

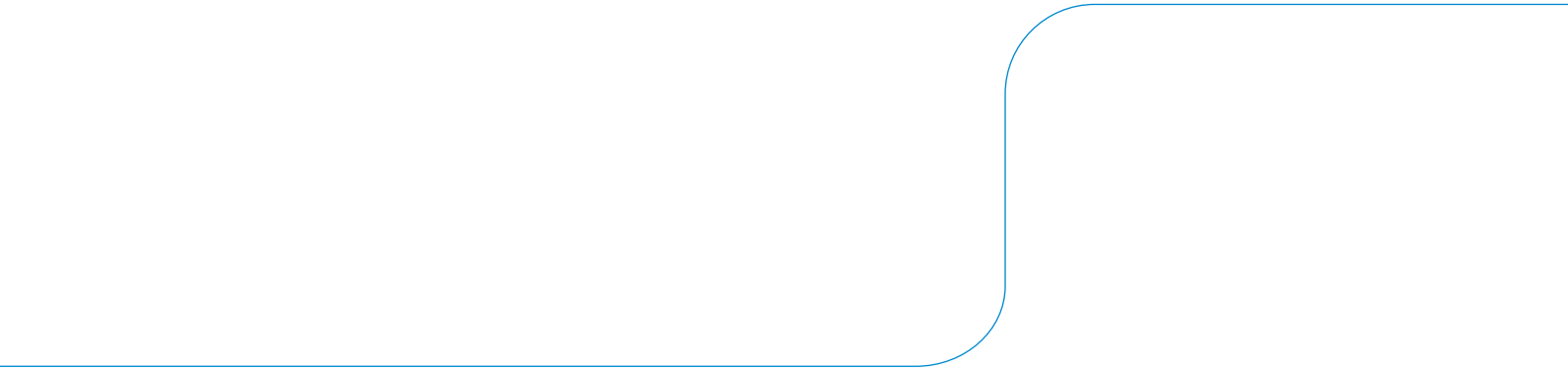
2025

SUSTAINABILITY STATEMENT TERÉGA SA

CORPORATE
SUSTAINABILITY
REPORTING
DIRECTIVE



TERÉGA
ACCÉLÉRATEUR DES ÉNERGIES D'AVENIR



ACTING FOR RESPONSIBLE, LOW-CARBON ENERGY

“Reducing greenhouse gas emissions is the key challenge in addressing climate change. To meet this challenge, Teréga SA is accelerating the rollout of its GAÏA 2035 strategic plan, the guiding framework for its transformation to adapt its transport and storage infrastructure to the decarbonisation of territories and, by 2050, become a hub for 100% renewable and low-carbon energy. That is our ambition.

The year 2025 confirms this momentum: the integration of renewable and low-carbon gases into our network is intensifying, and our assets are evolving to accommodate increasing volumes of biomethane and, in the future, hydrogen (H₂) and carbon dioxide (CO₂). This ambition is underpinned by robust operational performance and a strong social commitment, ensuring the security of the supply for France and Europe as well as the safety of our employees.

This new sustainability statement reinforces our commitment to transparency towards our stakeholders. It reaffirms Teréga SA’s commitment and central role in building, with agility, a sovereign, reliable and sustainable energy system.”

**CAROLLE FOISSAUD,
PRESIDENT AND CHIEF EXECUTIVE OFFICER OF TERÉGA SA**

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1. GENERAL INTRODUCTION

1.1. GENERAL FRAMEWORK FOR PREPARING SUSTAINABILITY STATEMENTS

Teréga SA operates and develops gas transport and storage infrastructure in South-West France.

Teréga SA qualifies as a large undertaking under the criteria of the European Corporate Sustainability Reporting Directive (CSRD), within the meaning of Article L.230-1 of the French Commercial Code, and is therefore subject to CSRD requirements. Due to the issuance of various publicly traded bond instruments, Teréga SA's debt securities are admitted to trading on a regulated market (Article L.22-10-36 of the French Commercial Code). As such, Teréga SA is classified as a Public Interest Entity (PIE) (i.e. threshold assessment on an individual basis) and is therefore required to publish its sustainability report in 2026 for the 2025 financial year. As a result, Teréga SA is not eligible for any exemption, even though it is part of a group subject to consolidated sustainability reporting.

However, given its structure (fewer than 750 employees), Teréga SA benefits from phase-in provisions. This report therefore complies with mandatory disclosure requirements. Information subject to phased-in standards is also included in this report. In addition, Teréga SA also discloses voluntary supplementary qualitative and quantitative information (see *ESRS GI - 5*).

Teréga SA has taken into account upstream and downstream value chain elements of its operations within the sustainability reporting framework (see *ESRS 2 - 3.1*).

The scope of Teréga SA's sustainability reporting is consistent with its financial reporting scope.

Sustainability information has been prepared in accordance with the legal requirements stemming from the transposition of the European Corporate Sustainability Reporting Directive. Teréga SA has applied the ESRS (European Sustainability Reporting Standards) requirements, as applicable at the date of preparation of the sustainability statement, based on information available within the reporting timeframe.

Moreover, in light of best practices and emerging recommendations, as well as improved understanding of these new regulatory and standard-setting requirements, Teréga SA may, where appropriate, adapt certain reporting and disclosure practices as well as its internal control framework relating to sustainability reporting, as part of a continuous improvement approach.

With regard to greenhouse gas (GHG) emissions reporting, Teréga SA excludes category 3.11 (Use of sold products) from scope 3, as it provides gas transport and storage services to its clients and does not own the gas molecule.

1.2. PUBLICATION OF INFORMATION RELATIVE TO PARTICULAR CIRCUMSTANCES

Time horizons

In the context of the CSRD, Teréga SA complies with the requirements of the standard regarding reporting time horizons. The time intervals applied for the publication of financial statements also comply with the expectations of the standard: 1 year (short term), 2-5 years (medium term), and over 5 years (long term). However, the time horizon required by the standard for the greenhouse gas (GHG) emissions reduction trajectory across scopes 1, 2 and 3 is set in five-year intervals up to 2050.

To date, Teréga SA has established a GHG emissions reduction commitment aligned with the 2015 Paris Agreement, with a target for 2025 and a further milestone set for 2035.

Estimations and sources of uncertainty

Scope 3

Teréga SA uses estimates in the calculation of its scope 3 carbon footprint. For the preparation of these data, Teréga SA relies on a third-party service provider whose methodology is based on the framework developed by the French Agency for Ecological Transition (ADEME), in particular monetary emission factors with an uncertainty margin of approximately $\pm 60\%$, as well as information provided by suppliers.

The resulting uncertainties are monitored and taken into account in the calculation of Teréga SA's carbon footprint.

Teréga SA works in collaboration with its suppliers to increase the availability of measured data, with the aim of improving the reliability of its calculations.

To substantiate the robustness of historical greenhouse gas (GHG) emissions data (notably scope 3) for 2021, 2022, 2023 and 2024, the audit firm EY carried out specific assurance procedures on these elements.

Scope 1, 2 and 3 trajectories

Teréga SA establishes trajectories across scopes 1, 2 and 3. These trajectories may be considered uncertain, as they are based on forward-looking assumptions. However, these assumptions are based on clearly defined and well-supported foundations.

The main underlying assumptions of this trajectory relate to forecasts of network operation and utilisation, in particular the energy consumption of compressor stations, which is linked to the volumes transported through the pipelines. The reduction in scopes 1 and 2 is primarily driven by a set of

decarbonisation projects assessed and validated by the technical teams. The associated investment amounts for these projects are included in the Long-Term Plan (PLT) and will be subject to validation by the Board of Directors (for investments over €2 million).

Based on its analysis of historical data, the scope 3 emissions reduction trajectory has been developed by Teréga SA with the support of a specialised third party, taking into account assumptions regarding the use of existing and emerging technologies, as well as exchanges with Teréga SA's suppliers. The 2035 trajectory incorporates data from the long-term plan (PLT). In addition, the application of these assumptions has been quantified to ensure that the associated costs of implementation are compatible with Teréga SA's financial resources.

The Net Zero Assessment (NZA) study conducted by Moody's in 2024 on the GHG emissions reduction trajectory to 2030 confirms that: *"The strong implementation by Teréga SA is driven by the company's clear and credible action plan on scope 1 and 2 emissions, based on proven and easily deployable technology."* With regard to scope 3, *"most of the progress will depend on the ability to influence suppliers and subcontractors to gain access to decarbonised products and services that would enable a reduction in indirect emissions."* In its report, Moody's further confirms that *"Teréga SA is not exposed to significant external dependencies, nor to changes in its business model, in order to achieve these objectives."*⁽¹⁾

Contractors and temporary/interim workers

With regard to the internal workforce (see *ESRS S1*), Teréga SA voluntarily discloses the Lost-Time Incident Rate (LTIR) of its employees, temporary workers, and employees of CCompanies (CCs), including temporary workers, over which Teréga SA may exercise influence in relation to safety prevention measures.

Teréga SA also voluntarily monitors, on the same scope covering both the company and CCs, the frequency rate of accidents with and without lost time (referred to internally as TFAD - "Taux de Fréquence des Accidents Déclarés"). This non-standardised indicator provides a broader view of accident trends and helps identify safety performance improvement levers.

These calculations are based on controlled internal data (Teréga SA personnel and temporary staff), as well as external data provided by CCs (accident declarations and hours worked). These declarations are monitored and controlled, and actions are implemented internally by Teréga SA or in collaboration with CCs to improve data reliability and accuracy.

The main hazards to which Teréga SA employees are exposed are related to the storage and transport of natural gas (pressurised equipment, explosion, ignition, etc.), as well as road transport. These hazards, as well as the associated control and prevention measures, are managed through the Single Occupational Risk Assessment Document (DUERP).

The main hazards to which CCs are exposed when working on behalf of Teréga SA relate to works carried out near gas facilities operated by Teréga SA or to their own operational activities. Examples include excavation works, electrical works, risks associated with multi-contractor or human-machine co-activity, working at height, pedestrian and road traffic risks, and risks linked to the use of tools and equipment. These main hazards and standard prevention measures are set out in an internal document of Teréga SA (ref. 092042), *Évaluation des risques SST pour les activités réalisées par des entreprises extérieures* ("Occupational Health and Safety Risk Assessment for Activities Performed by External Companies"). The hazards and appropriate prevention measures are managed, depending on the situation, through:

- The General Coordination Plan (PGC), in accordance with Decree No. 94-1159 of 26 December 1994 relating to the integration of safety and the organisation of coordination for health and safety protection during building or civil engineering works;
- The Prevention Plan (PDP), in accordance with Decree No. 92-158 of 20 February 1992 laying down specific health and safety requirements applicable to work carried out in an establishment by an external company.

Use of phased-in provisions

Teréga SA has identified the sustainability matters set out below, for which it will apply phase-in provisions this year. As a result, the present report does not cover the standards listed below.

(1) Consult Moody's report on Teréga SA [here](#).

ESRS TOPICS / MATERIAL ISSUES	RELEVANT TOPICS	RELEVANT SUB-TOPICS	MATERIALITY
ESRS E4 - Biodiversity and ecosystems		Phased-in standard	
Consideration of biodiversity in Teréga’s internal activities	Biodiversity and ecosystems	Direct drivers of biodiversity loss / Impacts on species status / Impacts on the extent and condition of ecosystems / Impacts and dependencies on ecosystem services	Yes
Consideration of biodiversity in the value chain	Biodiversity and ecosystems		Yes
ESRS S2 - Value chain workers		Phased-in standard	
Health, safety, and working conditions in the value chain	Value chain workers	Working conditions	Yes
Respect for human rights and fundamental freedoms of value chain workers	Value chain workers	Working conditions / Equal treatment and equal opportunities for all / Other work-related rights	Yes

ESRS E4 - Biodiversity and ecosystems

Pursuant to the delegated regulation “Quick Fix” adopted by the European Commission on 11 July 2025, the Teréga SA Group has decided, for the 2025 financial year, to make use of the two-year deferral granted for the disclosure requirements (DRs) under ESRS E4 (Biodiversity and Ecosystems). However, recognising the preservation of biodiversity and ecosystems as a key sustainability issue, the Teréga SAS Group established a “Biodiversity” roadmap in 2025.

This roadmap, the result of close collaboration across all business units, has made it possible to identify the main pressures exerted by the Teréga SAS Group’s activities on biodiversity, as well as the remediation actions to be implemented by 2035. Supported by robust governance and a strong commitment to innovation, these actions are structured around three pillars:

- Pillar 1: preserving natural environments and ensuring compatibility between gas infrastructure and ecological corridors;
- Pillar 2: reducing sources of chemical, noise and light pollution;
- Pillar 3: actively contributing to the ecological restoration of the territories in which the Group operates.

The implementation of this roadmap, scheduled to begin in 2026, will complement the approach embedded in the Group’s BE POSITIF programme (see *ESRS E1 - 4.2*), which aims to reduce the environmental footprint of its activities, contribute to France’s carbon neutrality target, and advance the development of renewable and responsible energy management, in line with climate challenges and a sustainable energy transition perspective.

In addition, biodiversity impacts and issues are identified, and a preliminary flora and fauna assessment is carried out at each project stage through the MERCI methodology (Monitor, Avoid, Reduce and Compensate Impacts). This approach enables the definition of the least-impact route alignment and the avoidance, reduction, and, where necessary, compensation measures to be implemented in accordance with the Environmental Code. During operations, the maintenance of pipeline rights-of-way is carried out mechanically, with limited use of phytosanitary products and preferably in autumn, in order to minimise impacts on flora and fauna. Marker posts are gradually being replaced with beacons to reduce maintenance frequency. In 2023, the Teréga SAS Group tested several alternative solutions for its gas delivery and distribution stations, where phytosanitary products are still used, in order to identify the most effective approaches: mineralisation solutions based on capillary break, low-growing vegetation cover, and the use of biocontrol products.

In order to manage its material biodiversity and ecosystem-related impacts, risks and opportunities, the Teréga SAS Group adopted a Biodiversity Charter as early as 2018. This Charter, revised in 2025, reflects Teréga SA's ambition to make biodiversity a structural element of its industrial strategy in the long term.

At present, the Teréga SAS Group does not have targets or metrics relating to the identified impacts, risks and opportunities.

ESRS S2 - Value chain workers

Teréga SA has decided to apply the phase-in provisions for ESRS S2 - Workers in the value chain, as indicated in the table above.

As a responsible operator, Teréga SA follows a structured and systematic approach to managing all risks associated with its activities. Risk management encompasses occupational health and safety at workstations as well as respect for fundamental rights for value chain workers, including personnel working on construction sites.

Teréga SA is pursuing an ambitious Accident and Industrial Risk Prevention programme, PARI 2035, which strengthens risk management and fosters an integrated safety culture through concrete measures, actions and objectives. This programme is led by Teréga SA's Health and Safety at Work Department. Accidents primarily affect workers from external contracting companies. As a result, Teréga SA focuses its efforts on strengthening supplier and contractor accountability and engagement, with the aim of reinforcing a shared safety culture across its ecosystem. This programme is based on legislative texts applicable in France, including the Universal Declaration of Human Rights, the French Labour Code, the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), and the United Nations.

Teréga SA also deploys a Responsible Procurement Charter, which commits first-tier suppliers to respect, and to ensure compliance by any subcontractors, with human rights principles as well as the provisions of the Group Code of Ethics, the reference framework safeguarding adherence to the values of the Teréga SAS Group.

Through the signature of this Charter, Teréga SA ensures that its service providers uphold responsible practices in terms of Corporate Social Responsibility (CSR), and are committed to responsible conduct with regard to occupational health and safety, environmental protection, respect for human rights, compliance with applicable laws and regulations, business ethics, and social development. Since 2024, this document has become an integral part of the supplier qualification process.

Aware of the challenges associated with managing working conditions (health and safety) and the respect of fundamental rights within more distant tiers of its supplier base, Teréga SA strives to promote and disseminate good practices.

Teréga SA has established and implemented a whistleblowing system enabling all employees (internal staff and contractors) to report, in full confidentiality, any breach or any unlawful behaviour or conduct that is inconsistent with the ethical values of the Teréga SAS Group. Such reports may be submitted either via the Ethics Committee or through an external whistleblowing platform.

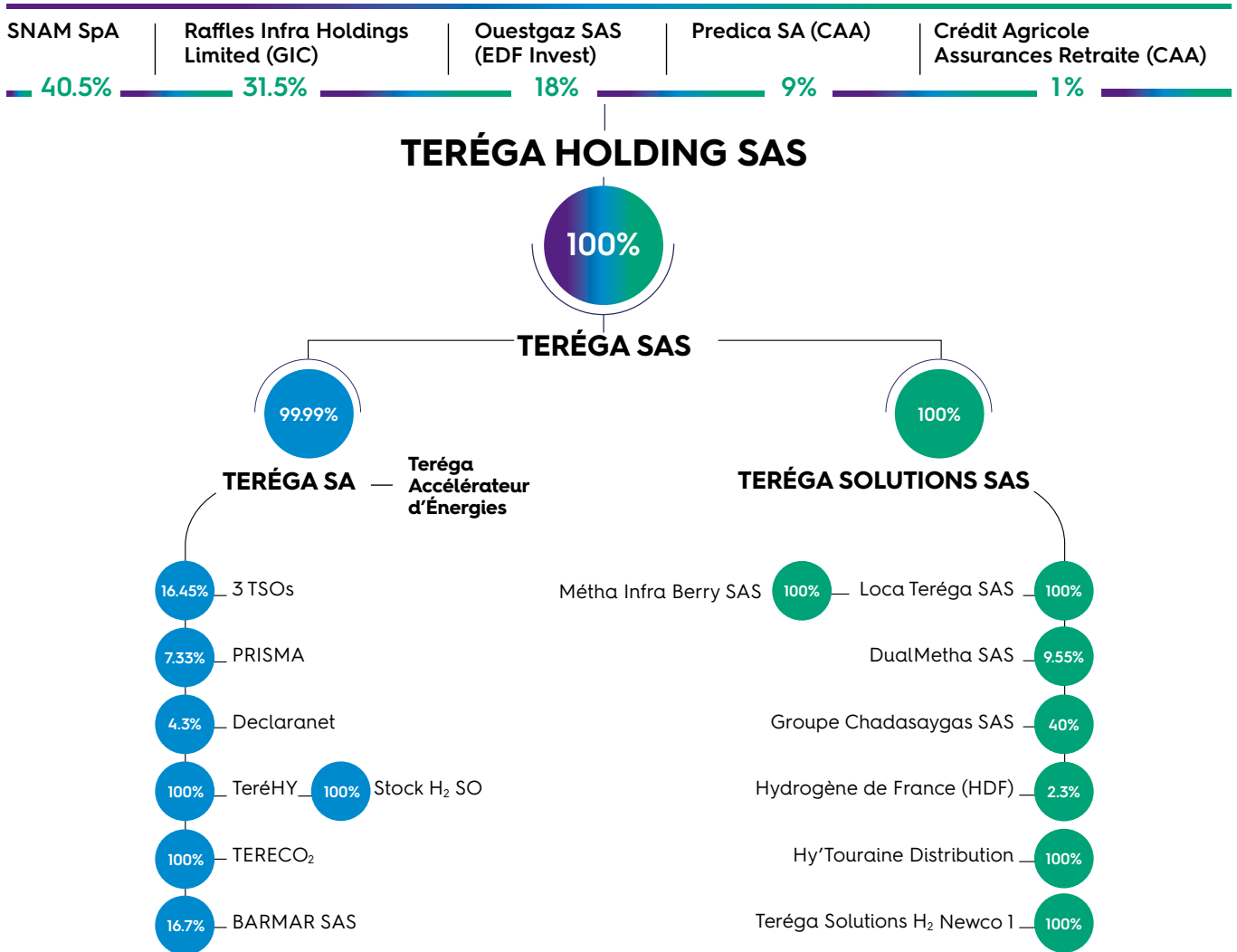
The targets identified by Teréga SA are aligned with a "Zero Accident" ambition. To this end, Teréga SA monitors indicators such as the Lost-Time Incident Rate (LTIR) for employees, temporary workers, and workers from external contracting companies.

2. GOVERNANCE

2.1. THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT, AND SUPERVISORY BODIES

Teréga SA relies on a robust and reliable governance framework to successfully implement its strategy.

LEGAL STRUCTURE OF THE TERÉGA GROUP



21.1. The Board of Directors of Teréga SA.

Composition

Teréga SA is a one-tier public limited company (*société anonyme*) governed by a Board of Directors composed of four members appointed by the General Meeting for a three-year term. In 2025, following the renewal of mandates through 2028, the Board of Directors is now composed of four members, including two women, thereby achieving 50% gender parity.

It does not include any independent directors.

As at 31 December 2025, the Board of Directors of Teréga SA is composed as follows:

- the Chief Executive Officer of Teréga SA, who also serves as President of the Board of Directors:
 - Carolle Foissaud;
- two directors representing the shareholder SNAM (holding 40.5% of the share capital of Teréga Holding SAS, which itself holds 99.99% of Teréga SA)
 - Paolo Ventrella, Senior Manager Planning & Control;
 - Paola Bonandrini, Executive Director Plants.
- one director representing the shareholder GIC (Raffles Infra Holdings Limited):
 - Rhys Phillip, Rhys Phillip, former Senior Portfolio Director at GIC, now an independent director, coach and mentor.

The Board of Directors also includes two staff representatives, who have no decision-making power but serve in an advisory capacity:

- Hélène Seguis, Head of the Planning and Operational Support Department;
- Sofiane Mokhtari, Safety and Resilience Officer.

The two representatives are elected members of Teréga SA's Social and Economic Committee (CSE).

Carolle Foissaud, appointed President and Chief Executive Officer of Teréga SA as of 28 May 2025, was simultaneously appointed President of the Board of Directors. A graduate of the École Polytechnique and Télécom Paris, she also holds a Specialised Master's degree (DESS) in Sports Organisation Management. She spent most of her career within the Areva Group, primarily in operational roles within the Fuel and Reactors divisions, as well as in executive leadership positions, including President and CEO of STMI and its subsidiaries in the field of decontamination and dismantling. She subsequently served as President and Chief Executive Officer of TechnicAtome in the field of naval propulsion reactors and research reactors. She was also a member of the Executive Management Board (EMB) of the Areva Group. As Chief Executive Officer of the Energy & Industry Division of Bouygues Energies & Services (2,500 employees) from September 2017 to June 2021, Carolle Foissaud then served, until April 2023, as Managing Director of Specialties at EQUANS, a €2 billion division comprising 8,600 employees in France and internationally.

Paolo Ventrella, a graduate of the University of Bergamo (Italy) in Management, Finance and International Business, is currently Senior Manager Planning & Control within the International Asset Management & Business Development Business Unit of SNAM, Italy's leading gas transport and storage infrastructure operator. In this capacity, he has strong expertise in the energy market.

Paola Bonandrini, an engineer graduated from the University of Pavia (Italy), also holds a Master's degree in Energy and Environmental Management and Economics from the Scuola Superiore Enrico Mattei in Milan. After holding several positions within SNAM, she joined TIGF (now Teréga SA) in 2014, where she served as Head of Operations. Returning to SNAM in 2018, she is currently Executive Director of Storage Facilities and Compression Stations.

Rhys Phillip, who holds a Master's degree in Law from the University of Cambridge, served as Senior Portfolio Director at GIC until the end of October 2025, where he specialised in infrastructure investment asset management. Since leaving GIC, he continues to serve as a director of Teréga SA, appointed by GIC, including as a member of Teréga SA's Board of Directors. Prior to joining GIC, Rhys Phillip was Chief Executive Officer of Cornerstone Telecommunications Infrastructure Limited (2018-2022), the leading mobile network infrastructure operator in the United Kingdom, and Chief Commercial Officer (CCO) of IHS Towers (2013-2017), a leading mobile network infrastructure operator in the MENA region (Middle East and North Africa).

Earlier in his career, he also worked as an investment banker and Senior Associate Partner at EY within the transaction advisory services practice. Rhys Phillip is a Chartered Accountant.

Missions

Under the company's articles of association, the Board of Directors of Teréga SA implements the strategy defined at the level of the Teréga SAS Group and oversees its execution. It considers all matters relevant to the proper functioning of the company and, through its deliberations, holds decision-making and approval authority over a number of matters, including capital expenditure, the conclusion of commercial contracts, asset disposals, and the incurrence of debt when such transactions exceed €2 million.

Assessment of Board members’ competencies

Each year, the members of the Board of Directors of Teréga SA, including members of Committees acting on behalf of Teréga SA (see *ESRS 2 - 2.1.1*), are invited to complete a self-assessment of the effectiveness of the governance body to which they belong, addressing the following themes: roles and responsibilities, members’ competencies, quality of interactions and discussions, and the organisation and preparation of meetings. Among the questions asked are specifically those related to competencies linked to sustainability issues, in particular concerning areas such as health, safety, human resources, sustainability reporting, and so on.

To complement these self-assessments, an external audit was conducted in 2022 with the support of PwC. This audit identified areas for improvement, in particular with regard to strengthening the Board of Directors’ competencies in sustainability matters. As a result, awareness-raising on sustainability issues and the CSRD framework was carried out in June 2024, following the organisation in 2023 of a “2tonnes” workshop for directors, aimed at fostering a better understanding of climate-related challenges and greenhouse gas (GHG) reduction targets, both at individual and collective levels. Since 2023, Board members have been regularly provided with information designed to raise awareness and enhance their understanding of the double materiality matrix, as well as the associated impacts, risks and opportunities. The latest governance self-assessment, carried out in 2025, highlighted a clear improvement in these areas, demonstrating the effectiveness of the various awareness-raising initiatives.

Informations provided and sustainability issues addressed by the Board of Directors

Sustainability issues, embedded at the heart of Teréga’s strategy and business model (see *ESRS 2 - 3.1*), receive particular attention from the members of the Board of Directors.

Major projects for developing new infrastructure to accommodate emerging gases are reviewed and approved by the Board.

In addition, strategies relating to workplace safety, reducing environmental impact, and social, societal, and governance matters are reviewed annually by the Board of Directors.

Workplace safety, as an absolute priority, is systematically included as a standing item on the Board’s agenda. In addition, on a quarterly basis, reporting is presented to the Board of Directors on the CSR objectives, actions and indicators defined for the current year, covering social, environmental, safety and governance matters.

Finally, the Board of Directors ensures that all projects and initiatives carried out by individuals and communities working with or alongside Teréga SA are implemented in full compliance with the values, rules of conduct and ethical principles set out in the Code of Ethics of the Teréga SAS Group. In this regard, it receives an annual report from the Ethics Committee on activities carried out over the previous year.

In 2025, the Board addressed a number of specific topics related to sustainability issues, including:

CSR GOVERNANCE:

- quarterly reporting of CSR indicators;
- approval of the 2025 CSRD report;
- review of the actions of the endowment fund for 2024, the outlook for 2025, and a mid-year progress update;
- review of the results of the 2025 governance self-assessment, to which Board members contributed.

BUSINESS CONDUCT, INFLUENCE, AND REGULATORY COMPLIANCE:

- presentation of the opinion of the Social and Economic Committee (CSE) on the company’s strategic situation (in accordance with Article L.2323-10 of the French Labour Code) and approval by the Board of Directors of the company’s response to the CSE regarding strategic orientations.

REDUCTION OF GREENHOUSE GAS EMISSIONS:

- approval of the greenhouse gas (GHG) emissions reduction trajectory to 2035;
- renewal of the Revolving Credit Facility (RCF), incorporating a Key Performance Indicator (KPI) directly linked to the methane emissions reduction target;
- approval of investments for the implementation of a new gas compression system at the Lussagnet site (Landes, France), ultimately aimed at reducing methane emissions during maintenance and outage operations.

ENERGY TRANSITION:

- approval of investments in a reverse-flow project, enabling, in the longer term, the upward flow of residual gas from the GRDF distribution network into the transport network, thereby limiting congestion risks linked to biomethane injection;
- approval of the creation of a special purpose vehicle (SPV) in the context of the company’s Carbon Capture, Utilisation and Storage (CCUS) transport and storage activities;
- approval of expenditure related to pre-FEED phases, the signing of a grant agreement, and the creation of a project company for a major international hydrogen transport project.

TERÉGA SA	2025	2024
% of CSR and energy transition subjects addressed by the Board of Directors	36 %	28 %

2.1.2. The Audit, Risk and Sustainability Committee (ARSC)

Composition

The Audit, Risk and Sustainability Committee is a committee of the Board of Directors of Teréga SA. It addresses matters relating to Teréga SA without holding decision-making authority. It is composed with a view to ensuring diversity of representation and includes an independent director, Stéphanie Thomazeau, acting as President, appointed for a three-year term, as well as three directors representing each shareholder: Paolo Ventrella for SNAM, Rhys Phillip for GIC, and Abdelhamid Lazaar for Predica. The Committee therefore comprises four members, including one woman (25%).

Missions

In accordance with the provisions of its governing Charter and applicable regulations, the Audit, Risk and Sustainability Committee (ARSC) is primarily responsible for overseeing and supervising all matters relating to the preparation and dissemination of financial and non-financial information concerning Teréga SA. In this capacity, it ensures the accuracy, reliability and robustness of the processes used to produce the data included in financial and sustainability reporting, prior to their publication and dissemination to stakeholders.

Information provided and sustainability issues addressed by the ARSC

At each meeting of the Audit, Risk and Sustainability Committee (ARSC), members are informed of progress on sustainability-related actions through systematic ESG (Environmental, Social and Governance) reporting.

In April 2025, Teréga SA's first sustainability report was presented to the ARSC prior to its approval by the Board of Directors of Teréga SA.

As a director and member of the Committee, Paolo Ventrella systematically reports to the Board of Directors on the matters discussed within the ARSC, including the results of sustainability audits carried out by external auditors.

2.1.3. The Remuneration and Nominations Committee (REMCO)

Composition

The REMCO (Remuneration Committee), a committee of the Board of Directors of Teréga SAS, covers the scope of the Teréga SAS Group and, by extension, that of Teréga SA itself. It is currently composed of two directors representing the shareholder SNAM (Gianluca Poi and Paola Bonandrini) and two directors representing the shareholder GIC (Camille

Depoutot and Kamal Abi-Salloum), appointed upon proposal by the shareholders.

Missions

The REMCO is responsible for proposing to the Board of Directors:

1. the appointment of directors, corporate officers, and members of the Executive Committee of Teréga SA. It is also responsible for unanimously approving any decision relating to their replacement or dismissal;
2. the remuneration arrangements [including short- and long-term incentive schemes incorporating sustainability indicators (see *ESRS 2 - 2.2*)] of corporate officers and members of the Executive Committee;
3. the level of directors' fees (*jetons de présence*) awarded to directors of Teréga SA. The overall envelope of directors' fees, amounting to €165k in 2025, is submitted for approval by the Board of Directors and subsequently approved by the General Meeting of shareholders of Teréga SA.

2.1.4. The Executive Committee (Codir) of Teréga SA

Composition

The Executive Committee is Presided by the President and Chief Executive Officer, Carolle Foissaud.

As at 31 December 2025, the Executive Committee is composed of nine Directors, including four women (44%), thereby representing each of the Company's key functions:

- Carolle Foissaud, President and Chief Executive Officer;
- Michel Boche, Director of Operations, Studies and Projects;
- Julien Juge, Director of Communications;
- Aurélie Oyharcabal, Director of Finance, Procurement, Legal Affairs and Sustainable Development;
- Gilles Doyhamboure, Director of Commercial Affairs and Regulation of the Gas System;
- Patrick Hamou, Director of Health, Safety and Operational Support;
- Giacomo Matarazzo, Director of Development and Strategy;
- Nathalie Parent-Zucconi, Director of Human Resources and Transformation;
- Marie-Claire Aoun, Director of Strategy and Institutional Relations.

Missions

The Executive Committee contributes to the definition of the strategy, which is approved at the Board of Directors level. It supports the President and Chief Executive Officer in the development, execution and monitoring of major decisions (financial, commercial, operational and societal) that give effect to the Company's strategic orientations.

It also ensures cross-functional coordination, alignment and synergies between departments in order to carry out the Company’s activities effectively, oversee their management, and achieve the defined objectives. The Executive Committee meets at least once a month.

The Executive Committee has internal decision-making authority over certain matters affecting the Company, within the limits of the powers of the President and Chief Executive Officer of Teréga SA, who remains responsible for the management of the Company and for the decisions taken by its Board of Directors.

The missions and responsibilities of the Executive Committee are set out in the organisation note.

Information provided and sustainability matters addressed by the Executive Committee

Following approval by the Board of Directors in April 2024 of the sustainability matters and associated IROs (Impacts, Risks and Opportunities), the Executive Committee validated the 2024 sustainability report in March 2025.

To support and oversee the identification of these material issues, sponsors were appointed within the Executive Committee to monitor key deliverables of the double materiality assessment process and ensure appropriate ownership of the results within their respective departments (see *ESRS 2 - 4.1*).

In addition, for each CSR programme (see *ESRS 2 - 3.1*) (see *ESRS 2 - 3.1*), a member of the Executive Committee has been designated to lead sustainability-related matters and ensure proper management of the associated impacts, risks and opportunities.

Members of the Executive Committee, each within the scope of their functions and responsibilities, also play a key role in ensuring compliance with ethical principles and rules of conduct, which are essential contributors to the effectiveness, reliability, reputation and overall success of Teréga SA.

2.1.5. Steering Committees of Teréga SA

- The Purchasing Committee: Composed of members of the Executive Committee and the Purchasing Manager, this body oversees and monitors purchasing activities. It is responsible for defining purchasing strategies and approving the most significant purchases in terms of financial or operational stakes.

This Committee ensures proper compliance with procurement procedures and rules, in particular adherence to the Responsible Procurement Charter, whose principles embed sustainable practices in business ethics, long-term supplier relationships, support for the local economy, environmental protection, and respect for human rights.

- Investment Committee: This is the body responsible for approving investment projects exceeding €1 million, and for reviewing investment projects above €2 million prior to their submission for approval to the Board of Directors.

Its mission notably includes validating and closely monitoring all investment-related initiatives identified as contributing to the decarbonisation trajectory defined by the Teréga SAS Group. It also aims, in the coming years, to implement a framework enabling the carbon impact of projects to be measured during the design phase and assessed upon completion.

These two bodies take decisions on behalf of the Executive Committee of Teréga SA and are composed of Executive Committee members.

- CSR Committee: This body is Presided by the Head of the Shareholder Relations and CSR Department and is composed of representatives from departments responsible for strategy, environment, safety, governance, human resources, social policy and communications. It meets twice a year and its main responsibility is to oversee all CSR activities and initiatives of Teréga SA. To this end, its key objectives are to:
 - defining the CSR policy and its translation into objectives and action plans across each ESG pillar;
 - monitoring the implementation of action plans;
 - preparing annual reporting;
 - preparing reporting prior to communication to governance bodies, in particular the Executive Committee of Teréga SA, for validation and decision-making.

2.2. INTEGRATION OF SUSTAINABILITY PERFORMANCE INTO INCENTIVE MECHANISMS

The incentive mechanisms are based on a variable component linked to the achievement of individual and collective objectives, applicable to the President and Chief Executive Officer, as well as to members of the Executive Committee.

For the President and Chief Executive Officer of Teréga SA, short-term incentive (STI) arrangements are defined on an annual basis and cover the entire Group scope, including objectives designed to measure the performance of Teréga SA’s activities.

Within the Teréga SA scope, objectives are prepared in collaboration with members of the Executive Committee, reviewed by the Remuneration and Nomination Committee, and subsequently approved by the Board of Directors of Teréga SAS. For the year 2025, the STI is based on financial, investment, business development objectives relating to efficiency, sustainability, and the energy transition. Sustainability objectives account for 15 % of the STI and were established as follows in 2025:

- a target related to the LTIR (Lost-Time Incident Rate), corresponding to the number of accidents with lost time divided by the number of hours worked, multiplied by 1 million, set at 1.8 (10%);
- a methane emissions reduction target set in line with the trajectory defined by the Company (5%).

The LTAFR and methane emissions targets are closely monitored both at the company level as key performance indicators. They are overseen by the Executive Committee and are subject to audits.

In addition, the President and Chief Executive Officer is granted long-term objectives (LTIP – Long Term Incentive Plan) over a three-year period. The LTIP is defined annually based on established priorities and is submitted for validation by the Teréga SAS Group through the REMCO. Since 2023, ESG criteria have been progressively integrated into the LTIP and account for 20% of the plan defined in 2025 for the 2025–2027 period.

The ESG targets set are:

- a 19.3% reduction in scope 1 and 2 greenhouse gas (GHG) emissions by 2027 compared with 2021, accounting for 10% of the overall weighting;
- the share of investments contributing to the energy transition of Teréga SA's activities, with a target set at 16.7% for the average over three financial years (2025 to 2027), accounting for 10%.

The achievement of the objectives set under the STI and LTIP schemes gives entitlement to a variable bonus, the amount of which depends on the level of target achievement. The achievement of these objectives is regularly reviewed by the REMCO and reported to the Board of Directors of the Teréga SAS Group.

For 2025, all CSR targets set for the STI were met.

Members of the Executive Committee each have individual objectives in addition to shared collective objectives, which may include ESG-related criteria depending on their respective functions and associated priorities.

An incentive plan applicable to all employees provides for the payment of a bonus in 2026, based on the level of achievement of the 2025 objectives. It is structured as follows:

- Safety (15% of the incentive value): number of lost-time accidents set at 3 (10%); number of proactive reporting of Risk Actions or Risk Situations (ASR) by employees set at 800 (5%).
- Environment (10% of the incentive value): reduction in scope 1 and 2 greenhouse gas (GHG) emissions between -16% and -14.5% compared with the 2021 baseline.
- Skills development (10% of the incentive value): share of the training plan dedicated to energy transition-related training set at 13%.

2.3. STATEMENT ON DUE DILIGENCE

Teréga SA is not subject to French Law No. 2017-399 of 27 March 2017 on the duty of vigilance, which requires French companies with more than 5,000 employees to publish a vigilance plan aimed at preventing serious violations of human rights, fundamental freedoms, and health and safety risks.

However, Teréga SA expresses its commitment to upholding these fundamental principles through a general statement of principles set out in its Code of Ethics, which promotes the following values across all employees of the Teréga SAS Group as well as its stakeholders:

- compliance with applicable laws and regulations;
- fostering constructive dialogue with stakeholders on sustainability matters;
- defending human rights and fundamental rights in line with the United Nations Guiding Principles and OECD Guidelines, as well as the ILO core conventions;
- rejecting all forms of discrimination, violence and corruption;
- ensuring the health and safety of employees;
- protecting the environment, biodiversity and promoting energy efficiency and sobriety;
- promoting relationships between employees based on honesty, fairness, cooperation, loyalty and mutual respect.

Teréga SA complements its commitment to these principles and core values through the implementation of an ambitious CSR programme aligned with the company's key sustainability priorities across all ESG pillars (see *ESRS 2 - 3.I*).

See *Annex 1: Key elements on due diligence*.

