

A photograph of two Suez employees at an industrial site. In the foreground, a man in a white hard hat and high-visibility yellow and blue jacket is seen from the side. In the background, a woman in a white hard hat with the Suez logo and a high-visibility yellow jacket is looking towards the camera. The background shows an industrial facility under a blue sky with clouds.

SUSTAINABLE DEVELOPMENT
AMBITIONS & COMMITMENTS

2023-2027

PROGRESS REPORT 2023



“We have achieved electricity self-sufficiency in Europe”

Sabrina Soussan
Chairman and Chief Executive Officer of SUEZ



In January 2023, we announced SUEZ new sustainability ambitions. **We have made 24 operational commitments, with the aim of stepping up our efforts regarding the climate, the preservation of nature and social responsibility** in the coming years. Each year, we are reporting on the progress of these commitments. They are an integral part of our business strategy and echo our purpose: “[...] deeply rooted in our communities, we are committed to providing people and the planet with the resources for a common future.”

These commitments also resonate with the environmental challenges we face. 2023 served as a stark reminder of those challenges: it was the world’s hottest year on record, with an average temperature 1.48°C higher than the pre-industrial average.

Collectively, we must accelerate our greenhouse gas emissions reduction efforts. COP 28 resulted in a historic agreement to transition away from fossil fuels. It confirmed how important renewable energies will be in achieving net zero in 2050. Decarbonising energy is a major challenge, and our businesses can play a key role in meeting it. We produce local energy from waste and wastewater, contributing to the low-carbon transition in communities. In 2023, we have made significant progress in this area. In particular, we have achieved self-sufficiency in electricity in Europe.

We produce local energy from waste and wastewater, contributing to the low-carbon transition in communities.

Our sustainability commitments are a powerful driver for SUEZ employees who deliver on them every day.

We must also step up our efforts to adapt our lifestyles, production methods and infrastructure to the consequences of climate change.

Adaptation does not mean giving up on efforts to reduce emissions. However, the effects of climate change are already a reality that we need to address. For our water and waste businesses, this means dealing with extreme weather events such as heavy rainfall or flooding thanks to digital technology. It also means developing alternative sources of water, such as desalination, in areas of water stress.

With the entry into force of Europe’s CSRD¹, 2024 marks the beginning of a new era in the assessment of companies’ ESG² policies. While biodiversity and resource conservation have often been secondary concerns in the past, companies are now subject to requirements for their assessment and action, similar to their climate change obligations. **The CSRD therefore makes nature a core sustainability issue. We have been fully onboard with this approach since 2023, adopting 11 dedicated indicators that guide our efforts to protect nature.**

After all, there can be no action to protect the climate and nature without considering the men and women who carry it out. Accordingly, in 2023, we continued initiatives in employee training and engagement, health and safety, inclusion and equal opportunities, supporting more than 3,500 people with our inclusive structures and job inclusion programmes.

Our sustainability commitments are robust. In recent months, they have been recognised by two world-leading organisations in the extra-financial assessment of companies: EcoVadis and CDP³. **These commitments are a powerful driver for SUEZ employees who deliver on them every day. One year on from their publication, we are already seeing the first concrete results.** These results strengthen our resolve to continue our efforts in the service of our clients, of all stakeholders and the planet.

¹ Corporate Social Responsibility Directive.

² Environmental, social, governance

³ In January 2024, SUEZ was awarded the EcoVadis Gold Medal, and in February it received a double A- rating from CDP for its climate and water stewardship commitments.





CLIMATE NATURE SOCIAL

We are committed to the sustainable development wherever we operate

Our sustainability roadmap includes 24 commitments revolving around three pillars: climate, nature and social. In 2023, it has been rolled out to all the Group's entities, each of which now has its own action plan.

• Significant progress has been made in contributing to the decarbonisation of energy:

- The target of being self-sufficient in terms of electricity use was achieved in Europe, reducing the Group's dependence on imported energy, particularly energy made from fossil fuels. New large-scale projects to produce energy from wastewater and waste were initiated in 2023, such as the anaerobic digester at the Pau wastewater treatment plant in France.

- Solid recovered fuel (SRF), by offering manufacturers an alternative to gas and coal, results in lower GHG emissions for our clients and helps communities achieve their low-carbon energy transition. New flagship projects got underway in 2023, such as the project with French mineral-based chemicals producer Humens, which will reduce the Novacarb plant's CO2 emissions by 60% from the end of 2025.

