.

The signatories undertake to promote the fight against corruption in all its forms. As such, EDF Group will implement all necessary measures and will ensure that its employees are trained on this issue. As underscored by international bodies fighting against corruption, no employee is entitled to promise, give or offer, or to solicit or receive benefits that may be viewed as compensation for an action or non-action. As such, all EDF Group employees have an obligation to avoid situations in which their behaviour might run counter to this principle.

EDF Group wishes to work solely with partners who comply with the Group's rules of integrity and values, and therefore subjects all its partners and business relations identified in its mapping as presenting a corruption risk to an integrity check (see Art. 4).

The signatories undertake to:

- **Make available** to all employees, external collaborators (temporary staff, service provider's employees, etc.) and occasional workers (fixed-term, apprentices, trainees, interns, etc.) of EDF and its subsidiaries³, as well as stakeholders external to the Group, **a secure external whistleblowing platform preserving the confidentiality of data and exchanges, or an equivalent system allowing effective access** ("grievance", "worker voice", etc. system). It is accessible from the edf.fr website, while being independent to EDF's information systems, and is available in the eight languages used within the Group (French, English, Spanish, German, Chinese, Italian, Dutch and Portuguese).
- **Provide an annual review** of the alerts to the Global Dialogue Committee on Social and Environmental Responsibility (CMDRSE), the operation and composition of which are described in the chapter "Operations of the Global Dialogue Committee on Social and Environmental Responsibility and the resources".
- **Ensure the protection of whistleblowers** as well as the person or persons reported, and the information gathered. This system aims to guarantee confidentiality and ensure protection against any reprisals or discriminatory measures for any whistleblower who selflessly and in good faith reports a matter that he/she becomes personally aware of in the course of his/her work, and which falls within the whistleblowing schemes provided for by the European Whistleblowers Directive and their transposition into national law⁴.

EDF Group will make its employees aware of and train them in these matters and the related policies and procedures, through targeted communication and/or programmes, in liaison with the trade union representatives.

³ This does not include affiliates managing regulated energy transmission or distribution infrastructures (in particular ENEDIS and RTE). These specific affiliates have their own whistleblowing system.

⁴ European Directive of 23 October 2019 on the protection of individuals who report infringements of Union law.

The EDF Group applies and ensures compliance with the principle of tax transparency. In accordance with its tax policy and as part of its commitments to Group Ethics, the EDF Group pays its taxes in the countries where the profits are actually generated, and prohibits establishment in tax haven countries for reasons other than commercial development. In addition, the Group will soon publish a tax transparency report that will include the presentation of Country by Country Reporting (CBCR) information, as required by the OECD.

4- Exercising our Duty of Care

In accordance with the French law of 27 March 2017 on the Duty of Care by parent companies and contracting companies, and future legislative changes, EDF Group undertakes to continue to draw up and publish a Vigilance Plan.

This plan will include “the due diligence measures for identifying risks and preventing serious violations of human rights and fundamental freedoms, human health and safety, and the environment” that may result from the businesses of the Company and its controlled subsidiaries, and those of suppliers or subcontractors with whom an established business relationship is maintained, when these businesses are related to this relationship.

The vigilance plan will be presented and discussed annually with the CMDRSE before it is published in the Group’s universal registration document.

The subsidiaries, benefiting from management independence with respect to EDF as defined by the French laws of 10 February 2000 and 9 August 2004 on the public electricity service, will draw up their own vigilance plan and may submit it to the CMDRSE.

Furthermore, as part of a responsible policy for the development of its activities, the EDF Group carries out a societal and environmental impact study for all development projects presented to the Group Executive Board’s Commitment Committee (CECEG), in the form of identification of risks associated with the projects, in order to ensure that EDF’s commitments in terms of human rights, environment and human health and safety are taken into account. Specifically, this takes the form of an identification of the risks associated with the projects, both for the activities developed and for the supplier and subcontractor relationships envisaged in the context of the project. This identification is facilitated by the provision of a screening grid, updated periodically, allowing an analysis of projects in line with the Group’s *raison d’être* and CSR commitments and benchmarks, as well as with international standards. This grid takes into account the environmental, health and safety, human rights and ethical aspects.

5. Fostering socially responsible relations with our suppliers and subcontractors

EDF Group undertakes to communicate and promote this agreement to its tier-1 suppliers and subcontractors.

The Group's requirements cover the following main areas:

- Compliance with the national law of the country where a contract is performed;
- Compliance with international labour and human rights standards;
- Employee health and safety, including the applicable international standards;
- Respect for the environment, including reducing the carbon footprint, conserving resources and adapting to climate change;
- Compliance with EDF Group’s Ethics and Compliance policy.

Group companies will implement with regards to their subcontractors the appropriate selection and assessment procedures designed to comply with these requirements.

These requirements supplement the CSR Charter drawn up in 2006 and updated in 2023 (Corporate Social Responsibility Charter between EDF and its suppliers), which constitutes a contractual document in which this agreement will be mentioned.

The Group's companies will ask bidders to apply these principles. They will implement responsible monitoring of suppliers and subcontractors, including through evaluations and regular meetings to jointly construct a just transition.

In the countries and regions in which it operates, EDF Group will pay close attention to strengthening its relations and business volume with local small- and medium-sized enterprises (SMEs); in this regard, and in line with applicable regulations, it identifies and includes in the statement of requirements the stakes related to developing the regions.

The Group may use subcontractors that employ individuals with employment contracts issued elsewhere than in the country in which the work is taking place. In such a case, special care must be taken with the human rights, working conditions, housing conditions and health & safety of these employees.

The signatories consider that the health and safety of subcontractors' employees are just as important as those of the Group's employees. This issue is addressed in Article 6.

The Group encourages and supports the reduction of the carbon footprint of the products, services and activities of suppliers and subcontractors. It ensures that the entire value chain is adapted to climate change.