2.4. RISK MANAGEMENT AND INTERNAL CONTROL RELATING TO SUSTAINABILITY INFORMATION

Teréga SA has in place a comprehensive risk management and internal control framework, overseen by the Risk Management Department, which reports to the Health, Safety and Operational Support Division (D3SA). This ongoing system comprises a range of resources, procedures, and actions, tailored to the specific characteristics of each entity (Divisions, Centres, Departments, Services). Under the responsibility of each of these entities, it contributes to the effective control of activities and the efficiency of operations, and ensures that all risks or events that could potentially compromise the achievement of Teréga SA's strategic and operational objectives are appropriately identified and taken into account.

This overall risk management system is structured around three lines of defence:

1. Operational management (first line of defence). This first line of defence in activity management consists of operational staff and managers. They are responsible for the assessment and control of risks, in particular through the implementation of control measures applied to the processes under their responsibility. Day-to-day operational controls are therefore fully embedded within the business activities and are carried out either by operational staff themselves (first-level controls, i.e. self-assessment), or by their management line (second-level controls, i.e. supervisory controls).
2. The functional departments (second line of defence). They are responsible for areas of expertise such as regulatory compliance, human resources, finance, IT, cybersecurity, safety, health, security and environment. Their role is to provide operational teams with the tools, methods and control frameworks enabling them to manage their day-to-day risks effectively. These departments are supported in the deployment and oversight of this framework by a representative from the Risk Management Department, which develops, promotes and steers its implementation within Teréga SA.
3. Internal audit (third line of defence). The internal audit function is an independent and objective activity that provides the Teréga SAS Group with assurance on the degree of control over its operations, provides advisory support for improvement, and contributes to protecting its assets and creating added value.

It supports Teréga SA in achieving its objectives by systematically and methodically assessing its risk management, internal control and governance processes, and by making recommendations to strengthen their effectiveness.

Sustainability-related risks are integrated into the Group's Enterprise Risk Management (ERM) framework:

- First line of defence: designation of risk owners and subject-matter experts responsible for the relevant risk areas, as well as individuals in charge of producing the required sustainability data and associated performance indicators; alongside this, a designated owner is responsible for supervising and validating the information produced and ensuring accurate reporting.
- Second line of defence: the CSR Reporting and Project Officer, whose role is to support first-line actors in implementing tools, methods and controls enabling them to manage risks related to sustainability reporting. This function also ensures that the data produced is accompanied by appropriate explanatory information to support its interpretation.

On a quarterly basis, all monitoring indicators related to sustainability commitments are presented to the Audit, Risk and Sustainability Committee (ARSC) and to the Board of Directors of Teréga SA, including explanations of deviations from targets and progress updates on the action plan.

In order to strengthen the quality of sustainability disclosures, Teréga SA is progressively implementing a robust process for the production and collection of sustainability-related information. In light of regulatory developments, the dedicated tool development project has been put on hold. In terms of internal control, Teréga SA is committed to continuous improvement.

- This process will gradually incorporate:
 - documentation setting out the procedures for preparing the various qualitative and quantitative disclosures;
 - coordination between the different functions involved within the organisation;
 - deployment of data collection tools;
 - gradual implementation of an internal control and audit framework aimed at strengthening the reliability and quality of the information produced;
 - implementation of a regular reporting process to governance bodies on the results of internal controls relating to sustainability data.

3. STRATEGY

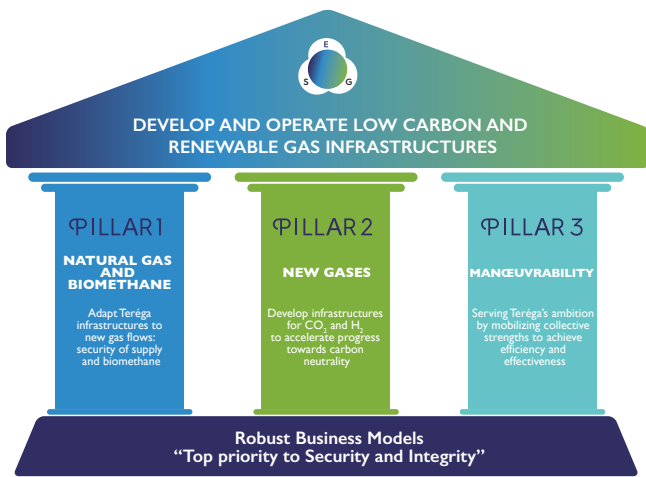
3.1. STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

Teréga SA is a key player in gas transport and storage in France. As such, the company is subject to certain public service obligations, in accordance with the legislation applicable to businesses in the gas sector. Article L. 121-32 of the French Energy Code sets out these obligations. For over eighty years, Teréga SA has provided its clients with a safe and high-performing network for gas supply, supported by a regional grid of more than 5,000 kilometres of pipelines and two underground storage sites, strategically located at the crossroads of major gas flows and at the heart of Europe's energy system. As of 2025, its infrastructure accounts for nearly 16% of France's gas pipeline network. Teréga SA also operates two underground natural gas storage sites located in Lussagnet (Landes) and Izaute (Gers), representing 27% of France's gas storage capacity in 2025.

Today, almost all natural gas consumed in France is imported. Natural gas enters France and is transported over long distances via the natural gas transport network. This network is made up of gas pipelines, which directly supply industrial sites or feed into distribution networks. Natural gas can also be transported to underground storage facilities. In 2025, dependence of revenue on fossil fuels stood at 97%. This dependency is linked to gas consumption and usage across industrial sectors, residential households, and the tertiary sector.

The study on the future of gas infrastructures to 2030 and 2050, published by the French Energy Regulatory Commission (Commission de Régulation de l'Énergie) on 4 April 2023, shows that, despite an expected long-term structural decline in gas consumption, the gas transport network will remain largely necessary. The current tariff regulation framework set by the French Energy Regulatory Commission (CRE) ensures the long-term economic sustainability of the gas system. It also enables gas infrastructure operators to meet key objectives relating to network security, system integrity, and the integration of renewable gases.

Energy transition at the heart of the Teréga SA strategy



At the core of its new GAÏA 2035 strategic plan, Teréga SA aims to transform its infrastructure network in support of energy decarbonisation.

The objective is to transport and store future energies such as biomethane and hydrogen, as well as to develop infrastructure dedicated to the transport, storage and utilisation of locally emitted CO₂ (CCUS), thereby contributing to the achievement of carbon neutrality by 2050.

GAÏA 2035 addresses new sectoral challenges and seizes the opportunities associated with the energy transition. Based on a €3 billion investment plan over the next ten years, this strategy aims to secure and adapt existing infrastructure to emerging needs, as well as to develop biomethane and solutions for emerging gases contributing to decarbonisation, such as hydrogen and carbon dioxide.

Every day, Teréga SA works to ensure that its network is capable of accommodating new low-carbon gases, such as hydrogen produced from renewable or low-carbon electricity. It is actively involved in the creation of innovative European infrastructure aimed at increasing the transport and facilitating the use of hydrogen, thereby contributing to the decarbonisation of the European, national, and regional economy. Accordingly, Teréga SA is currently assessing two flagship hydrogen infrastructure development projects:

- **BarMar:** one of the pillars of the future European hydrogen backbone, the BarMar offshore hydrogen pipeline will connect Barcelona to Marseille, ensuring a link between Southern and Northern Europe. This transport infrastructure is expected to carry 2 million tonnes of hydrogen per year, representing 10 % of Europe's consumption. Since 8 April 2024, H2med has been officially recognised as a Project of Common Interest (PCI) by the European Union. Teréga SA is developing this project jointly with other gas transport operators: Enagás in Spain and NaTran in France, in cooperation with Open Grid Europe.

A shareholders' agreement was signed on 2 July 2025 establishing the creation of BarMar SAS, with a 16.7% stake held by Teréga SA. The project also benefits from European funding under the Connecting Europe Facility (CEF) mechanism, amounting to €28 million to finance development studies. From a commercial perspective, the Open Market Consultation (OMC) conducted across the entire H2med corridor between November 2024 and January 2025 highlighted significant hydrogen production potential in the Iberian Peninsula and confirmed demand in consumption areas in France and Germany. A total of 168 companies participated in this market consultation, representing 528 projects across the corridor, spanning Portugal, Spain, France and Germany. In September 2025, the H2med Alliance, established in December 2024, expanded to include 49 members across the entire value chain of the H2med corridor, from the Iberian Peninsula to Germany (producers, consumers, and transport and storage infrastructure operators).

From a technical perspective, in 2025 the BarMar project reached a decisive milestone with the confirmation of the technical feasibility of the offshore pipeline.

The studies have enabled the planned commercial commissioning date of BarMar to be set for 2032, in alignment with the CelZa project (Spanish connection). This timeline takes into account the need to synchronise permitting processes with the development of national hydrogen networks across the European corridor.

Designated as a priority "energy highway" by the European Commission, the H2med corridor will form the backbone of future European hydrogen networks.

Teréga SA is proud to contribute to this structuring project for the energy transition.

• **HySoW:** This 650-kilometre hydrogen infrastructure in the South-West of France will supply the industrial centres of Bordeaux, Toulouse, and Lacq, as well as the ports of Bordeaux, Bayonne, and Port-la-Nouvelle. The HySoW project also includes a storage component, with a site in Nouvelle-Aquitaine having a capacity of 500 GWh. HySoW will be connected to the H2med-BarMar backbone via the MidHY pipeline operated by NaTran. The development and commissioning of the three projects – HySoW, MidHY, and H2med – are fully coordinated among the various operators involved.

In 2025, the HySoW project, recognised as a Project of Common Interest (PCI) by the European Commission, reached a key milestone in its development, confirming its central role in establishing a dedicated hydrogen infrastructure in South-West France and its progressive integration into major European corridors.

In order to support the industrial transition of South-West France, Teréga SA is developing CO₂ transport and storage infrastructure covering the full CCUS value chain. This infrastructure addresses unavoidable CO₂ emissions generated by industrial processes, after all measures relating to energy efficiency, energy sobriety and the integration of renewable energy have been implemented. The infrastructure will also enable the valorisation of a significant volume of biogenic CO₂ in the South-West region, notably generated by pulp and paper mills. This biogenic CO₂ can then be valorised as e-fuels or other products derived from green chemistry, through pipeline connections between CO₂ emitters and consumers.

To support these developments, pillar 3 of the GAÏA 2035 corporate plan aims to mobilise the organisation’s collective strengths to achieve efficiency and effectiveness objectives. To enhance agility and create additional capacity, a new organisational structure has been implemented since 2024, making Teréga SA more efficient and better equipped to meet its strategic objectives.

Corporate social responsibility, a cornerstone of the GAÏA 2035 strategic plan

A pioneer in its commitments to safety, environmental performance and social responsibility – supported in particular by its endowment fund Teréga Accélérateur d’Énergies – the Company has embedded CSR as a fundamental principle of its GAÏA 2035 strategic plan. Corporate Social Responsibility has long been embedded in the Teréga SA DNA, initially through its commitments to safety, and subsequently on the environmental front with a priority to contribute to carbon neutrality by 2050.

Today, these commitments are implemented through four flagship programmes led by all of the Company’s departments, as well as through its endowment fund. They cover all ESG dimensions (environmental, social and governance), with the aim of guiding the organisation towards a responsible and sustainable business model.



This societal and environmental responsibility is supported by appropriate policies, notably:

- **A workplace safety policy**, embodied in the PARI 2035 programme, which aims to ensure:
 - safety at work by protecting the physical and mental integrity of employees and external contractors throughout their activities across all sites and worksites;
 - industrial safety: ensuring the integrity of assets by managing technological and natural risks, while taking into account the impacts of climate change;
 - security and cybersecurity: ensuring the protection and resilience of employees, physical infrastructure and Information Systems (IS) against malicious acts.
- **A social and territorial policy**, through the ENERGIZ MOUV programme, structured around five main areas:
 - promoting the inclusion of people who are far from employment and persons with disabilities;
 - ensuring gender equality in terms of treatment and fostering diversity by increasing the proportion of women in roles linked to the ecological and technological transition;
 - ensuring effective skills development to support the Company’s ambitions in the energy transition;
 - strengthening employee engagement;

- supporting the development of territorial ecosystems by assisting them in the energy transition, fostering local industrial ecosystems, and stimulating their growth through numerous initiatives, notably via actions from the Teréga Accélérateur d'Énergies endowment fund.

An independent endowment fund to accelerate collective energy initiatives.

The Teréga Accélérateur d'Énergies endowment fund is an independent, non-profit sponsorship scheme aimed at carrying out or financing actions of general interest. These actions, aligned with Teréga SA's values, extend its social and environmental commitment to local territorial ecosystems.

Teréga Accélérateur d'Énergies supports talents and initiatives engaged within the regions through four key areas of action:

- supporting the economic and social development of the Greater South-West region;
- preserving biodiversity;
- promoting social inclusion.
- promoting and disseminating French scientific and cultural heritage.

- **An environmental policy**, through the BE POSITIF programme, aimed at accelerating the reduction of the environmental footprint of Teréga SA's activities across all natural ecosystems (air, water, soil, landscapes and biodiversity), with the following priority commitments:

- contributing to carbon neutrality by 2050, through an intermediate commitment to reduce greenhouse gas (GHG) emissions by 34% by 2030 compared with 2021.
- strengthening actions to preserve biodiversity.

This programme provides for the deployment of committed and structuring actions covering all of the Company's activities, based on the MERCI methodology (Monitor, Avoid, Reduce, Compensate Impacts).

- **A governance framework ensures that decisions are made and implemented responsibly, integrating stakeholder expectations**, through the CADRE programme, which aims to:

- strengthen the integration of sustainability considerations at all levels of the organisation;
- ensure ethical business conduct and foster a "zero-tolerance" culture;
- reinforce responsible practices with suppliers (Responsible Procurement Charter);
- ensure constructive dialogue with stakeholders (suppliers, clients, investors and civil society) in the implementation of its strategy.

A robust business model

TERÉGA SA DATA

DNA

OUR MISSION

- We develop and operate gas infrastructures.
- Safety and integrity are at the heart of everything we do.

OUR VALUES

- Responsibility
- Cooperation
- Innovation
- Ambition

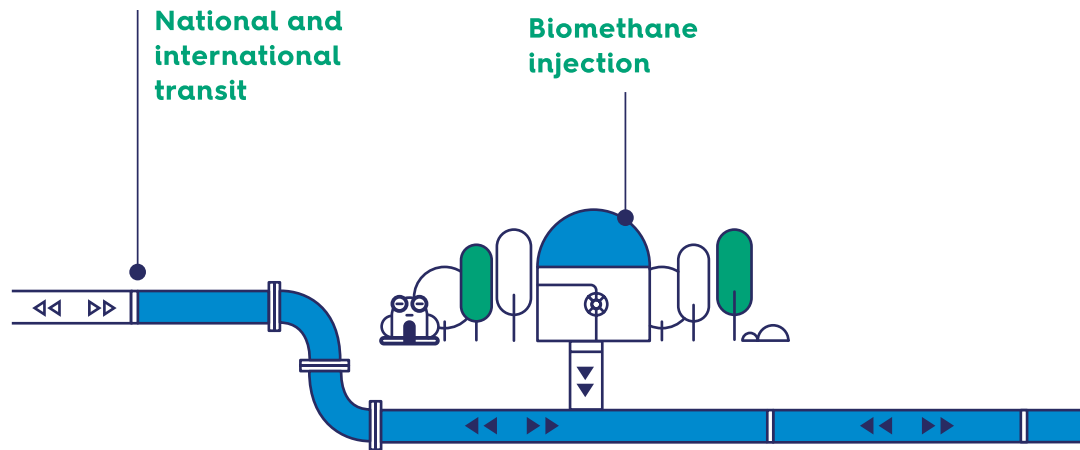
OUR STRATEGY

- The strategic roadmap, GAÏA 2035, is based on three pillars:
- natural gas and biomethane;
 - emerging gases;
 - flexibility.

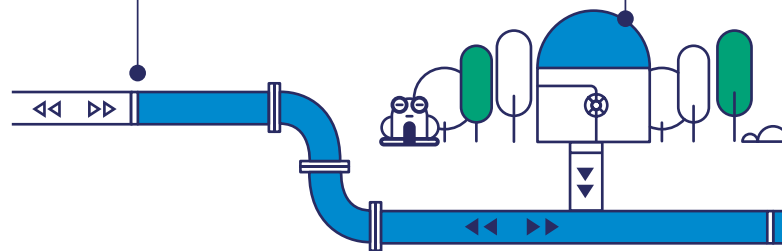
Public distribution systems



National and international transit



Biomethane injection



- Teréga network
- ▨ Distribution network
- Transport network (excluding Teréga)

RESULTS

Financial results

- €524m in revenue

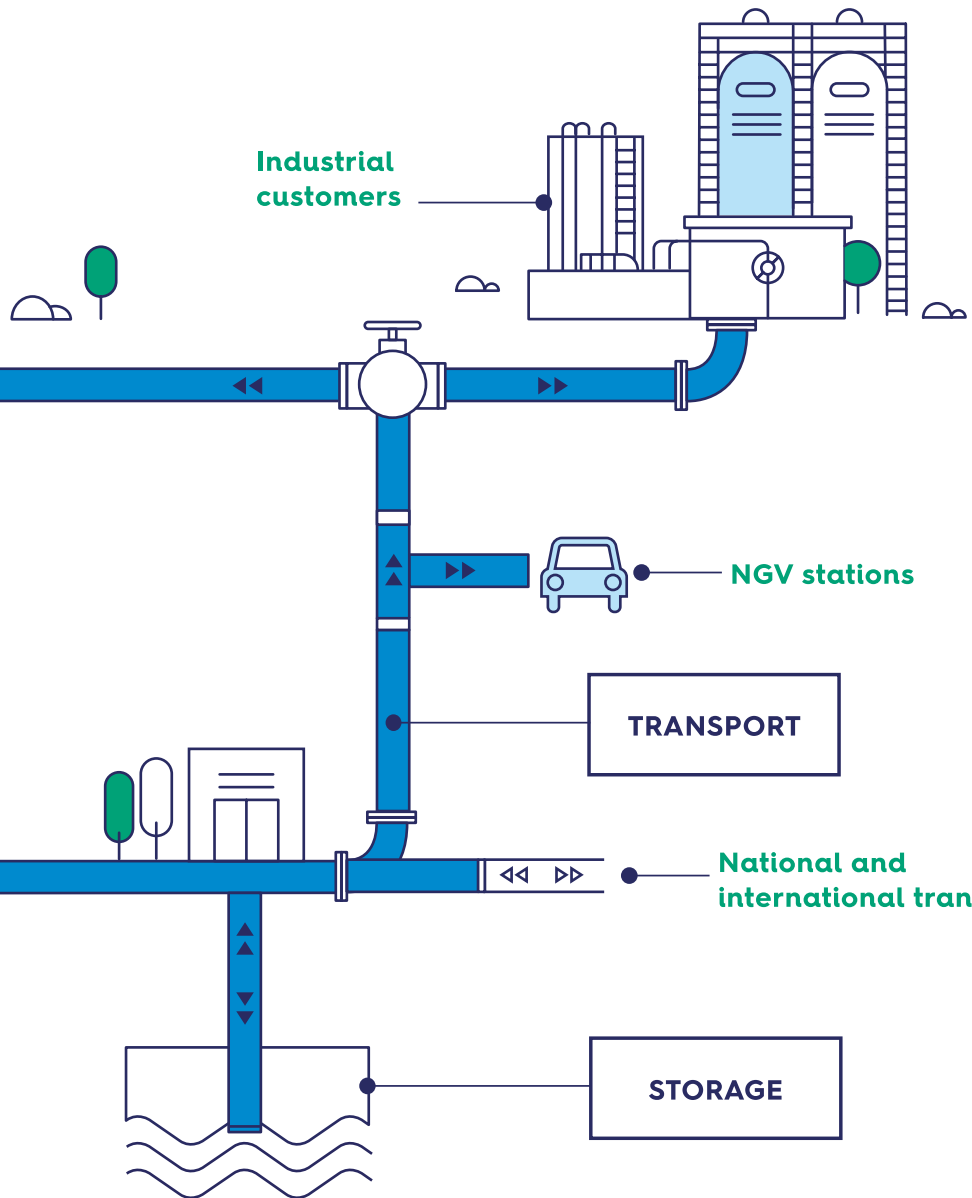
Industrial results

- 117.2 TWh of gas transported
- 20 TWh consumed within the Teréga area (industrial clients + public distribution networks)

- 34,000 GWh of storage capacity subscribed for 2025-2026, representing 100% of the available capacity

Human results

- 52 new hires (permanent and fixed-term contracts)
- 97.1% of employees received at least one training session
- 1.9 Lost-Time Incident Rate (LTIR)



RESOURCES

FINANCIAL RESOURCES

Shareholders:

- SNAM (40.5%)
- Raffles Infra Holdings Limited (GIC) (31.5%)
- Ouestgaz (18%)
- Predica (9%)
- Crédit Agricole Assurances Retraite (1%)

Investments (CH₄ and H₂): €169m

INDUSTRIAL RESOURCES

- 5,106 km of transport pipelines
- 6.4 bcm total gas storage capacity
- 2 storage sites

HUMAN RESOURCES

- 647 employees

CLIENTS

- 84 Transport shippers
- 37 Storage shippers
- 152 public distribution networks
- 114 industrial clients, including 4 NGV (Natural Gas for Vehicles)
- 12 biomethane injection points

INNOVATION

- 40 employees involved in the R&I network
- €3.5m: the average annual R&I budget

ENVIRONMENTAL RESOURCES

- Maintenance of ISO 9001, ISO 50001, ISO 14001 and ISO 45001 certifications

Innovation

- Around 40 R&I projects underway

Environmental results

- 0.51 tCO₂e/GWh transported*
- 60,993 tCO₂e: total scope 1 and scope 2 emissions

*Calculated using a Global Warming Potential (GWP) for methane = 34.

Own operations - regulated activities

The transport and storage of natural gas are activities regulated by the CRE (Energy Regulatory Commission). Articles L. 452-2 and L. 452-3 of the French Energy Code grant the Commission de Régulation de l'Énergie (Commission de Régulation de l'Énergie) the authority to define the methodology for establishing tariffs for the use of natural gas transport networks and underground storage facilities. In accordance with Article L. 452-3 of the French Energy Code, the CRE may also make "changes to tariff levels and structures that it deems justified, particularly in light of its analysis of operators' accounts and the projected evolution of operating and investment costs." The tariff framework is set for a four-year period. The current tariff period began in 2024 and will end in 2027.

Access tariffs for these infrastructures are then revised annually and apply to all users of these networks, regardless of their energy supplier.

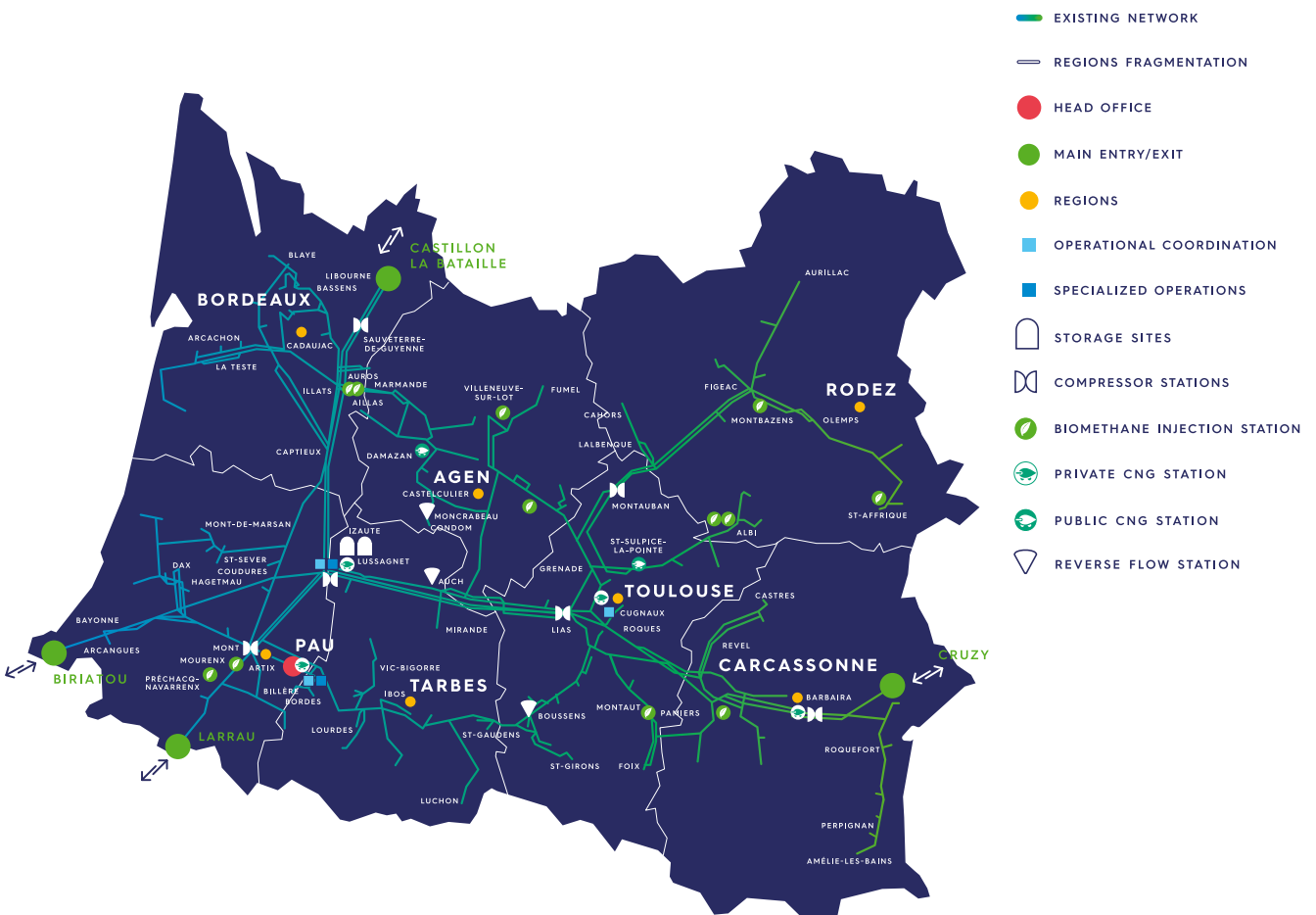
Gas transport by Teréga SA

The Teréga SA transport network covers the greater South-West region of France, interfacing with the Spanish gas network. The network connects major North-South and South-North flows and plays a key role in addressing national and European energy challenges. It consists of two parts: the main network and the regional network.

The main network provides connections – in both directions – with neighbouring transporters' networks in France and Spain. In addition, it provides access to the Lussagnet and Izaute storage sites. It is designed to meet flow requirements at the European level.

The regional network is sized according to local consumption needs. It transports gas from the main network to connected consumers. These are often industrial sites with high consumption. It also transports gas to distribution networks, supplying consumers in urban and suburban areas.

The Teréga network



As a national and European gas player, beyond ensuring the smooth flow of transportation, Teréga SA has a public service responsibility to guarantee business continuity and maintain the safety, reliability and availability of its facilities.

In particular, Teréga SA must ensure:

- the safety of people and installations upstream of end-user connection points;
- the continuity of natural gas supply;
- security of energy supply;
- the quality and pricing of products and services provided;
- environmental protection, particularly through the implementation of energy-saving measures;
- energy efficiency;
- the valorisation of biogas;
- the balanced development of local ecosystems;
- the provision of last-resort natural gas to non-domestic clients performing public interest missions.

Gas storage by Teréga SA

Located at the crossroads of European gas exchanges, the Teréga SA storage infrastructures offer numerous advantages. These facilities enable clients to play a strategic balancing role by adjusting stored volumes.

Storage plays a crucial role in the country's and Europe's supply security, a role that has been reinforced since the Russo-Ukrainian crisis.

Teréga SA is subject to European regulations (Regulation 2017/1938), which set out measures to guarantee the security of natural gas supply to Member States, thereby introducing a principle of solidarity between states.

Teréga SA, along with other French storage operators, ensures compliance with the measures imposed by European regulations, such as the annual natural gas storage filling trajectory. Teréga SA thus contributes to achieving the filling target of 90% by 1 November, applicable annually since 2023 for all European Union (EU) Member States, as well as the targets set for France for the 2024-2025 gas year, namely 41% by 1 February, 11% by 1 May, 39% by 1 July, and 81% by 1 September.

Teréga SA regularly reports to the competent authorities – the Commission de Régulation de l'Énergie and the French Directorate General for Energy and Climate (Direction Générale de l'Énergie et du Climat) – on the fill levels of its storage facilities. On the French legislative and regulatory fronts, the reference texts include the Energy Code, the law on measures to protect purchasing power, and decrees concerning the securing of natural gas infrastructure filling, which provide for the obligation to build safety stocks if filling thresholds are not met.

The storage sites therefore ensure the continuity of supply by providing the additional gas needed to meet consumer demand at all times. The two historic sites of Lussagnet and Izaute are subject to continuous improvement in order to remain competitive and to meet requirements in terms of performance and energy transition.

These two sites are classified as "Seveso upper-tier" establishments due to the volumes of natural gas stored.

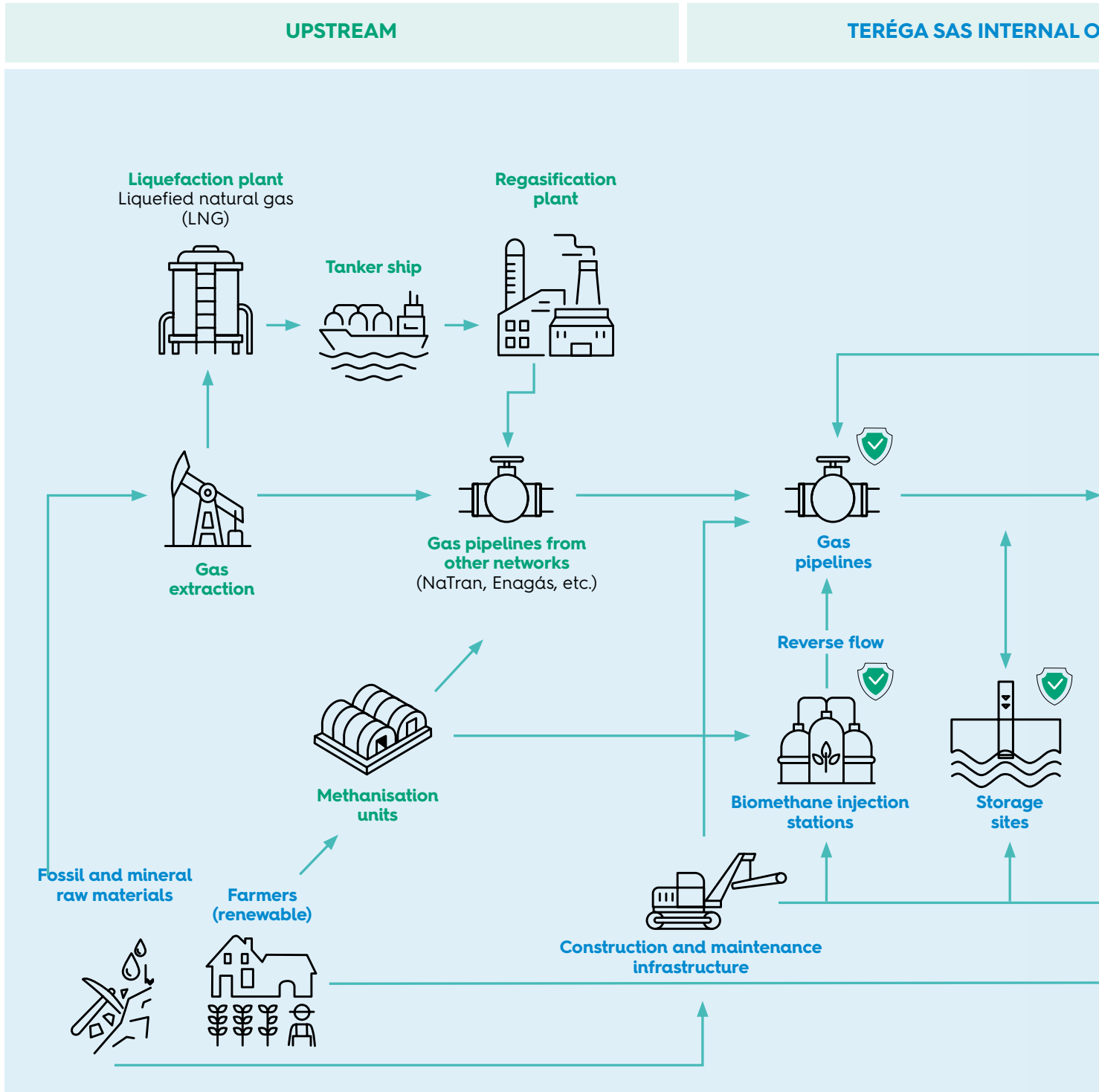
To carry out all its activities, Teréga SA relies on the expertise of its 648 employees (permanent and fixed-term contracts), all based exclusively in France.

The value chain

Teréga SA, due to its strategy and operations, functions across the following activities:

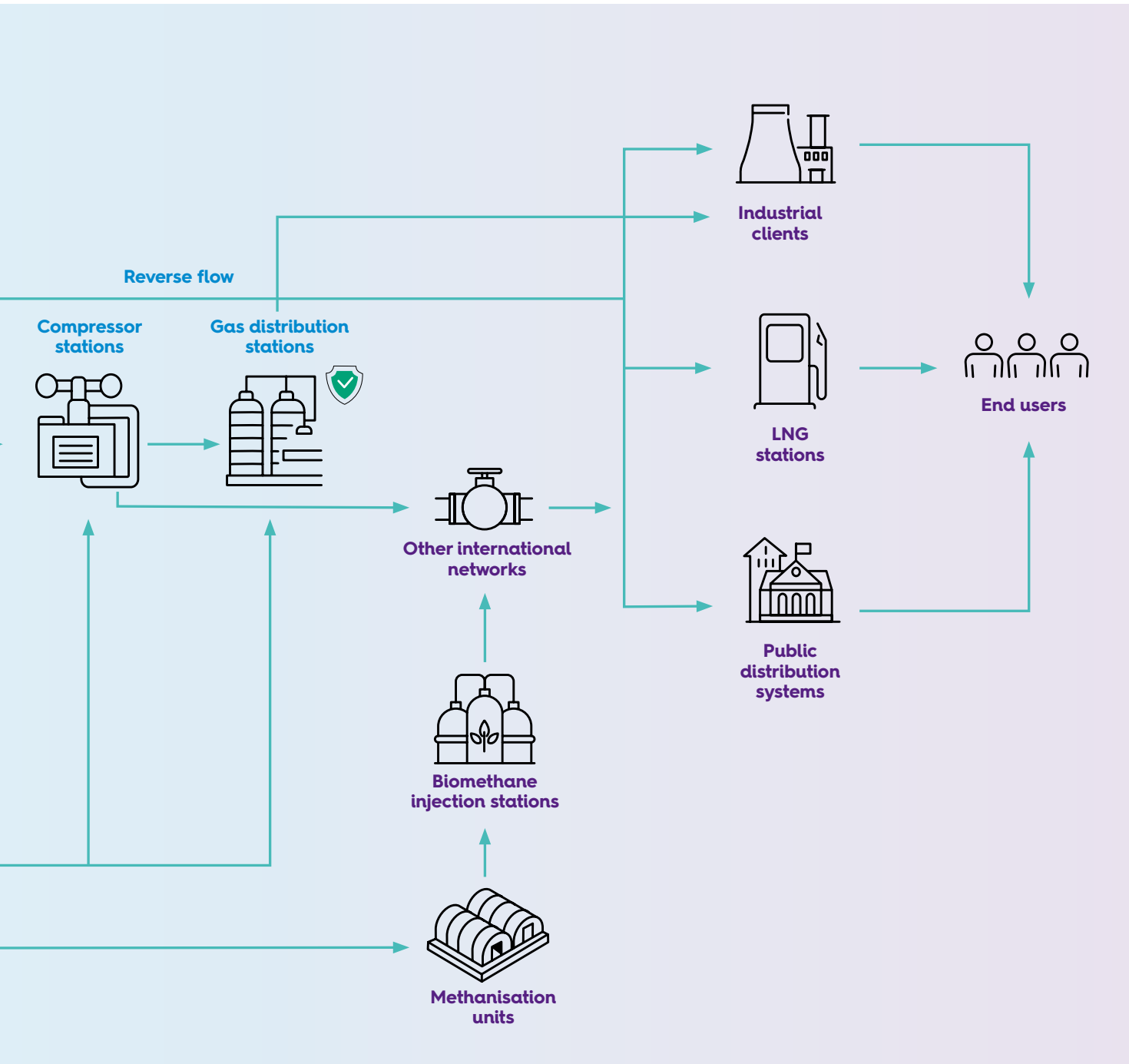
- **Upstream:** Through its relationships with suppliers, Teréga SA uses natural raw materials (mining extraction) for the needs of its pipeline construction and maintenance activities. Teréga SA is integrated into the natural gas value chain; indeed, it transports and stores conventional natural gas sourced directly from drilling or resulting from the regasification of LNG (Liquefied Natural Gas). Regarding the biomethane value chain, farmers and industrial players exploit the raw materials used as inputs (agricultural waste) in methanisation units. Teréga SA does not own the gas molecules it transports and stores, whether natural or renewable.
- **Own operations:** Teréga SA ensures the continuity of natural gas transport and storage operations across the whole South-West of France by operating a transport and storage network, as well as several compression and delivery stations. Teréga SA relies on subcontractors for construction activities and ensures the in-house management of the maintenance and operation of its infrastructure. Teréga SA also sells storage capacity and gas transport capacity to other industry operators, industrial clients, public distribution operators, and its own private Natural Gas Vehicle (NGV) refuelling stations.
- **Downstream:** Teréga SA is positioned as the preferred interface between gas suppliers (upstream) and industrial clients as well as gas distributors in the South-West of France (downstream). The end-users identified in the Teréga SA value chain are primarily residential clients supplied through the mass-market distribution network.


The value chain



OPERATIONS

DOWNSTREAM



 Infrastructure awaiting official government authorisation

3.2. STAKEHOLDERS' INTERESTS AND PERSPECTIVES

Teréga SA is convinced that the unwavering commitment of each individual to respecting its values and ethical principles contributes to the Company's reputation and value creation. This shared foundation enables the building of trusted relationships with a wide range of stakeholders, including its shareholders (see *ESRS 2 - 2.1.1*), institutions such as the Commission de Régulation de l'Énergie, Regional Energy Committees, regional COP conferences, the Regional Directorate for Environment, Planning and Housing (DREAL), Regional Energy and Climate Agencies (AREC), and regional elected representatives; associations; trade unions; local communities (neighbouring residents and operators); clients (shippers, industrial clients and public distributors); suppliers (service providers, manufacturers and distributors); the seven operational and support departments; and employees. Teréga SA also takes into account concerns and expectations expressed by "silent stakeholders" such as nature.

