



ENGIE Impact Earns Equality 100 Award in Human Rights Campaign Foundation's 2026 Corporate Equality Index

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ENGIE Impact has received a score of 100 on the Human Rights Campaign (HRC) Foundation's 2026 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report, which measures corporate policies and practices related to LGBTQ+ workplace inclusion. ENGIE Impact joins 534 U.S. businesses honored with the HRC Foundation's Equality 100 Award as Leaders in LGBTQ+ Workplace Inclusion.

About the Corporate Equality Index

The results of the 2026 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the United States and abroad:

- 98% of CEI-rated companies include sexual orientation and gender identity in their nondiscrimination policies
- 92% of companies provide equivalent family formation benefits for spouses and partners, including adoption, fertility, and surrogacy
- 87% of companies provide comprehensive healthcare coverage for all employees, including transgender employees, for medically necessary care

The CEI rates employers that provide these crucial protections to more than 22 million U.S. workers.

Evaluation Criteria

The CEI rates companies on detailed criteria falling under four central pillars:

- Nondiscrimination policies across business entities
- Family leave benefits for LGBTQ+ members and their families

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- Equitable benefits for LGBTQ+ workers and their families
- Support for an inclusive culture
- Outreach and engagement

About the Human Rights Campaign

HRC is the nation's largest LGBTQ+ civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people, with 3.6 million members and supporters. As a 501(c)(3), the HRC Foundation works to ensure LGBTQ+ people are safe, seen, and supported where it matters most: at school, at work, and in every community across the country.

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