EDF Group monitors the requirements with regard to suppliers and subcontractors. It introduces a vigilance plan for this purpose, including a mapping of the risks identified on supplier and subcontractor sites, an assessment of these risks and the measures taken to prevent them (see Article 2 of this agreement), as well as the diligence of audits carried out at supplier and subcontractor sites.

Any breaches of the provisions of this agreement, the law, the rules relating to employee health and safety, the principles governing customer relations, and the environmental regulations in force, that are repeated and/or not rectified following notification despite EDF Group's support, will lead to actions ranging up to the termination of relations with the supplier or subcontractor, in accordance with the relevant contractual obligations.

Any report of a supplier identified as having practices that deviate from the commitments described above will be the subject of an analysis and feedback by the EDF Group to the issuer of the report.

EMPOWERMENT OF MEN AND WOMEN

6- Being a benchmark for occupational health and safety

EDF Group considers occupational health and safety to be a priority. It is continuing its endeavours to be a benchmark in this field. All its workers must be enabled to complete their tasks under the best possible working conditions, with the sole acceptable target of "zero accidents" and the protection of the health and safety of all.

It is the duty and responsibility of the EDF Group to provide a safe working environment for all members of staff and subcontractors working on our sites, taking into account new working environments, including remote working.

The priority is to eradicate fatal accidents in order to reach this target. The signatories acknowledge that protecting employee health and safety requires effective prevention systems based on respect for three fundamental rights relating to occupational health and safety:

- The right to be informed of occupational hazards and to receive the appropriate tutoring and training on how to work safely;
- The right to refuse or stop work in the event of serious and imminent danger;
- The right to actively participate in occupational health and safety discussions and programmes, including via the establishment of health and safety committees, on which employee representatives sit, covering all the Group's workplaces.

The parties agree to cooperate to develop, implement and promote joint occupational health and safety initiatives, such as the identification and circulation of best practices and support for innovative measures throughout EDF Group. This includes quality of life at work initiatives concerning the work organisation, design of workplaces and the work environment. These approaches involve all stakeholders: employee representatives, prevention professionals (safety officers, medical teams) and Management.

EDF Group complies with health and safety guidelines applicable within Group companies, in accordance with the law of the country in question. These guidelines were drawn up according to ILO standards, the general principles on prevention of the European Health and Safety Framework Directive of 1989 and on the basis of the best management practices of large industrial groups.

In a progress-oriented approach, health and safety results are measured by means of appropriate indicators and made known to all employees.

Action is taken to prevent occupational hazards that may adversely affect employee physical or psychological health, but also to preserve their health, particularly with regard to public health issues. Special attention is paid to job-related accidents.

The Group encourages the training of its subcontractors in the field of occupational health and safety. All necessary means will be deployed to ensure that all employees working in a Group company workplace fully understand safety and work instructions.

Every Group company must have awareness-raising and training programmes in place for all workers. Employees must have access at all times to safety equipment appropriate for their tasks and be informed of the rules. New entities entering the Group's scope must be proactively supported, to meet the Group's requirements in a mutually agreed time frame.

EDF Group companies must also ensure that their investment and restructuring projects will not compromise the health and safety of workers or local residents, from the design phase and throughout the life-cycle of these projects.

EDF Group requires its employees, suppliers and subcontractors working on its sites and under its management to work safely, while protecting themselves and their colleagues in a shared spirit of responsibility. The EDF Group companies require service providers and subcontractors to inform them within a reasonable timeframe if an accident occurs on a worksite or one of their sites during the provision of a service on their behalf.

Work accidents will be the subject of an analysis involving the stakeholders, with a view to defining corrective measures. The lessons learned from these analyses shall be widely shared via the Group Health and Safety Community. The CMDRSE Secretary is the recipient of Feedback Records published by the Group, and is responsible for ensuring that this information is passed on to the CMDRSE members. In addition, reactive information is sent to the Secretary of the CMDRSE in the event of the death, while carrying out their work-related duties, of an employee or a service provider of the EDF Group (scope of consolidated companies).

7- Combating harassment and all forms of violence in the workplace

All employees must be treated with respect. The signatories acknowledge that working relationships based on respect for every person, team spirit and mutual cooperation contribute to a positive working environment.

EDF Group is committed to protecting its employees against all forms of workplace violence, abuse and harassment.

The Group reaffirms its zero tolerance for all forms of harassment and violence and is committed to guaranteeing safe working environments for women and men that respect their health, physical and psychological well-being and dignity.

The Group follows ILO Convention C190⁵ in this regard, recognising the importance of a work culture based on mutual respect and human dignity for the prevention of violence and harassment.

Thus, out of respect for individuals, the signatories will not tolerate harassment or violence of any kind from or against Group employees, whether inside the workplace, which is any place where employees perform work tasks, or outside the workplace with respect to the business relationships established during the course of work.

More specifically, every Group company will take the necessary measures to prevent and address harassment, as well as physical and psychological violence, paying special attention to gender-based violence. They will ensure that all employees are made aware of and trained on the risks of harassment, how to prevent them and how to combat these practices. In cooperation with the employee representatives, the Group undertakes to develop and implement, in each company, a prevention and action programme for these forms of harassment and workplace violence and to handle potential situations, in accordance with the Group's zero tolerance policy and in accordance with the ILO guidelines and good practices. The companies will ensure the establishment of favourable conditions for the freedom to speak up and be heard.

EDF Group companies will advertise whistleblowing channels to ensure that they are visible, known and accessible to all.

⁵ ILO Convention No. 190 sets out specific and globally applicable standards for combating violence and harassment at work, which it refers to as "a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment".

It states that:

- Everyone has the right to a world of work free from violence and harassment;
- Violence and harassment can constitute a violation of human rights or abuse;
- Harassment is a threat to equal opportunities, unacceptable and incompatible with decent work.

To do this, resources developed by the various Group companies will be shared in order to inspire others and reinforce our action.

EDF Group is convinced that the fight against harassment and violence in the workplace contributes to equal opportunities for all (see next chapter).