To engage with its various stakeholders, Teréga SA implements several initiatives, including surveys and questionnaires, participation in trade fairs, regular email exchanges, interviews and meetings, consultations and service interactions, among others.

For the development of the local biomethane sector, Teréga SA relies on a close relationship with the different stakeholders involved in the emergence of this sector. At the national level, Teréga SA has taken part in the joint work to establish the regulatory framework for biomethane injection, alongside the regulator (CRE) and other gas infrastructure operators (transporters and distributors). At the local level, Teréga SA works closely with methanisation project leaders to ensure competitive access to its network and to support the growth of this sector within local ecosystems.

Teréga SA maintains an ongoing dialogue with local authorities to build trusting relationships and successfully carry out its projects. All these matters are reported to and addressed by the company's governing and management bodies (see *ESRS 2 - 2.1*).

In this context, Teréga SA launched an Open Market Consultation (OMC) in 2023 to better understand the expectations and needs of local stakeholders regarding low-carbon gases (hydrogen and CO₂). With 125 expressions of interest and 61 projects identified, the initiative confirmed strong interest in both decarbonised hydrogen and carbon capture. The results reflect significant mobilisation from actors in the hydrogen sector, highlighting the importance of a collective hydrogen transport network as an essential element for the development of a mature and competitive hydrogen industry. For the CCUS sector, the results are similar and confirm the relevance of developing a shared regional CO₂ infrastructure. Responses to the AMI highlighted that

such infrastructure would both enable the valorisation of CO₂ from local biomass (biogenic CO₂) and contribute to the decarbonisation of the regional industrial fabric, which has no other decarbonisation solutions than the permanent sequestration of their incompressible "residual" emissions.

At European and national level, the Teréga SAS Group is involved in the work to establish ENNOH (European Network of Network Operators for Hydrogen), the European association of hydrogen infrastructure operators, which is intended to develop and implement the rules governing the hydrogen market.

At national level, the Teréga SAS Group is also involved in the development of the future regulatory framework for hydrogen and CO₂ infrastructure, alongside the French regulator (Commission de Régulation de l'Énergie), the DGEC, and other gas infrastructure operators. These initiatives are being carried out in the context of the transposition into French law of the European Gas and Hydrogen Decarbonisation Package Directive, published in the Official Journal of the European Union in July 2024.

In accordance with the Environmental Code, Teréga SA organises public consultations under the supervision of the National Commission for Public Debate (CNDP), to gather input from all stakeholders regarding major energy infrastructure development projects that are significant both regionally and nationally.

The Teréga SAS Group has a robust organisation to achieve its energy transition and decarbonisation objectives, maintaining a balanced financial structure and the support of its shareholders (see *ESRS 2 - 2.1. 1*). In order to finance the development of its low-carbon infrastructure, Teréga SA is working on the development of new business models for hydrogen and CO₂, in coordination with the Commission de Régulation de l'Énergie and other operators, and engages with its financial stakeholders (grants, banks, etc.).

4. MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

4.1. DESCRIPTION OF THE PROCESS FOR IDENTIFYING AND ASSESSING MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

At the end of 2023, Teréga SA began identifying impacts, risks, and opportunities through an analysis of the double materiality matrix, which was reviewed by the Teréga SA Board of Directors in April 2024.

This analysis helped identify the key sustainability issues as well as the material impacts, risks, and opportunities for Teréga SA from two perspectives: the impact of the company's activities on people, society, and the environment (impact materiality), and a financial perspective (financial materiality).

During 2025, Teréga SA partially updated its Double Materiality Assessment (DMA) to ensure sector relevance, in coordination with key players in the energy sector, and to reflect recent developments in material issues. The results of this updated assessment, including the revised materiality matrix, will be presented in section ESRS 2 – 4.2 of this report.

Methodology

The DMA analysis is based on assessing environmental, social, and governance (ESG) issues from two perspectives:

- the “impact” perspective, meaning the negative or positive, potential or actual impacts of the company and its activities on the environment, people, and society. The evaluation of this perspective considers the severity and likelihood of the impact occurring;

- the “financial” perspective, meaning the risks or opportunities arising from environmental, social, and business conduct issues that may have a positive or negative effect on the company’s performance, development, or business model.

The evaluation of this perspective considers the probability of occurrence and the potential magnitude of financial impacts.

THE MATERIALITY ANALYSIS WAS CONDUCTED IN FOUR PHASES:

PHASE 1	PHASE 2	PHASE 3	PHASE 4
DEVELOP THE FRAMING ELEMENTS FOR THE DOUBLE MATERIALITY APPROACH	IDENTIFY THE IMPACTS, RISKS, AND OPPORTUNITIES (IROs)	EVALUATE THE IMPACTS, RISKS, AND OPPORTUNITIES (IROs)	PRESENT THE MATERIAL ISSUES TO GOVERNANCE BODIES FOR VALIDATION.
<p>Contents</p> <ol style="list-style-type: none"> 1. Construction of the value chain of Teréga SA. 2. Development of the sustainability issues list. 3. Definition of the evaluation methodology (identification of business contributors, definition of scoring grids, determination of consultation methods). <p>Contributors</p> <ol style="list-style-type: none"> 1. Project team: <ul style="list-style-type: none"> • CSR team; • Risk Management centre. 2. External consulting firm. <p>Validation</p> <ol style="list-style-type: none"> 1. Presentation of sustainability issues to the Executive Committee. 	<p>Contents</p> <ol style="list-style-type: none"> 1. Identification of the impacts (positive or negative), risks, and opportunities associated with each sustainability issue. <p>Contributors</p> <ol style="list-style-type: none"> 1. Project team: <ul style="list-style-type: none"> • CSR team; • Risk Management centre. 2. External consulting firm. 3. Contributors/Subject matter experts (= 15 people – Strategy, HR, Safety, Purchasing, Operations). <p>Validation</p> <ol style="list-style-type: none"> 1. Presentation of the evaluated impacts, risks, and opportunities to the Executive Committee for validation. 	<p>Content</p> <ol style="list-style-type: none"> 1. Evaluation of the impacts of Teréga SA activities, as well as the risks and opportunities for Teréga SAS Group. 2. Individual pre-evaluation by experts within their area of expertise. 3. Collective review and evaluation through four thematic workshops (Environment, Social and Safety, Social and HR, Governance). <p>Contributors</p> <ol style="list-style-type: none"> 1. Project team: <ul style="list-style-type: none"> • CSR team; • Risk Management centre. 2. External consulting firm. 3. Contributors/Subject matter experts (= 15 people – Environment, Strategy, HR, Safety, Purchasing, Operations). <p>Validation</p> <ol style="list-style-type: none"> 1. Presentation of the evaluated impacts, risks, and opportunities to the Executive Committee for validation. 	<p>Contents</p> <ol style="list-style-type: none"> 1. Final validation of sustainability issues and the associated impacts, risks, and opportunities (IRO). 2. Determination and validation of the materiality threshold. <p>Contributors</p> <ol style="list-style-type: none"> 1. Project team: <ul style="list-style-type: none"> • CSR team; • Risk Management centre. 2. External consulting firm. 3. Steering Committee (Environmental/Safety Director, HR Director, Sustainable Development Director, Deputy Director). <p>Validation</p> <ol style="list-style-type: none"> 1. Preliminary review of the materiality threshold by the Steering Committee. 2. Presentation of the double materiality matrix to the Executive Committee for validation. 3. Presentation of risks and sustainable development to the Audit Committee for validation.

Phase 1: Developing the framing elements for the double materiality approach

- **Scoping and dependency:** The project team (CSR, Risk Management Department and an external consultant) mapped activities, stakeholders, and the upstream/downstream value chain in order to identify sustainability-related topics. The Group’s main dependency was identified as natural gas (see *ESRS 2 - 3*).
- **List of topics:** A preliminary list of topics was established based on the ESRS thematic standards (ESRS 1), Teréga SA’s Non-Financial Performance Statement (DPEF), the Group’s risk analysis, and an additional topic specific to the regulated sector.
- **Methodologie :** This phase enabled the definition of the assessment methodology (identification, scoring and validation of topics, impacts, risks and opportunities – IROs).

Phase 2: Identify the risks and opportunities (IROs)

- **Internal assessment and benchmarking:** The identification and assessment of impacts, risks and opportunities (IROs) were carried out by approximately thirty subject-matter experts across the business (including Safety, HR, Strategy, etc.). The project team also relied on a benchmarking exercise covering key energy sector players and reporting frameworks, including the Non-Financial Performance Statement (DPEF), the Non-Financial Reporting Directive (NFRD), and the Carbon Disclosure Project (CDP).
- **Stakeholder consultation:** Although no direct stakeholder

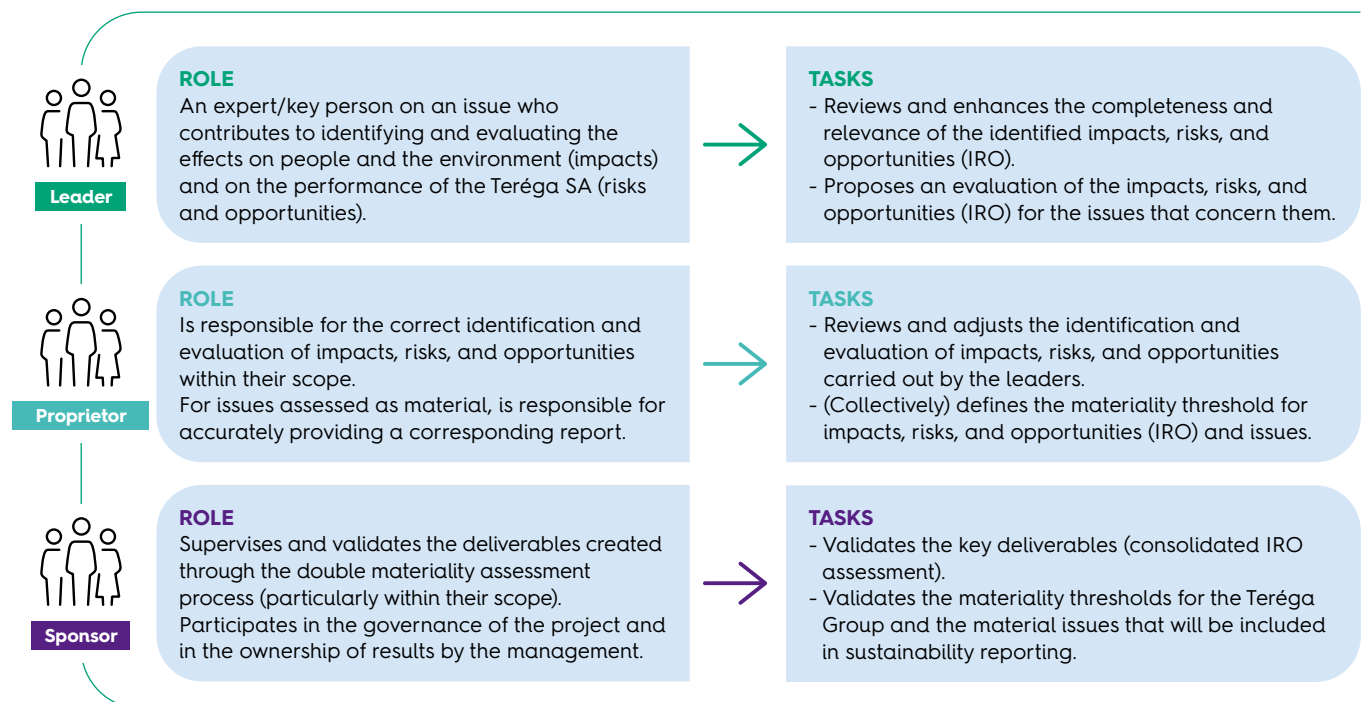
engagement was conducted for this DMA update, stakeholder perspectives were taken into account indirectly through internal experts. The analysis was also informed by the 2022 single materiality assessment, which had included direct consultation of external stakeholders, with a response rate exceeding 55%.

Phase 3: Evaluate the impacts, risks and opportunities (IROs)

- **Scoring frameworks:**
 - **Impact materiality:** assessment of negative and/or positive impacts based on the product of **Severity** (Gravity, Extent, Irreversibility) and **Likelihood of occurrence**;
 - **Financial materiality:** assessment of risks and opportunities based on the product of the **Magnitude of effect** (across five dimensions: strategic, financial, human, legal, and reputational) and **Likelihood of occurrence**.
- **Harmonisation:** individual assessments were aligned and consolidated during four thematic workshops.

To ensure the comprehensiveness of impacts, risks, and opportunities, the project team identified three types of contributors: issue holders, issue owners, and sponsors.

See *Annex 2: Summary of impacts, risks, and opportunities*.



Phase 4: Presentation and validation of the material issues by governance bodies

- **Threshold validation:** The **materiality threshold was set at 9 out of 16** (i.e., more than 50% of sustainability topics), based on the recommendation of the project team and the Steering Committee (Copil), and was formally **approved by the Executive Committee (Comex)**.
- **Presentation to governance bodies:** The finalised Double Materiality Assessment (DMA) was subsequently presented to the Audit, Risk and Sustainability Committee (ARSC), and then to the Board of Directors.

4.2. DISCLOSURE REQUIREMENTS UNDER THE ESRs COVERED BY THE COMPANY'S SUSTAINABILITY STATEMENT

In line with its continuous improvement approach and in response to changes in its operating environment and stakeholder expectations, Teréga SA carried out a revision of its Double Materiality Assessment (DMA) for the 2025 reporting period.

This process led to an adjustment of its portfolio of material topics and IROs, thereby enhancing the relevance of the sustainability report and more accurately reflecting the impacts, risks and opportunities that are material to the Company.

The update resulted in the following changes:

- the topic "Pollution from the value chain" was reassessed and deemed non-material, with its impact downgraded based on available market information;
- to ensure an up-to-date analysis of strategic energy transition issues, a new risk was added under the material topic "Energy transition", relating to the non-delivery of projects linked to new low-carbon infrastructure;
- moreover, within social and societal topics, a new issue was assessed as material and included in the DMA: Diversity, associated with a specific IRO considered an opportunity.

Overall, 30 sustainability topics, corresponding to 95 impacts, risks and opportunities, were identified and analysed. From both an impact and financial perspective (double materiality), 19 sustainability topics, representing 23 impacts, risks and opportunities, were assessed as material for Teréga SA.

The list of material impacts, risks and opportunities is presented below.

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS, AND OPPORTUNITIES	IROs
ESRS EI - CLIMATE CHANGE		
Adaptation to climate change	Climatic hazards impacting Teréga's business continuity	Risk
Greenhouse gas emissions from Teréga's internal activities (scopes 1 & 2)	Greenhouse gas emissions related to Teréga's internal activities	Impact (-)
Greenhouse gas emissions related to value chain operations (scope 3 including downstream gas consumption)	GHG emissions related to value chain operations	Impact (-)
	Contribution to the energy transition of the sector	Impact (+)
Energy transition	Market opportunities related to decarbonised energies	Opportunity
	Risk of non-delivery of projects relating to new low-carbon infrastructures	Risk

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS, AND OPPORTUNITIES	IROs
ESRS E4 - BIODIVERSITY AND ECOSYSTEMS		
Consideration of biodiversity in Teréga's internal activities	Teréga's action plan in favour of biodiversity deemed insufficient	Risk
Consideration of biodiversity in the value chain	Degradation of ecosystems due to upstream value chain activities	Impact (-)
ESRS S1 - INTERNAL WORKFORCE		
Working conditions of internal workforce	Deterioration of Teréga employees' well-being due to working conditions	Impact (-)
Health and safety	Workplace safety incident and loss of employee engagement at Teréga	Impact (-)
Labour relations and social dialogue	Positive social climate favourable to the development of employees and the company	Opportunity
Skill development	Failure to support skill development impacting Teréga's strategic ambitions	Risk
Diversity	Improved employee engagement and/or commitment at Teréga SA, leading to increased productivity and improved financial performance and/or enhanced attractiveness of Teréga SA and stronger talent retention through an employer brand that reflects a responsible company, supported by concrete actions.	Opportunity
ESRS S2 - VALUE CHAIN WORKERS		
Health, safety, and working conditions in the value chain	Inappropriate working environment for workers in the value chain	Impact (-)
Respect for human rights and fundamental freedoms of value chain workers	Violation of human rights of workers in the value chain	Impact (-)
ESRS S3 - AFFECTED COMMUNITIES		
Local communities (Teréga)	Failure of dialogue and poor consideration of local communities by Teréga	Risk
	Non-acceptance of Teréga projects by local residents	Impact (-)

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS, AND OPPORTUNITIES	IROs
ESRS S4 - CONSUMERS AND END-USERS		
Infrastructure security	Operational and financial consequences resulting from a failure in infrastructure safety	Risk
	Infrastructure failure or operational accident on the Teréga network	Impact (-)
	Temporary energy insecurity for end-users in the event of infrastructure failure	Impact (-)
ESRS G1 - BUSINESS CONDUCT		
Political commitment and influence	Strategic development of activities in new markets	Opportunity
Business ethics	Legal, financial, and reputational consequences for Teréga due to failure to adhere to business ethics practices	Risk
Regulatory compliance	Legal, financial and reputational consequences for Teréga due to non-compliance with energy regulatory obligations.	Risk

Teréga SA must continuously adapt to the impacts, risks, and opportunities within its ecosystem. The identified material impacts, risks, and opportunities hold strategic importance for Teréga SA. The connections to the company's strategy and business model are detailed in the topic standards.

ESRS E1 - Climate change
(see ESRS E1)

ESRS G1 - Business conduct
(see ESRS G1)

With regard to ESRS E2 - Pollution, ESRS E3 - Water and Marine Resources, and ESRS E5 - Resource Use and Circular Economy, the DMA analysis concluded that these three standards are not considered material for Teréga SA.

See Annex 3: Disclosure requirements under the ESRS covered by the company's sustainability statement.

See Annex 4: Disclosure requirements and associated data points, taken from Annex B (ESRS 1).

1. INTRODUCTION

Teréga SA implements a sustainable development policy across all its activities, committing to an ambitious and environmentally responsible approach.

The energy sector is undergoing profound change: making energy cleaner and more local, and ensuring that its production, transport, and use are sustainable for the planet. Through its GAÏA 2035 plan, Teréga SA aims to transform its network into a 100% renewable and decarbonised infrastructure hub to transport and store the energies of the future – biomethane and hydrogen –, contributing to carbon neutrality by 2050.

Teréga SA continuously strives to minimise the environmental impact of its services while strengthening its resilience to environmental changes. To achieve this, Teréga SA focuses on two key priorities: adaptation to and mitigation of climate change.

2. IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

The Teréga SA DMA analysis has enabled the identification and assessment of material climate-related impacts, risks, and opportunities (see *ESRS 2- 4.1*):

	SUSTAINABILITY ISSUES	IROs	DESCRIPTION OF IMPACT, RISK, OR OPPORTUNITY	DESCRIPTION	
ENVIRONMENT	Climate change adaptation	Risks	Climate hazards affecting the continuity of Teréga's operations	Disruption to business continuity due to climate hazards that may affect Teréga's operations (such as access issues, infrastructure degradation, gas supply, etc.) or the value chain (availability and costs of raw materials), resulting in financial impacts (delivery delays, infrastructure repairs, adaptation costs, etc).	
	Greenhouse gas emissions from Teréga's internal activities (scopes 1 & 2)	Impact (-)	Greenhouse gas emissions related to Teréga's internal activities.	Contribution to climate change from greenhouse gas emissions associated with Teréga's industrial infrastructure activities (construction or maintenance: methane emissions, CO ₂ emissions from gas and fuel combustion, energy consumption, etc.) as well as tertiary activities	
	Greenhouse gas emissions from the value chain (scope 3)	Impact (-)	GHG emissions related to value chain operations	Contribution to climate change from GHG emissions associated with upstream value chain operations (emissions from raw material extraction, goods production, outsourced infrastructure construction, upstream transport) and downstream operations (gas consumption, transport, waste management, methane emissions, etc.)	
	Energy transition		Impact (+)	Contribution to the energy transition of the sector	Contribution to the energy sector's transition through the development and promotion of low-carbon energy infrastructures (e.g., hydrogen, biomethane, CO ₂ capture) and by bringing innovative transport solutions to the market
			Risks	Risk of non-delivery of projects relating to new low-carbon infrastructures	Failure to deliver projects related to new low-carbon infrastructure that may call into question Teréga SAS Group's diversification strategy and long-term sustainability
			Opportunity	Market opportunities related to decarbonised energies	Market opportunities related to the development of decarbonised energy transport solutions (Teréga Solutions)

As the Teréga SA core activities involve the transport and storage of natural gas, the various sources of greenhouse gas emissions (primarily from direct natural gas emissions or its combustion) are considered environmental impacts of the company. These impacts are identified, assessed, and prioritised in the environmental analysis. Action plans, such as the transition plan, have been developed accordingly (see *ESRS EI - 4.2*).

Regarding physical climate risks associated with its own operations, Teréga SA has conducted a climate resilience analysis across all its gas assets, including the entire underground pipeline network (5,340 kilometres), six compressor stations, all delivery and sectionalising stations, and two storage sites.

Teréga SA, together with an external consultant, has identified the following hazards for study:

- chronic hazards: changes in air temperature, thermal stress, changes in precipitation patterns, sea level rise, and water stress;
- acute hazards: heatwaves and cold spells, wildfires, windstorms, droughts, extreme rainfall, flooding, landslides, and subsidence.

This vulnerability study and the consideration of significant hazards are detailed in the report (see *ESRS EI - 4.3*).

Given its role in gas infrastructure and the necessary energy transition ahead, market opportunities related to decarbonised energies are a major priority for Teréga SA.

As a key player in the French and European energy system, Teréga SA has initiated strategic reflections to identify and anticipate major changes associated with the need to pursue the energy transition in the short, medium, and long term, in line with the objectives of the Paris Agreement and the National Low-Carbon Strategy (SNBC). The strategy aims to ensure the long-term energy supply for local ecosystems while addressing the major energy challenges of tomorrow. To contribute to the collective effort of decarbonising the economy, Teréga SA has leveraged its expertise as a historic gas infrastructure operator, focusing its contribution on the development of renewable and low-carbon gases at territorial, national, and European levels. In its GAIA 2035 corporate plan, launched in 2024, Teréga SA aims to become a 100% renewable and decarbonised hub by 2050 based on three strategic pillars: the first, to secure and adapt existing infrastructure to emerging needs and encourage biomethane injection; the second, to develop solutions for hydrogen and CO₂; and the third, to promote efficiency and excellence. GAIA 2035 thus addresses new sectoral challenges and seizes opportunities linked to the energy transition.

This strategy aligns perfectly with public policies, which assign a significant role to renewable gases. They are indeed considered essential elements for a rapid and competitive energy transition. As an illustration of the French Strategy for Energy and Climate (SFEC), the proposed national targets include:

- 44 TWh of biomethane injection by 2030 (supported by public aid mechanisms, including guaranteed purchase tariffs and investment subsidies);
- deployment of 4.5 GW of hydrogen production capacity via electrolysis on French soil by 2030.

The French National Low-Carbon Strategy (SNBC) also considers CCUS as one of the key levers for decarbonising residual industrial emissions, through the capture, transport, storage and utilisation of unavoidable residual emissions. Indeed, in the December 2025 version of draft SNBC No. 3 submitted for consultation, it is noted that, given the critical degradation of the forest carbon sink – due to droughts and health crises – achieving carbon neutrality could partly rely on the medium-term development of additional technological carbon sinks. These are expected to represent CO₂ capture volumes of between 4 and 8 MtCO₂ per year by 2030 and 21 MtCO₂ per year by 2050.

It is important to note that the development of hydrogen and CO₂ infrastructure depends on territorial decarbonisation dynamics, whether to decarbonise existing heavy industry or to decarbonise heavy mobility, particularly maritime and aviation sectors. E-fuels represent significant development opportunities for new sectors based on the use of hydrogen. There is a strong concentration of these projects in the South-West of France, linked to the substantial potential of locally available biomass and the paper industry.

However, Teréga SA acknowledges the uncertainties associated with this strategy, which also depends on multiple external factors. Indeed, the acceleration of climate disruption, geopolitical instability, and the unprecedented global configuration of gas supply can have significant impacts on its operations and development strategy. While the ecological transition enjoys a generally positive public image, an increasing number of environmentally focused projects – i.e. promoting a low-carbon and sustainable energy model – now face growing resistance, and sometimes well-organised opposition (for example, tensions over biomass sourcing, impacts on water resources, potential pollution, etc.). As a result, many projects are delayed or even cancelled despite their environmental, social, and economic benefits for local ecosystems. This risk may delay the actual emergence of decarbonised ecosystems that could benefit from the low-carbon energy infrastructures that Teréga SA is developing, directly impacting their effective commissioning dates. To address these concerns, Teréga SA collaborates with project sponsors and local stakeholders to assess the potential local economic, social, and environmental benefits generated by these projects.

In this uncertain environment, energy infrastructure remains an asset class valued by investors, although it requires the establishment of a stable regulatory and legal framework to secure future investments.

Teréga SA has implemented an environmental management system based on the ISO 14001 standard and has been certified since 2006. A systematic review of activities is conducted to identify their environmental impact. This environmental analysis, updated annually, makes it possible to:

- identify and prioritise environmental risks;
- set clear objectives to reduce the main impacts;
- and mitigate associated risks through the definition of specific actions.

The AFNOR surveillance audit conducted at the end of 2025 and the beginning of 2026 confirmed the renewal of these certifications across the various standards, including ISO 14001.

3. GOVERNANCE - INTEGRATION OF SUSTAINABILITY PERFORMANCE INTO INCENTIVE MECHANISMS

Teréga SA incorporates climate change considerations into the remuneration of its executive management. A short-term incentive (STI) and a long-term incentive (LTI) scheme are in place, and are updated annually. These schemes include targets to measure Teréga SA performance, particularly regarding the reduction of greenhouse gas emissions.

The short-term incentive plan for executive remuneration and the long-term incentive plan are detailed in the general information section of this report (see *ESRS 2 - 2.2*).

4. CLIMATE STRATEGY AND ASSOCIATED POLICIES

As a responsible player in the energy sector, ecological and energy transition challenges are integral to the Teréga SA strategy. The Teréga SA climate strategy is built on three pillars: contributing to the decarbonisation of the energy sector, decarbonising its own operations, and adapting its assets to future climate hazards.

The Teréga SA strategic plan, GAÏA 2035, aims to accelerate the transition to renewable energies and promote innovative solutions for gas networks, in light of the declining trend of fossil fuels. This strategic plan is founded on the robustness of its business models and its commitments to corporate social responsibility (CSR), particularly the reduction of greenhouse gas emissions from its activities to achieve carbon neutrality by 2050. The climate change mitigation transition plan therefore forms an integral part of the GAÏA 2035 strategic plan and is reflected in the long-term financial plan (see *ESRS E1 - 6.1*).

4.1. DECARBONISING THE ENERGY SECTOR

Aware that the climate challenge requires a complete decarbonisation of the energy mix, Teréga SA, fully committed to the energy transition, is determined to accelerate the decarbonisation of its territorial ecosystems and the development of renewable gases.

At the heart of its GAÏA 2035 strategic plan, Teréga SA aims to transform its infrastructure network to support energy decarbonisation and accommodate the energy sources of the future by 2050.

GAÏA 2035 is thus committed to addressing new sectoral challenges and is fully aligned with the energy transition at local, regional, national, and European levels (see *ESRS 2 - 3.1*).

From a technological standpoint, the development of new infrastructure requires changes to the equipment of emerging gas networks (biomethane injection into the existing transport network, hydrogen and CO₂ transport pipelines, compressors, carbon capture and storage technologies, hydrogen storage, etc.). Teréga SA works closely with developers of these technologies to meet the needs of territorial ecosystems.

Biomethane development

This development axis contributes to the decarbonisation of the French energy sector by reducing emissions from stakeholders throughout the Teréga SA value chain (upstream and downstream). However, it does not directly impact the greenhouse gas emissions accounted for by Teréga SA, due to the exclusion of emissions from transported gas within scope 3.

The Teréga SA approach is based on the conviction that biomethane is a key element in diversifying the gas mix. Resources from agriculture constitute the primary source of this future energy, enhancing local territories and supporting the continuation of agricultural activity. In France, 80 % of biomethane producers come from the agricultural sector.

In 2025, 12 biomethane production sites were connected to the Teréga SAS Group network, representing a total injection capacity of 591 GWh per year and a production of 296 GWh. In other words, 5.2% of the gas consumed on its network originated from renewable sources (RGI - Renewable Gas Index), compared with 4.1% in 2024.

In the South-West region, the total volume of biomethane injected into the gas networks reached 974 GWh in 2025, compared with 877 GWh in 2024, representing 8% of national production. The remaining 707 GWh were injected into distribution networks connected to the Teréga SAS Group's network. A portion may be consumed locally within these networks, but there are times when production locally exceeds consumption.

To absorb all the green gas produced via methanisation in the South-West region, Teréga SA is developing reverse flow projects in collaboration with gas distribution network operators. These reverse flow units are designed to compress unused biomethane from a distribution network and inject it into a higher-pressure transport network such as that operated by Teréga SA. This maximises the valorisation of locally produced renewable gas by directing it to consumers located further from the production site. In 2025, around fifteen reverse flow projects were under review.

H₂ and CO₂ development

Every day, Teréga SA works to ensure that its network is capable of accommodating new low-carbon gases, such as hydrogen produced from renewable or low-carbon electricity. Teréga SA is involved in the creation of innovative European infrastructure to enhance hydrogen transport and promote its uses, aiming to contribute to the decarbonisation of the European, national, and local economies.

In 2025, Teréga SA continued the development of two flagship hydrogen infrastructure projects:

- **H2med-BarMar:** One of the cornerstones of the future European hydrogen backbone, the BarMar offshore hydrogen pipeline will connect Barcelona to Marseille, providing a key link between Southern and Northern Europe. This transport infrastructure is expected to carry 2 million tonnes of hydrogen per year, representing 10 % of Europe's consumption, by 2030.

Teréga SA is developing this project jointly with other gas transport system operators: Enagás and NaTran (formerly GRTgaz), in cooperation with OGE, following the signing of a Joint Development Agreement (- JDA) in June 2024.

- **HySoW:** This hydrogen infrastructure project, extending over more than 650 kilometres and connected to the H2med-BarMar backbone, incorporates substantial underground storage capacity in the Landes region, which could reach 500 GWh by the early 2030s. HySoW: This hydrogen infrastructure will supply the industrial centres of Bordeaux, Toulouse, Lacq and as well as the ports of Bordeaux, Bayonne, and Port-la-Nouvelle. It will be connected to H2med via the MidHY transport network.

In December 2025, the European Commission reaffirmed the PCI (Projects of Common Interest) status of the H2med project through its cross-border components H2med-CelZa and H2med-BarMar, confirming the significant progress already achieved. This solid foundation helps to strengthen the momentum of the corridor, as the PCI list now also includes

the extension to other key projects aligned with Europe's hydrogen corridor vision. New infrastructure has indeed been integrated, including MidHY and HySoW, thereby reinforcing H2med's ambition to become a fully integrated and resilient hydrogen backbone, capable of connecting South-Western Europe with consumption hubs in Central European countries.

In order to support the industrial transition of South-West France, Teréga SA is a co-developer of the cross-border CO₂ transport and storage infrastructure project, covering the entire CCUS value chain and aiming to achieve carbon neutrality for industries in the Nouvelle-Aquitaine and Occitanie regions by 2040.

This infrastructure addresses the treatment of unavoidable residual emissions from industrial processes, after all measures related to efficiency, energy sobriety and renewable energy integration have been implemented. The infrastructures put in place will also valorise the significant biogenic CO₂ reservoir in the South-West region, notably generated by paper mills. This biogenic CO₂ can then be valorised as e-fuels or other products derived from green chemistry, through pipeline connections between CO₂ emitters and consumers.

Teréga SA is a member of the national "Je décarbone" initiative, which aims to bring together stakeholders involved in decarbonisation and energy efficiency to support and facilitate the transition of industrial sectors and help French and European actors achieve this goal. The initiative is structured around a digital platform for exchange and networking, complemented by regional and national workshops.

Teréga SA firmly believes that Research and Innovation (R&I) offers the most powerful leverage to build a decarbonised future and to address the new challenges facing the energy sector. The company develops ambitious and disruptive solutions to tackle the issues of energy sobriety, efficiency, and decarbonisation of energy uses, such as hydrogen, biomethane, and CO₂.

It supports businesses and local authorities through this energy transition with comprehensive and tailored solutions that accelerate the reduction of their carbon emissions. In 2025, the Teréga SAS Group committed EUR 3.5 million to research and innovation activities, of which more than EUR 1.6 million related to energy transition and decarbonisation of end uses (46%), from which Teréga SA benefited.

4.2. DECARBONISING TERÉGA SA OPERATIONS - TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

The Teréga SA transition plan is driven by the BE POSITIF programme, launched in 2017 and now fully integrated into the GAÏA 2035 strategic plan. It aims to reduce the environmental impact of Teréga SA activities and is committed to contributing to carbon neutrality by 2050.

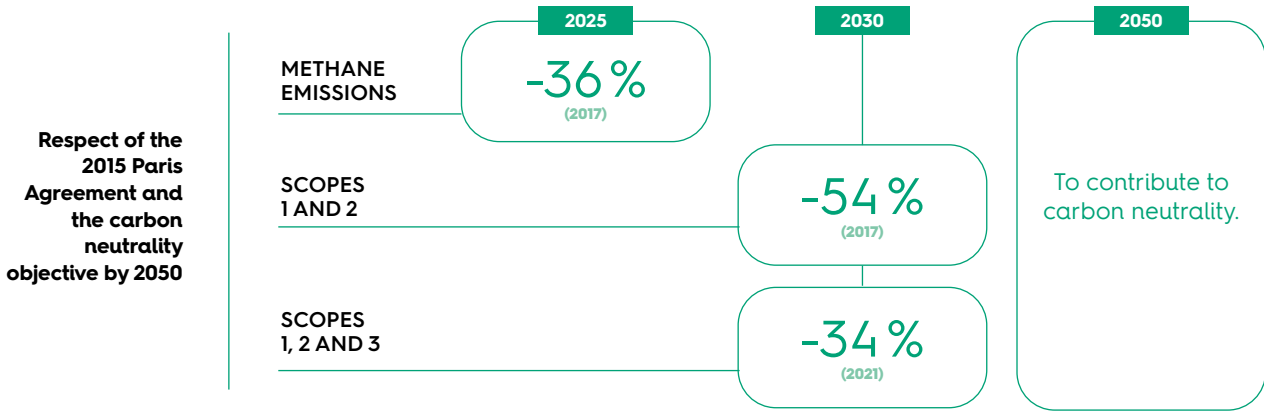
This programme aims to gradually reduce the company's environmental footprint by applying the MERCI method.

THE BE POSITIF PROGRAMME COVERS ALL THE ASPECTS PRESENTED BELOW.



In particular, it focuses on limiting greenhouse gas (GHG) emissions and improving energy performance. Since 2017, Teréga SA has committed to using green electricity, either through purchases backed by guarantees of origin or through self-generation.

THE TERÉGA SAS GROUP HAS MADE THE FOLLOWING COMMITMENTS TO REDUCE ITS CARBON FOOTPRINT:



The intermediate targets for 2025 and 2030 have been built upon a rigorous decarbonisation plan, covering both its direct operations and those across its value chain. The commitment to contribute to carbon neutrality by 2050 has been defined with reference to the International Energy Agency (IEA) framework, taking into account a reduction of greenhouse gas emissions to their minimum level, which implies a 90% reduction, as well as the offsetting of residual emissions through the purchase of carbon credits.

This transition plan, which underpins the definition of these reduction targets, was subject to a Net Zero Assessment (NZA) by Moody's in 2024. The report concluded that the ambition is well below 2 °C, i.e. between 1.55 °C and 1.8 °C, in line with the objectives of the 2015 Paris Agreement, although not aligned with a 1.5 °C trajectory. This report is published on the company's website.

ASSESSMENT OF THE TERÉGA SA AMBITION BY MOODY'S

Objectives

Horizon	Scope	1.5 °C	Much less than 2 °C	2 °C or slightly less	2 °C or slightly more	Much more than 2 °C	More than 2.5 °C
Short term (60%)	1 and 2 (75%)	█	▼	█	█	█	█
	3 (25%)	█	▼	█	█	█	█
Long term (40%)	1 and 2 (60%)	█	▼	█	█	█	█
	3 (40%)	▼	█	█	█	█	█

This commitment is supported by a set of technical projects aimed at reducing GHG emissions from its industrial facilities, in particular methane emissions - an essential component of natural gas circulating through the infrastructure and representing a significant portion of the Teréga SA GHG emissions - as well as direct CO₂ emissions from combustion facilities (see ESRS E1 - 6.1).

Due to its activity in the transport and storage of natural gas, Teréga SA is excluded from the Paris-Aligned Benchmark

(PAB), because of the criterion regarding "companies that derive 50 % or more of their revenue from the exploration, extraction, manufacture or distribution of gaseous fuels."

The decarbonisation programme for the operations of Teréga SA, structured according to the ISO 50001 standard (certified since 2014), outlines the various initiatives aimed at optimising energy consumption and reducing GHG emissions.

They relate to:

- facility operation, notably through the deployment and scaling up of the Optimus tool for the optimised use of the compressor fleet for both transport and storage;
- the electrification of the compressor fleet and the prioritisation of the use of electric compressors over turbo compressors;
- fugitive losses, with the commissioning of the latest three models of electric compressors. Their seal-less technology prevents associated leakage. For existing compressors that do not yet benefit from this latest technology, Teréga SA is progressively deploying sealed gasket systems or seal-gas recovery systems with reinjection into the network.
- venting, with the acquisition of its own mobile recompression module for maintenance operations (Mobile Comp). In 2025, an additional smaller unit (Mini Mobile Comp) was commissioned in order to cover a broader range of maintenance works. Teréga SA also has recompression projects for compressor vent gas (RECOMP) at Lussagnet (storage and compression station), Barbaïra (Aude); and Sauveterre (Gard);
- buildings, with an Energy Performance Contract (EPC) signed with its service VINCI.

Locked emissions

Under standard operating conditions, industrial facilities inevitably generate locked greenhouse gas (GHG) emissions: residual emissions that cannot be eliminated because they are necessary for the natural gas compression activity.

The main examples include: the combustion of natural gas (turbocompressors or other equipment), compressor venting, venting during maintenance works, leaks from compressor seals, and diffuse losses at surface installations.

These essential assets for its operation, sometimes of significant value and adapted to the needs of Teréga SA activities with its public service missions, are taken into account in emissions assessments for future years.

Teréga SA strives to identify as many emission sources as possible through technical projects to gradually reduce the environmental impact of its operations. These projects are included in the GHG emissions reduction plan.