- We are also making progress on making our own electricity consumption more sustainable. In Europe, more than 30% of the electricity consumed by SUEZ in 2023 consists of renewable or recycled energy. We will continue initiatives to increase both our purchases of green energy¹ and local electricity production at our sites. For example, we have recently signed our first two PPAs (Power Purchase Agreement) related to electricity generated by photovoltaic

facilities installed in former landfill sites in France. By 2026, 14 new solar photovoltaic facilities will come into service on former landfill sites in France.

• As regards decarbonising our value chain, the Group reduced its overall Scope 1 and 2 GHG emissions by 4.2%² between 2021 and 2023. These results were driven especially by our recycling and recovery activities³, where emissions were reduced by 11.3%. That reduction stemmed from improvements in the biogas capture process at waste storage sites, particularly in Morocco, France and the United Kingdom, and the optimisation of fuel consumption in our waste collection services.

• As regards adapting our sites to the consequences of climate change, in 2023 we developed a tool for assessing exposure to the 28 risks described in the European taxonomy. That tool will be rolled out in 2024 to enable the most exposed sites to prepare an adaptation plan.

• Resource preservation is central to our business. In 2023, we treated 2.8 billion m3 of wastewater, helping to maintain the quality of water resources. By recycling waste, we produced 2.7 million tonnes of secondary raw materials, thus avoiding the consumption of an equal amount of natural resources. We continued innovating alongside our clients and partners to reduce pressure on natural resources, through projects such as:

- performance contracts that include waste prevention targets, of which we signed three in France, thus contributing to the major environmental objective of waste

reduction;

- our first project related to plastic recovery in China with our partner Taichu Environmental Resource Management, through which we will collect and sort 30,000 tonnes of plastic waste per year;

- launch of the project of a new wastewater treatment plant in Nice, which will recycle 5 million m3 of water per year.

• As regards our commitment on the social pillar, we made progress regarding health and safety in 2023 by reducing accident frequency and achieving a significant reduction in accident severity. We are maintaining efforts to achieve our priority goal of "zero major and fatal accidents". On another note, the number of pro-bono volunteer hours contributed by employees of the Group to local associations has reached a record level of 6,738 hours in 2023. Proactive policies, particularly in the United Kingdom and France, where we adopted a Solidarity Commitment Charter, contributed to these excellent results.

• Promoting the values of diversity and inclusion lies at the heart of SUEZ leadership model. Gender equality is a key part of this commitment. The gender equality index that SUEZ has been publishing in France since 2020 was extended to the whole Group in 2023. The Group achieved an index score of 83.6 in 2023, and is aiming to increase that to over 85 by 2027.

¹Through power purchase agreements and renewable electricity certificates.

²Market-based.

³Excluding energy-from-waste.

OUR COMMITMENTS ARE RECOGNISED BY LEADING ESG AGENCIES



Ecovadis
77/100



CDP Climate Change **A-** CDP Water security **A-**

SUSTAINABLE PERFORMANCE THROUGH COMMITTED GOVERNANCE

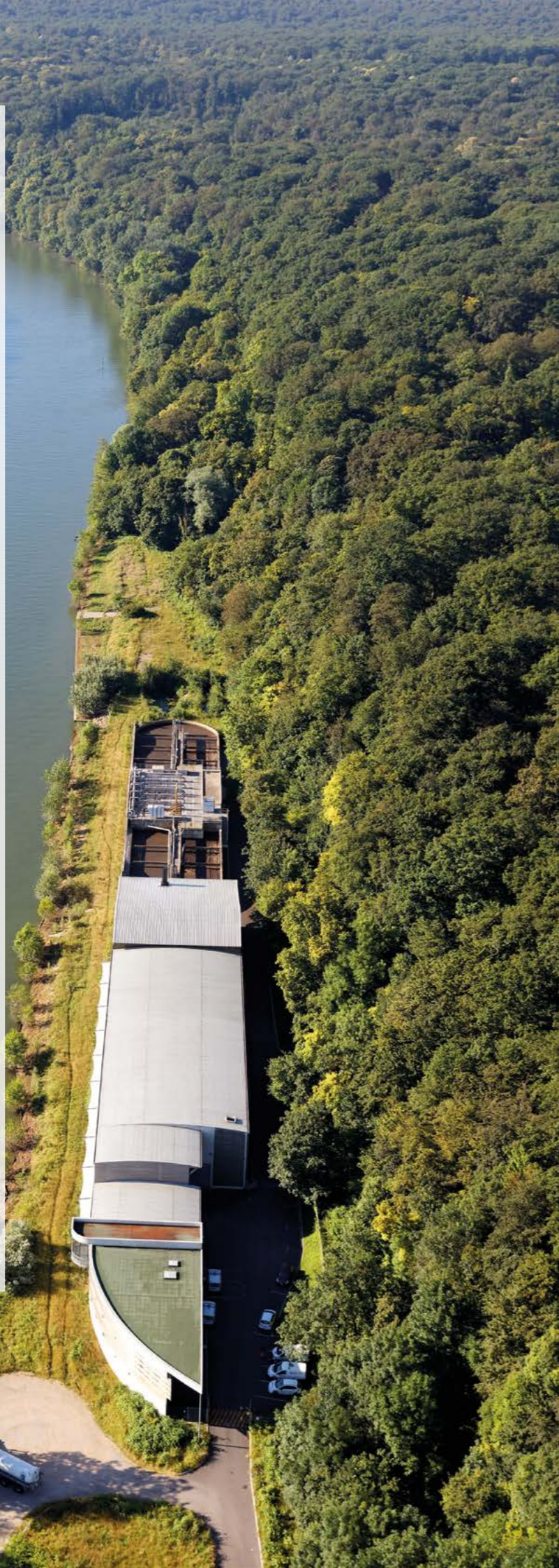
We assess progress towards our sustainability targets according to a strict timetable, using quantitative performance indicators. Indicators are monitored by SUEZ executive management and CSR Committee.