8- Guaranteeing equal opportunities for all

Based on the universal principles of equal rights and non-discrimination, the Group will develop, promote and protect the diversity of its workforce, which it considers to be an asset. In this regard, the Group wishes to guarantee equal opportunities for all.

a. Gender equality and diversity

The Group considers that gender equality at work is a source of social progress and sustainable economic performance.

This equality requires diversity within work teams and at all hierarchical levels.

The Group requests companies to implement concrete actions to further gender diversity in all trades, guarantee fair treatment between men and women, and take health, safety and working conditions into account.

The signatories have set a common diversity target that requires the development in all Group companies of actions structured around the issues of attractiveness, recruitment, mobility and loyalty, the dynamics of which must be able to be measured in terms of diversity.

As such, special attention will be paid to the nature of career paths, access to training, and the elimination of the gender pay gap.

In particular, this entails the Group helping to support the work-life balance, especially during important life events (e.g. maternity and paternity periods), which must not, under any circumstances, generate discriminatory behaviour.

In addition, Group companies are developing new ways of working, empowering and inclusive management practices, and support for parenthood in its broadest sense (all forms of parenthood, carers, etc.).

The signatories support employees engaged in internal or external networks that contribute to diversity and the deconstruction of gender stereotypes.

b. Zero tolerance for all forms of discrimination

Diversity is encouraged at every level of Group companies, so that the make-up of their workforce is as representative as possible of the society in which they operate.

The Group prohibits all forms of unlawful discrimination and retaliation, and protects its employees who may be the victims of such actions. Whistleblowers and victims of discrimination are protected by the company in the event of any related pressures.

In accordance with the Group's code of ethics, every Group employee must refrain from any intolerant or discriminatory behaviour.

The signatories agree that the definition of "Discrimination" is any distinction, exclusion, limitation or preference based on - amongst others - presumed race, colour, sex, age, religion, political opinion, trade union membership, national origin, social background, health situation, disability, family situation, sexual orientation or gender identity, which has the effect of nullifying or impairing equality of opportunity or treatment in terms of employment or occupation.

The signatories will help to change people's attitudes and combat stereotypes in 3 specific areas of concern:

- **Inclusion of employees with disabilities.** The Group is committed to developing a policy on the inclusion of disabled employees, based on a recruitment programme and specific inclusion and career support initiatives. The Group is committed to implementing a digital accessibility policy, enabling the digital inclusion of disabled employees.
- **Origin or affiliation** (ethnic, national, regional, cultural, religious, family, social, etc.), which must not be used as a reason for rejecting a job applicant under any circumstances. Individuals should also not be preferred for or excluded from any type of position due to their origin.
- **Sexual orientation and gender identity.** In this regard, an employee may refuse a transfer to a country where homosexuality or transness is a crime, without this affecting his/her career. The Group refers to the UN guidelines for combating discrimination on the grounds of sexual orientation (see chapter "2. Respecting human rights in all EDF Group's businesses worldwide" above).

To enable each Group company to act effectively in these areas requiring acculturation, managerial reflexes and judgement, resources and good practices existing within the Group will be shared: reference guide, emergency procedures, employee info sheet, advertising campaign, etc.

The signatories support internal networks dedicated to these issues within companies and foster the sharing of practices.

9- Enabling every employee to develop their skills and advance their careers

EDF Group encourages its employees to develop their skills, assume responsibilities, take the initiative and innovate at ground level. In this way, the Group provides its employees with the means to develop their skills and build their career path.

Training and mobility, including international mobility, are useful tools for the personal and professional development of employees. They also contribute to achieving the Group's objectives and having the right skills in the right place at the right time. The anticipation of future skills needs and development of the skills of all employees throughout their careers are central to EDF Group's HR policies, which integrate the prospects for business development and the Group's needs.

EDF Group provides its employees with the means to acquire, maintain and develop the skills necessary, without discrimination, to find and keep quality employment, incorporating technological and societal developments. To achieve this, it provides:

- A work environment that encourages learning
- Modular, modern, scalable and effective training and development programmes

EDF Group actively supports on-the-job training for external learners (including through apprenticeships and internships).

Training priorities and delivery modalities are discussed with employee representatives and their unions, according to the practices negotiated in each country.

The training actions required to fulfil the duties related to the occupied job position are mainly carried out during work time, especially when their goal is accreditation enabling employees to carry out their work.

So as to retain skills within the company, the Group gives priority to the transfer of knowledge and expertise between generations and promotes the implementation of knowledge management⁶ approaches.

⁶ Knowledge management is a set of practices and processes aimed at maximising efficiency and innovation by facilitating access to information and encouraging knowledge sharing.

The Group recommends collective, cooperative and collaborative work methods and encourages the respectful sharing of ideas across the world.

The Group values and supports entrepreneurship and innovation by examining projects submitted by employees that may meet the needs of the Group's companies and business lines, with no discrimination of any kind. Employee entrepreneurship is also fostered by specific guidance processes.

EDF Group companies implement transparency within the internal job market, including by increasing the visibility of vacant positions. The preference for internal transfers is an EDF Group commitment that aims to offer career paths enabling employees to capitalise on the knowledge they have acquired, reinforce their commitment through motivating and diversified pathways and contribute to the Group's integration.

If an employee is asked to transfer to a different job because of changes in the company's internal or external environment, the employee is guided towards jobs reconciling the Group's needs with the employee's skills and wishes. Methods encouraging adaptation and support for change will be sought, in particular through appropriate training and information means.

If an employee requests a job transfer, in France or abroad, each Group company undertakes to support the steps personally taken by them to this end, taking into account the applicant's skills and abilities and the company's needs and constraints. Job transfers contribute to the employee's personal and career development by offering a new experience and increasing their long-term employability.

10- Supporting a responsible digital transformation

EDF Group's digital transformation is an important lever for operational performance, good working conditions, improving the efficiency and quality delivered in all our businesses, products and services, whether they are internal, for our customers or in connection with our partners.