Several projects aim to eliminate or recover the natural gas leaks observed at compressor seals: projects such as CobaDGS, SRGG (Seal Gas Recovery System), etc. Others involve replacing gas-powered equipment with electric equipment, which emit less (compressors, reboilers, etc.).

At the same time, operational teams strive to adapt network management and operations to address this challenge of reducing locked emissions, for example by cutting gas emissions during maintenance operations through shorter purging times.

The year 2025 marked the implementation of the Methane Regulation for Teréga SA. LDAR (Leak Detection And Repair) campaigns were launched in June 2025. The implementation programme was submitted in advance to the relevant authorities in May 2025.

It appears that 12 % of Capex is aligned with the environmental objectives related to climate change.

At present, Teréga SA's investment plan is designed to support an increase in Capex.

Investments supporting the implementation of the transition plan correspond to those enabling the reduction of GHG emissions described above, including more substantial investments in the coming years linked to methane regulatory requirements.

Investments in decarbonisation and contribution to the energy transition represent an average annual envelope of €26 million, including approximately €19 million for the transport activity and €6.5 million for the storage activity over the 2026-2030 period. These investments are allocated as follows:

- €16 million to continue the GHG reduction programme:
 - scope 1 and 2: approximately €14 million;
 - scope 3: €1.6 million mainly relating to works and equipment;
 - Photovoltaic self-consumption projects: €1 million;
- €10 million for the development of the biomethane sector (with no current impact on scope 3 calculations).

In addition, as part of investments contributing to the integration of low-carbon gases into pipelines, a share of maintenance and safety Capex is allocated, linked to renewable gases, using the proportion of renewable gas injected into networks compared with annual consumption at French level for this category of Capex. This proportion is expected to increase due to the ambition of reaching a 15 % share of renewable gases in French consumption by 2030.

The commitments made, along with the associated GHG reduction plan, were approved by the Board of Directors in 2025.

Capex invested in the development and management of fossil gas transport pipeline infrastructure and storage, as presented under the taxonomy, amounts to EUR 148 million for 2025, representing 88% of Teréga SA's total Capex.

4.3. ADAPTING TERÉGA SA ASSETS TO FUTURE CLIMATE RISKS

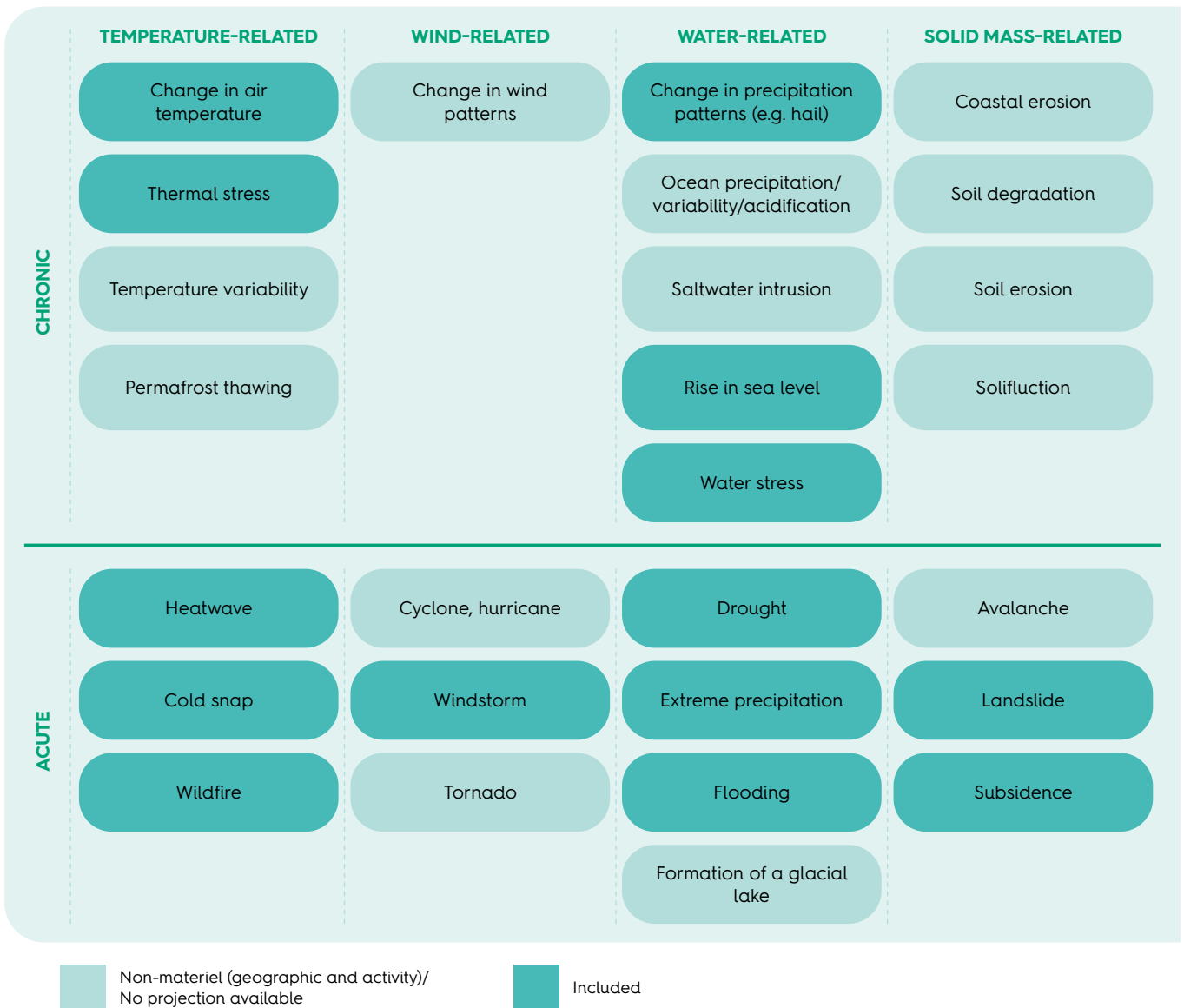
Teréga SA is committed to building resilience in its facilities against climate risks, aiming to reduce vulnerability by developing capabilities for anticipation, action, and adaptation. The “PARI 2035” programme (see *ESRS 2 - 3.1*) oversees the business continuity management system, which integrates its climate adaptation policy.

Teréga SA has identified all climate risks that could impact its activities and territory. This initiative is led by the Industrial Safety Department and the Operations, Studies, and Projects Department.

However, although a transition risk has been identified in the DMA, no formal analysis of exposure to these transition risks has been conducted to date. As a result, Teréga SA is not currently able to disclose the information required under paragraph 20(c) of ESRS E1 concerning resilience analysis based on a 1.5°C warming scenario.

Regarding physical risks, a raw vulnerability study covering these assets was launched in Q3 2023 and delivered in mid-2024. This study was conducted with the support of a recognised external provider (AXA Climate). In the second half of 2024, a more detailed internal analysis helped prioritise the most significant hazards and identify an initial set of potential adaptation measures. In 2025, further in-depth studies were conducted to integrate forest fire risks, ground movement and asset pull-out risks into asset management models, as these were considered the highest priority for Teréga SA. At year-end, an initial prioritised action plan was launched on wildfire risks, with completion planned for the other two hazards in early 2026.

Based on the table presenting the classification of chronic and acute hazards, those marked in dark green in the figure below have been studied, as they are considered potentially material for the installations:



The hazards in light green, namely the chronic hazards of temperature variability, permafrost thawing, changes in wind patterns, precipitation and hydrological variability, ocean acidification, saltwater intrusion, coastal erosion, soil degradation, soil erosion, and solifluction, as well as acute hazards such as cyclones and hurricanes, tornadoes, glacial lake formation, and avalanches, have therefore been excluded from the Teréga SA analysis, as they are not deemed relevant to the company’s assets at this time.

Teréga SA is thus potentially confronted with the following physical climate risks: flooding, forest fires, and extreme heat are identified as the most material, and they require further detailed studies to properly characterise the consequences and the most appropriate adaptation measures.

Landslides also represent a hazard to be monitored and followed closely. Windstorms, water stress, and drought are climate hazards to which Teréga SA could also be exposed. Based on current knowledge and the available databases, these hazards have not shown significant changes and remain assessed as moderate risks.

All of these hazards were studied using the SSP2-4.5 and SSP5-8.5 scenarios, recommended by the Intergovernmental Panel on Climate Change (IPCC) and aligned with the taxonomy and CSRD, which are, as a reminder:

- SSP2-4.5 – Intermediate scenario. This scenario is expected to cause warming of 1.6 °C to 2.5 °C by mid-century compared to pre-industrial levels (1850-1900);
- SSP5-8.5 – High reference scenario (with fossil fuel development). This most pessimistic scenario is expected to lead to warming of 1.9 °C to 3 °C by mid-century compared to pre-industrial levels (1850-1900).

The time horizons of 2030 and 2050 thus correspond to considering high scenarios adapted to the lifespan of its installations. Teréga SA also aligns with the trajectories of the French Reference Warming Trajectory for Climate Change Adaptation (TRACC), which recommends considering a global warming scenario of 3 °C (equivalent to 4 °C in France) by 2100. The findings from this study will be integrated into strategic plans and financing plans once the action plan is established and validated.

The data used to conduct the analysis of Teréga SA installations were extracted from the global climate models (GCMs) used by the IPCC.

The only uncertainties identified concern hazards for which there is currently no scientific consensus regarding their evolution under known climate change, such as windstorms, earthquakes, or the shrink-swell behaviour of clays. For these, only a currently moderate exposure may not have been fully analysed for the longer term.

The climate scenarios selected are aligned with the most critical climate assumptions, as part of the asset management approach implemented by Teréga SA.

It is based on the integration of Teréga SA’s exposure to extreme climate hazards such as floods and wildfires, and the associated potential financial impacts. These hazards may result in partial or total loss of critical assets and disrupt business continuity (impacts on infrastructure, gas supply, or the value chain), leading to financial consequences such as delivery delays, repair costs, and adaptation expenses.

5. ACTIONS AND RESOURCES RELATED TO CLIMATE CHANGE POLICIES

5.1. ACTIONS RELATED TO CLIMATE CHANGE MITIGATION

The robustness of the Teréga SA greenhouse gas (GHG) emissions reduction plan across scopes 1, 2, and 3 was confirmed by Moody’s in 2024 (see *ESRS E1 - 4.2*).

Scopes 1 and 2

Since 2017, several actions have been undertaken to reduce the company’s direct GHG emissions (scopes 1 and 2). The ambition to reduce emissions continues through new decarbonisation projects.

The main areas of focus for the 2017-2030 period are as follows (see *table on reduction targets for scopes 1 and 2 from 2017 to 2030 in tCO₂e*, see *ESRS E1 - 6*):

- **Reduction of natural gas leaks and methane emissions**
 - Reduction of emissions linked to **compressor venting** has been achieved through the implementation of recompression systems (RECOMP) to reinject this gas into the network. Launched in 2020, the progressive deployment of this technology at the Lussagnet storage site as well as at the four main compression stations was completed in 2024.
 - Reduction of emissions related to **venting during maintenance**:
 - > On the transport network, a recompression truck designed to recover gas from large-diameter pipelines and reinject it into the network has been operational since 2018. A second mobile recompression solution, suitable for medium-diameter pipelines, was commissioned in 2025:
 - > each of the two storage sites will have its own gas recovery and reinjection system by 2030.
 - Reducing **seal leakage in compressors**:
 - When compressors require replacement, the new units feature a seal-less technology. This is the case for two new compressors installed in Lussagnet in 2024, replacing three older seal-equipped compressors. At the Lussagnet storage site and the four main compression stations, other compressors with seals that are not

scheduled for short-term replacement will gradually be fitted either with gas leak recovery and reinjection systems or with nitrogen seal systems. Both technologies – which prevent gas emissions from these seals – have been tested, each on one compressor. A deployment programme for these technologies is planned by 2030. Thus, in 2024, the Mont compression station (Pyrénées-Atlantiques) was equipped with gas recovery and reinjection technology, and one of the Barbaira compressors was fitted with leak-tight seals.

In 2025, a second compressor at Barbaira was fitted with leak-tight seals, as well as a compressor at AGU (Adour-Garonne-Urbanya). The Sauveterre station was also equipped with gas recovery and reinjection technology.

• Reduction of CO₂ emissions from combustion

- Some combustion installations, such as reboilers at the storage site, will be replaced by new electric installations. An electric reboiler was commissioned in 2025.
- The elimination of the Lussagnet flare is scheduled before 2030.

- **Regarding energy** (scope 2), since 2018, Teréga SA has been sourcing green electricity. Additionally, at the end of 2023, a photovoltaic electricity production station was commissioned at the Lussagnet storage site, covering part of the site's energy needs. Some administrative buildings are also equipped with solar panels (including the Volta headquarters in Pau, Pyrénées-Atlantiques, as well as the Lussagnet and Cugnaux sites in Haute-Garonne). These green electricity procurement arrangements will be maintained through to 2030.

Work is currently underway to consolidate decarbonisation projects and actions for the 2030–2035 period, with the aim of continuing the reduction of scope 1 and scope 2 greenhouse gas emissions.

Scope 3

In 2024, Teréga SA drafted and signed a scope 3 procurement policy. This policy aims to reaffirm to suppliers the importance of major environmental issues, notably the reduction of greenhouse gas emissions. In addition, a set of best practice guidelines proposed by suppliers is currently being developed for publication on our website, in order to share them and potentially encourage variations in the offers submitted.

Supporting its ambitions, 2025, Teréga SA has also undertaken the following actions:

- A review frequency has been defined for scope 3 topics based on suppliers' emission profiles. The top 10 suppliers are required to be assessed on their actions at least annually, the top 50 every two years, and the top 100 every three years.
- A 2035 trajectory has been defined, incorporating long-term plan (LTP) data, and includes a prioritised and quantified action plan. This action plan will be supported

by the deployment of a questionnaire by purchasing category, in order to monitor its evolution and ongoing relevance over time.

- A CSR scoring tool has been selected to provide a documented overview of the sustainability commitments of key suppliers, including those related to carbon emissions. It should be noted that the selected tool is the same as the one used by the other French TSO (Transport System Operator), which simplifies processes for suppliers while also reinforcing the importance of the CSR approach.
- A specific training programme has been developed and delivered to around fifty employees to raise awareness of scope 3 and the impact of their activities on these emissions. These employees include those involved in design studies, project delivery, as well as equipment specification and qualification.
- An energy policy has been drafted and is now appended to calls for tender in order to strengthen the importance of this topic.
- Commitments relating to the operational emissions of procured equipment are now required in specifications and are monitored after commissioning.

Teréga SA continues to pursue actions initiated in previous years, including:

- systematic integration of carbon emissions topics during contract reviews and business reviews;
- participation in a working group with other infrastructure managers to align practices and share experiences;
- business travel: a new Travel Policy was deployed in September 2025;
- revision of specifications, notably through eco-design workshops;
- promotion of low-carbon alternatives proposed by suppliers.

These efforts will continue each year and are intended to become increasingly precise and targeted according to the maturity of each supplier. Suppliers and service providers will be fully supported by Teréga SA. In this regard, an internal cross-functional scope 3 working group was created in 2021 to manage this project.

In 2025, purchases of goods and services accounted for 82% of scope 3 emissions. Suppliers therefore represent a key stakeholder for achieving these ambitions, and Teréga SA is making significant efforts to engage and involve them in meeting its objectives. Details of emissions by category can be found below in section 5.4 Gross GHG emissions of scopes 1, 2, and 3, and total GHG emissions.

5.2. ACTIONS RELATED TO CLIMATE CHANGE ADAPTATION

Actions to reduce vulnerability to certain hazards have already been initiated.

For the risk of uprooting due to severe flooding, Teréga SA conducted an initial study in 2015-2016, followed by a second one in 2021-2022, to identify installations in zones at risk of uprooting and to assess long-term developments. All sites identified by these studies have been relocated. One pipeline was rerouted, and others have been identified as having more limited risk over time.

A five-year time horizon has been considered appropriate for revising these studies.

A complementary analysis of the most recent study update was carried out at the end of 2024, incorporating climate and hydrological data from DRIAS (Data for the Regionalisation, Interpretation and Adaptation of Climate Impacts), in order to refine the vulnerability assessment at a more local level and validate areas at risk of asset pull-out in the short to medium term, with a view to integrating them into the adaptation plan.

This study led to additional actions in 2025 to develop a dedicated risk model integrated into the asset management system, which should enable the delivery, by 2026, of an overall corporate action plan incorporating climate risks, including asset pull-out risk. The next dedicated review cycles for this type of study are scheduled for 2029-2030.

The Teréga SA network has the particularity of passing through the Landes forest. A first series of studies was launched prior to regulatory requirements from the taxonomy, the CSRD, and the national climate risk adaptation plan, to identify the sites most exposed to wildfire risk, initially identifying 116 potentially vulnerable installations in this area.

Several actions have already been initiated since 2023, primarily consisting of clearing operations over a distance of 15 meters around the first 116 identified installations, aiming to maintain a minimum gap free of dense low vegetation and also ensuring vertical discontinuity between trees in these zones. A complementary project was carried out in 2025 to strengthen this approach through the development of a specific probabilistic model integrated into asset management systems, enabling the assessment of facility vulnerability to this hazard and the identification of the most exposed assets. At the end of 2025, a dedicated treatment programme was defined for the 30 highest-risk assets and was launched for land management activities, with the objective of carrying out vegetation clearance operations across all these sites within a 50-metre perimeter in 2026.

Regarding extreme heat, Teréga SA plans to initiate specific studies on sensitive equipment over the coming years to identify potential issues, subsequently review its specifications accordingly, and schedule the necessary equipment replacements during planned maintenance operations. This risk, identified with a horizon of 2050, has been assigned a priority level 2, with the relevant studies expected to commence at the earliest in 2026.

Depending on the hazards and the adaptation measures already underway, Teréga SA currently envisages several types of additional measures, which may include modifications to standards, the implementation of new equipment better suited to the hazards and emerging technologies, or even innovative real-time monitoring solutions coupled with new operational intervention methods. If no adaptation measure proves sufficient for certain installations, their relocation may be considered. A more detailed plan will be developed during the 2026 financial year.

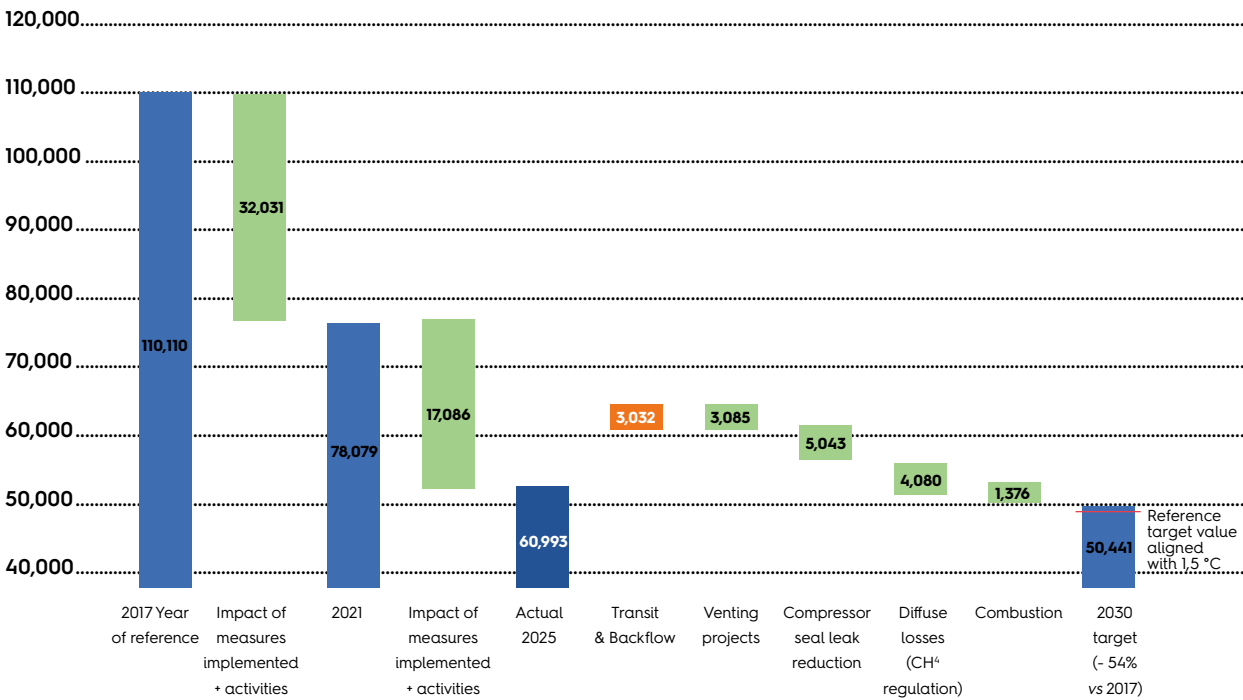
Capex for decarbonisation are subject to approval by the CRE. As previously indicated, an annual envelope of approximately EUR 26 million is allocated to ensure the reduction of greenhouse gas emissions from Teréga SA's activities and to support the energy transition through the development of biomethane. This envelope has been included in the company's long-term plan and approved by the Board of Directors in order to achieve this ambition.

6. INDICATORS AND TARGETS

6.1. TARGETS RELATED TO CLIMATE CHANGE MITIGATION

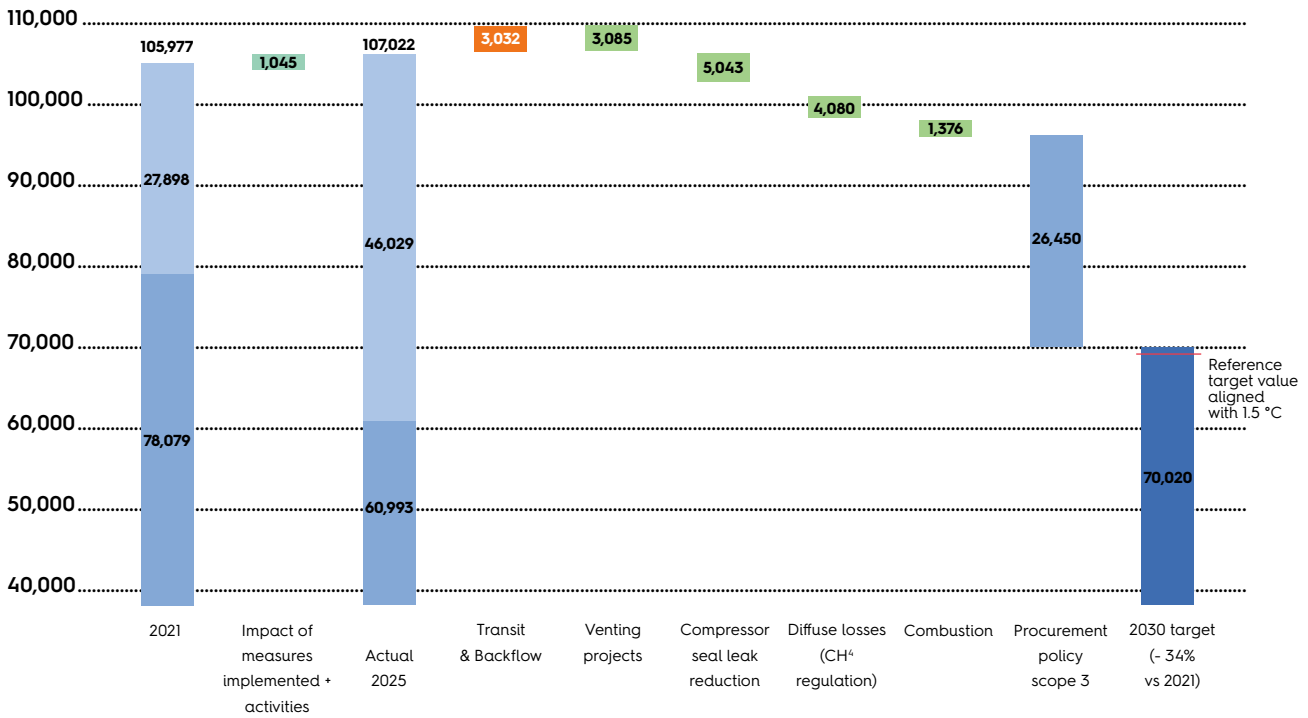
Below are the contributions to the emissions reduction plan from the main decarbonisation pillars, combined with assumptions of transit rates higher than those achieved in 2024 and the anticipated impact on the scopes:

TARGET FOR REDUCTION OF SCOPES 1 AND 2 FROM 2017 TO 2030 (TCO₂E)



The calculation of the baseline target value aligned with the 1.5 °C scenario is based on a 4.2% annual reduction in GHG emissions starting from the reference year.

TARGET FOR REDUCTION OF SCOPES 1, 2 AND 3 FROM 2021 TO 2030 (TCO₂E)



The calculation of the baseline target value aligned with the 1.5 °C scenario is based on a 4.2% annual reduction in GHG emissions starting from the reference year.

Teréga SA has published its GHG emissions reduction targets (in historical activity reports and on its website). For scopes 1 and 2, the commitment is to reduce emissions by 54% by 2030 compared to 2017 (scopes 1 and 2 emissions in 2017: 110,110 tCO₂e). The year 2017 marked the start of the BE POSITIF programme, one of whose main pillars is the reduction of GHG emissions. As such, that year was used as the baseline for calculating the reduction trajectories for scopes 1 and 2.

For scopes 1, 2, and 3, the commitment is to reduce emissions by 34% by 2030 compared to 2021 (scopes 1, 2, and 3 in 2021: 105,977 tCO₂e). The reference year is set as 2021 because it is the year in which scope 3 emissions were calculated more accurately. 2021 is also a suitable reference as it was the first post-COVID-19 year, thus reflecting normal operational activity for Teréga SA. This target represents an intermediate milestone in the journey towards achieving carbon neutrality by 2050. This trajectory, evaluated as NZA-3 by Moody's, confirms that Teréga's ambitions align with the Paris Agreement's goal of keeping warming well below 2 °C, demonstrating a good level of preparedness in both the plan and its implementation.

These reduction targets are gross, meaning that the Teréga SA carbon credits are not deducted. Details are provided in the table "Carbon credits cancelled during the reference year" (see ESRS E1 - 6.5).

In 2025, the Teréga SAS Group observed the following reductions in GHG emissions:

- 45 % reduction for scopes 1 and 2 compared to 2017;
- 42 % reduction in methane emissions compared to 2017.

For scopes 1, 2 and 3 compared with 2021, there has been a 1% increase.

In 2025, methane emissions amount to 1,151 tonnes and represent more than 64% of total scope 1 and 2 emissions in tCO₂e.

GHG emissions are 60,993 tCO₂e for scopes 1 and 2, and 46,029 tCO₂e for scope 3 in 2025. Total emissions across scopes 1, 2 and 3 for 2025 amount to 107,022 tCO₂e.

GHG emissions from scopes 1 and 2 have halved since 2017 thanks to ambitious projects implemented, such as reducing compressor venting (RECOMP), using electrically driven compressors instead of gas-powered ones, and systematically considering environmental impacts when choosing the deployment or gas injection methods during works.

The year 2025 is marked by an increase in emissions compared with 2024, due to a specific economic context in 2024 that had affected Teréga SA's activity levels. Indeed, gas transit volumes had decreased by more than 30% compared with the previous year, while in 2025 they rebounded by +26% compared with 2024.

Moreover, a structural issue affecting the foundation slab of an electric compressor led to its shutdown. During the outage, it had to be replaced for several months by a gas turbine compressor, which generated a significant level of emissions.

Regarding scope 3, 2025 is characterised by a shift towards more primary data collected directly from suppliers (with the "works" category representing 65% activity-based data in 2025). This methodological improvement is accompanied by an increase in emissions for the year 2025, particularly in the "works" category (the most emission-intensive category, accounting for 60% of procurement emissions), as monetary-based ratios historically used were lower.

The incorporation of physical activity data in 2025 results in approximately 12 ktCO_{2e} more emissions compared with 2021, which had been calculated predominantly using monetary emission factors. The year 2026 will continue the ongoing improvement of the scope 3 calculation methodology and may lead to a recalculation of the baseline years.

More generally, numerous external and cyclical factors beyond the control of Teréga SA Affected its operations.

The political and economic situation in Europe (notably the war in Ukraine), as well as energy market prices, Affected the supply of Teréga SA shipper clients and consequently reduced their need to use gas storage and transport capacities.

6.2. TARGETS RELATED TO CLIMATE CHANGE ADAPTATION

Regarding adaptation to climate change and the reduction of physical risks, targets derived from the detailed vulnerability assessment are currently being developed. Indeed, as the materiality of risks varies depending on the nature of the hazards and their respective vulnerability time horizons, the work undertaken has been prioritised accordingly. In line with these priorities and time horizons, an initial adaptation plan was launched at the end of 2025 for wildfire risks, and will be completed in 2026 for landslides and flash flooding.

The initial targets set between 2023 and 2025 to reduce vulnerability to physical hazards (primarily severe flooding, asset pull-out risks, and wildfires) have been achieved.

Concerning wildfire risks:

In 2023, the objective of securing land-related procedures and treating low vegetation on identified sites was met.

In 2024, the subsequent objective of completing land procedures and managing high vegetation (including tree cutting and pruning) was achieved.

As a result, the 38 priority wildfire-risk sites were cleared with 15-metre buffer zones within the planned deadlines.

In 2025, Teréga SA aimed to revise its risk prioritisation methodology by developing a probabilistic model integrated into its internal asset management approach. This model was developed and validated internally by the end of the year. On this basis, a list of 30 priority facilities was identified in November. The 2026 objective is to complete land procedures and implement full clearing (both high and low vegetation) within a 50-metre buffer zone by year-end.

Concerning asset pull-out risks:

In 2023, Teréga SA's objective was to complete the pull-out study and define the associated treatment plan, which was achieved.

In 2024, the company finalised the action plan and implemented a dedicated monitoring programme as planned.

These pull-out risk studies helped identify new critical areas, which have since been included in targeted action plans.

Concerning the climate resilience assessment of assets:

In 2023, Teréga SA aimed to launch an initial diagnostic with support from a recognised external third party.

In 2024, the company completed this baseline assessment and analysed the detailed results in order to identify priority risks and build a roadmap, which was also achieved.

These studies integrated climate change considerations into Teréga SA's internal thinking and enabled the establishment of an appropriate governance framework. These initial diagnostics formed the basis of the more detailed studies conducted in 2025. The company's objectives were to develop models for three short-term priority risks: asset pull-out, landslides, and wildfire risk. As noted above, the wildfire model has been completed and enabled the launch of a 2026 action plan.

The models for the two remaining physical risks (pull-out and landslides) will be developed by the end of Q1 2026, with the aim of establishing a medium- and long-term action plan by year-end, allowing the treatment of the priority risks that will be identified therein.

6.3. ENERGY CONSUMPTION AND ENERGY MIX

Information on internal operations

Regarding electricity, Teréga SA uses renewable electricity either through self-consumption or contractual agreements:

- green electricity purchase contracts have been in place since 2017;

- since 2023, a photovoltaic park designed to cover part of the industrial needs of the storage centre has been operational;
- some administrative buildings, including the head office, are equipped with photovoltaic panels.

Since 2025, 100% of tertiary energy uses are now covered by renewable gas. Industrial uses, however, continue to be supplied by natural gas.

ENERGY CONSUMPTION AND ENERGY MIX	2025	2024
1) Fuel consumption from coal and coal-based products (in MWh)	0	0
2) Fuel consumption from crude oil and petroleum products (in MWh)	4,531	3,771
3) Fuel consumption from natural gas (in MWh)	119,263	71,803
4) Fuel consumption from other fossil sources (in MWh)	0	0
5) Consumption of electricity, heat, steam, and cooling purchased or acquired from fossil sources (in MWh)	0	0
6) Total fossil energy consumption (in MWh) (sum of lines 1 to 5)	123,794	75,574
Share of fossil sources in total energy consumption (in %)	54%	46%
7) Consumption from nuclear sources (in MWh)	0	0
Share of nuclear consumption in total energy consumption (in %)	0%	0%
8) Fuel consumption from renewable sources, including biomass (also includes industrial and municipal biological waste, biogas, renewable hydrogen, etc.) (in MWh)	639	0
9) Consumption of electricity, heat, steam, and cooling purchased or acquired from renewable sources (in MWh)	100,299	83,015
10) Consumption of self-produced non-combustible renewable energy (in MWh)	6,504	6,585
11) Total renewable energy consumption (in MWh) (sum of lines 8 to 10)	107,442	89,600
Share of renewable sources in total energy consumption (in %)	46%	54%
Total energy consumption (en MWh) (sum of lines 6 and 11)	231,236	165,174

ENERGY INTENSITY PER NET REVENUE	2025	2024	% N/N-1
Total energy consumption from activities in sectors with a high climate impact per net revenue from activities in sectors with a high climate impact (in MWh/revenue in K€)	0.48	0.34	42%

The significant increase in this ratio is directly attributable to the rise in our GHG emissions (as explained previously). It is

important to emphasise that changes in our energy consumption, which affect our emissions, are not correlated with the evolution of our revenue. The latter is determined by the regulatory framework set by the CRE.

This calculation measures energy intensity relative to revenue reported in Teréga SA statutory accounts under “operating income excluding congestion and balancing”.

Teréga SA considers revenue from high climate-impact

Energy production breakdown:

(in MWh)	2025	2024
Renewable energy production	6,547	6,635
Non-renewable energy production	0	0

Almost all of this energy production is self-consumed.

Information relative to the value chain

In order to measure the energy performance of its value chain, Teréga SA distinguishes between service providers and equipment suppliers. With regard to service providers, Teréga SA operates in two distinct phases: a forecast phase and a completed phase.

For the forecast phase, during calls for tenders, Teréga SA has implemented a mandatory “carbon footprint form” designed to define the projected carbon impact. A specific form exists for tenders related to construction sites, in which all possible emissions are requested based on the specific characteristics of each site and/or project.

Teréga SA is working on the implementation of an internal carbon calculator, which would also allow data to be collected on the worksites carried out by Teréga SA.

For the completed phase, an actual carbon footprint of the activities is requested from the service providers. These assessments are then included in the calculation of scope 3 emissions.

A simplified carbon form has been developed for the “material” component. The latter calculates the carbon footprint of the equipment purchased according to its composition, upstream transport, and delivery to the end client. No specific developments to report on this topic for 2025.

activities to include income directly linked to the natural gas sector (transport and storage).

Investments made in photovoltaics, in particular the SOLUS project (a solar farm on the Lussagnet site enabling self-production of energy), have enabled significant development in solar energy production.

6.4. GROSS GHG EMISSIONS FOR SCOPES 1, 2, AND 3, AND TOTAL GHG EMISSIONS

The calculation methodologies for scopes 1, 2 and 3 applied by Teréga SA are described below.

Scope 1

The activities of Teréga SA primarily generate methane emissions (around two thirds), as well as CO₂ emissions (around one third), and, to a lesser extent, N₂O emissions:

- the natural gas transported and stored by Teréga SA is composed mainly of methane (on average 92%). The CH₄ content varies depending on the supply sources;
- the combustion of natural gas or fuel directly generates CO₂.

The determination of GHG emissions from Teréga SA transport and storage activities covers all of the following sources:

- fixed combustion sources;
- flares (combustion in hot flare);
- venting (intentional venting) and compressor seal leaks;
- diffuse losses;
- accidents, incidents, and emergency situations;
- mobile combustion sources (transport means, generators, etc.).

A single calculation method applicable to Teréga SA is defined for each emission, in accordance with the requirements of environmental reporting and inspection of classified installations for environmental protection, as well as the Emissions Trading System (ETS) for installations subject to quotas.

Most emissions are calculated using the GHG methodology: GHG - Greenhouse Gas Protocol - is an international protocol providing a framework to measure, account for, and manage GHG emissions from private and public sector activities.

These "unit" emissions, depending on the case, are remotely monitored, measured and declared by the operator, estimated by an expert, or calculated and reported, at time intervals ranging from minutes to months, and are consolidated monthly.

Emission factors are sourced from the ADEME database and are updated annually. For CH₄, the Global Warming Potential (GWP) used is 34 (based on a 2017 study conducted by APESA), which differs from the Intergovernmental Panel on Climate Change (IPCC) recommended value of 30.

An Excel file compiles all source data, intermediate and consolidated calculations, and historical data, and allows for the preparation of the GHG reporting. A new tool is currently in development.

Scope 2

scope 2 emissions are calculated in accordance with the GHG Protocol methodologies, both Market-Based and Location-Based. The Market-Based approach uses an emission factor specific to Teréga, historically integrated into long-term incentive (LTIP) remuneration mechanisms. The emission factor used for the scope 2 calculation reflects the fact that Teréga SA purchases green electricity certified by guarantees of origin. It is derived from the electricity mix purchased at the time of contract subscription, which is adjusted annually, as well as ADEME emission factors corresponding to each renewable energy source.

Scope 3

The Teréga SA methodology began with the calculation for the baseline year 2021: 53 % based on monetary ratios and 47 % on actual data from the carbon assessments at the end of service delivery by external providers. The Teréga SA long-term goal is to move towards 100 % actual data and to create a reliable internal calculator. This transition towards 100% actual data will need to be accompanied by harmonisation of suppliers' carbon footprints in order to ensure greater robustness in the calculations.

Actual data:

- Data are considered actual when the provider or supplier can supply quantitative carbon emissions data at the end of the service, whether through carbon forms or emission reports. Data entered into the internal calculator (for worksites) are also considered actual.

Monetary factors:

- Monetary factors come from ADEME databases and are applied to Teréga SA purchasing categories in order to calculate aggregate spend-based ratios, even though the objective is to obtain as much primary data as possible.
- Historical services and/or worksites where averages are made based on invoiced amounts.

All collected data are entered into a calculation file so that Teréga SA can accurately determine the weight of its emissions.

Teréga SA excludes from scope 3

- Category 3.11 (use of sold products) because Teréga SA sells a gas transport and storage service to its clients and does not own the gas molecule;
- Category 3.15 (emissions associated with Teréga SA investments and subsidiaries) due to its insignificant impact compared to total emissions.