Our CSR Committee, comprising members of the Board of Directors, validates sustainability targets, ensures that adequate resources are allocated to achieve them and evaluates their implementation. It reviews progress towards the Group's commitments several times a year. The Group's Executive Committee monitors that progress, performs budget oversight and approves transformative projects that contribute to the achievement of the roadmap objectives. Throughout the year, an operational steering committee meets to monitor the progress of our commitments and their implementation within the various Group entities.

In addition, 20% of SUEZ executives' long-term compensation is indexed on the attainment of these targets, with a focus on health and safety, reductions in greenhouse gas emissions and equal opportunities.

This is part of a wider governance system designed to ensure that sustainable development issues, ethical principles and risk management are considered at all levels of the business and reported to all the Group's stakeholders. SUEZ Non-Financial Performance Statement, Ethics Charter, Human Rights Policy and Vigilance Plan constitute its key reporting documents and are available on the Group's website.

Any breach of the fundamental principles set out in those documents can be reported to ethics@suez.com.



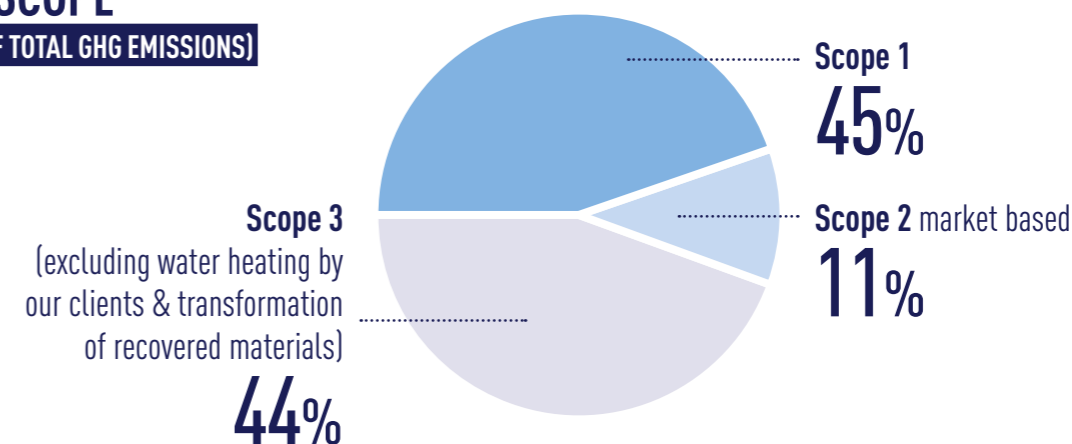
CLIMATE

We generate most of our greenhouse gas (GHG) emissions by delivering essential services to society: managing and treating the waste entrusted to us.