Aware of these challenges, EDF Group is committed to supporting the introduction of new technologies, including AI (Artificial Intelligence), by ensuring, among other things:

- preparation for the digital skills of tomorrow and support for all employees in using the new digital tools, in order to ensure employee employability and the Group's competitiveness;
- IT security and the protection of intangible assets, including personal data;
- constructive social dialogue about digital transformation projects.

11- Providing social protection and social benefits to employees.

EDF Group is committed to providing adequate social security coverage to all its employees worldwide.

The Group undertakes to make sure that, progressively, every employee of a company controlled by EDF Group is covered by social protection systems that provide them with coverage and protections for their future retirement, and ensure their physical and moral dignity and economic security if they have an occupational accident, fall ill, become pregnant, become disabled or die.

EDF Group reviews and identifies local practices to promote positive changes to existing coverage.

Over the term of the agreement, the Group undertakes to review and assess the social cover and social benefits schemes in place in Group companies, as well as to consider the feasibility of a Group policy (or a Group programme) on all or part of this area.

The work of the men and women of EDF Group is the basis of its business performance. Employees must benefit from their company's results. Group companies are encouraged to define an additional

incentive plan, such as variable pay, profit sharing, retirement supplements, bonuses, or employee saving plans.

Each EDF Group company defines its performance-based bonus policy according to its own social, economic and legal situation.

Over the term of the agreement, the Group undertakes to study the feasibility of implementing a decent salary (Living wage) system.

The progress of the review and the ongoing discussions concerning social security coverage, benefits and a decent salary will be discussed with the CMDRSE.

DIALOGUE AND CONSULTATION

12- Managing the EDF Group's transformation in a socially responsible way

EDF Group is applying the principles of openness, responsibility and dialogue towards employees, their representatives and local authorities as it completes its transformation.

These principles with regard to employee representatives must be guaranteed, in line with the national regulations, labour relations practices and collective bargaining. The information must be provided in a timely manner and result in a consultation as the Group's business evolves, as a result of new investments, mergers, acquisitions, disposals, reorganisations, the closing of establishments and the cessation of businesses.

This information and consultation may concern economic issues, the consequences of decisions and the proper adaptation of individual and collective support measures, as well as the monitoring of their application without exception.

In order to successfully combine economic performance and social performance, prospective approaches regarding changes in businesses are implemented as an objective by Group companies. This information is also shared with the employees and their representatives.

The principle of responsibility towards employees and local authorities is aimed at limiting the social consequences for the employees concerned and the consequences for the socio-economic balance of the region.

Measures intended to avoid redundancies must therefore be systematically examined, such as the opportunities to redeploy the employees concerned within their company or in other Group entities, in compliance with local labour legislation. If redundancies cannot be avoided, efforts must be made to offer more advantageous provisions than the legal minimum required by the laws of the country in question. In cases where jobs are lost, specific support may be offered to the employees concerned to facilitate their finding a new job, either internally or elsewhere. Consultation with employee representatives will be favoured to determine and implement these measures.

13- Prioritising openness, listening and dialogue inside and outside the Group, and out in the field

Openness and trust are the basic principles of the EDF Group's internal and external relations. Its aim is to establish constructive dialogue with its employees, their representatives and all internal and external stakeholders.

Outside the Group, within the regions, its goal is to actively listen and take into account the expectations of all stakeholders. The Group is committed to organising open and two-way dialogue and consultation for each new project, systematically and worldwide, in line with national regulations.

Within the Group, the signatories wish to make dialogue between managers and their teams a way of facilitating information sharing and involving employees in the development of their company and the Group.

Every employee within EDF Group must be able to talk to their manager about their professional achievements, their training and their career development.

Dialogue and collective bargaining based on trust between employers and trade union/employee representatives must be the preferred way of addressing issues relating to the Group's economic performance and employee working conditions.

EDF Group is committed to respecting and protecting the autonomy and independence of trade unions, in accordance with the laws and regulations in force. It recognises the representative trade unions within the company as intermediaries and partners.

EDF Group is strictly neutral with regard to the decision by its employees of whether or not to belong to a trade union and, where applicable, the choice of trade union that they wish to represent them.

Employees will not be discriminated against on account of their trade union affiliation and/or activities.

Employee representatives will be given facilities to perform their duties.

This dialogue is only possible if EDF Group actively listens to its employees, its customers and, more generally, its stakeholders. Thus, EDF Group pays special attention to employee commitment and is able to measure any changes at regular intervals. EDF Group measures customer satisfaction every year, being keen to ensure a high level of service quality.

ENVIRONMENT AND CLIMATE

The Group is committed to having a positive and decisive impact on a sustainable energy transition in France and in EDF's countries of operation.

14-Acting to preserve the environment and combat global warming

EDF Group is committed to and intends to play its full part in combating climate change. It has aligned its goals with the Paris Climate Agreement, which aims to limit global warming to well below 2°C, preferably 1.5°C, compared to pre-industrial levels.

The Group, a leader in reducing the energy system carbon footprint and energy uses, aims to achieve the following by 2035:

- A carbon intensity of 22 grammes of CO₂/kWh for all its electricity and heat production⁷ and an 80% reduction in its direct emissions (scope 1) compared to 2017;
- A minimum level of 45 Mt of CO₂ avoided per year by the products and services marketed by the Group in France, the United Kingdom, Italy and Belgium.

Faced with climate change and the challenge of planetary limits, EDF is reducing its vulnerability and dependence on increasingly restricted resources.

The Group is committed to:

- Assessing the impacts of climate change on existing and future businesses;
- Adapting existing facilities so they are resilient to extreme situations and less sensitive to weather conditions;
- Integrating climate change assumptions into the design of new facilities;
- Adapting the Group's offers, internal operations and expertise to climate change;
- Taking into account the ecosystem aspect of climate change.

As part of this commitment, the entities most exposed to the physical consequences of climate change develop and deploy a climate change adaptation plan, and update it every five years.