GREENHOUSE GAS EMISSIONS

	RETROSPECTIVE DATA					MILESTONES AND TARGET YEARS		
SIGNIFICANT SCOPE 3 GHG EMISSIONS								
	2017 (year of reference)	2021 (year of reference)	2024	2025	% N/N-1	2030	2050	Annual target in% / reference year
SCOPE 1 GHG EMISSIONS								
Gross scope 1 GHG emissions (tCO ₂ e)	109,200	75,731	52,329	58,697	12%	-54 % vs 2017, scopes 1 and 2 combined		
Percentage of scope 1 GHG emissions covered by regulated emissions trading schemes (%)	26%	21%	36%	27%		N/A		
SCOPE 2 GHG EMISSIONS								
Gross scope 2 GHG emissions based on location (tCO ₂ e)	1,668	4,312	3,028	3,607	19%	N/A		
Gross scope 2 GHG emissions based on the market (tCO ₂ e)	909	2,348	1,927	2,296	19%	-54% vs 2017 scopes 1 and 2 combined		
TOTAL SCOPES 1 & 2 (tCO₂e)	110,109	78,079	54,256	60,993		- 45%		
Total gross indirect GHG (scope 3) (tCO ₂ e)		27,898	33,794	46,029	36%			
1 Goods and services purchased		18,659	26,935	37,919	41%			
Optional sub-category: Cloud computing and data centre services		-	-	-				
2 Capital goods		0	0	0				
3 Fuel- and energy-related activities (not included in scopes 1 & 2)		6,415	4,030	6,258	55%			
4 Upstream transport and distribution		1,272	800	356	-56%			
5 Waste generated in operations		920	1,177	840	-29%			
6 Business travel		73	274	135	-51%			
7 Employee commuting		559	579	521	-10%			
8 Upstream leased assets		-	-	-				
9 Downstream transport and distribution		-	-	-				
10 Processing of sold products		-	-	-				
11 Use of sold products		-	-	-				
12 End-of-life treatment of sold products		-	-	-				
13 Downstream leased assets		-	-	-				
14 Franchises		-	-	-				
15 Investments		-	-	-				
TOTAL GHG EMISSIONS								
Total GHG emissions (based on location) (tCO ₂ e)		107,941	89,151	108,333				
Total GHG emissions (based on the market) (tCO ₂ e)		105,977	88,050	107,022		-34% vs 2021	-90% vs 2021	1 %

BREAKDOWN OF SCOPE 1 EMISSIONS BY SOURCE (TCO₂e)

SOURCE	2025	2024
Stationary combustion	18,766	8,205
Mobile combustion	1,075	2,080
Process emissions	14,988	17,027
Fugitive emissions	23,869	25,017
Total scope 1	58,698	52,329

GHG INTENSITY PER NET REVENUE	2025	2024	% N/N-1
Total GHG emissions per net revenue (in tCO ₂ e / monetary unit) based on the market	0.22	0.18	23%
Total GHG emissions per net revenue (in tCO ₂ e / monetary unit) based on the location	0.23	0.18	23%

The significant increase in this ratio is directly attributable to the rise in our GHG emissions (as explained previously). It is important to emphasise that changes in our energy consumption, which affect our emissions, are not correlated with the evolution of our revenue. The latter is determined by the regulatory framework set by the CRE.

This calculation measures the GHG intensity generated per unit of revenue as reported in the statutory accounts of Teréga SA, under the section “Operating income excluding congestion and balancing.”

6.5. GHG ABSORPTION AND MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS

Teréga SA is committed, across scopes 1, 2 and 3, to contributing to carbon neutrality by 2050. To achieve carbon neutrality, simply reducing GHG emissions as much as possible is not sufficient, as some emissions are unavoidable. Teréga SA has therefore implemented a residual emissions offsetting strategy, the third pillar of the BE POSITIF programme. As outlined above, priority is given to reducing its own GHG emissions according to the following targets: a 34 % reduction by 2030, then a 90 % reduction by 2050, for scopes 1, 2, and 3, compared to the 2021 baseline year. To meet the carbon neutrality objective, Teréga SA plans to neutralise residual emissions through carbon sequestration actions.

To this end, Teréga SA launched a voluntary carbon offset strategy in 2020 to compensate for part of its emissions and to initiate a process aimed at ensuring carbon neutrality by 2050.

Between 2020 and 2022, Teréga SA neutralised its emissions through the voluntary carbon offset project titled “Clean Water [Gold Standard(GS)]”. This programme provides access to drinking water for communities in Ethiopia and Eritrea by rehabilitating wells, thereby avoiding the felling of 20 000 trees that would otherwise be used to boil water.

For the 2023–2025 period, Teréga SA is continuing its voluntary contribution strategy toward carbon neutrality by maintaining its dedicated annual budget, while directing 50 % of its offsetting policy and funding towards local projects, near its gas infrastructure facilities.

For the development of local projects, Teréga SA calls on the National Centre for Forest Property (CNPf), a public institution responsible for promoting sustainable management of private forests (75 % of France’s forests), which participated from 2015 to 2018 in the creation of the Low Carbon Label (LBC) in France. The CNPF designs tailor-made afforestation projects for Teréga SA certified under the LBC, which will generate emission reduction certificates starting in 2028, with the first plantings having begun in 2024.

Regarding international projects, in line with the policy established in 2020, Teréga SA has financed carbon credits through EcoAct, which aims to protect forests while generating co-benefits for local communities and the environment. Notably, the Clean Water project mentioned above, and the “Anourok” forestry project in Cambodia (Verra), aim to protect 497,000 hectares of forest and its biodiversity. This region is home to the second-largest pristine tropical forest in Southeast Asia, which faces significant pressure due to illegal logging and poaching.

CARBON CREDITS CANCELLED DURING THE REFERENCE YEAR

	2025	2024
Total (tCO₂e)	29,567	28,957
Proportion related to absorption projects (in %)	0%	0%
Proportion related to reduction projects (in %)	100%	100%
<i>of which % certified to recognised quality standards⁽¹⁾</i>	100%	100%
Proportion related to projects conducted within the EU (in %)	0%	0%

(1) Clean Water project in Eritrea and Ethiopia: Gold Standard (GS).

Project in Cambodia: Verified Carbon Standard (VCS) + Climate, Community & Biodiversity (CCB) Standards + Sustainable Development Verified Impact Standard (SD VSta).

CARBON CREDITS EXPECTED TO BE CANCELLED IN THE FUTURE

	2025
Total (tCO₂e)	29,567

6.6. INTERNAL CARBON PRICING

Teréga SA does not currently have an internal carbon pricing system.

1. INTRODUCTION

In accordance with Article 8 of EU Regulation 2020/852 of 18 June 2020, as supplemented by four delegated acts - (EU) 2021/2139 of 4 June 2021, (EU) 2022/1214 of 9 March 2022, and (EU) 2023/2485 and 2023/2486 of 27 June 2023 - Teréga SA discloses the proportion of its activities that are eligible and aligned with the EU Green Taxonomy.

The Taxonomy Regulation introduces a unified classification system to determine the sustainability level of investments, with the aim of directing capital towards financing the EU's environmental transition.

All economic activities falling within the scope of the Taxonomy Regulation, i.e., "eligible" activities, must be assessed for their environmental impact. This assessment is based on environmental criteria ("technical screening criteria") defined in the delegated acts related to the Taxonomy. To be considered environmentally sustainable, an economic activity must make a substantial contribution to at least one of the six "environmental objectives", without causing "significant harm" to the others, and must comply with "minimum safeguards" concerning social and ethical standards.

For the 2024 financial year, and for the first time, both eligibility and alignment were analysed for all six environmental objectives. To review, the six objectives are: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems.

The eligibility analysis was carried out by examining all activities listed in the delegated acts of the taxonomy regulation. The main eligible activities for Teréga SA are the replacement and conversion of existing infrastructure to enable the transport of renewable gases and the reduction of methane emissions. Gas storage is not included in the list of economic activities considered eligible under the taxonomy. However, it offers key leverage in the energy transition. Indeed, storage sites are an essential component of energy systems and will play a crucial role in the development of biomethane and hydrogen in the future.

To date, no investments have been made in pipeline installations dedicated to hydrogen transport, and the current network does not yet carry this molecule. At present, economic activities related to the production of energy from natural gas or nuclear power, as covered by Commission Delegated Regulation (EU) 2022/1214 of 9 March 2022, are not part of the Teréga SA business model.

2. EVALUATION, METHODOLOGY

The indicators used to calculate eligibility and alignment rates strictly follow the definitions set out in the taxonomy, and the calculation is detailed below [capital expenditure (Capex), operating expenditures (Opex), and revenue (revenue)].

With regard to the first two climate-related objectives, an activity may be eligible under the Taxonomy if it is low-carbon in intensity, contributes to the transition towards a net-zero emissions economy, or enables other activities to reduce their CO₂ emissions. To be considered aligned, an activity must first be eligible and then meet the technical screening criteria, do no significant harm (DNSH) to the five other environmental objectives, and comply with the minimum safeguards set out in the regulation.

The alignment assessment of Teréga SA activities with the six objectives was carried out using existing reporting systems and assumptions validated by management.

The level of alignment is very close to the level of eligibility, owing to the predominance of activity 4.14 ("Transport and distribution networks for renewable and low-carbon gases"), for which the eligibility descriptions and technical alignment criteria are almost identical. Compliance with the DNSH (Do No Significant Harm) principle is addressed below.

Where an activity is eligible under several objectives, its alignment potential was analysed for each objective, and the activity was assigned to the most relevant objective to avoid double counting. All eligible activities were reported under the climate change mitigation objective, for revenue, Opex, and Capex alike.

3. DESCRIPTION OF INDICATORS

Regulation 2021/2078 of 6 July 2021 requires the publication in this statement of Teréga SA eligibility and alignment rates with the Taxonomy through three indicators defined by the regulation:

- revenue (revenue);
- capital expenditure (Capex);
- operating expenditure (Opex).

2025 FINANCIAL YEAR	in €m				Breakdown of taxonomy-aligned activities by environmental objective											
	KPI	Total	% of activities eligible for the taxonomy	Taxonomy-aligned activities	% of taxonomy-aligned activities	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	% of enabling activities	% of transitional activities	Non-assessed activities considered immaterial	Taxonomy-aligned activities (N-1)	% of taxonomy-aligned activities (N-1)
Revenue	481	3%	16	3%	100%	0%	0%	0%	0%	0%	0%			N/A	10	2%
CAPEX	169	12%	20	12%	100%	0%	0%	0%	0%	0%	0.05%			N/A	12	8%
OPEX	161	4%	6	4%	100%	0%	0%	0%	0%	0%	0%			N/A	4	3%

3.1. REVENUE INDICATOR

Due to its business model, Teréga SA uses the share of renewable gas - referred to as the Renewable Gas Index (RGI) - injected into the grid within the Teréga operating area (i.e. all departments in which the company operates) over the course of the year, compared with consumption in the same area, in order to reflect the eligibility and alignment rate of its revenue. This represents the share of low-carbon gas flowing through its network, contributing to climate change mitigation (CCM 4.14). Applying this index to its transport activity revenue accurately reflects the portion of its revenue that incorporates low-carbon gases. This methodology was initially developed jointly with its counterpart managing the other part of the French gas transport network, with the aim of establishing a common indicator. This percentage is expected to increase in the coming years with the development of biomethane projects.

Using the Teréga area rate represents a change in methodology compared with previous years; however, it is considered more appropriate as it reflects the geographic scope where actions have a direct impact on biomethane production volumes. Moreover, the impact of this change is not material (<1% on the indicators).

The revenue amount used as the denominator corresponds to the revenue from services sold as shown in the income statement.

The revenue considered for the year refers to the figure reported in Teréga SA's statutory financial statements under "Operating income", which represents revenue excluding balancing and congestion activities, amounting to €481,201k in

2025, as the balancing and congestion components are offset by equivalent purchases.

Compliance with the DNSH criteria and minimum social safeguards is detailed below.

The corresponding table can be found in the annex below.

3.2. CAPITAL EXPENDITURE (CAPEX) INDICATORS

The Capex implemented by Teréga SA during the year 2025 have been identified and analysed according to eligibility and alignment criteria.

The activities identified as eligible are:

CCM 4.14: Transport and distribution networks for renewable and low-carbon gases, due to investments adapting its networks to increased integration of low-carbon gases.

The Capex considered mainly cover investments related to the connection of biomethane stations as well as projects aimed at reducing methane leaks and, consequently, the GHG emissions of Teréga SA operations.

The same approach used for revenue is also applied to residual gas transport-related CAPEX, by taking into account the proportion of renewable gas injected into the Teréga operating area during the year relative to consumption in the same area. This adjustment reflects the share of investment dedicated to maintenance and safety activities associated with renewable gases. The calculation of the eligible share of Capex is performed by dividing the amount of investments related to eligible/aligned projects by the total amount of investments.

CCM 7.6: Installation, maintenance, and repair of technologies related to renewable energies, due to the installation of photovoltaic solar systems enabling self-consumption of energy (Solus project).

Other activities that could have been considered eligible were excluded due to their low value, thus deemed insignificant and not studied in detail, such as charging stations, etc.

The CAPEX amounts considered are taken from Teréga SA's statutory financial statements under "Changes in fixed assets and depreciation", excluding financial fixed assets, amounting to €168,675k.

Compliance with the DNSH criteria and minimum social safeguards is detailed below.

The corresponding table can be found in the annex below.

3.3. OPERATING EXPENDITURE (OPEX) INDICATORS

Eligible and/or aligned operating expenditures (Opex) relating to CCM 4.14 - transport and distribution networks for renewable and low-carbon gases - comprise R&D costs linked to the energy transition and, as outlined in the revenue and CAPEX methodologies, the share of Opex resulting from the ratio between renewable gas injected into the networks over the year and consumption within the Teréga area. This ratio allows for the inclusion of the portion of maintenance and safety expenses in its transport activity that supports the integration of low-carbon gases.

The calculation of the eligible share of Opex is obtained by dividing the amount of eligible/aligned Opex by the total Opex amount.

To reconcile this with the operational expenses reported in the financial statements, it is necessary to exclude operating depreciation charges on fixed assets, expenses related to capitalised production, and purchases linked to sales (such as balancing gas, congestion charges, etc.).

These data come from the Teréga SA reporting tool, enabling a more realistic view of the amounts considered.

Compliance with the Do No Significant Harm (DNSH) criteria and minimum social safeguards is detailed below.

The corresponding table can be found in the annex below.

4. CRITERIA FOR SUBSTANTIAL CONTRIBUTION, DO NO SIGNIFICANT HARM (DNSH), AND RESPECT FOR MINIMUM SOCIAL SAFEGUARDS

4.1. SUBSTANTIAL CONTRIBUTIONS

Teréga SA has analysed the substantial contribution of activities 4.14 and 7.6 to the objective of climate change mitigation.

Regarding activity CCM 4.14, for revenue, Capex, and Opex, based on the main assumption of the Renewable Gas Index (IGR), Teréga SA fully meets the technical screening criteria, particularly point (c), which relates to the adaptation of transport networks enabling the integration of other low-carbon gases. This includes allowing the network to increase the blend of other low-carbon gases within the gas system due to its biomethane transport activities and its integration into the networks.

Regarding activity 7.6, for Capex only, Teréga SA meets the technical screening criteria, specifically point (a), which relates to the installation of solar photovoltaic systems and auxiliary technical equipment carried out through its Solus project, enabling self-consumption of the energy produced.

4.2. DO NO SIGNIFICANT HARM (DNSH) CRITERIA

To be considered sustainable, an activity must not hinder the other five environmental objectives, in accordance with the "Do No Significant Harm" (DNSH) principle, and must comply with minimum safeguards relating to human rights, anti-corruption, taxation, business ethics, and specifically fair competition.

Teréga SA has analysed the DNSH criteria to confirm that its contribution is made without harming the other environmental objectives. The generic DNSH for climate change adaptation has been addressed at the Teréga SA level for all projects related to gas transport activities. Infrastructure operations are carried out over a long period, exceeding ten years. Therefore, a detailed assessment of climate-related risks and vulnerabilities is necessary. Regarding the classification of chronic hazards, the Teréga SA design specifications enable effective management of these hazards (see *ESRS E1 - 4.3*).

For the DNSH specific to other objectives (water, pollution, biodiversity), the indicators studied mainly relate to the primary activity CCM 4.14 (transport and distribution networks for renewable and low-carbon gases). This activity does not impede these DNSH:

- a water management plan is applied to each project related to transport activities;
- the use of high energy-performance equipment is systematic;
- for each project, an environmental impact assessment, including biodiversity considerations, is carried out based on the three principles of “Avoid, Reduce, Compensate”. ISO 14001 certification guarantees compliance with the requirements of the environmental management system.

Regarding activity CCM 7.6 (installation, maintenance, and repair of renewable energy technologies), investments in photovoltaics have been made with the goal of reducing GHG emissions. The site of this investment has undergone a physical risk analysis conducted by AXA Climate (see *ESRS E1 - 4.3*).

4.3. RESPECT FOR MINIMUM SOCIAL SAFEGUARDS

Minimum social safeguards consist of ensuring that the Teréga SA procedures comply with the OECD Guidelines and the United Nations’ principles relating to business conduct, human rights, and the core conventions of the International Labour Organization (ILO). These procedures are a prerequisite for eligible activities to be considered aligned.

The criteria for compliance with minimum social safeguards (human rights, anti-corruption, customs and taxation, business ethics) are addressed comprehensively across Teréga SA. These safeguards are primarily reflected in its Code of Ethics, which is accessible to all employees and contractors. To manage risks related to these issues, Teréga SA also has specific policies on anti-corruption and responsible procurement, including procedures governing organisation, tendering, and supplier relationship management. As of 31 December 2025, Teréga SA has not been subject to any convictions relating to any of the four aforementioned areas.

Since Teréga SA operates solely within French territory, it is subject to French and European legislation and regulations.

Based on these assessments, Teréga SA has concluded that it complies with the minimum social safeguards.

Given the evolving nature of the European regulatory framework and the information available to date, Teréga SA will review its indicator calculation methodology in line with future regulatory developments.

REVENUE (€M)

2025 FINANCIAL YEAR		Environmental objective of taxonomy-aligned activities											
Economic activities	Codes	% taxonomy-eligible	Taxonomy-eligible amount	% taxonomy-aligned	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Enabling activity category (H, if applicable)	Transitional activity category (T, if applicable)	% taxonomy-eligible / % taxonomy-aligned
		Renewable and decarbonised gas transport and distribution networks	CCM 4.14	3%	16	3%	100%	0%	0%	0%	0%	0%	
Total alignment by environmental objective					100%	0%	0%	0%	0%	0%			
Total revenue KPI		3%	16	3%	100%	0%	0%	0%	0%	0%			100%

CAPEX (€M)

2025 FINANCIAL YEAR		Environmental objective of taxonomy-aligned activities											
Economic activities	Codes	% taxonomy-eligible	Taxonomy-eligible amount	% taxonomy-aligned	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Enabling activity category (H, if applicable)	Transitional activity category (T, if applicable)	% taxonomy-eligible / % taxonomy-aligned
Renewable and decarbonised gas transport and distribution networks	CCM 4.14	12%	20	12%	100%	0%	0%	0%	0%	0%			100%
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0%	0.1	0%	100%	0%	0%	0%	0%	0%	H		100 %
Total alignment by environmental objective					100%	0%	0%	0%	0%	0%			
Total CAPEX KPI		12%	20	12%	100%	0%	0%	0%	0%	0%			100%

OPEX (€M)

2025 FINANCIAL YEAR		Environmental objective of taxonomy-aligned activities											
Economic activities	Codes	% taxonomy-eligible	Taxonomy-eligible amount	% taxonomy-aligned	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Enabling activity category (H, if applicable)	Transitional activity category (T, if applicable)	% taxonomy-eligible / % taxonomy-aligned
Renewable and decarbonised gas transport and distribution networks	CCM 4.14	4%	6	4%	100%	0%	0%	0%	0%	0%			100%
Total alignment by environmental objective					100%	0%	0%	0%	0%	0%			
Total OPEX KPI		4%	6	4%	100%	0%	0%	0%	0%	0%			100%

1. INTRODUCTION

Teréga SA holds a strategic position within the French energy landscape. Working at Teréga SA means contributing to the development of a more efficient energy system based on an energy mix that favours renewable sources. To meet the challenges of the energy transition, Teréga SA anticipates the development of its employees' skills to co-build a more sustainable future. The energy market has embarked on its ecological transition. Gas-related professions are enriched with increasingly advanced technological and digital skills, keeping pace with technological and environmental innovations.

2. STRATEGY

2.1. STAKEHOLDERS' INTERESTS AND PERSPECTIVES

Teréga SA places particular emphasis on the engagement and satisfaction of its employees. They contribute to the company's growth and overall performance and are key to its success. Teréga SA is committed to placing people at the heart of its concerns, prioritising the safety and health of its employees and ensuring a calm and supportive working environment.

The corporate culture at Teréga SA is driven by its four core values:

- Responsibility: Being a full participant in the success of Teréga SA projects and one's own;
- Cooperation: Sharing knowledge and experience to grow together;
- Innovation: Exploring new horizons and fields of expertise;
- Ambition: Having an ambitious vision of what the future energy world should be.

Teréga SA employs staff on permanent (CDI) and fixed-term (CDD) contracts. With a view to knowledge and skills transfer, Teréga SA is actively engaged in intergenerational exchange through the employment of young people via work-study programmes and mentoring by more senior staff.

Employees are encouraged to take charge of their own career development. In particular, they may approach their manager during a career development review, or contact their HR representative to discuss internal opportunities aligned with their career aspirations.

Where opportunities allow, these discussions help to shape their career path and assess their development and training needs.

Given the activities of Teréga SA, two employee groups have been identified: operational roles and support functions. Operational roles are inherently more exposed to health and safety risks.

For this first year of reporting, Teréga SA applies the progressive measurement approach (< 750 employees) regarding the category of non-employed personnel.

2.2. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

Through its GAÏA 2035 corporate strategic plan, Teréga SA aims to transform its network into a 100% renewable and low-carbon energy hub by 2050, positioning itself for the energy systems of the future. This plan seeks to secure and adapt existing infrastructure to emerging needs, develop biomethane, and implement solutions for emerging gases contributing to decarbonisation.

In this respect, Teréga SA expresses a strong commitment to developing its workforce by promoting the acquisition of new skills among employees from technical roles and expert fields, in order to be able to meet the current and future demands of its activities and successfully deliver major infrastructure projects.

Considering the company’s industrial activities and human resources mobilised to implement its strategic plan, the following impacts, risks, and opportunities have been assessed as material:

	SUSTAINABILITY ISSUES	IROs	DESCRIPTION OF IMPACT, RISK, OR OPPORTUNITY	DESCRIPTION
SOCIAL	Working conditions of internal workforce	Impact (-)	Deterioration of Teréga employees’ well-being due to working conditions	Deterioration of the physical and mental well-being of Teréga employees (work-life imbalance, health risks, demotivation, etc.) resulting from working conditions: work organisation (specific work rhythms), working hours, balance between professional and personal life
	Health and safety	Impact (-)	Security incidents at the workplace and loss of employee engagement at Teréga	Harm to the physical integrity (illness, injury, death) and mental integrity (stress, fatigue, etc.) of Teréga employees due to a serious safety/security incident at the workplace, which could lead to a loss of trust and engagement from all employees towards Teréga
	Skill development	Risks	Lack of skills development impacting Teréga’s strategic ambitions	Failure to achieve Teréga’s strategic ambitions (transition, market, stakeholders) due to insufficient skills support or failure to anticipate current and future needs
	Labour relations and social dialogue	Opportunity	Positive social climate favourable to the development of employees and the company	A calm and constructive social dialogue will foster engagement and enable adherence to the company’s strategy, improving operational performance, employer brand, and employee well-being
	Diversity	Opportunity	Diversity policy supporting employee development Development of a workforce reflecting the diversity of society	Improved employee engagement and/or commitment at Teréga SA, leading to increased productivity and improved financial performance and/or enhanced attractiveness of Teréga SA and stronger talent retention through an employer brand that reflects a responsible company, supported by concrete actions.

All Teréga SA employees are Affected by these material impacts, risks, and opportunities. However, due to the nature of their activities, personnel involved in operations, maintenance, and infrastructure projects face higher exposure to deteriorating working conditions and workplace safety incidents.

3. MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

3.1. POLICIES CONCERNING THE COMPANY’S PERSONNEL

As part of its operations, Teréga SA advocates for the protection and promotion of human rights and fundamental freedoms. In this respect, Teréga SA aligns itself with the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization, and the OECD Guidelines. Teréga SA does not operate internationally; consequently, its gas transport and storage activities are subject to French law.

As a responsible French company, Teréga SA ensures compliance with French labour law concerning working hours, work-life balance, safety, and their proper implementation.

To support the deployment of its corporate plan, Teréga SA implements a responsible social policy tailored to its development challenges. The objectives of this social policy are to:

- leverage resources to deliver GAÏA 2035 through:
 - the acquisition and development of skills to secure current operational activities and anticipate sector and job evolution;
 - resource allocation aimed at optimising and anticipating the effective deployment of resources to meet operational needs;
 - change management to support people throughout the transformation process;
- establish a social foundation combining sustainable economic and social performance by means of mechanisms that reward performance and career progression within the company;
- embed Corporate Social Responsibility (CSR) into practices and actions by strengthening employee engagement.

The Teréga SA social policy applies to all employees, although specific measures target more exposed groups depending on their roles.

The social strategy is defined by the Director of Human Resources and Transformation and subsequently translated into operational objectives. These strategic priorities are then converted into action plans by the Human Resources Strategy Department (SRH), in order to develop appropriate policies.

Once formulated, the social strategy is approved by the President and Chief Executive Officer before being submitted for information or approval to the Executive Committee

(Comex). Subsequently, these policies are communicated and implemented throughout the company. Finally, the SRH Department is responsible for monitoring their compliance.

Teréga SA is a committed organisation that relies on two programmes: PARI 2035 (Prevention of risks related to health, safety, industrial risks and security, including cybersecurity) and ENERGIZ MOUV, which addresses the social pillar (S) of ESG criteria, and in particular, for employees, focuses on health and safety, well-being at work, social climate and skills development.

All the policies and programmes described below apply to all employees and respond to the identified material impacts, risks, and opportunities.

ASSOCIATED IMPACTS, RISKS, AND OPPORTUNITIES	POLICIES, PROGRAMMES AND INITIATIVES DEPLOYED AT TERÉGA SA
Deterioration of Teréga employees' well-being due to working conditions	PARI 2035 ENERGIZ MOUV Social policy frameworks relating to working conditions Collective agreements related to working conditions Specific health and safety policies
Security incidents at the workplace and loss of employee engagement at Teréga	PARI 2035 ENERGIZ MOUV Engagement survey Specific health and safety policies
Peaceful, positive social climate favourable to employee and company development	ENERGIZ MOUV Policies specific to working conditions Targets related to social dialogue
Lack of skills development impacting Teréga's strategic ambitions	Skills and talent development policy Training plan
Diversity	ENERGIZ MOUV Agreement on professional equality and quality of life and working conditions (QVCT)

Presentation of the PARI 2035 programme

The health and safety of people are priorities at Teréga SA. Risk management covers workplace health and safety, industrial safety, cybersecurity, and operational security. Teréga SA has launched an ambitious programme, PARI 2035, which strengthens risk management and fosters an integrated safety culture through concrete measures, actions, and objectives led by the Health and Safety Department, the Security Department, and the Industrial Safety Service. Since most accidents involve personnel from contracting companies, Teréga SA focuses its efforts on the responsibility and safety commitment of its suppliers and contractors.

Through PARI 2035, Teréga SA ensures the safety of people, facilities, and their environment with the goal of: "Zero accidents, zero incidents and zero intrusions, underpinned by a shared foundation of 'zero surprises', reflecting the importance of anticipation, preparation and collaboration."

The PARI 2035 programme sets out Teréga SA's position and commitments in the areas of occupational health and safety, industrial safety, security and cybersecurity.

This programme is led by the Director of D3SA (Health, Safety and Activity Support Directorate) (see *ESRS 2 - 3.1*) and approved by the Executive Committee (Codir).

Presentation of the ENERGIZ MOUV Programme

The ENERGIZ MOUV programme supports the social dimension and local engagement of Teréga SA. It encompasses all of the Teréga SA actions serving both people and territories within a unified framework. It is based on four commitments that strengthen the company's employer brand:

- supporting territorial ecosystems in the energy transition and local industrial development;
- promoting inclusion of people with disabilities or those distant from employment;
- ensuring gender diversity and equality;

- strengthening employee engagement.

For Teréga SA, the commitments of the ENERGIZ MOUV programme generate a social value that is essential to the economic and social development of the regions in which it operates. The programme also includes initiatives related to health and Quality of Working Life (QWL), skills development and employee engagement.

ENERGIZ MOUV symbolises the diverse energies within the company: those transported daily through its infrastructure and projects, as well as the energies of committed employees who design and implement sustainable and responsible solutions. It represents the responsible commitment of Teréga SA in the service of Corporate Social Responsibility (CSR).

Policies specific to working conditions

Teréga SA complies with French law. Additionally, since 9 February 2024, Teréga SA has signed and implemented an agreement on professional equality and quality of life and working conditions for all employees. This agreement was signed by the President and CEO, the Director of Human Resources and Transformation, and the representative trade unions.

It builds upon the actions Teréga SA has been undertaking for many years regarding professional equality between women and men, as well as integration and retention in employment, and the quality of working life.

Work environment

The measures implemented by Teréga SA cover workplace ergonomics, vehicle ergonomics, and daily services (such as the canteen), hygiene and sanitary conditions (vaccination campaigns, occupational health services), combating sedentary behaviour for support functions, prevention of occupational diseases through Physical Activity Risk Prevention (PRAP), mental health prevention via the Quality of Work Life (QWL) policy, and the management of psychosocial risks (PSR).

The Quality of Working Life and Working Conditions (QVCT) approach

To ensure a healthy and stimulating working environment, our QVCT approach is structured around several key pillars:

- workload management, through dedicated oversight, analysis of reported difficulties, and the implementation of targeted corrective actions;
- support for collaboration and employee productivity, through the provision of appropriate digital tools and suitably designed workspaces;
- support for employees in managing organisational change;
- a robust social framework that promotes performance recognition and provides comprehensive social protection, ensuring all employees are well covered against life's uncertainties.

Work-life balance provisions

The Teréga SA measures to respect work-life balance include the right to disconnect, support for parenthood, working time management, the creation of a "close caregiver" referent role, and teleworking arrangements.

Specific health and safety at work (HSW) policies

The Teréga SA HSW policy is based on a structured and mature Management System (SMS), certified ISO 45001.

ISO 45001 certification is a voluntary commitment aiming to establish an occupational risk prevention approach placing the human element at its core. Safety is a fundamental value and a constant requirement for Teréga SA.

With its on-site Health Centre, which brings together occupational health services and a nurse, Teréga SA provides listening services and psychological support accessible to employees where necessary.

Through its SMS framework, its main areas of focus are:

- managing risks linked to activities via the Annual Programme for the Prevention of Occupational Risks and Improvement of Working Conditions (PAPRI Pact);
- regulatory assessment and compliance;
- maintaining a strong safety culture.

These three pillars form a continuous improvement approach striving towards the "zero accidents" goal. They are interdependent and intended to protect employees, partners, installations, and their environment.

The HSW policy applies both to Teréga SA employees and to personnel from External Companies (EI). It is validated and signed by the President and CEO and is implemented daily by the Director of Health, Safety, and Operational Support.

Teréga SA has adopted a Code of Ethics. It is linked to its internal regulations and serves as a practical guide for all employees.

To detect and manage any issues or breaches of this Code, Teréga SA has implemented a confidential alert system. This mechanism enables employees to report, in complete confidentiality, any breach or any unlawful behaviour, or conduct that is contrary to the company's ethical values.

Given the priority of employee health and safety, a safety report is made at every Board of Directors meeting.

Specific training policies

Teréga SA is undergoing a profound transformation of its professions towards energy transition and new activities.

The skills and talent development policy is a key lever for meeting the challenges of evolving professions in the energy transition, digital, and social sectors. It applies to all employees. Aligned with strategic workforce and skills orientations, this policy establishes the framework and approach for developing human potential and creating individual and collective value, thus equipping Teréga SA with the human resources needed for its ambitions.

It aims to:

- secure and optimise the Teréga SA skill base in both core and transversal expertise;
- develop technical and professional competencies, incorporating requirements linked to the energy transition;
- maintain the movement and learning dynamics necessary for agility;
- anticipate organisational, job, and skills evolution for the Teréga SA of tomorrow;
- guide employees in their career paths;
- enable employees to adapt to evolving roles, new working methods, and digitalisation, and to embrace collaborative working practices necessary for Teréga SA;
- retain talents and prepare them for roles critical to the success of Teréga SA.

A mobile application provides educational resources to support employees in risk prevention (industrial risks, HSE – Health, Safety and Environment, Vigipirate security alert system) and the energy transition.

Specific social dialogue policies

Social dialogue at Teréga SA is based on trust and legitimacy of all actors, aiming to transcend particular interests and consider the general interest.

Social relations at Teréga SA are embedded in a constant practice of quality dialogue.

This relies on sharing information about economic and social strategic orientations and operational challenges. Moreover, a favourable feedback loop from the field is essential for implementing appropriate solutions and developing a foundation of social measures.

This involves an in-depth social dialogue covering economic and social aspects, developing exchange and information bodies, and a conducive negotiation framework.

The social dialogue is governed by an Agreement aiming to adapt regulatory and conventional frameworks while considering the company's dialogue practices and challenges. The agreement seeks to provide the means for trade unions and employee representatives to exercise their rights. It defines the rules for collective negotiations and employee representative bodies.

The policy is the responsibility of the Director of Human Resources and Transformation, supported by a Social Relations Officer.

As social dialogue is a material issue for Teréga SA, two employee representatives sit on the Board of Directors (see *ESRS 2 - 2.1. 2.1*).

3.2. DIVERSITY AND INCLUSION POLICIES

Teréga SA views diversity and inclusion as extending beyond an ethical requirement. The complementarity of its workforce and the opportunity for each employee to develop within the organisation are seen as a lever for sustainable performance. The company's ambition is to go beyond legal requirements in order to establish a more proactive approach in this area.

From 2026 onwards, this ambition will be formalised through the creation of a cross-functional, joint working group. Bringing together the HR and Transformation Directorate (DRHT), the Finance, Procurement, Legal and Sustainable Development Directorate (DFAJD), and employees, this body will be responsible for defining the Diversity and Inclusion policy in terms of scope, priorities (including associated indicators and targets), and action plans, with the aim of embedding it into operational practices.

Linked to the agreement on professional equality and QWL, this initiative aims to strengthen a robust employer brand.

3.3. PROCESSES FOR DIALOGUE WITH THE COMPANY'S PERSONNEL AND THEIR REPRESENTATIVES

The company's dialogue process with employees and their representatives enables staff to express their concerns and helps to maintain a serene social climate.

To this end, Teréga SA has implemented various upward and downward communication channels:

- annual company-wide events, such as the Convention focusing on the company's business plan (review and future outlook), and the Safetyval, aimed at raising team awareness around safety issues;
- information and orientation meetings with managers, designed to cascade information down to teams;
- departmental seminars, intended to unite teams around the achievement of shared goals;
- monthly web conferences open to all employees and hosted by the President and CEO, providing staff with regular updates on company news and the opportunity to ask questions directly to senior management;
- information sharing via various communication tools, including the ReZo intranet, *ReZonance* magazine, and the internal social network Workvivo;
- an employee engagement survey, ENERGIZ, which evaluates trust levels and identifies areas for improvement, followed by the implementation of concrete actions to boost engagement;
- a whistle-blowing system, allowing reports of any activity suspected of seriously violating human rights, fundamental freedoms, health and safety, or the environment, as well as any constituting fraud, corruption, conflict of interest, or other breaches of laws and regulations (see *ESRS G1 - 3.2.2*);
- employee-initiated meetings with their line managers, to raise concerns and express grievances.

Such initiatives are encouraged to maintain constant dialogue. These direct discussions help facilitate communication between managers and employees:

- reporting of Risky Actions or Situations (ASR) by any employee through the mobile application TERA (Teréga Events Report Application) (see *ESRS S1 - 3.3*);
- an annual Development and Performance Review (EDP) with their direct manager;
- the option to contact trade unions, to bring certain matters to their attention.

All of these mechanisms are communicated to employees via email exchanges, meeting invitations, information days, and online questionnaires.

Teréga SA places strong importance on feedback at all levels. All of these established and widely shared communication channels are designed to enable employees to engage with company management, express concerns, and communicate their needs.

In terms of social dialogue, the 2025 agenda includes:

- organising various meetings with employee representatives and trade union delegates, including:
 - 13 meetings of the Social and Economic Committee (CSE);
 - 5 negotiation meetings with trade union representatives within the scope of Teréga SA;
 - 6 meetings of the Health, Safety and Working Conditions Commission;
 - holding specific commissions to monitor the implementation of collective agreements.
- carrying out consultations, including:
 - recurring consultations in 2025, including the integration of the sustainability report consultation:
 - > consultation on strategic direction;
 - > consultation on the financial and economic situation;
 - > consultation on social policy;
 - 14 ad hoc consultations on various topics.
- conducting negotiations between the Management - represented by the Human Resources and Transformation Department (DRHT) - and the trade union organisations, represented by their union delegates. The resulting Agreements are signed jointly by the President and the Director of Human Resources and Transformation on the one hand, and the representative trade union organisations on the other.

In 2025, these negotiations led to the signing of two Agreements and one Amendment for Teréga SA:

- a salary agreement following the mandatory annual negotiation on remuneration;
- a profit-sharing agreement establishing performance indicators and a calculation formula for profit-sharing.

3.4. ACTIONS CONCERNING MATERIAL IMPACTS ON THE COMPANY'S PERSONNEL

Teréga SA implements various initiatives to support its commitments in the areas of working conditions, health and safety, as well as training and skill management.

All of the actions listed below enable Teréga SA employees to work in good conditions, in complete safety, and to remain engaged and motivated in supporting the strategy implemented by Teréga SA. These initiatives also aim to provide training on new challenges identified through GAIA 2035, and to uphold social dialogue.

In this way, Teréga SA addresses material issues and seeks to minimise identified impacts (see *ESRS 2 - 4.1*).

Specific actions related to working conditions

To strengthen employee engagement and satisfaction, Teréga SA undertakes several initiatives across different areas.

Leadership and managerial engagement

Teréga SA has implemented Safety Management Walks (VMS), a key managerial practice aimed at:

- making leadership commitment visible and sharing management’s safety vision;
- bringing managers closer to the field to foster dialogue with teams and demonstrate managerial attention to people, activities and safety;
- gaining a better understanding of on-the-ground working realities and assessing the actual implementation of safety measures;
- strengthening managers’ safety leadership capabilities.

In addition, each team meeting begins with a safety briefing designed to reinforce team awareness and embed a strong safety culture. It also provides a dedicated moment for open discussion with employees.

Consideration of climatic events

Teréga SA has taken into account the impacts of climate-related events by introducing enhanced requirements to address periods of extreme heat and heatwaves.

The company relies on the French National Heatwave Plan, activated annually between 1 June and 15 September, to adapt preventive measures according to four alert levels. A framework outlining requirements and best practices by alert level enables actions to be implemented from the “green” level upwards, with progressive escalation as alert levels increase. Among these measures are: the appointment of a “high temperatures” coordinator with specific responsibilities, including communication on early signs of heat stress, equipment provisioning and checks; ensuring the availability of at least one air-conditioned room within site facilities; management of potable water stocks to ensure sufficient supplies for all employees; installation of misting systems; adjustment of working hours; increased break times; temporary relaxation of Personal Protective Equipment (PPE) requirements where justified; creation of shaded areas. These requirements are shared with Contractor Companies through a practical guidance sheet.

