

SUEZ ENVIRONNEMENT

Listed company in the environmental sector, mainly present in water and waste

- Established in 2003 from the merger of the water, waste and energy activities of Suez within a single branch which gave formed Suez Environnement
- Initial public offering in 2008 as part of the merger of Suez and Gaz de France
- Takeover of 100% of Agbar, a water company present in Spain and internationally, in 2010, as part of its **international development strategy**

Decision steps to implement employee shareholding:

CHOICE OF FORMS OF EMPLOYEE SHAREHOLDING	
OBJECTIVE 1	OBJECTIVE 2
Strengthen the company's identity and create a sense of belonging among all employees in acquired company	Involve key employees in the company's value creation within the framework of performance targets set
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">↓</div> <div style="text-align: center;">Conditions to be fulfilled for the choice of offers</div> <div style="text-align: center;">↓</div> </div>	
Address the needs of employees: <ul style="list-style-type: none"> • with the capacity to save and who are willing to take risks • with less savings capacity and less willing to take risk 	Make arrangements for key employees to receive compensation subject to performance criteria

Breakdown of major sharehold

79,219 employees of which 2% are employee shareholders