The Group is committed to protecting and stewarding water in an integrated and sustainable manner, both quantitatively and qualitatively, and to consulting with the regions in which it operates, fully integrating the local dimension of water, especially the multiple uses of water under increasing climate constraints.

The Group's objective in terms of water intensity (specific consumption of evaporated water per kilowatt hour of electricity produced) is not to exceed 0.95 l/kWh on average over the last five years.

Committed to nature, EDF aims to limit the footprint of its businesses on biodiversity. The Group undertakes to implement all 18 actions meeting its commitments under the Act4nature scheme over the 2023-2025 period, with regard to:

- Reducing the contribution of businesses to major pressure factors;
- Preservation, restoration, regeneration;
- Improve knowledge acquisition and sharing;
- Transforming our processes, our organisation and our skills.

⁷ Scope of consolidation of the Group

The Group encourages new sustainable methods of mobility for its own fleets of vehicles and those of its staff (car sharing, charging stations, etc.). It develops alternative solutions to reduce and optimise travel: collaborative tools, digital equipment, remote working, etc.

SUPPORT FOR COMMUNITIES AND IMPACT ON REGIONS

15- Actively contributing to local economic and social development

EDF Group tries to integrate itself as effectively as possible in its regions and communities of operation.

The signatories consider access to energy, above all decarbonised energy, to be a major factor in economic and social development and a key factor in combating poverty. More than a billion people still do not have access to electricity. EDF Group is involved in initiatives to foster better access to electricity for local residents in its countries and regions of operation. These direct initiatives or partnerships take the local context into account, and especially the requirements of the local authorities and, where appropriate, the regulatory authorities.

EDF Group and Group companies with a portfolio of residential customers have a particular interest in the issue of energy poverty. Special attention is paid to giving vulnerable customers relevant information or advice on managing their energy budgets and the controlling energy use.

When natural disasters affect power grids, EDF Group will also encourage collective mobilisation initiatives to set Group companies and their employees to work on quickly restoring power. These will take into account the local context and particularly the requirements of the local and/or regulatory authorities.

To restore services as quickly as possible and minimise the risks for everybody involved, EDF Group prepares and sets to work trained and qualified staff needed to respond to emergencies and disasters, providing adequate equipment.

The signatories are also committed to contributing to the inclusion of people with disabilities.

EDF Group's efforts are thus focused on access for disabled persons to public sites and partnerships with experts in this area. The digital applications developed by the Group must be accessible to the visually impaired and hard of hearing. Group companies raise awareness among their employees in contact with customers, and train them to cater for disabled people. EDF Group companies are actively encouraged to make purchases from companies with a business model based on the employment of disabled or vulnerable people (protected employment sector and structures for integration through work in France, for example).

Lastly, the signatories foster the development of economic and social activities linked to the Group's businesses and sites. EDF Group is able to participate, through partnerships, in programmes to support projects that meet the priority needs of local residents. These projects cover housing (access to essential services, eco-efficiency and renovation), education and help with career plans. They tend to be targeted at young people and those excluded from the labour market.

EDF Group wishes to promote open innovation. This is open to innovative companies and start-ups and creates conditions conducive to win-win partnerships with its ecosystem.

The signatories strive to promote the general interest initiatives supported by employees, such as employee skills-based sponsorship and employee solidarity commitments.

AGREEMENT IMPLEMENTATION AND MONITORING

The signatories undertake to implement governance of the agreement, both at the level of each company controlled by the Group and at a global level, with a view to ensuring the respect of the commitments contained therein.

Within EDF Group companies controlled by EDF SA, the agreement and the terms and conditions of its implementation will be presented to and discussed within their governance body, according to each company's own rules.

- **Ensuring the signatories' commitment in order to succeed together**

The parties recognise and agree that it is essential to raise all employees' awareness of the content of the agreement. The shared aim is to ensure that it has been understood throughout the Group, at every level.

EDF Group organises communication campaigns for all employees and specific information for managers to ensure that they can lead and support their teams in the implementation of this agreement.

The signatories also drive joint initiatives to raise awareness and implement the agreement within the Group companies and with their suppliers and subcontractors.

- **Promoting local implementation**

EDF Group will make every effort to ensure the implementation of this agreement with all employees, by ensuring joint support by the members of EDF Group's Global Dialogue Committee on Social and Environmental Responsibility (CMDRSE) and Management representatives, and in cooperation with union representatives.

- As such, throughout the agreement term, a network of correspondents belonging, as a minimum, to each company directly controlled by EDF SA will be organised focussing on the implementation of the agreement.
- For their part, the employee representatives sitting on EDF Group's CMDRSE will also ensure that they set up and manage their own network of local employee representatives to facilitate agreement implementation and monitoring.

In order to foster the implementation of the agreement, EDF Group will, in particular:

- Ensure that this agreement is translated into the official languages of its countries of operation, provided at least 50 people are employed by that establishment.
- Ensure that the agreement and the terms and conditions of its implementation within each company directly controlled by EDF SA are presented to and discussed within at least the governance bodies of the companies directly controlled by EDF SA within 12 months of entering into the agreement.
- Draft and circulate materials presenting the agreement's provisions to the networks of executive officers and employee representatives sitting on the CMDRSE, by all appropriate means, so as to make all HR managers, managers and employees aware of them.
- Ensure that a copy of the agreement is made available to every employee, in particular by posting it on the Group's intranet and internet sites and by any means appropriate to the local context.
- Incorporate, in the Corporate Sustainable Development Charter between EDF and its suppliers and subcontractors, this agreement's commitments that relate to them, so that they become aware of them.

- Ensure that IndustriALL Global Union and PSI post the agreement on their respective websites and distribute it to their affiliates.
- **Monitoring local implementation**

Locally, dialogue between Management and employee representatives will be implemented to enable discussion on the initiatives to be taken, action plans, and the terms and conditions of implementation of this agreement, as part of a continuous improvement approach. These must take the local economic, cultural, professional and regulatory characteristics into account.