Personal organisation arrangements

The company has renewed its teleworking arrangements, allowing ten days per month. This option is voluntary and available to all employees in support functions. Appropriate IT equipment (and accessories) is provided for each position, both on-site and for remote work, ensuring all employees are properly equipped.

Consideration of employee feedback

Teréga SA has taken into account the findings of its employee engagement survey, in which 88% of employees participated in 2025. Based on these results, two types of action plans have been launched: a cross-functional action plan, as well as department-specific action plans. Teréga SA also conducts individual performance reviews (EDP) for each employee, during which managers and employees address working time, mental workload, and work-life balance.

A dedicated induction day is provided for all new joiners to present the company, facilitate onboarding, and support understanding of its culture and strategic priorities.

The deployment of specific actions relating to workplace conditions is managed by the General Resources Department within the D3SA.

The workplace improvements implemented allow all employees to work in a healthy and pleasant environment. Teréga SA is committed to creating a physical and relational environment in which individual well-being contributes to collective success, fostering a spirit of cooperation and cross-functional collaboration.

Specific actions relating to health and safety

As part of its commitment to employee health and safety, Teréga SA has developed the TERA mobile application, which enables employees to report Risky Actions or Situations (ASR) and accidents in real time. These events are then handled by HSE Officers, who identify the necessary corrective actions.

Depending on the severity of the incident, an investigation may be conducted to identify and address the root causes. Beyond ASRs and accidents, Teréga SA employees are also encouraged to report good practices, undeclared works, scheduled general inspections, and on-site checks.

In addition, an annual Prevention Day is held in the presence of operational and support management teams to review the past year’s safety performance and set goals for the upcoming year. This event helps to align the safety strategies of the company’s various departments.

The Occupational Risk Assessment Document (DUERP) is used to identify roles that require specific training, whether regulatory or essential to performing the job safely. All such training is recorded in the HSE training matrix.

In 2025, with the aim of achieving “Zero accidents, Zero incidents, Zero intrusions”, Teréga SA:

- allocated a €200k budget for HSE-related training;
- trained 481 employees on road safety, focusing on the impact of sleep, diet and distraction;
- facilitated three HSE clubs involving Teréga SA and Contractor Companies, providing a forum for sharing feedback following incidents, deploying best practices and collaboratively developing solutions;
- organised a Prevention Day to review health and safety activity and set new goals for the following year;

- held a Safetyval event with: 395 Teréga SA employees and 99 Contractor Company representatives. The event cost Teréga SA €70k.

As part of its strategic safety approach, PARI 2035, safety in the workplace is a key area of focus and commitment. The safety of the men and women working on Teréga SA sites represents a collective responsibility. The actions implemented enable employees to work safely.

The deployment of these health and safety initiatives is managed by the Occupational Health and Safety Department within the D3SA.

The process for defining actions is based on a multi-dimensional analysis of actual and potential risks. Teréga SA relies on the following inputs to identify adverse impacts on employees:

- the DUERP;
- regulatory monitoring and compliance assessments;
- analysis of accident data and high-potential incidents;
- results of inspections and audits.

The deployment of these health and safety initiatives is managed by the Occupational Health and Safety Department within the D3SA. The governance and steering process ensures that the PARI 2035 safety objectives are translated into operational action plans.

Specific actions relating to training

Teréga SA has established a process for identifying training needs in various contexts.

In addition, an annual consultation process is conducted between October and December to gather departmental training requirements.

In 2025, priority areas included:

- HSE risk prevention: deployment of road safety awareness initiatives;
- securing core operational activities: job-specific training related to transport and storage operations;
- support for transformation challenges: training linked to the energy transition, including skills development in hydrogen infrastructure design, hydrogen-related risks, scope 3 carbon issues, CO₂ project financing, pyrogasification, as well as biomethane and CO₂ markets, new business models and smart energy systems;
- managerial skills development: redesign of the management programme for first-time managers and deployment of a new module focused on activity steering and team performance management, rolled out to all Group managers;
- digital transformation support: continued training for users on the new Computerised Maintenance Management System (CMMS/GMAO) and Enterprise Asset Management (EAM) tools, as well as large-scale training of ambassadors and employees on the deployment of artificial intelligence (AI), particularly the main functionalities of Gemini;
- maintaining and enhancing the performance of support

functions and employee employability: training in transversal skills, such as project-based work and English language learning;

- embedding corporate policies and transversal frameworks: training linked to CSR policies, including anti-corruption awareness, the Integrated Management System (IMS), ethics, QWL (Quality of Working Life), and security-related programmes;
- support for career transitions and promotion of apprenticeships: training as part of career development plans (including top-ups to the Personal Training Account [CPF]), and through the Teréga Pass scheme.

Teréga SA fosters a long-term partnership with its employees. Teréga SA is committed to supporting lifelong learning and professional development to create a dynamic skills ecosystem and build a shared body of knowledge. Addressing training needs is essential given the evolving challenges the company faces. As a result, employees are equipped and prepared for the strategic challenges identified by the company.

The roll-out of training initiatives is managed by the DRHT. In 2025, Teréga SA invested €772,000 in training expenditure.

Specific actions relating to social dialogue

The implementation of initiatives relating to social dialogue is overseen by the Director of Human Resources and Transformation and the Employee Relations Officer (see *ESRS S1 - 3.2*).

Diversity-related actions

2026 will mark a turning point in the structuring of Teréga SA's social commitments. Building on its existing foundations, the company will move from a compliance-based approach to a more proactive strategy, driven by the new Diversity and Inclusion policy defined this year.

Current actions are primarily focused on two areas: recruitment and equal treatment.

With regard to recruitment, Teréga SA has implemented a standardised competency-based approach, ensuring compliance with non-discrimination principles. The application of this methodology is supported by an awareness module for recruitment stakeholders; currently, 100% of HR staff and 27% of managers have completed this training. Full coverage of managers is planned for 2026 through the rollout of an e-learning programme.

With regard to equal treatment, Teréga SA continuously monitors pay equity, promotion fairness, reintegration rights following leave, and the representation of women in top remuneration brackets. The effectiveness of this approach is reflected in a gender equality index score of 93/100 at Group level in 2025, higher than the French average of 88.5 the previous year.

Through its ENERGIZ MOUV programme, Teréga SA reaffirms its commitment to professional equality. The Group particularly strives to ensure fair pay equity between women and men.

In parallel, the Group is committed to increasing the representation of women in technical roles through a partnership with the association “Elles bougent”, including membership and participation in or organisation of events aimed at promoting women in engineering and technical professions. Moreover, Teréga SA also undertakes occasional initiatives supporting the inclusion of individuals distant from the labour market through sponsorship actions and internship opportunities targeted at these groups.

4. INDICATORS AND TARGETS

4.1. TARGETS RELATED TO THE MANAGEMENT OF MATERIAL NEGATIVE IMPACTS, THE PROMOTION OF POSITIVE IMPACTS, AND THE MANAGEMENT OF MATERIAL RISKS AND OPPORTUNITIES

The company’s programmes and policies reflect its human-centred values, its innovative model, and its transformation initiatives. By establishing dedicated programmes and policies on these matters, Teréga SA reaffirms its commitment to placing people at the heart of its corporate strategy.

This vision brings together various actions under a common purpose: encouraging employees to take an active role in shaping their careers and enhancing their professional experience within Teréga SA.

The process of setting objectives in these areas is led by the DRHT, based on historical results and the organisation’s ability to achieve them. Certain objectives may also be discussed with recognised trade unions during negotiations and may be formalised in Collective Agreements, depending on the subject matter.

This proposal is reviewed in collaboration with the DFAJD and is subject to final approval by the Executive Committee.

Targets related to working conditions

Teréga SA strives to maintain a high level of employee engagement, as measured by the Energiz survey. Indeed, Teréga SA conducts an internal employee survey every two years. This survey enables the company to regularly assess employee engagement levels, identify areas for improvement, and develop cross-functional and department-specific action plans, in order to maintain a positive dynamic, particularly in a context of organisational transformation.

The survey conducted at the end of 2025, with a participation rate of 88%, shows a very satisfactory level of engagement compared with the benchmark of French companies, and a slight improvement compared with 2023. Intrinsic engagement stands at 7.4/10 (ISO 2023), while the overall satisfaction index is 7.5 (+0.1 compared with 2023).

The main strengths identified are:

- safety (8.7/10);
- working relationships within teams and across teams (8.1/10);
- client orientation (7.9/10);
- professional effectiveness and development (7.7/10);
- work-life balance and well-being at work (7.6/10);
- alignment with the company’s values and strategy (7.4/10);
- recognition through appreciation and remuneration (7.4/10).

The next survey is scheduled for the end of 2027.

Specific actions relating to health and safety

In line with its ongoing commitment to safety, Teréga SA maintains its ambition of “Zero accidents, zero incidents and zero intrusions”. In order to measure progress and engage all employees, a target has been set for the Lost-Time Incident Rate (LTIR). The objective is not to exceed a maximum of three lost-time accidents, corresponding to a target LTIR between 1.8 and 2.1, depending on hours worked.

Targets related to training

Teréga SA aims to dedicate a significant share of its training budget to the energy transition. At the end of 2025, this target was achieved, reaching 15%. This momentum will continue in the coming years, with a target of 30% of the training budget allocated to energy transition-related training by 2035.

Targets related to social dialogue

Teréga SA continues to foster meaningful dialogue with employee representatives and staff through the organisation of various meetings with employee representatives and trade union delegates. Social dialogue is also sustained through a combination of regular and ad hoc consultations. Throughout the year, social dialogue also takes the form of negotiations between management and the trade union organisations.

Targets related to training

Diversity is positioned as a lever for sustainable performance. The target for 2026 is the development and formalisation of a Diversity and Inclusion policy. A dedicated working group (HR and Transformation Directorate, Finance, Procurement, Legal and CSR Directorate, and employees) will be established to co-construct the policy, including its scope, objectives and associated action plans.

4.2. CHARACTERISTICS OF THE COMPANY'S EMPLOYEES

Registered workforce includes all employees under contract with Teréga SA.

All employees are based in France.

Due to the non-seasonal nature of the company's activity, choosing to report a headcount as of 31 December of the year provides a representative view of the workforce.

Below is the breakdown of Teréga SA's workforce by gender:

WORKFORCE AS OF 31/12 ⁽¹⁾	2025	2024
Men	474	465
Women	173	182
Others	0	0
Undetermined	0	0
Total employees	647	647
% of employees in France	100%	100%

(1) Fixed-term staff (apprentices and trainees, fixed-term replacement contracts, and fixed-term contracts for temporary workload increases) and permanent employees on payroll as at the last day of December, i.e. 31/12. Employees who left on the last day of the month are counted in the workforce for that month and are removed on the first day of the following month (month m+1).

This figure is included in the social accounts report of Teréga SA as of 31 December 2025, under the section "Other Information".

Below is the breakdown of permanent workforce by gender. The permanent workforce, as defined by the French Labour Code, refers to all full-time employees on permanent contracts (CDI), who were on the payroll for the entire year.

PERMANENT WORKFORCE FOR THE YEAR	2025	2024
Men	401	408
Women	140	151
TOTAL	541	559

A 3% overall decrease is observed, linked to an increase in voluntary turnover. The 2025 financial year records a rise in the overall turnover rate, as it reflects individual mobility movements in addition to the historically recurring departures within Teréga SA, namely retirements.

Teréga SA also employs fixed-term staff, including apprentices and work-study students, replacement fixed-term contracts, and fixed-term contracts related to temporary increases in workload.

Breakdown of fixed-term employees by gender

TEMPORARY WORKFORCE AS OF 31/12 ⁽¹⁾	2025	2024
Men	34	31
Women	11	18
TOTAL	45	49

(1): Number of fixed-term contracts as of 31/12/N.

The total number of fixed-term contracts (CDDs) has slightly decreased, as the need to replace permanent staff occurred less frequently.

The number of employees leaving the company includes resignations, dismissals, retirements, mutual terminations, deaths, and the end of fixed-term contracts.

To calculate the turnover rate, this number is divided by the average annual workforce of Teréga SA (including fixed-term employees).

Employee departures and staff turnover

TERÉGA SA	2025	2024
Number of employees who left the company	65	41
Turnover rate	10%	6%

The turnover rate increased by 4%, rising from 6% to 10% in 2025.

The breakdown of the workforce by working time (full-time/part-time) is shown below.

TERÉGA SA: EMPLOYEES ⁽¹⁾	2025	2024
Number of full-time employees	610	620
Women	158	172
Men	452	448
Number of part-time employees	37	27
Women	15	10
Men	22	17

(1) Employees on permanent and fixed-term contracts as at 31/12/N.

The increase in the number of employees working part-time is attributable both to end-of-career working arrangements and to adjustments related to family constraints.

4.3. CHARACTERISTICS OF NON-EMPLOYEES TREATED AS COMPANY PERSONNEL

Teréga SA benefits from the progressive measurement allowance granted to organisations with fewer than 750 employees.

4.4. COVERAGE OF COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

As Teréga SA operates exclusively within France, it is subject to the obligations of French labour law.

COUNTRY/ REGION	COVERAGE OF COLLECTIVE BARGAINING (a)	COVERAGE OF SOCIAL DIALOGUE (b)
France	100%	100%

(a) Percentage of employees covered by collective labour agreements.
 (b) Percentage of employees represented by employee representatives.

4.5. TRAINING AND SKILL DEVELOPMENT INDICATORS

The skills approach aims to maintain and develop the Teréga SA skills assets through training, in order to consolidate and enhance the various competencies related to the priorities of current and future activities (regulatory, HSE, core business, energy transition), as well as to develop other skills to support employee development and employability.

The identification of the training plan is based on a collection of needs from the business units, supported by a gap analysis between the skills currently held and those required or to be developed, alongside a forward-looking assessment anticipating the evolution of roles and skills.

Participation in performance and career development evaluations is monitored by contract type and gender.

TERÉGA SA⁽¹⁾	2025	2024
% of employees who have participated in regular evaluations of their performance and career development	97%	95%
<i>on permanent contracts (CDI)</i>	99%	98%
<i>on fixed-term contracts (CDD)</i>	56%	59%
% of Women	94%	92%
<i>on permanent contracts (CDI)</i>	97%	98%
<i>on fixed-term contracts (CDD)</i>	33%	41%
% of Men	98%	97%
<i>on permanent contracts (CDI)</i>	100%	98%
<i>on fixed-term contracts (CDD)</i>	67%	70%

(1) Employees present as of 31/12/N.

Number of training hours by employee category and by gender

TERÉGA SA⁽¹⁾	2025	2024
Average number of training hours	28	36
<i>Managers</i>	25	33
<i>Non-managers</i>	31	39
Average number of training hours: Men	31	39
<i>Managers</i>	26	33
<i>Non-managers</i>	35	43
Average number of training hours: Women	21	28
<i>Managers</i>	24	31
<i>Non-managers</i>	15	22

(1) Employees on permanent and fixed-term contracts as of 31/12/N.

The overall analysis of data for 2025 shows a 24% decrease in training hours delivered. This development, although significant, is explained by the cyclical nature of certain training programmes, in particular the refresher courses for specific regulatory HSE authorisations. In addition, a new security prevention training programme was deployed in 2024, which

generated a high number of training hours, as it was delivered to all employees. The year 2025 therefore marks a return to a more standard trajectory, with a more optimised management of time dedicated to training activities.

4.6. HEALTH AND SAFETY INDICATORS

All employees of Teréga SA are covered by health and safety measures. ISO 45001 certification attests to the performance of the company’s Occupational Health and Safety Management System.

For many years, Teréga SA has tracked workplace accidents involving its employees, temporary staff, and those of contracting companies. This includes the calculation of the lost-time injury rate, which helps assess the effectiveness of the health and safety measures described previously.

SAFETY INDICATORS	2025	2024
% of personnel covered by the health and safety management system	100%	100%
Number of fatalities among Teréga SA staff due to work-related accidents or occupational illnesses	0	0
Lost-time injury rate of Teréga SA + TSA ⁽¹⁾ temporary staff	1.0	0.0
Combined lost-time injury rate of Contractor Companies (CCs)+ CC ⁽²⁾ temporary staff	3.6	1.7
Lost-time injury rate of TSA + temporary staff + Contractor Companies	2.0	0.6
Lost-time injury rate of Teréga SA + TSA temporary staff	1	0
Number of work-related accidents of CCs + CC temporary staff	2	1
Work accident rate with and without lost time (TFAD) of Teréga SA + TSA ⁽³⁾ temporary staff	2.1	1.0
Work accident rate with and without lost time (TFAD) of Contractor Companies (CCs)+ CC ⁽²⁾ temporary staff	7.1	5.1
Work accident rate with and without lost time (TFAD) of TSA + temporary staff + Contractor Companies	4.0	2.6
Work accident rate with and without lost time (TFAD) of Teréga SA + TSA temporary staff	2	1
Work accident rate with and without lost time (TFAD) of Contractor Companies (CCs)+ CC temporary staff	4	3
Number of occupational illness cases among Teréga SA employees ⁽⁴⁾	0	1

(1) The Lost-Time Incident Rate (LTIR) is defined as the number of occupational accidents resulting in lost time per million hours worked. It is calculated over a 12-month period.

(2) Figures provided in addition to Teréga SA's mandatory reporting indicators.

(3) The Total Recordable Incident Frequency Rate (TRIFR) is defined as the number of occupational accidents with and without lost time per million hours worked. It is calculated over a 12-month period.

(4) Number of occupational illnesses declared and recognised by the Social Security system.

Number of lost workdays among Teréga SA employees

TERÉGA SA	2025	2024
due to work-related accidents	16	0
due to fatalities from work-related accidents	0	0
due to work-related health issues	262	262

No fatalities have been reported as a result of work-related accidents or work-related health issues.

Teréga SA classifies as occupational accidents those occurring during business travel (referred to as “on-duty travel accidents”).

However, accidents occurring during private commuting between the home and the workplace (referred to as “commuting accidents”) are not counted as occupational accidents. That said, such commuting accidents are reported by Teréga SA to the Social Security system to ensure, where applicable, that employees can receive medical care free of charge.

Teréga SA ensures full traceability of these incidents. Both on-duty travel accidents and commuting accidents are recorded within the reporting scope of Teréga SA and its Contracting Companies (CC). The CCs are responsible for providing data on commuting accidents.

To date, the company has not recorded any recognised occupational diseases linked to business travel.

To date, the Group has not recorded any recognised occupational diseases linked to business travel.

As of 31 December 2025, the Teréga SAS Group recorded the following:

- 5 work-related travel accidents (including 2 first-aid cases within Teréga SA and 3 contractor-related lost-time accidents);
- 1 commuting accident:
 - 1 Teréga SA (first aid).

4.7. WORK-LIFE BALANCE INDICATORS

All employees of Teréga SA are entitled to family leave, including maternity, paternity, parental, caregiver leave, authorised absence for a child with a disability, and leave for the hospitalisation of a spouse or child.

Percentage of employees on permanent (CDI) and fixed-term (CDD) contracts eligible for and who have taken family leave, by gender

TERÉGA SA	2025	2024
% of employees entitled to family leave	100%	100 %
% of employees who have taken family leave	8.4%	9.1%
% of Women	2.2%	3.3%
% of Men	6.2%	5.9%

4.8. DIVERSITY INDICATORS

Gender distribution within governing bodies and age distribution among employees

TERÉGA SA	2025	2024
Number of Men		
Executive Committee (Codir)	5	5
Boards	2	2
Number of Women		
Executive Committee (Codir)	4	5
Boards	2	2
% of Men		
Executive Committee (Codir)	55.6%	50.0%
Boards	50.0%	50.0%
% of Women		
Executive Committee (Codir)	44.4%	50.0%
Boards	50.0%	50.0%

Gender distribution, in number and percentage, at senior management level

TERÉGA SA	2025	2024
Number of Men in executive management	17	16
Number of Women in executive management	6	7
% of Men	3.6%	3.4%
% of Women	3.5%	3.8%

Breakdown of employees by age group

TERÉGA SA	2025	2024
% under the age of 30	7%	7%
% aged 30-50	57%	58%
% over the age of 50	36%	35%

4.9. REMUNERATION INDICATORS

Gender pay gap (pay differential and total remuneration)

TERÉGA SA	2025	2024
Gender pay gap (Men/Women) ⁽¹⁾	- 0.35	0.42
Ratio of annual remuneration of the highest-paid individual compared with the average total annual remuneration ⁽²⁾	9.7	8.3

(1) (Gross annual total remuneration for men – Gross annual total remuneration for women) / Gross annual total remuneration for men × 100, based on permanent staff (full-time permanent employees present throughout the entire period from 01/01 to 31/12).

(2) Gross annual taxable remuneration for permanent staff (full-time permanent employees present throughout the entire period from 01/01 to 31/12).

Pay gap between managers and non-managerial staff (OETAM: workers, employees, technicians and supervisors)

TERÉGA SA	2025	2024
Managers	7.24	9.32
Non-managerial staff	7.00	6.37

The variation is explained by the recognition of overperformance through the variable component of the executive remuneration package.

4.10. SERIOUS HUMAN RIGHTS CASES, COMPLAINTS, AND IMPACTS

The 2025 assessment reports no cases of discrimination, no complaints, and no serious human rights-related incidents involving the company’s workforce, in accordance with the established reporting and escalation procedures. As a result, no fines, penalties, or compensation payments related to such incidents were incurred by the company in 2025 for its internal workforce.

Teréga SA has implemented a whistleblowing system (see *ESRS G1 - 3.2.2*). In addition, any employee of Teréga SA may contact their line manager, who is responsible for escalating relevant matters to the Human Resources and Transformation Directorate (DRHT).

1. INTRODUCTION

As a regional and national energy player, Teréga SA has been developing and operating gas transport and storage infrastructure for 80 years to ensure universal access to energy through a network that is increasingly reliable, efficient, and environmentally integrated.

Teréga SA also aims, as part of its Gaïa 2035 corporate strategic plan, to transform its network into a 100% renewable and low-carbon energy hub by 2050. This ambition will be pursued by supporting the emergence of local biomethane production and by continuing to develop innovative solutions that promote hydrogen applications and CO₂ management. In line with its double materiality assessment (see ESRS 2 - 4.1), Teréga SA has analysed both the actual and potential impacts of its gas infrastructure development activities - and those of its value chain - on communities, as well as the business risks directly arising from these impacts.

During this analysis one material impact and one material risk were identified:

	SUSTAINABILITY ISSUES	IROs	DESCRIPTION OF IMPACT, RISK, OR OPPORTUNITY	DESCRIPTION
SOCIAL	Local communities (Teréga)	Impact (-)	Non-acceptance of Teréga projects by local residents	Concerns, stress, resistance, and non-acceptance of Teréga’s projects by local residents and their representatives, due to the nature of the projects implemented or associated negative perceptions (e.g. fears of visual, traffic-related, or odour-related disturbances).
		Risks	Failure of dialogue and poor consideration of local communities by Teréga	Deterioration of Teréga’s reputation and loss of stakeholder trust due to inadequate consideration of local communities and ineffective dialogue with them (acceptability).

Given the potential impacts that infrastructure development projects can have on local communities living near the facilities, Teréga SA recognises that their success depends on building strong relationships and maintaining regular communication with local stakeholders, including local authorities, agricultural chambers, winegrowers’ unions, elected officials, residents, and other public environmental protection agencies.

2. STRATEGY AND INTEGRATION OF LOCAL COMMUNITY INTERESTS

The integration of the perspectives and interests of local communities and stakeholders is deeply embedded in Teréga SA’s infrastructure development and operational model (see ESRS 2 - 3.2).

More specifically, Teréga SA ensures that each of its projects adheres to principles guiding a responsible approach towards local communities, both for development projects and assets in operation.

Entrusted with a public service mission, Teréga SA’s investment strategy is primarily driven by various considerations, all focused on serving the public interest. These considerations notably include:

- Taking into account new local dynamics in energy consumption and the capacity for renewable gas production to serve underserved areas (so-called regional network reinforcement investments);
- Maintaining the safety and reliability of gas facilities to comply with regulatory changes and stakeholder requirements (so-called maintenance investments);
- Developing energy exchanges at the European level to respond to market evolution and the territory’s supply security needs (so-called major transit investments).

Furthermore, to earn the trust of communities and secure acceptance of its projects, Teréga SA places territorial dialogue at the heart of its development strategy and commits to upholding a set of ethical values and principles in business conduct.

Accordingly, Teréga SA explicitly refers to the United Nations Universal Declaration of Human Rights in its Code of Ethics, and it pays particular attention, as fundamental rights, to environmental protection (physical, natural, and human) and respect for the land and property rights of communities.

The mechanisms for dialogue with communities and those used to ensure respect for fundamental rights are described in the following sections.

Similarly, regarding assets in operation, Teréga SA prioritises the safety of local communities living near its facilities, making it a top concern (see *ESRS S4 - 3.3*).

3. MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

3.1. POLICY ON PROJECT ACCEPTANCE

Convinced that the success of its projects relies on strong relationships and regular dialogue with communities, Teréga SA places territorial dialogue at the core of its strategy for developing gas transport and storage infrastructure. From the study phase onwards, the company engages in organised discussions with all relevant local stakeholders – such as local authorities, agricultural chambers, winegrowers’ unions, water authorities, elected officials, and residents – to better understand, anticipate, and address issues related to urban planning, land use, safety, environment, and the protection of natural areas raised by gas infrastructure construction projects.

In terms of responsibility, each Project Manager is tasked with ensuring that this dialogue takes place throughout the project lifecycle and results in the delivery of infrastructure under the best possible conditions.

To successfully carry out their project, the Project Manager is provided with allocated resources – both human and financial – that are determined in advance in accordance with Teréga SA’s established processes and organisational principles.

The financial resources planned within project budgets notably include amounts corresponding to easements for installing gas infrastructure on private land – based on rates established by the tax authorities or agricultural unions –, as well as compensation for damages caused by construction works during project execution (see *ESRS S3 - 3.2.2 and ESRS S3 - 3.2.3*).

3.2. PROCESSES AND ACTIONS FOR SECURING COMMUNITY ACCEPTANCE OF PROJECTS

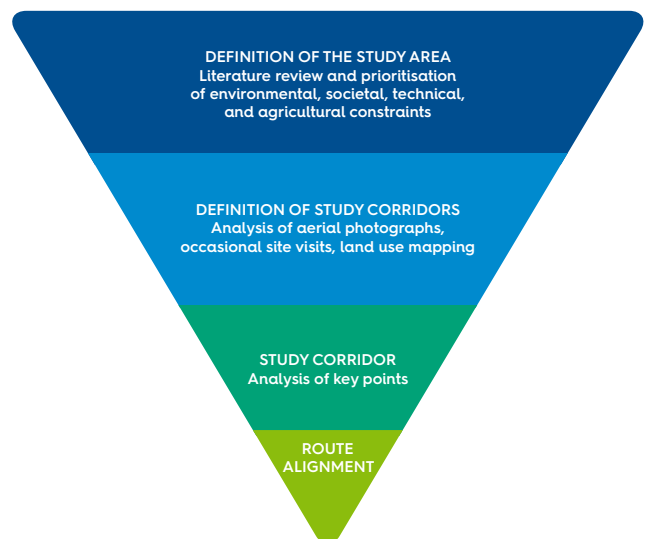
3.2.1. Request for Construction and Operation Authorisation (DACE)

Construction and/or renewal projects of gas infrastructure, where pressure and length exceed thresholds set by the Environmental Code, require a DACE dossier to be submitted to the Prefect of the relevant department.

The preparation of this dossier involves extensive discussions with administrations representing the interests of various stakeholders potentially Affected by the project. These discussions aim to identify construction solutions with the least possible impact. The granting of the Construction and Operation Authorisation thus serves as a guarantee of trust and acceptance of the projects by the local communities concerned.

For information, the DACE dossier systematically includes the following key documents:

- A Hazard Study (EDD), which identifies and analyses the risks the infrastructure may pose to the population and its environment, as well as risks to the infrastructure itself considering its surroundings. This study outlines the measures that will be implemented to reduce the likelihood and effects of these risks;
- An assessment of technical, environmental, societal, and financial issues, which establishes the initial state of the physical, natural, and human environment of the proposed infrastructure. This assessment includes the selection of the route with the least impact following the MERCI method to optimise the project within its territory.



3.2.2. Dialogue process with Affected communities upstream of projects

Dialogue with elected officials and administrative services

To prepare the DACE dossier, Teréga SA, assisted by external consultants, initiates early contact with elected officials and the relevant administrative services involved in the project. The objective is to provide these bodies with preliminary information about the project and to gather all necessary data and constraints to identify the route with the least impact compared to the proposed route, establish the list of public land requisitions, and draft the environmental impact and hazard studies.

Public information meetings

Additionally, Teréga SA may organise public information or consultation meetings at its own initiative. These meetings occur once per project and bring together regional, departmental, and municipal elected officials, local stakeholders, operators, and landowners whose properties may be Affected or crossed by the project route.

Following these consultations, and with the information gathered from dialogue with officials and the public, the DACE dossier is examined by various administrations including chambers of agriculture, chambers of commerce and trades, local councils, civil services, the National Institute of Origin and Quality (INAO), and in some cases military authorities, during the so-called administrative review phase.

Public inquiry procedure

Where the construction or operation of gas installations pose significant risks or inconveniences regarding neighbourhood amenities, health, safety, nature, or landscape protection, the Environmental Code (Article L. 555-1) requires a public inquiry procedure. This may be initiated by the Prefect's decision. The inquiry is conducted by an investigating commissioner appointed by the administrative court, who makes the inquiry dossier and a register for public comments available to the public.

This public inquiry process complies with requirements set out notably by the 1998 Aarhus Convention, signed by 39 States, which aims to promote public participation in environmental decision-making, improve the quality of public decisions, and enhance their democratic legitimacy.

At the end of the inquiry, the commissioner compiles a report summarising public opinions, questions, and their own findings. Teréga SA, as project owner, must consider this report and respond to the issues raised in a formal memorandum.

In 2025, the projects of Teréga SA that are subject to public inquiry received no adverse opinions from commissioners nor public observations requiring modifications to the projects.

Establishment of amicable easement agreements

The negotiation of amicable easement agreements is essential for the installation of gas transport and storage infrastructure on public or private land. These agreements constitute Teréga SA's legal rights to occupy the land crossed, whether publicly or privately owned.

This crucial stage, overseen by the Project Manager, is carried out with the necessary diplomacy and rigour to achieve Teréga SA's objectives:

- accurate identification of legal ownership;
- respect of Teréga SA's rights and obligations, ensuring official processes and contractual documents are beyond reproach;
- securing the maximum number of amicable easement agreements without resorting to legal procedures, negotiating in a spirit of fairness and long-term respect;
- achieving a technically feasible and low-impact route.

To this end, Teréga SA establishes a compensation scale for landowners by consulting the France Domaine Service of the tax administration in the relevant departments or by reaching agreements with authorised agricultural bodies such as:

- Chambers of Agriculture;
- representative organisations of agricultural and forestry unions.

Compensation for easements is based on the market value of agricultural land crossed and is proportionate to the damage caused by the right to install infrastructure.

The negotiation phase, conducted by a land consultancy provider on behalf of Teréga SA, requires meticulousness and local knowledge.

During negotiations, route adjustments may be made to accommodate land or crop constraints of Affected owners or operators. Throughout the negotiation period, the land consultant maintains regular contact with Teréga SA's Project Manager to secure approval for every price and route compromise.

To date, the quality of dialogue maintained with landowners affected by the routing of new infrastructure projects has enabled Teréga SA to achieve an average voluntary easement agreement signature rate of 98% (against an annual target of 95%). This reflects a high level of acceptance of the company's projects and supports strong relationships for the operation of pipelines throughout their lifecycle.

Although Teréga SA seeks to make every effort to maximise the number of negotiated easement agreements, certain property-related situations, such as ownerless properties or unresolved inheritance matters, may prevent the conclusion of an amicable agreement. To address such situations, Teréga SA may benefit from statutory easements established by the Prefectural Authority of the relevant department. The process for obtaining statutory easements is also subject to a public consultation phase, enabling consideration to be given to observations and comments from local communities potentially affected by the project.

3.2.3. Dialogue process with Affected communities and impact remediation during construction phase

Dialogue tools and arrangements implemented during the construction phase

To enable populations living near construction sites to ask questions and to reduce potential impacts on neighbouring communities, local communication measures are implemented through:

- the provision of contact details for the project manager;
- project-specific signage, including:
 - clear and precise signage at construction sites;
 - notices informing the public of potential traffic disruptions or changes;
 - enhanced safety arrangements, where necessary, on hiking paths affected by works;
- measures aimed at reducing disturbance, particularly with regard to working hours, compliance with noise regulations, and the cleaning of tracks and roads affected by construction activities.

Site condition assessments before and after works

Beyond the communication channels offered during public information meetings or the public inquiry process – including registers for public comments allowing questions or suggestions – Teréga SA also pays particular attention to impacts that construction works may have on private property.

Teréga SA therefore conducts a status assessment both before and after the works.

Prior to the works, the land consultancy provider appointed by Teréga SA individually invites each landowner and/or operator Affected by the installation works by letter to attend a joint pre-work site inspection. In the presence of all relevant parties, the land services provider records and documents all items located within the temporary occupation zone, including crop types, fences, survey markers (OGE – Order of Chartered Surveyors), buildings, infrastructure, drainage systems, pipelines, cables and any additional information provided by the operator considered relevant for the proper execution of works and assessment of potential damages.

After the works, the land consultant, referencing the pre-work assessment, records all damage resulting from the works and machinery passage.

The contractor responsible for the works issues a compliance certificate to Teréga SA confirming that restoration meets project requirements. A post-work site inspection report certifying the satisfactory completion of restoration is then signed in the presence of the landowner, the operator (e.g., farmer, forester, grower), and Teréga SA.

Compensation relating to any damages is then paid to the property owner within an average maximum period of 30 days.

The number of refusals to sign post-work site inspections remains very marginal, demonstrating the effectiveness of Teréga SA's dialogue processes and remediation actions with landowners and operators whose parcels are crossed by the works.

However, in the event of any suspected serious violation of human rights, fundamental freedoms, health, or safety, the concerned stakeholder may use the alert system established by Teréga SA (see *ESRS G1 - 3.2.2.2*). To date, Teréga SA has never received any reports concerning potential serious incidents related to human rights.

Lessons learned and feedback (REX)

Lessons learned activities (REX) constitute a key component of project governance within Teréga SA.

Conducted at the conclusion of each project, these activities strongly support continuous improvement objectives by enabling the organisation to draw lessons from incidents, enhance solutions for addressing encountered challenges, and capitalise on identified best practices.

The REX process is based on the following principles:

- systematic use of previous lessons learned before undertaking actions in response to new situations or identified challenges, supported by a centrally accessible REX database;
- preparation of a final project assessment for each phase (FEED, detailed engineering, construction, site closure and commissioning) and across various criteria including HSE, internal governance, site organisation and management, stakeholder relations and communication;
- identification and validation of action plans through an ad hoc committee;
- monitoring and follow-up of action plans.

Contributions to local development

Beyond actions aimed at remedying, mitigating, or repairing negative impacts that project implementation may have on communities, Teréga SA also contributes to the social and economic vitality of the local communities that it traverses. This is achieved through close collaboration with numerous local and regional contractors specialising in various fields: technical studies, engineering, piping, metal fabrication, civil engineering and information systems.

These positive externalities, encompassing the efforts to maintain constructive dialogue with populations living near installations, as well as the quality of the work performed, enable Teréga SA to manage its reputational risk and maintain a strong level of trust among its stakeholders.

4. INDICATORS AND TARGETS CONNECTED TO THE MANAGEMENT OF IMPACTS AND RISKS

Considering the level of acceptance of its projects by stakeholders, Teréga SA – apart from the indicator related to the rate of amicable easement agreement signatures (see *ESRS S3 - 3.2.2*) – does not set additional targets with deadlines to guide and measure its progress in mitigating potential negative impacts and risks associated with its projects.

1. INTRODUCTION

Teréga SA is a public-interest company with a public service obligation. Teréga SA must meet the essential needs of society by ensuring, for its clients and end consumers and/or users, the security of natural gas supply, guaranteeing and maintaining continuity of public service and consistently delivering operational excellence. Teréga SA recognises the critical importance of respecting and valuing its clients and end-users in ensuring the success of its operations.

2. STRATEGY

2.1. STAKEHOLDERS' INTERESTS AND PERSPECTIVES

The Teréga SA strategy and business model are primarily based on providing services to other companies (Business to Business, B2B), namely the transportation and storage of gas – Teréga SA does not own the gas molecules transported and stored.

The transport services consist of transporting gas to industrial users and public distribution networks in order to supply end consumers. In parallel, underground storage services located at Lussagnet and Izaute ensure supply continuity by storing and subsequently withdrawing the additional gas required at any given time to meet consumer demand and seasonal variations in gas consumption.

Accordingly, for Teréga SA, end-users are defined as natural or legal persons consuming gas for their own use, purchased from a gas supplier.

Consumption covers industrial, residential (household), and tertiary uses.

Teréga SA also considers as consumers of its transport and storage services gas shipper clients and directly connected industrial users, i.e. any natural or legal person delivering gas to Teréga SA at any entry point on the transport network, or receiving gas delivered by Teréga SA at any exit point of the transport network. This category of users is treated in a consistent and non-discriminatory manner.

Teréga SA fully recognises its responsibility towards its stakeholders in terms of safety, security, cybersecurity, and risk management related to its activities and to its gas transport and storage infrastructure. Safety and security are both a moral duty and a strong commitment to comply with all legal and regulatory requirements aimed at protecting the physical and moral integrity of individuals (employees, clients, consumers and users) throughout their activities.

Safety and security also aim to protect assets, both tangible (such as sites and infrastructure) and intangible (including IT systems and data). They contribute to ensuring business continuity and strengthening the resilience and sustainability of the company in the execution of its critical responsibilities.

In its safety approach, Teréga SA relies on two key principles: regulatory compliance in the broad sense (the better the rules are applied, the higher the level of safety) and safety-driven initiative, meaning the reflex at all levels of the organisation to integrate safety as a decision-making criterion.

To ensure maximum safety, Teréga SA also deploys a set of approaches combining analysis, anticipation, prioritisation and innovation to control risks.

2.2. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

Due to its activity, the industrial safety of its infrastructures is a major and ongoing priority for Teréga SA. By establishing this priority as the foundation of its Teréga SA has identified and confirmed the materiality of three key impacts and risks:

	SUSTAINABILITY ISSUES	IROs	DESCRIPTION OF IMPACT, RISK, OR OPPORTUNITY	DESCRIPTION
SOCIAL	Infrastructure security	Impact (-)	Infrastructure failure or operational accident on Teréga's network	Failure of infrastructures (including information systems) or operational accidents that may affect the health (pollution) and/or safety of third parties (distributors, end clients, local residents, etc.).
		Impact (-)	Temporary energy insecurity for end-users in the event of infrastructure failure	Temporary energy insecurity for end-users in the event of non-compliance by Teréga with public service obligations or infrastructure safety requirements (accident, network or infrastructure unavailability, etc.).
		Risks	Operational and financial consequences resulting from a failure in infrastructure safety	Disruption of supply and associated economic losses (including penalties and costs of service restoration and repairs) due to a failure in infrastructure safety.

