

Paris, January 11, 2023

SUEZ has completed the largest employee shareholding plan in the Group's history

- **“Go SUEZ 2022”, SUEZ’s 1st employee shareholding plan as a private company**
- **Highest participation rate ever achieved by the Group in terms of employee shareholding**
- **Participation rate of 40% on average and 59% internationally**
- **More than €140m collected, exceeding the targeted budget of €118.4m**

The “Go SUEZ 2022” employee shareholding plan, which was designed by the Group’s key shareholders – Meridiam, GIP, Caisse des Dépôts and CNP Assurances – to create a strong link between the employees and the development and performance of the company, has been an outstanding success.

12,000 employees equivalent to 40% of eligible employees have subscribed to the plan, representing the highest ever participation rate recorded for an employee shareholding plan at SUEZ.

Employees from nine countries have participated in this worldwide shareholding plan: the Czech Republic, France, Hong Kong, India, Macao, Morocco, Poland, Spain, and the United Kingdom.

For the first time ever, international participation rates have exceeded those of France, with a participation rate of over 59%, driven by India and Morocco which have both recorded a subscription rate above 80%.

The employee share issue, which was launched on September 27, 2022, is in line with the commitment made in June 2021 by the Group’s shareholders to establish an employee shareholding initially representing 3% of SUEZ’s capital and then increasing to 10% within five to seven years.

Total employee subscriptions have exceeded €140m, significantly higher than the targeted budget of €118.4m, which was equivalent to 3% of the share capital at the time of the launch of the employee shareholding plan*.

As such, the plan represents the largest transaction by amount invested in a non-listed company via a mutual fund (“*Fonds Commun de Placement d’Entreprise*”). It is also a unique reference in France as the only employee shareholding plan in a non-listed company to implement a formula using leverage. Thanks to a bank loan, such a formula provides employees with a levered exposure to the increase in Suez share price compared to their personal investment, while benefiting from a guarantee of their capital**.

Sabrina Soussan, SUEZ Chairman and CEO commented: *“Never before has a SUEZ employee shareholding plan been so successful. Along with our shareholders, I see it as a very strong sign of our employees’ confidence in the future and strategy of SUEZ. Following this share issue, our employees will be even more closely linked to the new direction of the Group and its value creation. Go SUEZ 2022 has become a reference for employee shareholding among non-listed companies especially given the very high level of participation and amounts invested.”*

*During the subscription period, the acquisitions of EnviroServ, IWS France and R&R UK led to other capital issues.

** As Suez is a non-listed company, an annual valuation will be performed to determine the value of the share.

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About SUEZ:

Faced with growing environmental challenges, for more than 160 years, SUEZ has been acting to deliver essential services that protect and improve the quality of life. SUEZ enables its customers to provide access to water and waste services, with resilient and innovative solutions. With its more than 35,000 employees present in 40 countries, the Group also enables its customers to create value over the entire lifecycle of their assets and services, and to drive their ecological transition, together with their end-users. In 2021, SUEZ produced drinking water for 66 million people worldwide and sanitation services for more than 33 million people. The Group generates 3.6 TWh of energy from waste and wastewater per year and avoided the emission of 3.8 million tons of CO2. In 2021, SUEZ generated revenues of 7.5 billion euros. For more information: www.suez.com/ Twitter @suez

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