This local dialogue will take place at least once a year between Management and trade union/employee representatives, at the initiative of either of the parties.

- **Monitoring global implementation**

This agreement reinforces and extends the Group's corporate practices. It is not intended as a substitute for any dialogue or negotiation processes conducted at local, national or European level, but constitutes a reference in the framework of these exchanges.

Agreement implementation will be monitored at a global level by a monitoring committee, the Group's Global Dialogue Committee on Social and Environmental Responsibility (CMDRSE), organised by representatives of the Group's Management and composed of employee representatives and representatives of the global trade union federations, according to the terms and conditions laid down in the appendix. It will be chaired by the Chairman of EDF Group or his/her duly authorised representative.

The global committee will meet once a year to assess agreement implementation and propose appropriate measures, if necessary, to ensure compliance. The parties will correspond with one another continuously between meetings through the Secretary of the Global Dialogue Committee on Social and Environmental Responsibility, in order to pursue this implementation, its application, promote the agreement and identify mutually acceptable solutions to any problems that may arise.

The purpose of monitoring is to:

- Check agreement implementation conditions,
- Analyse the Group review in terms of application, particularly regarding the sustainability report published from 2025 in application of the European CSRD⁸ Directive, and the annual Vigilance Plan,
- Identify deviations where they are observed and areas for improvement, and, as part of a continuous improvement approach, help to develop the action plan linked to the Vigilance Plan for the current year,
- Contribute to the promotion of good practices

The list of themes and indicators for agreement monitoring will be prepared jointly and adopted by the Global Dialogue Committee on Social and Environmental Responsibility. They may be adjusted during plenary meetings.

On a regular and ongoing basis, EDF Group will provide the Global Dialogue Committee on Social and Environmental Responsibility with any relevant information about the implementation of the agreement within its subsidiaries.

Preparatory meetings prior to the plenary meeting of the Global Dialogue Committee on Social and Environmental Responsibility may be organised between the main HR Directors of EDF Group companies and members of the Global Dialogue Committee on Social and Environmental

⁸ CSRD: Corporate Sustainability Reporting Directive

Responsibility.

The Global Dialogue Committee on Social and Environmental Responsibility can make proposals to Management to carry out missions on an ad hoc basis to observe corporate responsibility practices in the field.

▪ **Dispute resolution**

Only the Global Dialogue Committee on Social and Environmental Responsibility has jurisdiction to answer any interpretation and clarification issues raised by the application of the agreement.

In the event of disputes regarding the interpretation of or non-compliance with the agreement, the signatories undertake to promptly mutually notify each other in order to work together to find an effective and constructive solution that is in the interests of all parties, through dialogue and within a reasonable time. These discussions must be held before any of the parties disclose information about the dispute.

They agree that:

If an employee or another relevant person claims that this agreement has not been complied with, the following procedure applies:

- For local issues, every effort will be made to try to resolve them locally. If they so wish, an employee may seek assistance from a representative of a local trade union. The Group undertakes to ensure a proper evaluation of the dispute in cooperation with local union(s)/employee representatives. The signatories will be kept informed.
- If the issue is not settled locally, it will be referred to Management and the social partners concerned at national level, then to the Head Office of the Group's parent company.
- If the issue is not resolved nationally, the dispute will be referred to the Global Dialogue Committee on Social and Environmental Responsibility, after a period of at least four weeks from referral to the Head Office. A dispute should be resolved within a maximum period of three months from its occurrence.
- Failing resolution, the signatories may jointly appoint a mediator to facilitate the dispute's settlement.
- As a last resort, the signatories will have the possibility, individually or collectively, of referring the matter to the competent court within whose jurisdiction EDF's registered office is located.

All issues addressed and solutions adopted will be reported in the next meeting of the Global Dialogue Committee on Social and Environmental Responsibility.

Final provisions

Entry into force and term of the agreement

This agreement will enter into force on the day following its filing, which will take place in accordance with the law.

It has been entered into for a term of 5 years from its entry into force.

Revision of the agreement

At the request of the Management, or one or more signatory trade unions, the holding of negotiations to revise this agreement may be agreed, under the conditions and in the form provided for by the French Labour Code.

Renewal of the agreement

During the year preceding the date of the agreement's term, and no later than six months before this date, the Management and the representative trade unions agree to meet to examine whether or not it is advisable to renew the provisions of this agreement. In the absence of a renewal agreement, this agreement will cease to be effective at the end of its 5-year term.

Translation of the agreement

This agreement, which was drafted in French in accordance with Article L. 2231-4 of the French Labour Code, will be translated into each of the languages of the countries of operation of EDF Group companies, provided at least 50 people are employed by that establishment. Only the French version will be enforceable against the Management and the representative trade unions.

Issues regarding the translation and/or interpretation of this agreement are within the sole remit of EDF Group's Global Dialogue Committee on Social and Environmental Responsibility.

Notification, filing and publication of the agreement

On the initiative of the Management, this agreement will undergo notification, filing and publication formalities in accordance with the French Labour Code.

AGREEMENT SIGNED ON:

PARIS

The Chairman and CEO of EDF,

For the following trade unions:

CFDT

CFE-CGC

CGT

FO

UNISON

UNITE

GMB

PROSPECT

ACV-CSC-BIE

FGTB (CGSP-Gazelco)

NSZZ Solidarnosc

FILCTEM-CGIL, UILTEC-UIL, FLAEI-CISL, FEMCA-CISL

IG METALL

IGBCE

TU of EDF CHINA

STIEENNF

For the global trade unions:

IndustriALL Global Union

PSI

APPENDICES

1. Operation of the Global Dialogue Committee on Social and Environmental Responsibility

This committee is known as EDF Group's Global Dialogue Committee on Social and Environmental Responsibility: CMDRSE.

The CMDRSE is chaired by the Chairman of EDF SA, or his/her duly authorised representative, who may be assisted by Group managers.