These impacts and risks are material given Teréga SA's economic model dependence on gas consumption and usage in France.

In order to best anticipate these risks and impacts and to ensure the continuity of energy supply to consumers and end-users, Teréga SA operates an interconnected transport network linked to adjacent transport systems as well as to natural gas production sites and underground storage facilities. It operates six compression stations.

Teréga SA also has a dedicated crisis management and business continuity process. This framework is designed to set out the strategies and measures required to ensure crisis management, operational continuity, and the resumption of activities following a disruption or event that significantly affects normal operations. The Business Continuity Plan (PCA) is updated annually through a dedicated review cycle involving all relevant stakeholders, ensuring that continuity strategies and arrangements are kept operationally effective.

3. MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

3.1. POLICIES RELATING TO CONSUMERS AND END-USERS

In a context of energy transition and rapid digitalisation – where the sector is evolving, professions are changing with new activities (such as emerging gases and smart grids), and new risks are emerging – safety is becoming increasingly multi-dimensional.

Through its PARI 2035 programme, its Major Accident Prevention Policy (PPAM), its commercial policies, and its personal data protection framework, Teréga SA is committed to third parties, consumers and end-users to controlling risks, preventing incidents and major accidents, and thereby addressing the impacts and risks identified in its double materiality assessment (see *ESRS 2 - 4.1*).

Prevention of Accidents and Industrial Risks Policy (PARI 2035)

Since 2018, the PARI 2035 programme, led by the President and Chief Executive Officer and the Executive Committee, has aimed to build a safety culture capable of ensuring three key pillars:

- **Workplace safety:** To protect the physical and mental integrity of employees and external contractors throughout their activities across all sites and construction projects. (see *ESRS S1 - 3.1*), a Safety Management System certified to ISO 45001 (Occupational Health and Safety) is implemented;
- **Industrial safety:** To protect infrastructure from incidents, accidents or natural disasters, Teréga SA implements two Safety Management Systems (SMS), in line with regulatory requirements for transport and storage activities.

These systems are certified to ISO 9001, ISO 45001, ISO 14001 and ISO 50001, and are based on the **Major Accident Prevention Policy (PPAM)**.

It relies on:

- risk analysis and reduction at source (technological risks, environmental hazard studies) and the use of best available technologies;
- participation in urban planning risk control measures through Technological Risk Prevention Plans (PPRT);
- lifecycle management of installations (modifications, maintenance);
- integration of lessons learned (REX) to draw conclusions and implement priority action plans;
- deployment of appropriate resources (human, material and financial) to ensure service quality;
- skills development and safety culture reinforcement (internal training, external awareness);
- active monitoring to improve performance;
- implementation of internationally recognised management systems;
- regular performance assessment to support continuous improvement.

• **Security and cybersecurity:** Ensuring the integrity of physical infrastructure and information systems to protect Teréga SA from malicious acts. To support this approach, Teréga SA has recently rolled out the “Conducting Teréga SA activities while managing security and cybersecurity risks” process, providing an overarching view of the system. Teréga SA is committed to continuously improving its consideration of security and cybersecurity risks in order to meet a clear goal: “Zero intrusions”.

Commercial policies

Commercial policies are aimed at ensuring the quality and reliability of the products and services provided. As such, Teréga SA employees are required to:

- comply with internal procedures related to customer relationship management;
- adhere to contractual terms and, within their scope, provide transparent and non-discriminatory services and products that meet clients’ expectations and reasonable needs;
- provide accurate and comprehensive information about products and services, and maintain clarity in publications and other communications, enabling clients to make informed decisions.

Under a decree dated 7 April 2022 concerning the curtailment of natural gas consumption, an annual list of end-users who cannot be subject to significant consumption reductions is established by the prefect. Among these consumers are those performing a public interest mission related to essential national needs, notably in security, defence, health, or providing heating services for sites carrying out such missions. For these particular consumers, no rapid gas consumption reduction measures are possible in the event of a supply crisis. These consumers benefit from a crisis management mechanism implemented by Teréga SA to guarantee the level of protection recognised by regulations.

Personal data protection policy

Teréga SA places particular importance on the protection and respect of privacy and is committed to strict compliance with Regulation (EU) 2016/679 of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (GDPR). To this end, Teréga SA has established a policy, available on its website (www.terega.fr), informing all stakeholders of its practices and commitments regarding the categories of data that may be collected or held, their use and sharing, as well as the manner in which personal data is protected and the rights available to data subjects.

Teréga SA complies with the UN Guiding Principles on Business and Human Rights in the conduct of its commercial activities.

The company implements transparent and responsible practices concerning human rights throughout its operational cycle – from project design through to execution –, combating unlawful acts and, more broadly, ensuring compliance with relevant laws and regulations.

3.2. DIALOGUE WITH CONSUMERS AND END-USERS ON IMPACTS

Teréga SA has established an agile organisation firmly focused on performance, with the aim of ensuring the highest possible quality of service for its consumers and end-users, while maintaining full safety.

The dialogue process implemented by Teréga SA with its consumers – namely, shipping clients and industrial users – is primarily conducted by employees from the Commercial and Gas System Regulation Division (DCRSG) and the Operations, Studies and Projects Division (DOEP) for operational field activities. This dialogue is essential for maintaining strong commercial relationships, listening to client needs, identifying their expectations, and honouring commitments. This dialogue process falls under the responsibility of the President and Chief Executive Officer of Teréga SA.

The dialogue established with end-users follows a bottom-up approach. These users can contact Teréga SA in the event of suspected or confirmed incidents and/or accidents involving its infrastructure.

With regard to transport and storage activities, consumers and end-users may contact Teréga SA:

- by telephone, using two dedicated emergency toll-free numbers that are available 24/7, under the responsibility of the technicians operating in the field;

- transport:
 - > 0800 028 800: This number is displayed on the instruction plates of the markers and beacons used to locate pipelines, as well as on the fencing surrounding ancillary installations (delivery stations, sectionalising stations, and compression stations);
- storage:
 - > 0800 291 023: This number is displayed on the fencing and gates of the storage sites and well clusters.
- Users may also contact emergency services, who will assess the situation upon arrival and get in touch with Teréga SA if necessary.

3.3. PROCESSES TO REMEDY MATERIAL NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS

Teréga SA is involved in providing information and preventive communication to the populations living near its sites (see *ESRS S3 - 3.2*).

The processes aimed at remedying material impacts in the event of an accident are as follows:

- activation of emergency response plans through the crisis management unit (see *ESRS S4 - 3.4*); and
- Intervention on Teréga SA network to identify the problem and ensure the safety of people and property in the vicinity of the incident and/or accident.

Safety operations on a damaged pipeline may involve, depending on the circumstances:

- isolating the Affected section and venting the natural gas contained within it at the sectioning stations;
- initiating the repair process to restore connections (see *ESRS S4 - 3.4*).

Teréga SA also has a comprehensive insurance programme that covers the Teréga SAS Group against any damage that could be caused to third parties, in order to remedy material negative impacts:

- The industrial multi-risk policy includes a "Neighbours and Third-Party Claims" section. This section covers Teréga SA's liabilities towards third parties, provided they result from a loss covered by the policy;
- the General Civil Liability (Public Liability) insurance policy covers the financial consequences of Teréga SA's liability in any instance where claims may arise as a result of damage, losses and/or harm caused to third parties through its activities, products, works or services; and
- the Public Liability insurance policy covers both Teréga SA's civil liability for environmental damage (bodily, material or immaterial harm caused to a third party) and its environmental liability (environmental damage arising from its activities).

3.4. ACTIONS CONCERNING MATERIAL IMPACTS ON CONSUMERS AND END-USERS AND THE EFFECTIVENESS OF THOSE ACTIONS

Teréga SA carries out actions in both the transport and storage sectors that make it possible to manage material impacts for consumers and end-users (see *ESRS S4 - 2.2*).

Specific actions in the transport sector

In the field of gas transportation by pipeline, third-party damage resulting from works carried out by contractors operating in the vicinity of our network represents the most significant industrial risk.

Accordingly, and in compliance with applicable regulations, Teréga SA requires such parties to submit the mandatory work declarations so that the necessary measures can be implemented to protect nearby infrastructure that may potentially be affected. Each year, Teréga SA processes over 20,000 Work Requests (DT) and Declarations of Intent to Commence Work (DICT). Moreover, Teréga SA raises awareness among construction and public works professionals, local residents, and farmers on the importance of declaring works to avoid accidents. Approximately 26,000 awareness letters are sent annually to landowners Affected by easements.

Preventive measures

Transport pipelines are subject to regulations governing the safety of pipelines used for the transportation of combustible gases, liquid or liquefied hydrocarbons and chemical products, commonly referred to as the "multi-fluid regulations". This regulatory framework specifies the technical requirements imposed on gas transport infrastructures: pipelines and ancillary facilities (compression stations, sectionalising stations, delivery stations).

Indeed, the safety of transport infrastructures is an absolute priority. It is even considered a core value and a permanent requirement.

In terms of industrial safety, Teréga SA continually strengthens its risk management processes by applying recognised standards and developing new procedures adapted to evolving constraints and requirements. This encompasses industrial safety engineering, natural hazard management, equipment maintenance, crisis management and related activities.

Risk management begins with identification and assessment measures. This approach is implemented throughout the entire lifecycle of installations, from design through to operations. The identification and/or evaluation takes place within the framework of hazard studies (EDD):

- either when projects involve construction or modification of pipelines or ancillary installations. They define measures adopted to reduce the likelihood and effects of accidents. They also specify compensatory measures taken during design and operational phases. These studies are submitted to the supervisory authority for approval before any project launch;
- or, every five years, a generic EDD is conducted over the entire network, including ancillary facilities. Submitted to the administration, it presents risks and the prevention and protection measures implemented. It is accompanied by a multi-year programme of compensatory measures to enhance the safety of infrastructures, especially in areas that have seen new urban developments. The latest study was submitted in September 2024 and is currently under review. The organisational measures prescribed following this study, namely information letters and aerial surveillance activities, have been completed. Other physical protection measures are currently being implemented and are expected to be fully operational by the end of 2027. Overall progress against the action plan is expected to reach 74% by the end of 2025.

Accident prevention and response activities are organised through a Safety Management System (SMS) within the transport business, designed to comply with regulatory requirements. The SGS encompasses eight main activities:

- organisation and training;
- identification and assessment of risks related to accidental events;
- operational control;
- change management;
- emergency management;
- management of feedback and lessons learned (REX);
- specific monitoring of critical points;
- SGS control, audits, and management reviews.

Monitoring measures

The Teréga SA natural gas transport network is subject to continuous monitoring through several mechanisms, including:

- permanent remote monitoring (24/7) through the Gas Systems and Customer Relations Department;
- the internal Monitoring and Maintenance Plan (Plan de Surveillance et de Maintenance - PSM): under this plan, Teréga SA implements monitoring, inspection and infrastructure modernisation activities designed to maintain gas transport assets under optimal conditions in terms of safety, environmental performance and quality of service for consumers; and
- regular exercises conducted under Security and Emergency Response Plans (Plans de Sécurité et d'Intervention - PSI), in coordination with the relevant emergency services. These plans define:
 - organisation;
 - intervention methods;
 - resources to be deployed in case of an accident;
 - coordination with emergency services.

A PSI is established for each of the 15 departments served by Teréga SA (Ariège, Aude, Aveyron, Cantal, Haute-Garonne, Gers, Gironde, Landes, Lot, Lot-et-Garonne, Pyrénées-Atlantiques, Hautes-Pyrénées, Pyrénées-Orientales, Tarn, and Tarn-et-Garonne). In accordance with the provisions of the Environmental Code, each of the 15 Security and Emergency Response Plans (PSI) is subject, on a rotating basis, to at least one exercise every five years.

Protection measures

To strengthen accident prevention, specific protective measures are implemented in compliance with regulatory requirements:

- beacons and markers for network marking and physical identification of the pipeline grid. They are subject to regular aerial and pedestrian monitoring;
- pipe thickness often exceeding regulatory requirements in rural areas, to anticipate urban development, and in zones with frequent works;
- burial depth of pipelines greater than the regulatory minimum since 2000;
- additional pipeline protections at road, path, river, and stream crossings;
- safety management including consideration of the human factor;
- these protective measures, together with the surrounding environment of the network, are monitored through regular satellite, aerial, vehicle-based and pedestrian inspections; and
- video surveillance and intrusion detection systems are deployed at the Company's most vulnerable facilities.

Management of accidents and incidents

In the event of a major accident, an operational crisis system is deployed. It includes an operational device and a Crisis Management Cell (CMC).

The role of the CMC is to:

- anticipate the course of ongoing operations to manage and resolve the crisis as quickly as possible;
- handle all communication and information transport aspects.

To support the effective management of the crisis structure, Teréga SA has implemented an emergency management plan under the responsibility of the President and Chief Executive Officer, or their designated representative. The crisis management plan and its general provisions clarify the organisation between the accident site and the CMC. It determines the general communication principles and the roles of each CMC member.

Outside crisis situations, the CMC is mobilised during exercises and training workshops. The objective of these activities is to maintain the capabilities of potential participants on an ongoing basis and to test the effectiveness of crisis response arrangements through a range of scenarios.

The physical dispatching centre centralises all emergency information related to the natural gas transport network and triggers Teréga SA's internal alert if necessary. It also receives all calls to the emergency number displayed on pipeline route markers.

Alerts may also be raised by third parties, emergency fire services or internal security authorities. They may also originate directly from remote information systems or from central security control centres.

Teréga SA has implemented procedures for emergency management. The Security Department is responsible for defining, facilitating, and ensuring the proper application of the crisis management and business continuity process.

These procedures are integrated within the Teréga SA process entitled *Assurer les capacités de gestion de crise et de continuité d'activité* ("Ensuring Crisis Management and Business Continuity Capabilities"), notably through the implementation of a dedicated reference framework. This procedure specifies the coordination of Teréga SA's various emergency plans and regulates minimum content, distribution, periodic verification, and testing through exercises.

Across the Teréga SA network, coordination is also maintained with external stakeholders and all emergency response and intervention resources through the following procedures:

- Security and Emergency Response Plans (PSI) established for each administrative department in which Company infrastructure is located;
- the *Procédure d'information Teréga SA auprès des Services Départementaux d'Incendie et de Secours (SDIS) et des Centres d'Intervention et de Secours (CIS)* ["Teréga SA Information Procedure for Departmental Fire and Rescue Services (SDIS) and Emergency Response Centres (CIS)"], which defines the arrangements and objectives for meetings between Teréga SA and fire and rescue services, together with formal agreements with SDIS organisations. At present, Teréga SA has 15 signed agreements with SDIS organisations within its area of responsibility;
- *Conduite à tenir en cas d'accident avec fuite sur le réseau Teréga SA* ("Procedures to be Followed in the Event of an Accident Involving a Leak on the Teréga SA Network"), which defines the required response actions in the event of a network incident involving a leak, in accordance with applicable PSI requirements;
- *Information DREAL - Activité Transport* (DREAL Information - Transport Activity), which provides procedures for incidents occurring on the Teréga SA network; and
- *Intervention sur le réseau en exploitation - Réparation des défauts* ("Intervention on the Operating Network - Defect Repair"), outlining repair methods for urgent and non-urgent pipeline interventions on the Teréga SA network.

Internally, crisis management training is systematically provided to new technicians assigned to on-call duties at any level of the organisation. This training fosters field interactions during crises between Teréga SA's local representatives and stakeholders (emergency services, public security, elected officials, residents, and journalists). The year 2025 was dedicated to strengthening Teréga SA's interactions with certain industrial clients.

Externally, prefectures (on-call units of the Interministerial Directorate for Civil Protection and Emergency Management - SIDPC), fire and rescue service officers (SDIS), and internal security forces are offered awareness sessions on gas risk and on Teréga SA's crisis organisation.

Common crisis management arrangements are also in place between Teréga SA and GRDF, an adjacent operator, under a periodically renewed agreement and a document entitled *Modalités de gestion de crise avec les distributions publiques (GRDF/ELD)* ["Crisis Management Procedures with Public Distributors (GRDF/ELD)"].

The internal resources of Teréga SA consist of equipment necessary for emergency intervention and personnel organised to respond at any time to various accidents that may occur on the natural gas transport network.

Specific actions in the storage sector

Underground natural gas storage facilities represent another major priority for industrial risk prevention. The operation of the two underground storage sites, Lussagnet and Izaute, naturally involves responsibilities including protection, prevention, risk control, and monitoring, within a framework of continuous improvement.

Risk management for underground gas storage facilities begins primarily with prevention actions.

Teréga SA starts with risk identification and assessment within the EDD framework. This includes descriptions of various potential accident scenarios, evaluation of consequences, and justification of corrective measures.

In accordance with Seveso regulations, EDDs are updated at least every five years. Equipment monitoring, maintenance, and surveillance is performed. This ensures that operational conditions are maintained and installations modernised.

Teréga SA has a Safety Management System focused on major accident prevention for the storage sector. Additionally, underground gas storage sites are subject to PPRTs (Technological Risk Prevention Plans) developed by prefects.

The objective is to control risks around the two "Seveso upper-threshold" sites by reducing installation-related risks and managing urban planning.

Supported by a safety management system, storage monitoring is implemented at various levels through risk control measures and specific safety barriers. Subsurface monitoring

is managed by reservoir engineers via numerous devices, including control wells and sensors providing information on the mechanical integrity of the terrain.

To handle any abnormal situation, Teréga SA maintains emergency plans regularly tested and updated, alongside safety equipment, in coordination with authorities and emergency services.

These plans, specific to each storage site, are based on:

1. A general organisation capable of assessing and managing abnormal operating situations by securing installations, implementing degraded situation management procedures, or, in the event of an uncontrollable situation, activating the specific plans described below.

2. Internal Operation Plan (POI) and Well Eruption Intervention Plan (PIPE).

The POI is an emergency plan that defines organisational measures, intervention methods, and resources required to manage a serious accident, protect personnel, the environment, and installations. The POI documents for Lussagnet and Izaute are primarily intended for operators and firefighters, who will be the first responders in case of an incident. For specific well eruption accidents, the PIPE is activated. At that moment, it takes over from the POI.

These emergency plans can be implemented by on-call personnel 24/7. On-call management is carried out according to the "On-Call Organisation" procedure.

3. Crisis Management Plan.

When the POI is activated, Teréga SA simultaneously activates the "Crisis Management Plan" procedure, which primarily concerns Teréga SA's support functions. They may decide to set up a Crisis Management Cell (CMC).

4. Business Continuity Plan (PCA).

This plan, in line with the "Business Continuity Management" procedure, describes Teréga SA's main organisational arrangements under degraded conditions to ensure continuity of essential activities during a crisis.

The plan is reviewed and updated annually on a cross-functional basis. Exercises are conducted to test the strategies and resources contributing to the Business Continuity Plan (PCA).

5. Specific Intervention Plan (PPI).

This plan defines the organisation of rescue services and intervention resources in the event of a major accident with possible consequences outside the installations. It establishes coordination between internal and external resources under the authority of the Prefect. Initiated by the administrative authority, updating the PPI is not the responsibility of Teréga SA.

6. Emergency Plan Training Exercises.

Every year, a POI exercise is organised alternately at the Lussagnet and Izaute sites with participation from the Fire and Rescue Services (SDIS). These exercises address major risks identified notably within the EDD framework. During these exercises, human and material resources of the POI are mobilised.

Each exercise is documented according to the "HSE Exercise Report" procedure. Warning sirens are tested regularly.

Industrial Safety and Integrity

Finally, in order to manage industrial risks from the design phase of infrastructure, Teréga SA applies recognised standards and develops new processes adapted to operational constraints, under a high level of requirements. The Industrial Safety Department ensures, from the project phase onwards, that siting and installation rules are properly applied and that all safety conditions are met, whether relating to transport or storage activities. The internal project process allows validation phases prior to submission of files and construction.

The regulatory context for both transport and storage requires regular monitoring by supervisory authorities (DREAL, prefecture, and occasionally ministries or DGEC). In addition to validating files submitted for new projects and five-yearly studies, the administration conducts regular controls and inspections several times per year for each perimeter. Teréga SA monitors these inspections internally on an annual basis, striving to respond to requests within deadlines and identifying potential topics requiring special attention.

The same applies to the SGS, which are monitored and inspected annually.

Teréga SA also chooses to audit certain themes yearly through specialised companies to ensure that necessary subjects are evaluated and improved.

Moreover, regarding surveillance, Teréga SA is convinced that feedback (REX) strongly contributes to continuous improvement.

This work of analysis and information compilation involves:

- detecting the most significant accidents and incidents;
- investigating failures of prevention measures;
- conducting inquiries and analyses to address detected failures and ensure follow-up of corrective actions;
- participating in interprofessional working groups for feedback exchange with other industrial operators running similar installations.

Cybersecurity: performance, digital resilience and awareness-raising among external partners

In terms of cybersecurity, the 2025 financial year was marked by increased ambition and enhanced performance in managing security and cybersecurity risks, notably through:

- **strengthening operational resilience:** investment and close collaboration between IT and Security teams, together with the implementation of risk management processes, have ensured a high level of compliance of critical information systems with applicable security requirements;
- **enhancement of internal capabilities:** more than 350 employees benefited from in-depth awareness-raising sessions on security and cybersecurity risks. Particular focus was placed on training our 3SE representatives, who act as internal relays for risk management in the field;
- **formalisation of third-party requirements:** in order to ensure a secure and compliant value chain, Teréga SA has formalised its requirements relating to security, cybersecurity and business continuity. These requirements are set out in a dedicated framework document and enable all contracting companies to understand and adopt our standards, while actively supporting their compliance efforts.

In terms of outcomes, these initiatives have resulted in optimal availability rates for critical information systems, strengthening the resilience of infrastructure against threats and ensuring the continuity of the public service mission.

4. INDICATORS AND TARGETS

4.1. TARGETS RELATED TO THE MANAGEMENT OF MATERIAL NEGATIVE IMPACTS, THE PROMOTION OF POSITIVE IMPACTS, AND THE MANAGEMENT OF MATERIAL RISKS AND OPPORTUNITIES

Ensuring the safety, integrity, and security of its employees, partners, and facilities is a top priority for Teréga SA. Teréga SA has set the ambition of achieving “Zero accidents, Zero incidents, and Zero intrusions.”

Teréga SA monitors numerous indicators related to incidents and/or accidents, emergency drills, asset integrity, maintenance, and infrastructure surveillance. These are managed and reported to internal governance bodies, including the Board of Directors. For confidentiality reasons, this data will not be disclosed. It should be noted, however, that these indicators are considered benchmarks within the industry and are also used by peers.

2025 retrospective

In 2025, Teréga SA recorded one third-party construction incident (following a record period of five years without any accidents).

Teréga SA has not recorded any serious human rights-related incidents and/or accidents in relation to its consumers and end-users.

In terms of cybersecurity, the Security Department conducted three emergency response exercises in 2025 relating to the business continuity of its information systems. The objective was to validate IT resilience capabilities, in particular by testing business recovery procedures and degraded mode operations, in order to minimise impacts on end-users.

In response to market expectations and stakeholder requirements, Teréga SA conducts a biennial customer satisfaction survey covering its end-users, namely shipper clients, distribution clients, industrial clients connected to the network, and biomethane producers. This survey enables the Group to measure changes in customer satisfaction regarding the services provided and to identify concrete areas for improvement. The results of the survey conducted in June 2025 among 89 clients show that:

- 91% of industrial clients consider us innovative;
- 100% of industrial clients have a good or very good perception of Teréga SA;
- 100% of distribution clients are satisfied with our services; and
- 100% of biomethane producers are satisfied with our commercial support.

Below are the results of the 2025 survey:

Overall image of Teréga

100%

of industrial clients have a good or very good perception of Teréga



91% of industrial clients consider us innovative vs 88% in 2023

93% of clients perceive us as contributors to the Energy Transition vs 82% in 2023

100% of clients consider us as involved in communities

Very positive overall image

Overall satisfaction of Teréga

100%

of clients are satisfied to very satisfied vs 98% in 2023



Average rating vs 8.5 in 2023

100%

of clients are satisfied with our services vs 100% in 2023

A higher satisfaction rate than ever

About the client relationship



Average rating vs 8.5 in 2023

Commercial support

100%

of clients are satisfied to very satisfied vs 92% in 2023

Customer service

100%

of clients are satisfied to very satisfied vs 92% in 2023

Responsiveness, reliability and clarity of explanation

Distribution clients

100%

of clients are satisfied to very satisfied



Average rating vs 8.5 in 2023

100%

of clients are satisfied with our services

100%

of clients are satisfied with our commercial support

Biomethane producers

100%

of clients are satisfied to very satisfied



Average score

100%

of clients are satisfied with our services

100%

of clients are satisfied with our commercial support

1. INTRODUCTION

To successfully implement its strategy and its ambition to build a sustainable business model, Teréga SA has set itself the objective of exemplary conduct in all its activities.

As part of its double materiality assessment (see *ESRS 2 - 4.1*), Teréga SA has reviewed its sustainability-related issues with regard to governance and business conduct.

Through this analysis, two risks and one opportunity were identified.

	SUSTAINABILITY ISSUES	IROs	DESCRIPTION OF IMPACT, RISK, OR OPPORTUNITY	DESCRIPTION
GOVERNANCE	Political commitment and influence	Opportunity	Strategic development of activities in new markets	Strategic development of Teréga’s activities and projects in new markets, driven by favourable regulations or increasing decarbonisation requirements.
	Business ethics	Risks	Legal, financial, and reputational consequences for Teréga due to failure to adhere to business ethics practices	Liability risk for Teréga, including legal sanctions, fines and/or costs, and loss of stakeholder trust due to non-compliance with business ethics, anti-corruption practices, or energy regulation (e.g. CRE regulations on competition and unbundling of regulated activities).
	Regulatory compliance	Risks	Legal, financial and reputational consequences for Teréga due to non-compliance with energy regulatory obligations.	Liability risk for Teréga (including sanctions, fines and/or costs, loss of certification) and loss of stakeholder trust in the event of regulatory breaches.

2. GOVERNANCE

2.1. ROLE AND EXPERTISE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES IN CONDUCTING THE COMPANY’S AFFAIRS

The role of the administrative, management or supervisory bodies in business conduct, as well as their expertise in this area, is described in the general information to publish (see *ESRS 2 - 2.1.1*).

3. MANAGEMENT OF IMPACTS AND RISKS IN CONDUCTING THE COMPANY’S AFFAIRS

3.1. DESCRIPTION OF THE PROCESSES FOR IDENTIFYING AND ASSESSING MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The description of the process for identifying impacts, risks and opportunities related to sustainability matters in business conduct is provided in the general standard (see *ESRS 2 - 4.1*).

3.2. POLICIES ON BUSINESS CONDUCT AND CORPORATE CULTURE

3.2.1. Policies

Since 2015, Teréga SA has had a Code of Ethics designed to inspire and guide the actions of all employees and to help the company build trusted relationships with its stakeholders: shareholders, institutions, associations, local communities, clients, suppliers, etc.

A shared foundation of values and rules reflecting the company’s culture, the Code of Ethics promotes:

- compliance with laws and regulations;
- dialogue with stakeholders on sustainable development issues;
- the protection of human rights and fundamental freedoms;
- the rejection of all forms of discrimination, violence or corruption;
- the health and safety of employees;
- the protection of the environment and biodiversity;
- energy efficiency;
- and working relationships based on honesty, fairness, cooperation, loyalty and mutual respect.

In accordance with the principles of its Code of Ethics, Teréga SA is committed to conducting its business relations with integrity and fairness, and strictly prohibits any act of corruption, illegitimate favour, collusion, or solicitation aimed at satisfying personal interests.

To ensure adherence to these principles, Teréga SA has implemented, in line with the Sapin II law, an Anti-Corruption Code of Conduct which defines and illustrates various forms of prohibited behaviour that may constitute acts of corruption or bribery.

As a cornerstone of its anti-corruption framework, Teréga SA has produced a corruption risk mapping, taking into account the specificities of its sector and the geographical areas in which it operates. This risk mapping was updated in 2025 to reflect developments in the Group's activities and the corresponding risk areas. It was presented to and approved by the Teréga SA Executive Committee in December 2025.

The Company's internal network and website include a dedicated page on ethics and anti-corruption, which sets out the Company's principles and values, as well as the governance framework in place to ensure compliance by all employees and other stakeholders.

Finally, in its commitment to involving all stakeholders in upholding its ethical values and principles, Teréga SA:

- requires its stakeholders, in particular its suppliers, to commit to complying with the provisions of the Ethics Code and the Anti-Corruption Code of Conduct. To this end, a contractual clause is included, stipulating: "The Service Provider undertakes to acknowledge, comply with, and ensure compliance by any subcontractors with the principles of the Code of Ethics published on the Client's website, as of the effective date of the contract, at the following address: www.terega.fr";
- has made its whistleblowing system available to all stakeholders, enabling them to report, in complete confidentiality, any breach or any unlawful conduct, or any behaviour contrary to the Group's values.

3.2.2. Governance of ethics and corporate culture

3.2.2.1. The Ethics Committee: guaranteeing compliance with principles of business conduct

To promote awareness and implementation of the principles of the Code of Ethics among Teréga SA employees and stakeholders, an Ethics Committee, serving as the internal reference body, has been in place since 2015.

Its composition aims to address two key concerns:

- to build a collective capable of representing ethical issues arising from all Teréga SA activities, including those generated by operational functions, in order to strengthen the ethical culture among employees;
- to enhance neutrality, complementarity, and impartiality in discussions and decisions by appointing an external member outside the organisation.

Since January 2024, the Ethics Committee comprises representatives from the following functions:

- a representative of the DFAJD;
- a representative of the DRHT;
- a representative of operational activities;
- a representative of sustainability issues;
- an external member.

These members are appointed by the President and Chief Executive Officer of Teréga SA. The inclusion of the external member was approved by the Executive Committee (Comex), then the Social and Economic Committee (CSE), becoming effective in January 2024.

The President of the Ethics Committee is elected from among its five members. The President is also appointed by the President of Teréga Group SAS. Currently, this position is held by the HR and Transformation Director.

The Ethics Committee's mission is to raise awareness and provide guidance to all employees regarding ethical conduct, including providing opinions particularly on anti-corruption and bribery matters.

It is also responsible for receiving and handling whistle-blowing reports in accordance with applicable provisions (see *ESRS G1 - 3.2.2.2*).

Finally, the Ethics Committee prepares an annual activity report, which is submitted to the ARSC as well as to members of the Social and Economic Committee (CSE), enabling them to gain insight into the nature of the alerts and ethical matters submitted to it over the course of the year.

3.2.2.2. A whistle-blowing mechanism

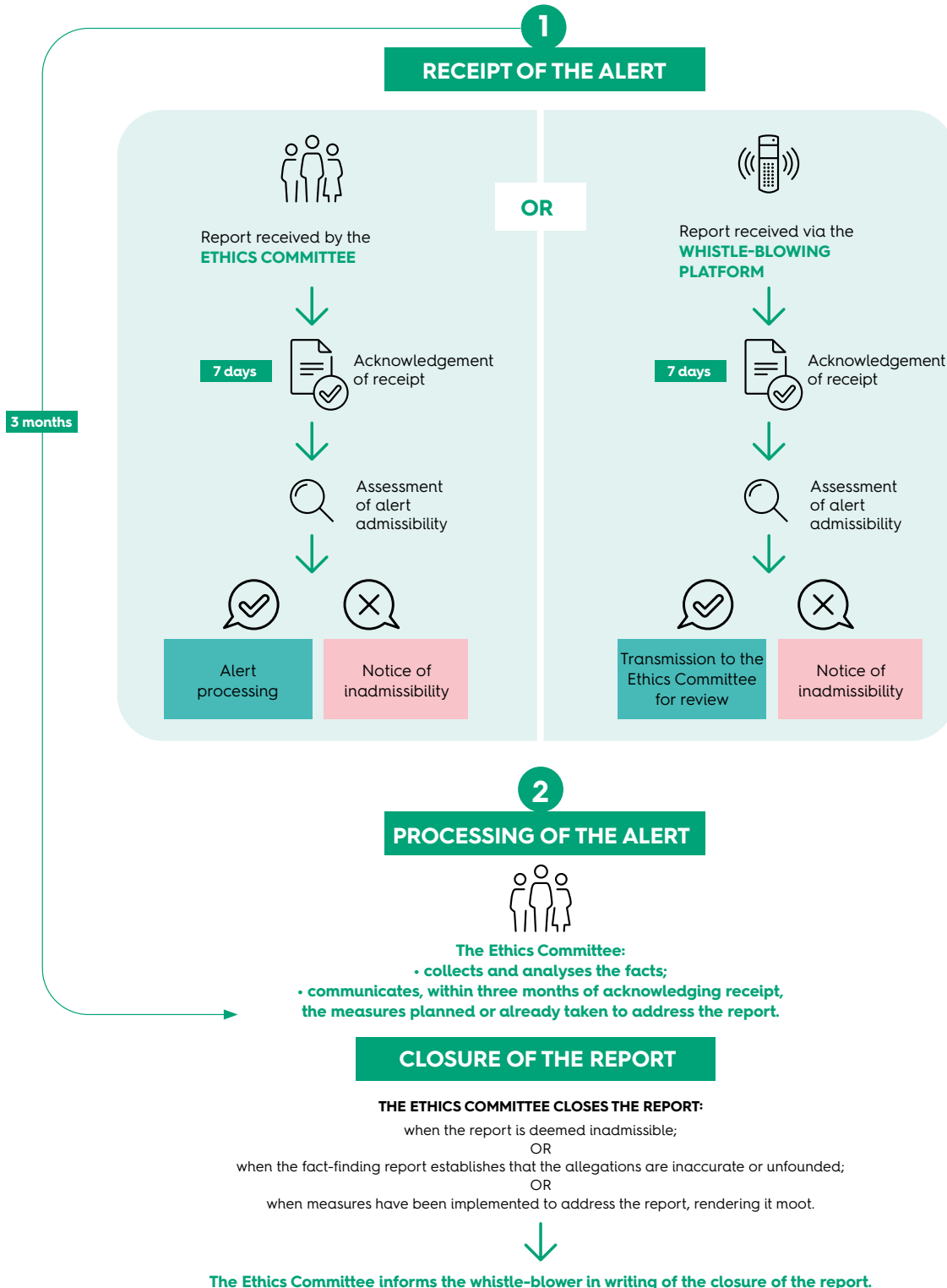
Employees, as well as stakeholders of Teréga SA, are encouraged to report any case or suspicion of activity that could seriously infringe upon human rights, fundamental freedoms, health and safety, or the environment, or that could constitute an act of fraud, corruption, conflict of interest, or any other breach of laws and regulations.

To this end, Teréga SA has established a professional whistle-blowing procedure, the compliance with and effective implementation of which is the responsibility of the Ethics Committee.

This procedure, updated in 2024, was submitted for review and subsequently approved by employee representatives of the Teréga SAS Group companies. It clearly outlines the process and conditions under which employees and all stakeholders can make reports in complete confidentiality.

The procedure stipulates that reports can be made either directly via the Ethics Committee or through an external whistle-blowing platform hosted by a third-party provider. In accordance with applicable regulations, such reports may also be made directly to competent external authorities [such as the French Data Protection Authority (CNIL), the Defender of Rights, judicial authorities, etc.].

The internal processing of reports is carried out according to the following framework:



Awareness-raising and communication campaigns on the whistle-blowing system will be rolled out to all employees in 2025 (see *ESRS G1 - 3.2.5*).

3.2.3. Protection of whistle-blowers

Teréga SA is subject to whistle-blower protection regulations as established by the Sapin II law and reinforced by the so-called “Waserman” law of 21 March 2022.

Accordingly, Teréga SA’s professional whistle-blowing procedure sets out strict principles of confidentiality and enhanced protection for whistle-blowers against all forms of retaliation.

Each member of the Ethics Committee, as well as any person involved in handling a whistle-blowing report, is bound by a duty of confidentiality that covers: the identity of the whistle-blower, the facts reported, the individuals implicated, and any third parties mentioned in the report.

This obligation is formally reaffirmed by the President of the Teréga SAS Group, who signs the appointment letters for each member of the Ethics Committee.

Any conduct in breach of this obligation will automatically result in the termination of the individual’s role on the Ethics Committee.

In line with current regulations, the procedure explicitly states that no measure, threat, attempt at retaliation, or disciplinary sanction may be taken against a whistle-blower who has submitted a report in good faith and without receiving any direct financial compensation.

3.2.4. Rapid, independent, objective investigation procedures

Any report deemed admissible, in accordance with the professional whistle-blowing procedure, will be subject to fact-finding and analysis by the Ethics Committee. This enables the Committee to objectively assess the allegations brought to its attention and decide on the appropriate course of action. Key indicators are in place to ensure that alerts are processed within the required time frames (see *ESRS G1 - 3.2.2.2*).

To uphold the principles of independence and objectivity in its analysis work, the Ethics Committee may seek the expertise or testimony of internal or external individuals, under the same conditions of confidentiality and respect for the rights of the whistle-blower.

Furthermore, in the event that a member of the Ethics Committee is implicated or faces a conflict of interest, they are required to recuse themselves to ensure the impartiality of the conclusions reached.

These provisions ensure a clear separation between the Ethics Committee and the management chain concerned by the issue or report.

3.2.5. Communication, awareness-raising and training on ethical matters

Communication initiatives

In order to further strengthen the ethical culture within the Company, Teréga SA carried out a communication campaign in 2025 focused on the principles and values essential to conducting business in an ethical and responsible manner.

The objectives of this campaign were to highlight the principles of the Code of Ethics, the role and functioning of the Ethics Committee, the anti-corruption framework, and the whistleblowing system.

#RSE

Anti-corruption: Everyone has a role to play



The Teréga Group demonstrates a clear commitment to operating under a responsible business model. This commitment is notably reflected in the CADRE governance programme, which identifies ethical business conduct as one of its four key commitments.

Within this context, Teréga has implemented an anti-corruption prevention framework for several years. This framework includes an Anti-Corruption Code of Conduct, an internal whistleblowing mechanism and a dedicated training programme. To refresh your knowledge on anti-corruption matters, you are invited to complete, by 31 March, a *rapid 20-minute learning module available on the DAESIGN platform*.

This module covers the key themes relating to corruption and also provides practical guidance on how to respond to situations involving potential risks, particularly relevant for roles that may be more exposed to corruption risks.

An email invitation was sent on Friday from academy@daesign.com to enrol you in the training programme.