The committee's members are as follows:

- Representatives of the Group Management;
- The European Works Council Secretary is a member, in his/her official capacity, of the CMDRSE;
- One representative from each of the international trade union federations which are signatories to the agreement;
- Group employee representatives appointed by their trade union when they exist, including the CMDRSE Secretary, ensuring a balanced representation of the countries or group of countries in which EDF Group businesses are established.

For EDF Group companies in Europe

- In France, 2 representatives per trade union organisation representing⁹ the Group in France and signatory of this agreement, without this number exceeding 8 representatives,
- In the United Kingdom: 4 representatives,
- In Italy 2 representatives,
- In Belgium 2 representatives,
- In Germany 2 representatives,
- In Poland 1 representative,

For EDF Group companies in Asia Pacific: 1 representative,

For EDF Group companies on the American continent
(1 for North America and 1 for Latin America) 2 representatives,

For EDF Group companies in Africa and the Middle East 1 representative,

The global trade union federations, which are signatories to the agreement, are members of the CMDRSE and each appoint a representative, namely:

IndustriALL Global Union 1 representative

⁹ Representation assessed on the date of the initial signing of this agreement

PSI (Public Services International)

1 representative

Making a total of **25 representatives**

The members representing staff are employees of a company that EDF controls directly or indirectly. These members come from a country where EDF Group has a significant presence (at least 50 EDF Group employees).

Each member of the CMDRSE representing employees will receive a mission letter signed by the Head of EDF Group's Social Dialogue Department. This document will be provided to the HR Directors of the EDF Group company to which they belong.

Should they be unavailable, the CMDRSE members may be replaced by an employee representative, either from the same trade union as the member who cannot be present, or appointed according to the same process as the member when there is no trade union (see the appointment procedures below).

Given the European Works Council's role regarding CSR, the CMDRSE and the European Works Council Secretary ensure that their work is coordinated in such a manner as to fully complement each other, including in geographical terms.

The CMDRSE may invite experts to attend its sessions, for the agenda items for which this is justified and by mutual agreement between the members and the Management.

Changes to the Group may lead to a Group company and a representative trade union in a country or a geographical area not yet represented on the CMDRSE entering the scope of the agreement.

In this case, the composition of the CMDRSE is reviewed by the employee and Management representatives and must be discussed.

Stable membership is preferable for the agreement to operate effectively.

The application of these CMDRSE membership rules must ensure that the body continues to be a reasonable size, in order for it to continue to be effective. Should it reach 30 members, CMDRSE membership rules must be redefined through an addendum enabling the same number of members to be kept and ensuring that the relative proportion of employee representatives from outside Europe is maintained.

Procedures for appointing members for countries other than France

In each country or group of countries outside France, EDF Group Management appoints the Management of one of the Group's affiliates to facilitate the appointment of the CMDRSE representative by the local employee representatives. This facilitator will ensure, with the support of EDF Group Management and the global trade union federations signatories to the agreement, that the process of appointing the employee representative to sit on the CMDRSE runs smoothly.

In the case of a group of countries, the CMDRSE member will be appointed first and foremost from the country employing the most employees, in accordance with the law of the country concerned.

The Global Dialogue Committee on Social and Environmental Responsibility operates according to the following principles:

- Plenary meetings

The CMDRSE meets in person once a year during a two-day plenary meeting, including at least one working day on topics defined in advance. The second day may be devoted to group training, working groups and/or any other action decided in consultation with the CMDRSE members and Management.

This plenary meeting is preceded on the day before by a one-day preparation meeting for employee representatives. A second day of preparation can be used by the employee representatives, ahead of time, to become acquainted with the agenda items and the preparatory work based on the documents sent in advance of the plenary meeting. The employee representatives may organise a debriefing session at the end of the two-day plenary session.

An exceptional plenary meeting may be held if this is requested by a majority of members, and with the Chairman's agreement.

The CMDRSE Secretary, after consultation with the CMDRSE members and Management, draws up the agenda of the plenary sessions on a jointly-agreed basis. Each plenary session will be the subject of a record of decisions and actions.

A work programme is defined at the beginning of the term of office and reviewed annually during each plenary session. The CMDRSE, through its Secretary, will propose the activities and work carried out by the Committee.

Additionally, the Secretary of the Global Dialogue Committee on Social and Environmental Responsibility is kept regularly informed of any events occurring that relate to the agreement's themes.

A field visit is organised each year, with the support of the Group company or business line concerned, to one of the Group companies or to the site of an industrial project under development. The CMDRSE makes reasoned proposals for visits in advance to EDF Group's Management. Once the feasibility of the visit for the year in question has been confirmed and the trip has been approved by the CMDRSE chairperson, the chair will appoint the CMDRSE trade union members participating in this trip (a maximum of three employee representatives and one representative of one of the signatory global trade union federation members of the CMDRSE, including the representative from the country or group of countries concerned). This delegation co-organises the programme and objectives of the visit with EDF Group Management representatives who participate in the visit. The duration of this visit, including travel, cannot exceed five days. During these visits, a meeting will be organised between the CMDRSE delegation and the local employee representatives. At the end of the visit, the delegation draws up a report, which it presents to the entire CMDRSE during the next plenary session.

- **Steering Committee**

A steering committee, composed of 10 representatives, including the Secretary, and, where possible, 3 representatives from non-European areas, meets at least twice a year, including once in person and once remotely. For each steering committee meeting (in person or remotely), 1 day of preparation and 1 day of work with Group representatives are scheduled.

Remote meetings in conference call or webinar format are arranged as many times as necessary.

The Steering Committee will keep the CMDRSE members informed in good time of upcoming meetings. It will address issues raised by CMDRSE members in its agenda.

Steering Committee members have the following duties:

- Work on core issues
- Correspond with Management members between meetings to study topics (best practices or issues) in depth
- Prepare the work of the plenary session
- Prepare actions or initiatives that will be carried out by CMDRSE

Steering committee members and Management will work proactively to jointly organise activities.