#RSE

Ethics at the heart of governance

Announced at the end of 2024 as part of the integration of the Group’s CSR policy into an ESG framework, **the CADRE governance programme is structured around four key commitments**: a robust organisational structure, ethical business conduct, sustainable procurement practices and constructive stakeholder engagement.

Reflecting Teréga’s commitment to operating within a responsible business model, this governance “framework” places ethics at its core.

Today, this commitment is embodied through both a **Code of Ethics**, bringing together the values and principles guiding the Group’s activities, and an **Ethics Committee**, which serves as the guardian of these principles and values, notably by providing guidance and responding to questions raised by employees in this area.

Further information on the Code of Ethics and the Ethics Committee is available on [Les News](#) and across the dedicated ESG and CADRE pages.

#RSE

The whistleblowing mechanism

To ensure that it conducts its business activities in an exemplary manner, the Group introduced the CADRE governance programme at the end of 2024, placing ethics at the centre of its governance approach. This programme includes governance bodies and tools, such as the Ethics Committee and the anti-corruption prevention framework, enabling the Group to uphold and enforce the ethical principles it has established. Among these tools, **the whistleblowing mechanism enables any employee**, with the associated safeguards in place, **to submit a report where conduct or risks potentially contrary to applicable regulations are identified**.

To gain a better understanding of how this mechanism operates, please refer to the practical guidance documents [Comment émettre un signalement ?](#) (“How to Submit a Report”) and [Comment Teréga traite les signalements](#). (“How Teréga Handles Reports”).

Training and awareness-raising

Since 2019, Teréga SA has implemented online training modules:

- a programme for all new employees joining the Company to raise awareness of corruption risks; and
- a programme enabling existing employees, including members of the Executive Committee, to periodically refresh and test their knowledge.

These training modules, reserved for employees on permanent and fixed-term contracts, enable employees from the outset of their employment to develop appropriate reflexes in relation to corruption risks through practical scenario-based learning.

In 2025:

- 83% of employees in risk-exposed positions (see *ESRS G1 - 3.2.6*) were trained and certified as having a good understanding of anti-corruption principles; and
- 90% of new hires successfully completed this training.

A new training programme will be deployed in the second half of 2026, taking into account the updated corruption risk mapping carried out in 2025 (see *ESRS G1 - 3.2.1*). The objective is to achieve a 100% training and certification rate for the most exposed personnel (permanent and fixed-term employees).

3.2.6. Roles most exposed to corruption and bribery risks

In line with recommendations from the French Anti-Corruption Agency (AFA), Teréga SA includes in its anti-corruption framework those individuals and functions most exposed to corruption risks, namely:

- managers, due to their level of responsibility within the company;
- employees whose roles fall within areas identified as high-risk in the corruption risk map;
- personnel involved in implementing the anti-corruption framework.

Following the update of the corruption risk mapping carried out in 2025 with the support of an external consulting firm, Teréga SA has confirmed the following main areas of corruption risk:

- sponsorship and patronage activities;
- services provided to public officials;
- advisory services, particularly in the area of lobbying;
- specialised services related to land surveys and property negotiations.

Based on this mapping, as of 31 December 2025, approximately 15% of Teréga SA's permanent workforce – around 97 individuals – are classified as being most exposed to corruption and bribery risks.

3.3. ACTIONS TO PREVENT AND DETECT CORRUPTION

In addition to the various mechanisms previously outlined – including the anti-corruption Code of Conduct, risk mapping, whistle-blowing system, investigation procedures, and training – Teréga SA has also implemented practical procedures to support employees in applying and complying with these measures.

These prevention and detection actions do not require significant operational expenditure (Opex) or capital investment (Capex).

Gift and hospitality register

Teréga SA's Anti-Corruption Code of Conduct sets out the guiding principles surrounding the offering and acceptance of gifts and invitations.

To support the dissemination of these principles, a "Gifts and Invitations" register has been introduced. This register is accessible to all employees and allows them to declare any gifts or invitations they receive or offer.

This register strengthens both the company's and employees' protection against potential acts of corruption.

Sponsorship and patronage procedure

Sponsorship and patronage activities involving third-party organisations may present corruption or influence-peddling risks.

Teréga SA has therefore deemed it essential to establish a clear framework, formalised in a dedicated procedure, to govern the conditions under which such activities are approved.

Third-party due diligence system

Based on its corruption risk mapping, Teréga SA has implemented a third-party integrity assessment framework. This framework enables Teréga SA to identify integrity-related risks associated with third parties and to secure its business relationships.

Accounting controls

Teréga SA has reviewed its existing accounting controls to determine which contribute to the prevention or detection of corruption. Additional controls, derived from the corruption risk mapping, have also been implemented to cover both major and significant risks in this area.

3.4. INDICATORS AND TARGETS: CORRUPTION CASES DURING THE REPORTING PERIOD

No instances of corruption were identified within Teréga SA in 2025.

4. MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES RELATED TO LOBBYING ACTIVITIES

4.1. PRINCIPLES

Teréga SA's political influence is strictly governed by the provisions set out in its Code of Ethics. Accordingly, Teréga SA does not provide any direct or indirect contributions, in any form, to political parties, movements, trade unions, or their representatives.

However, as an active player in the energy transition, Teréga SA fully and proactively engages with public authorities to communicate its vision and positions to national, regional, and European institutions. The aim is to accelerate the development of renewable and low-carbon gases and to deploy innovative solutions capable of decarbonising all forms of energy use within its local ecosystems.

In line with the Code of Ethics, both Teréga SA employees and external partners are required to interact with public authorities in a manner that upholds the principles of transparency, fairness, and integrity, and to refrain from making any false statements.

4.2. GOVERNANCE

To ensure compliance with these principles, all lobbying or political influence activities fall exclusively under the authority of the Development and Strategy Department. Responsibility for defining and implementing Teréga SA's influence strategy – in alignment with its decarbonisation objectives – lies with the Director of Strategy and Institutional Relations.

4.3. FINANCIAL OR IN-KIND CONTRIBUTIONS

All expenses related to Teréga SA's interest representation activities are subject to an annual declaration to the Haute Autorité pour la Transparence de la Vie Publique (HATVP – High Authority for Transparency in Public Life).

These expenses include:

- costs associated with organising events involving public officials;
- fees for expertise used to produce documents or analyses submitted to public decision-makers;
- payments for consultancy services;
- remuneration costs for individuals involved in interest representation activities; and
- membership fees for professional organisations.

An internal Teréga SA procedure defines the methodology used to calculate the total amount of these expenses.

For the year 2025, the total monetary amount declared to the High Authority for Transparency in Public Life (HATVP) is between €100,000 and €200,000.

4.4. MAIN TOPICS COVERED AND PRINCIPAL POSITIONS ADVOCATED

Teréga SA firmly believes that the infrastructure it currently operates plays a key role in the energy transition and will serve as a driver for the gradual replacement of natural gas with renewable gases.

To support this strategy, during the 2025 financial year, Teréga SA participated in numerous meetings dedicated to energy transition, decarbonisation and climate change issues, as well as those relating to the development of the future regulatory framework for hydrogen infrastructure.

In 2025, Teréga SA strengthened its participation in various European industry associations, notably by joining the Carbon Capture and Storage Association, in addition to those in which it was already involved, including Gas for Climate, the European Hydrogen Backbone and the European Clean Hydrogen Alliance, as well as French organisations such as France Gaz Renouvelables, France Hydrogène, and the Strategic Committee for Industry (Comité Stratégique de Filière – CSF). Teréga SA advocates its strategic positions and recommendations on future hydrogen and CCUS regulatory frameworks, by responding to various public consultations and participating in the work conducted by institutions responsible for these matters.

As the strategic development of new activities linked to the energy transition has been identified as a material opportunity within its Double Materiality Assessment (DMA), Teréga SA participated during 2025:

- at European level, in work relating to the forthcoming legislation on a potential regulatory framework for CO₂ transport and storage infrastructure, and continued its involvement in the activities of the ENNOH and H2eart for Europe associations;
- at national level, in work organised around the following themes:
 - the regulatory framework for hydrogen and CO₂ infrastructures;
 - legislative measures to accelerate renewable energy production in France;
 - hearings before the High Commission for Strategy and Planning (Haut-commissariat à la Stratégie et au Plan) as part of Prefect Michel Cadot's mission on major infrastructure projects.

In addition, and in the context of applications for exclusive research permits relating to hydrogen and CO₂ storage, Teréga SA carried out a number of awareness-raising and information initiatives with local elected officials, both directly and indirectly concerned by its future projects. Consistently

attentive to the issue of social acceptability – a prerequisite for the delivery of any project – the Company implemented early-stage institutional pre-dialogue initiatives with a broad range of local stakeholders to present its projects at the earliest possible stage, prior to the formal submission of exclusive research permit applications. Meetings were therefore held with mayors of the municipalities concerned, Presidents of inter-municipal authorities, State services, members of Parliament, and key local economic stakeholders, amounting to more than 50 meetings for the CO₂ storage permit and more than 25 meetings for the hydrogen storage permit. This proactive approach to engagement and stakeholder proximity will continue throughout the development of the projects, as local acceptability remains a key priority for Teréga SA.

4.5. REGISTRATION IN TRANSPARENCY REGISTERS

Committed to conducting its activities with probity and integrity, and in accordance with Law No. 2016-1961 of 9 December 2016 on transparency, the fight against corruption and the modernisation of economic life, Teréga SA is registered in the High Authority for Transparency in Public Life (HATVP) register.

This register ensures public access to information on the relationships between interest representatives such as Teréga SA and public authorities. Each year, Teréga SA declares its interest representation activities to the HATVP.

Teréga SA is also listed in the EU Transparency Register. Through it, the company annually reports its activities aimed at influencing EU policy and decision-making processes.

5. MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES RELATED TO REGULATORY COMPLIANCE

As a natural gas transporter and storage operator, Teréga SA holds a natural monopoly and is therefore subject to regulatory oversight. This regulation, overseen by an independent authority – the Commission de Régulation de l'Énergie (CRE) – ensures third-party access to Teréga SA's infrastructure on a non-discriminatory, transparent basis, and at a fair cost to consumers.

Within this framework, Teréga SA operates prudently and reasonably to fulfil its public service mission and comply with certain obligations set out in the Energy Code (*Article L. 121-32*).

These public service obligations notably include:

- the safety of property and individuals;
- the security of supply for the French market and the continuity of natural gas delivery;
- environmental protection;

- research and development of measures addressing the urgent climate and ecological challenges, including energy conservation, energy efficiency, and the promotion of bio-gas valorisation.

5.1. COMPLIANCE WITH LEGAL AND REGULATORY REQUIREMENTS, A CONSTANT PRIORITY

The rules governing non-discriminatory access to networks, as well as independence and transparency obligations imposed on network operators, are designed to ensure the proper functioning of the energy market and to foster healthy competition. This is reflected, in particular, by the effective exercise of consumers' right to freely choose their energy supplier. Network operator independence also requires a prohibition on engaging in any energy supply or production activities, whether renewable or not.

Teréga SA carries out all its responsibilities within this strict framework and ensures full compliance with all the criteria outlined above.

5.2. AN INDEPENDENT REGULATORY AUTHORITY OVERSEEING TERÉGA SA ACTIVITIES: THE ENERGY REGULATORY COMMISSION (CRE)

The CRE, an independent authority, oversees the proper functioning of the natural gas market and ensures that all sector stakeholders – suppliers, network operators, and consumers – benefit from a fair and competitive environment that protects everyone's interests.

For infrastructure operators, this role involves, in particular:

- defining the authorised revenues for each regulated activity (transport and storage for Teréga SA) as well as the applicable tariffs;
- monitoring compliance with the Code of Conduct by natural gas transport system operators.

As part of this, it conducts inspections and audits, and publishes a report every two years on operators' adherence to the principles of independence, transparency, and non-discrimination. This report includes recommendations to prevent any practices that do not comply with these principles.

The CRE also plays a key role in promoting renewable energies to reduce France's dependence on fossil fuels and to mitigate the environmental impact of the national energy system. It ensures that operators consider the consequences of the energy transition at a fair cost to the end consumer. For example, gas network operators must adapt their infrastructure to accommodate an increasing share of renewable gases, strictly respecting the legal framework governing gas injection.

5.3. AN INTERNAL ORGANISATIONAL FRAMEWORK ENSURING COMPLIANCE WITH LEGAL AND REGULATORY REQUIREMENTS

To guarantee compliance with applicable regulatory obligations, Teréga SA relies on:

- A Legal and Insurance Department, responsible for:
 - monitoring legislative developments through a monthly Monitoring Committee;
 - overseeing Teréga SA's compliance with asset separation obligations, with particular attention to the separation of regulated and non-regulated activities;
 - training and raising awareness among all Teréga SA employees on these matters.
- a Gas System Commercial and Regulation Directorate, which:
 - is fully conversant with all market rules applicable to the company;
 - participates in the establishment of these rules through French and European working groups that bring together all market stakeholders (notably the Gas Consultation), and through interactions with regulatory bodies, especially the CRE (for example, during tariff-setting processes);
 - monitors the publication of CRE decisions and regulations, as well as Teréga SA's compliance with them;
 - maintains ongoing relations with the CRE;
 - coordinates internal management of CRE audits, including the biennial audits concerning compliance with the Code of Conduct for infrastructure operators.

ANNEX 1: KEY ELEMENTS ON DUE DILIGENCE

KEY ELEMENTS ON DUE DILIGENCE	PAGES
DUE DILIGENCE AND GOVERNANCE, STRATEGY, AND BUSINESS MODEL	
ESRS 2 - GOV-2	Pages 11, 12, 13, 14, 15
ESRS 2 - GOV-3	Page 14
DIALOGUE WITH THE AFFECTED STAKEHOLDERS	
ESRS 2 - GOV-2	Pages 26, 27, 28, 29
ESRS 2 - SBM-2	Page 26
ESRS 2 - IRO-1	Page 26
ESRS topics (E1-Climate change, S1-Internal workforce, S3-Affected communities, S4-Consumers and end-users, G1-Business conduct)	E1 page 34 S1 page 58 S3 pages 74, 75, 78 S4 pages 80, 82, 85 G1 pages 90, 91, 92
IDENTIFICATION AND EVALUATION OF NEGATIVE IMPACT ON THE POPULATION	
ESRS 2 - IRO-1	Pages 26, 29
IMPLEMENTATION OF REMEDIATION ACTIONS	
ESRS topics (E1-Climate change, S1-Internal workforce, S3-Affected communities, S4-Consumers and end-users, G1-Business conduct)	E1 page 40 S1 page 63 S3 page 75 S4 page 83 G1 page 94
FOLLOW-UP OF EFFECTIVENESS OF IMPLEMENTED ACTIONS	
ESRS topics (E1-Climate change, S1-Internal workforce, S3-Affected communities, S4-Consumers and end-users, G1-Business conduct)	E1 page 43 S1 page 66 S3 page 78 S4 page 87 G1 page 94

ANNEX 2: SUMMARY OF IMPACTS, RISKS, AND OPPORTUNITIES

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES (IROs)	MATERIALITY
ESRS E1 - CLIMATE CHANGE	From page 32	
Adaptation to climate change	Physical integrity of individuals affected by a natural disaster linked to climate disruption	No
	Environmental degradation caused by a natural disaster linked to climate disruption	No
	Deterioration of working conditions due to climate change	No
	Climatic hazards impacting Teréga's business continuity	Yes
Greenhouse gas emissions from Teréga's internal activities (scopes 1 & 2)	Legal, financial, and reputational consequences for Teréga resulting from non-compliance with CO ₂ emissions reduction regulations	No
	Increase in costs related to CO ₂ quotas	No
	Greenhouse gas emissions related to Teréga's internal activities	Yes
Greenhouse gas emissions related to value chain operations (scope 3 including downstream gas consumption)	Supply chain instability due to regulations on greenhouse gas (GHG) emissions	No
	GHG emissions related to value chain operations	Yes
Energy transition	Threat to Teréga's sustainability in the event of failure to implement necessary changes for the energy transition	No
	Contribution to the energy transition of the sector	Yes
	Market opportunities related to decarbonised energies	Yes
	Negative impacts of decarbonisation solutions	No
	Risk of non-delivery of projects relating to new low-carbon infrastructures	Yes
ESRS E2 - POLLUTION	Not reported	
Pollution from Teréga's internal operations	Legal, financial, and reputational consequences for Teréga resulting from non-compliance with regulations on pollution and hazardous substances	No
	Financial impact of remediation work in the event of soil or water pollution	No
	Air pollution linked to Teréga's daily activities	No
	Water and soil pollution linked to Teréga's daily activities	No
	Environmental and public health impacts related to legacy pollution	No
	Light and noise pollution caused by Teréga's activities	No

ANNEX 2: SUMMARY OF IMPACTS, RISKS, AND OPPORTUNITIES (CON'T)

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES (IROs)	MATERIALITY
Pollution from the value chain	Impact on business continuity in the event of non-compliance with pollution and hazardous substances regulations by the value chain	No
	Pollution (of all types) resulting from upstream value chain activities	No
	Pollution (of all types) resulting from downstream value chain activities	No
ESRS E3 - WATER AND MARINE RESOURCES	Not reported	
Use of water and marine resources by Teréga's internal operations	Legal, financial, and reputational consequences for Teréga resulting from non-compliance with regulations on the use of fishery resources	No
	Inability of Teréga to ensure its storage activity due to groundwater withdrawal by local communities	No
	Contribution to local water stress due to infrastructure maintenance, transport, and office activities	No
	Poor management of water discharges from internal operations	No
	Local water stress or instability of water access due to gas storage activity	No
	Water contamination resulting from Teréga's internal operations	No
Use of water and marine resources by the value chain	Ban on shale gas leading to a decline in Teréga's financial performance	No
	Contribution to water stress due to activities in the value chain	No
ESRS E4 - BIODIVERSITY AND ECOSYSTEMS	Being phased in, mentioned on page 8	
Consideration of biodiversity in Teréga's internal activities	Legal, financial and reputational consequences for Teréga due to non-compliance with biodiversity protection regulations by Teréga	No
	Teréga's action plan in favour of biodiversity deemed insufficient	Yes
	Increased costs related to biodiversity considerations	No
	Destruction of habitats, natural resources and/or species due to infrastructure works/construction	No
	Creation of movement corridors linked to Teréga's construction sites	No
	Use of plant protection products (infrastructure maintenance) impacting biodiversity	No
	Maintenance of office buildings impacting biodiversity	No

ANNEX 2: SUMMARY OF IMPACTS, RISKS, AND OPPORTUNITIES (CON'T)

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES (IROs)	MATERIALITY
Consideration of biodiversity in the value chain	Impact on business continuity in the event of non-compliance with biodiversity protection regulations by the value chain	No
	Degradation of ecosystems due to upstream value chain activities	Yes
	Harm to the living conditions of local communities dependent on natural resources in the upstream value chain	No
ESRS E5 - USE OF RESOURCES AND CIRCULAR ECONOMY	Not reported	
Use of natural resources	Impact on Teréga's business continuity and supply chain costs due to the scarcity of raw materials	No
	Scarcity of virgin raw materials necessary for Teréga's operations	No
Waste and end of product life management	Increase in costs related to waste and product end of life management	No
	Financial penalties for failure to manage waste	No
	Cost reduction through better waste management	No
	Harmful effects of undismantled infrastructure	No
	Waste production from Teréga's activities causing nuisances and pollution	No
ESRS S1- INTERNAL WORKFORCE	From page 58	
Working conditions of internal workforce	Legal, financial and reputational consequences for Teréga due to non-compliance with energy regulatory obligations	No
	Deterioration of Teréga employees' well-being due to working conditions	Yes
	Deterioration of Teréga employees' well-being due to inadequate remuneration	No
Health and safety	Operational and financial consequences of a serious health and safety incident	No
	Security incidents at the workplace and loss of employee engagement at Teréga	Yes
	Consequences on the organisation and working conditions resulting from a severe safety incident	No
Labour relations and social dialogue	Operational and financial consequences of non-compliance with labour relations or social dialogue regulations	No
	Failed social dialogue with Teréga employees	No
	Positive social climate favourable to the development of employees and the company	Yes

ANNEX 2: SUMMARY OF IMPACTS, RISKS, AND OPPORTUNITIES (CON'T)

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES (IROs)	MATERIALITY
Equality of treatment	Legal, financial, and reputational consequences for Teréga due to discrimination or harassment at work	No
	Legal, financial, and reputational consequences for Teréga due to non-compliance with transparency and performance obligations in terms of diversity and inclusion	No
	Diversity and equity policy promoting fair treatment	No
	Discriminatory practices against Teréga employees	No
Skill development	Legal, financial, and reputational consequences for Teréga due to non-compliance with regulatory requirements on skill development	No
	Lack of skills development impacting Teréga's strategic ambitions	Yes
	Development of innovative solutions through rare skill development	No
	Stronger employer brand through a relevant skills development plan	No
	Deterioration in employability and failure to develop skills among Teréga employees	No
Diversity	Diversity and equity policy promoting fair treatment Building a workforce that reflects the diversity of society	Yes
ESRS S2 - VALUE CHAIN WORKERS	Being phased in, mentioned on page 9	
Health, safety, and working conditions in the value chain	Inappropriate working environment for workers in the value chain	Yes
	Operational and financial consequences due to inappropriate working conditions or accidents in the value chain	No
Respect for human rights and fundamental freedoms of value chain workers	Violation of human rights of workers in the value chain	Yes
	Legal, financial and reputational consequences for Teréga due to a human rights violation in the value chain	No
ESRS S3 - AFFECTED COMMUNITIES	From page 74	
Local communities (Teréga)	Failure of dialogue and poor consideration of local communities by Teréga	Yes
	Development of Teréga's brand image with local communities	No
	Non-acceptance of Teréga projects by local residents	Yes
	Creation of a local economic and social dynamic (Teréga)	No
	Development of responsible energy practices by local communities (Teréga)	No

ANNEX 2: SUMMARY OF IMPACTS, RISKS, AND OPPORTUNITIES (CON'T)

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES (IROs)	MATERIALITY
Local communities (value chain)	Poor consideration of local communities by a strategic supplier	No
	Deterioration of living conditions for local communities due to projects by Teréga's partners	No
	Violation of the rights of local communities living near production sites (gas and raw materials)	No
ESRS S4 - CONSUMERS AND END-USERS	From page 80	
Infrastructure security	Loss of operating license for Teréga due to a failure in infrastructure security	No
	Operational and financial consequences resulting from a failure in infrastructure safety	Yes
	Infrastructure failure or operational accident on the Teréga network	Yes
	Temporary energy insecurity for end-users in the event of infrastructure failure	Yes
Information to end clients	Legal, financial, and reputational consequences for Teréga due to non-compliance with the obligation of transparency and information towards end-users	No
	Teréga's failure to meet the duty of information impacting its clients	No
ESRS G1 - BUSINESS CONDUCT	From page 90	
Corporate governance	Inappropriate governance leading to deterioration in performance	No
	Inadequate corporate governance causing harm to the well-being and economic loss of Teréga employees	No
	Failure of Teréga's governance causing detrimental effects on the company	No
	Loss of investor confidence	No
Political commitment and influence	Inappropriate lobbying activities and non-compliance with regulations	No
	Strategic development of activities in new markets	Yes
	Promotion of positive effects and the public interest through Teréga's lobbying activities	No
Business ethics	Legal, financial, and reputational consequences for Teréga due to failure to adhere to business ethics practices	Yes
	Financial effects due to failure to adhere to business ethics practices	No
	Deterioration of employees' physical and mental well-being due to inappropriate business practices	No
	Damage to the reputation of stakeholders due to inappropriate business practices	No

ANNEX 2: SUMMARY OF IMPACTS, RISKS, AND OPPORTUNITIES (END)

ESRS TOPICS / MATERIAL ISSUES	ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES (IROs)	MATERIALITY
Supplier relations	Legal, financial, and reputational consequences for Teréga due to poor management of the relationship with suppliers	No
	Operational and financial consequences due to a breakdown in the commercial relationship with a key supplier	No
	Inability for Teréga to find a supplier to carry out its projects	No
	Economic instability of suppliers dependent on Teréga	No
Regulatory compliance	Legal, financial and reputational consequences for Teréga due to non-compliance with energy regulatory obligations.	Yes
	Non-compliance with energy market regulations	No

ANNEX 3: DISCLOSURE REQUIREMENTS UNDER THE ESRS COVERED BY THE COMPANY'S SUSTAINABILITY STATEMENT

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TAKEN FROM ANNEX B (ESRS 1)**

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ESRS E1-9 Degree of portfolio exposure to climate-related opportunities paragraph 69	NA
ESRS E2-4 Quantity of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) released into air, water and soil paragraph 28	Non-material standard
ESRS E3-1 Water and marine resources paragraph 9	Non-material standard
ESRS E3-1 Related policy paragraph 13	Non-material standard
ESRS E3-1 Sustainable practices concerning oceans and seas paragraph 14	Non-material standard
ESRS E3-4 Total percentage of water recycled and reused paragraph 28 c)	Non-material standard

**ANNEX 4: DISCLOSURE REQUIREMENTS AND ASSOCIATED DATA POINTS (IRO-2),
TAKEN FROM ANNEX B (ESRS 1) (CON'T)**

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ESRS 2 - SBM 3 - E4 paragraph 16 a)	Phased-in standard
ESRS 2 - SBM 3 - E4 paragraph 16 b)	Phased-in standard
ESRS 2 - SBM 3 - E4 paragraph 16 c)	Phased-in standard
ESRS E4-2 Sustainable land/agricultural practices or policies paragraph 24 b)	Phased-in standard
ESRS E4-2 Sustainable ocean/marine practices or policies paragraph 24 c)	Phased-in standard
ESRS E4-2 Policies to combat deforestation paragraph 24 d)	Phased-in standard
ESRS E5-5 Non-recycled waste paragraph 37 d)	Non-material standard
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ESRS S1-14 Number of work-related fatalities and number and rate of work-related accidents paragraph 88 b) and c)	72
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ESRS -16 Ratio of annual remuneration of the highest-paid individual compared with the average total annual remuneration b)	NA
ESRS S1-16 Pay gap between managers and OETAMs (Operatives, Employees, Technicians and Supervisory staff) c)	72
ESRS S1-17 Cases of discrimination paragraph 103 a)	72
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**ANNEX 4: DISCLOSURE REQUIREMENTS AND ASSOCIATED DATA POINTS (IRO-2),
TAKEN FROM ANNEX B (ESRS 1) (END)**

DISCLOSURE REQUIREMENTS AND ASSOCIATED DATA POINTS	PAGES
ESRS 2 - SBM-3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 b)	Phased-in standard
ESRS S2-1 Commitments to pursue a human rights policy paragraph 17	Phased-in standard
ESRS S2-1 Policies related to value chain workers paragraph 18	Phased-in standard
ESRS S2-1 Non-compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines paragraph 19	Phased-in standard
ESRS S2-1 Due diligence policies on matters covered by ILO Fundamental Conventions 1 to 8 paragraph 19 Phased-in standard	Phased-in standard
ESRS S2-4 Human rights issues and incidents related to the upstream or downstream value chain paragraph 36	Phased-in standard
ESRS S3-1 Commitments to pursue a human rights policy paragraph 16	75
ESRS S3-1 Non-compliance with the UN Guiding Principles on Business and Human Rights, ILO principles, or the OECD Guidelines paragraph 17	75
ESRS S3-4 Human rights issues and incidents paragraph 36	77
ESRS S4-1 Policies related to consumers and end-users paragraph 16	81
ESRS S4-1 Non-compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines paragraph 17	82
ESRS S4-4 Human rights issues and incidents paragraph 35	87
ESRS G1-1 United Nations Convention against Corruption paragraph 10 b)	91
ESRS G1-1 Protection of whistle-blowers paragraph 10 d)	93
ESRS G1-4 Fines for breaches of anti-corruption laws and acts of corruption paragraph 24 a)	94
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CERTIFICATION REPORT ON SUSTAINABILITY INFORMATION AND VERIFICATION OF DISCLOSURE REQUIREMENTS UNDER ARTICLE 8 OF REGULATION (EU) 2020/852, RELATING TO THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2025

To the Sole Shareholder of Teréga SA,

This report is issued in our capacity as statutory auditors of the company Teréga, SA. It covers sustainability information and the information required under Article 8 of Regulation (EU) 2020/852, relating to the financial year ended 31 December 2025 and included in section “III. Social, environmental and societal commitments in favour of sustainable development” of the management report (hereinafter referred to as the “Sustainability Report”).

Our work on this information has been carried out in an evolving context characterised by uncertainties regarding the interpretation of the applicable texts and the development of emerging market practices.

In accordance with Article L.232-6-3 of the French Commercial Code, Teréga, SA is required to include the aforementioned information in a distinct section of its management report.

It is intended to provide an understanding of the impacts of the company’s activities on sustainability matters, as well as how these matters affect the development of its business, results, and financial position. Sustainability matters include environmental, social and governance issues.

Pursuant to II of Article L. 82154 of the aforementioned Code, our engagement consists of carrying out the necessary procedures to issue a limited assurance conclusion on:

- compliance with the requirements arising from the sustainability reporting standards adopted by the European Commission under Article 29b of Directive (EU) 2013/34 of the European Parliament and of the Council of 26 June 2013, as amended by Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (hereinafter “ESRS” - *European Sustainability Reporting Standards*), and on the process implemented by Teréga SA to determine the information disclosed, including, where applicable, the obligation to consult the Social and Economic Committee (Comité Social et Économique - CSE) provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;
- the compliance of the sustainability information included in the Sustainability Report with the requirements of Article L.232-6-3 of the French Commercial Code, including the ESRS; and
- compliance with the disclosure requirements under Article 8 of Regulation (EU) 2020/852.

This engagement is conducted in accordance with the ethical rules, including independence requirements, and the quality control standards prescribed by the French Commercial Code.

It is also governed by the guidelines of the French High Audit Authority entitled “Engagement to certify sustainability information and verify the disclosure requirements under Article 8 of Regulation (EU) 2020/852.”

In the three distinct parts of this report that follow, we present, for each area of our engagement, the nature of the procedures performed, the conclusions we have drawn, and, in support of those conclusions, the elements to which we paid particular attention and the work we undertook in relation to those elements. We draw your attention to the fact that we do not express a conclusion on these elements taken individually and that the procedures described must be considered within the overall context of forming the conclusions expressed on each of the three areas of our engagement.

Moreover, where we believe it necessary to draw your attention to one or more items of sustainability information provided by Teréga, SA in its Sustainability Report, we include an observation paragraph.

LIMITS OF OUR ENGAGEMENT

As our engagement is aimed at expressing limited assurance, the nature (choice of audit techniques), scope (extent), and duration of our work are less extensive than those required for reasonable assurance.

Furthermore, this engagement does not consist in guaranteeing the viability or quality of Teréga, SA's management, nor in expressing an opinion – which would go beyond the compliance of disclosures with the ESRS requirements – on the relevance of the choices made by Teréga, SA in terms of action plans, targets, policies, scenario analyses, and transition plans.

Moreover, with respect to forward-looking information, which is inherently uncertain in nature, actual future outcomes may at times differ significantly from the forward-looking information presented in the management report.

However, our engagement enables us to express conclusions regarding the process used to determine the sustainability information disclosed, the information itself, and the information published pursuant to Article 8 of Regulation (EU) 2020/852, as to whether material errors, omissions or inconsistencies have been identified – or, conversely, not identified – that are of such significance as to be capable of influencing the decisions of users of the information subject to our procedures.

Sustainability information and the information required under Article 8 of Regulation (EU) 2020/852 may be subject to inherent uncertainty arising from the state of scientific knowledge and the quality of external data used. Certain disclosures are sensitive to the methodological choices, assumptions and/or estimates applied in their preparation and as presented in the management report.

Compliance with the requirements arising from ESRS standards concerning the process implemented by Teréga SA to determine the information disclosed, including the obligation to consult the Social and Economic Committee (Comité Social et Économique – CSE) provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code.

NATURE OF THE PROCEDURES PERFORMED

Our work consisted of verifying that:

- the process defined and implemented by Teréga SA, including the obligation to consult the Social and Economic Committee (Comité Social et Économique – CSE) provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code, enabled the Company, in accordance with the ESRS, to identify and assess its sustainability-related impacts, risks and opportunities, and to determine those material impacts, risks and opportunities that led to the disclosure of sustainability information in the Sustainability Report; and
- the information provided regarding this process is also in compliance with the ESRS.

CONCLUSION OF THE PROCEDURES PERFORMED

Based on the procedures we performed, we did not identify any material errors, omissions, or inconsistencies concerning the compliance of the process implemented by Teréga, SA with the ESRS.

MATTERS TO WHICH WE PAID PARTICULAR ATTENTION

The information relating to how the entity updates its double materiality assessment (“DMA”) and determines whether significant changes have occurred during the financial year requiring an update to its DMA process is disclosed in note “4. Management of impacts, risks and opportunities” within the “ESRS 2 – general information to publish” section of the Sustainability Report.

Through discussions with management and other individuals deemed appropriate, as well as through the inspection of available documentation, we obtained an understanding of:

- the identification and assessment of internal and external factors that led to the update of the DMA process. These include, in particular, the intention to strengthen the sector relevance of the analysis in light of practices and issues raised by key stakeholders in the energy sector, as well as the consideration of recent developments in ESG matters applicable to Teréga SA's activities; and
- the changes made, compared with the previous financial year, to the list of actual and potential impacts (both negative and positive), risks and opportunities (“IROs”) identified by the entity, and to the impact and financial materiality assessment process used by the entity to determine material disclosures.

Based on our professional judgement, our procedures included in particular:

- applying professional scepticism to the documentation of the analyses performed by the entity and to the approach used to identify relevant internal and external factors;
- assessing the relevance of the significant changes made by the entity in its assessment of identified actual and potential IROs, based on our understanding of the entity; and
- assessing the appropriateness of the description provided in this respect in note “4. Management of impacts, risks and opportunities” of the Sustainability Report.

Compliance of the sustainability information included in the Sustainability Report with the requirements of Article L. 232-6-3 of the French Commercial Code, including with the ESRS

NATURE OF THE PROCEDURES PERFORMED

Our work consisted of verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the information provided enables an understanding of the preparation and governance arrangements for the sustainability information included in the Sustainability Report, including the methods used to determine information related to the value chain and any disclosure exemptions applied;
- the presentation of this information ensures its readability and comprehensibility;
- the scope chosen by Teréga, SA with respect to this information is appropriate; and
- based on a selection carried out on the basis of our analysis of the risks of non-compliance of the information provided and of users' expectations, these disclosures do not present any material errors, omissions or inconsistencies, i.e. those that could be expected to influence the judgement or decisions of users of this information.

CONCLUSION OF THE PROCEDURES PERFORMED

Based on the procedures we performed, we did not identify any material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in the Sustainability Report with the requirements of Article L. 232-6-3 of the French Commercial Code, including the ESRS.

OBSERVATION

Without calling into question the conclusion expressed above, we draw your attention to the information presented in note "1.1 General basis for the preparation of the sustainability statements" within the "ESRS 2 – general information to publish" section of the Sustainability Report, relating to the decision to exclude Category 3.11 ("Use of sold products") from scope 3 greenhouse gas emissions.

MATTERS TO WHICH WE PAID PARTICULAR ATTENTION

Information provided in application of environmental standards (ESRS E1 to E5)

The information disclosed under Climate Change (ESRS E1) is presented in the "ESRS E1 – Climate Change" section of the Sustainability Report.

Our procedures consisted notably of:

- conducting interviews with the management of the Finance, Procurement, Legal and Sustainable Development department, as well as with the management of the Shareholder Relations and CSR department, in order to obtain an understanding of the process adopted by the entity to prepare this information and to assess the consistency of the information presented in the "ESRS E1 – Climate Change" section of the Sustainability Report with our knowledge of the entity, in particular the description of the policies, actions and targets implemented by the entity.
- designing and performing appropriate analytical procedures based on this information and our knowledge of the entity.

With regard to information published on greenhouse gas ("GHG") emissions, we also:

- reviewed the procedure used by the entity to assess GHG emissions and, in particular:
 - assessed the consistency of the scope considered for GHG emissions evaluation with the scope of the financial statements and the upstream and downstream value chain;
 - reviewed the calculation methodology for estimated data and the sources of information used in preparing the estimates considered material, which the entity relied on for determining its GHG emissions;
- assessed, on a sample basis, the emission factors used and the related conversion calculations, as well as the calculation and extrapolation assumptions, taking into account the inherent uncertainty stemming from the current state of scientific or economic knowledge and the quality of external data used;
- reconciled, for directly measurable data such as energy consumption linked to scopes 1 and 2, on a selected basis, the underlying data used in the GHG emissions calculations with supporting documentation;
- reviewed the methane emissions calculation file, which constitutes a significant part of the total GHG emissions of Teréga, SAS, and assessed the consistency between the data reported in this file and the source data found across various internal monitoring platforms and software;

- regarding scope 3 emissions:
 - assessed the rationale for including or excluding various categories and the transparency of the information provided in this respect;
 - assessed the information collection process;
 - reviewed the estimation methodologies adopted.

Regarding the climate change mitigation transition plan, our work primarily consisted of:

- assessing whether the action plans reflect the commitments made by the governance bodies of the platforms, as recorded in the relevant meeting minutes, while noting that we are not required to express an opinion on the appropriateness or ambition level of these action plans' targets;
- examining whether the information published as part of the climate change mitigation plan meets the requirements of ESRS E1 and appropriately describes the key assumptions underlying the plan, noting that methodologies for assessing the compatibility or alignment of corporate GHG reduction targets with the Paris Agreement are, to date, neither stabilised nor subject to consensus;
- reconciling, for a selection of data underpinning the quantitative contribution of decarbonisation levers, the reported information with the available documentation.

Compliance with the disclosure requirements under Article 8 of Regulation (EU) 2020/852

NATURE OF THE PROCEDURES PERFORMED

Our work consisted of verifying the process implemented by Teréga, SA to determine the eligibility and alignment of its activities.

It also involved verifying the information published in accordance with Article 8 of Regulation (EU) 2020/852, which included verifying:

- compliance with the presentation rules ensuring the readability and comprehensibility of this information;
- on a sample basis, the absence of material errors, omissions or inconsistencies in the information provided – i.e., issues that could influence the judgement or decisions of users of this information.

CONCLUSION OF THE PROCEDURES PERFORMED

Based on the procedures we performed, we did not identify any material errors, omissions or inconsistencies regarding compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

MATTERS TO WHICH WE PAID PARTICULAR ATTENTION

Regarding key performance indicators and related information

The key performance indicators and related information are presented in the “ESRS E – Taxonomy” section of the Sustainability Report.

Concerning the Renewable Gas Index (IGR), which is included in the calculation of key performance indicators, we assessed the relevance of its selection based on interviews with the Finance, Procurement, Legal and Sustainable Development Department, its contribution to the indicators, and our knowledge of the sector.

Paris-La Défense, 27 April 2026

Statutory Auditor
ERNST & YOUNG et Autres

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