- **Secretary**

The CMDRSE Secretary, who is elected for the term of the agreement at the committee's first plenary meeting following entry into the agreement, is responsible for coordinating the work of CMDRSE members. Only the members present can vote. Election is by a majority of the votes cast in a secret ballot. In the event of a tie, there will be a second round. If this also results in a tie, a random draw will be organised between the tied leading candidates.

- Time allocated

With the exception of the Secretary (see below), European employee representatives appointed to attend CMDRSE sessions are given two days to prepare for each plenary CMDRSE session. They are also given time to attend the plenary session (two days for each plenary session) and for monitoring the agreement (one day per year), i.e. 5 days per year.

In addition, the employee representatives outside Europe appointed to attend the CMDRSE sessions are given five additional days to set up and organise an employee representation network for the geographical area represented, i.e. 10 days per year.

In addition, Steering Committee members are given two days to attend each committee meeting (one meeting day preceded by a preparation day) and eight days per year for their duties.

The CMDRSE Secretary is allocated a total of 80 days per year for agreement monitoring, preparing and organising meetings, and coordinating CMDRSE and Steering Committee members.

Travel time is also added, if necessary.

A total credit of 20 days is allocated to all CMDRSE members (excluding travel time where required by the tasks in question) to carry out ad hoc tasks linked to the global agreement (internal communications and field visits linked to the corporate social responsibility agreement) decided on by the members. This may be used by duly appointed members of the CMDRSE for the annual field visit, to consult with employees and their representatives, to hold meetings with HR directors of Group companies and carry out practical corporate social and environmental responsibility projects based on specifications suggested by the members and approved by Management, or for travelling to the Group's companies with the aim of observing the CSR practices implemented by the Group.

	Circumstances	Allocated days
European member of the CMDRSE (not including the Secretary)	Preparation of each plenary session	2 days/plenary session
	CMDRSE plenary session	2 days/plenary session
	Agreement monitoring	1 day/year
CMDRSE member outside Europe (not including the Secretary)	Preparation of each plenary session	2 days/plenary session
	CMDRSE plenary session	2 days/plenary session
	Agreement monitoring	1 day/year
	Organising an employee representation network for the geographical area represented	5 days/year
Steering Committee member (in addition to the allocations specified above)	Preparing each Steering Committee meeting	1 day/meeting
	Steering Committee meeting	1 day/meeting
	Agreement monitoring and work as a Steering Committee member	8 days/year
Secretary	Agreement monitoring, time for preparing and organising the meetings, coordinating CMDRSE and Steering Committee members	80 days/year
For all members	Annual field visit	20 working days/year for all members

If circumstances warrant, the time allocated will be reviewed.

- Responsibility for costs

EDF SA bears the costs directly linked to the monitoring of the corporate social responsibility agreement (CMDRSE plenary session and Steering Committee, annual field visit, remote meetings, interpreting and translations), as well as the accommodation and catering costs related to the plenary session and the Steering Committee.

Employee representative transport costs are borne by the group companies to which the employee representatives belong and global trade union representative transport costs are borne by their global trade union federation.

- Steering Committee budget

In addition to covering the costs listed above, the Steering Committee has a maximum annual budget of €20k for its operation. The procedures for managing this budget will be specified within two months

of entry into this agreement, in consultation between Management representatives and the Steering Committee members.

- Training

CMDRSE members will have the opportunity to train on the topics covered by this global framework agreement with an adequate time allowance so that they can perform their duties effectively.

The Group Management will finance the appropriate training for employee representatives sitting on the CMDRSE requiring French or English language training, according to the expressed needs.

- Working languages

The working languages are French and English.

All reports to be presented to the committee must be in English or French, at least in their written form.

Interpretation in the various languages will be provided at CMDRSE plenary meetings and Steering Committee meetings.

Depending on the composition of the CMDRSE, adding other working languages may be discussed and mutually agreed upon.

2. Main international treaties for the protection and defence of human rights

1. **UN Guiding Principles** on Business and Human Rights (UNGPs).
2. **International Bill of Human Rights** (United Nations): 1948 Universal Declaration of Human Rights, International Covenant on Civil and Political Rights (1966) & International Covenant on Economic, Social and Cultural Rights (1966).
3. **The following ILO fundamental instruments:**
 - Convention No. 87 on the freedom of association and protection of the right to organise, 1949.
 - Convention No. 98 on the right to organise and collective bargaining, 1949.
 - Convention No. 29 on forced labour, 1930.
 - Convention No. 105 on the abolition of forced labour, 1957.
 - Convention No. 100 on equal remuneration, 1951.
 - Convention No. 111 on discrimination (employment and occupation), 1958.
 - Convention No. 138 on the minimum working age, 1973.
 - Convention No. 155 concerning Occupational Safety and Health and the Working Environment, 1981.
 - Convention No. 182 on the worst forms of child labour, 1999.
 - Convention No. 187 on the promotional framework for occupational safety and health, 2006.
4. **Other ILO conventions:**
 - Convention No. 190 on violence and harassment, 2019.
On hours of work:
 - Convention No. 1 on hours of work (industry), 1919.
 - Convention No. 30 on hours of work (commerce and offices), 1930.
 - Convention No. 47 on the forty-hour week, 1935.
 - Recommendation No. 116 on the reduction of hours of work, 1962.
 - Convention No. 14 on weekly rest (industry), 1921.
 - Convention No. 106 on weekly rest (commerce and offices), 1957.
 - Convention No. 132 on holidays with pay (revised), 1970.
 - Convention No. 135 on workers' representatives, 1971.
 - Convention No. 171 on night work, 1990.
 - Convention No. 175 on part-time work, 1994.
 - Convention No. 183 on maternity protection, 2000.

5. On remuneration:

- Convention No. 95 on the protection of wages, 1949.
- Convention No. 131 on minimum wage fixing, 1970.
- Convention No. 100 on equal remuneration, 1951.
- Recommendation No. 115 on workers' housing, 1961.