BREAKDOWN OF OUR GREENHOUSE GAS EMISSIONS IN 2023

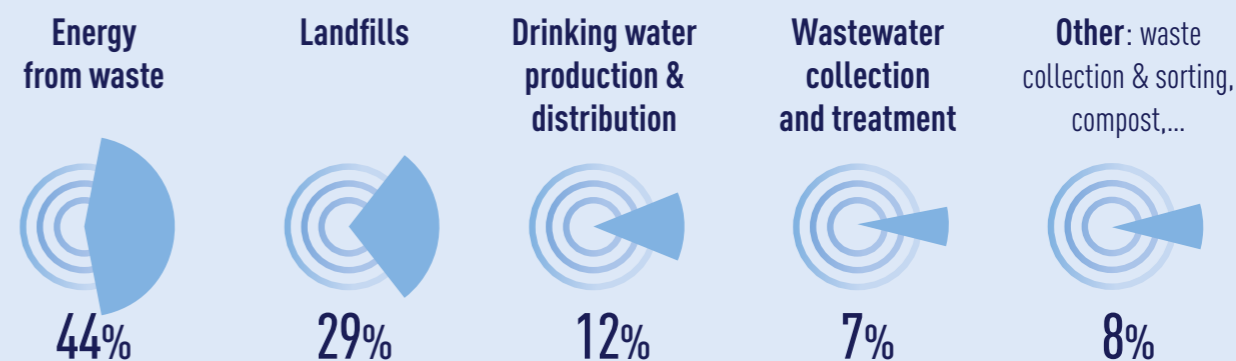
BY SCOPE

(% OF TOTAL GHG EMISSIONS)



BY ACTIVITY

SCOPE 1 AND 2 «MARKET-BASED» ONLY (% OF TOTAL GHG EMISSIONS)



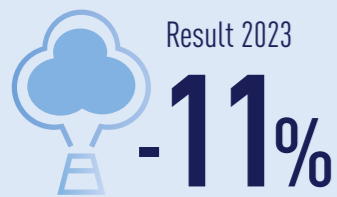
CLIMATE

WE TAKE ACTION!

Our climate commitments seek to accelerate SUEZ contribution to carbon neutrality for the communities in which the Group operates. Those commitments fall into three categories: decarbonising energy; reducing greenhouse gas emissions from our activities; ensuring the resilience of essential services by adapting the sites we operate that are most vulnerable to the consequences of climate change.

Proof by indicators!

REDUCTION IN GHG EMISSIONS FROM SCOPES 1 AND 2 OF OUR WASTE ACTIVITIES*



*excluding energy from waste

ELECTRICITY SELF-SUFFICIENCY IN EUROPE



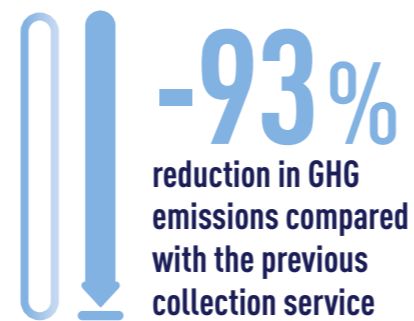
SHARE OF SUSTAINABLE ELECTRICITY CONSUMPTION OVER TOTAL ELECTRICITY CONSUMPTION IN EUROPE



DECARBONISING WASTE COLLECTION IN LIMOGES



In 2023, the Limoges metropolitan area in France entered a “performance contract”, a new form of contract that features targets for sorting and reducing waste. Under this new sustainability-oriented contract, carbon emissions from household waste collection are being reduced through the use of 16 electric trucks and 10 trucks running on the biofuel XTL, which have replaced the former diesel fleet.



A DUMPSITE CONVERTED INTO A GREEN ENERGY PRODUCTION CENTRE IN MEKNES

Since 2014, we have transformed what used to be a dumpsite outside the city of Meknes in Morocco. The site now features waste sorting, biogas recovery and compost production facilities. Biogas from buried waste is captured and piped to a recovery unit. **The biogas was initially used as an energy source for the heat treatment of concentrates, and since June 2023 has also been used to generate electricity.** As a result, the site is now self-sufficient in terms of energy use.



ASSESSING RISKS TO ADAPT WATER TREATMENT SITES TO CLIMATE CHANGE IN FRANCE

Extreme climate events can affect water and wastewater facilities: for example, plants can flood in the event of heavy rainfall, and fires can break out during heatwaves. To protect these essential services, **we will devise an action plan for all of the priority sites we operate by 2027. The first phase involves assessing each site’s individual risks.**

In France, we have already analysed the 150 largest drinking water and wastewater facilities we operate in terms of their exposure to natural risks.



Exposure study focusing on and wastewater facilities



priority drinking water

CLIMATE

OUR GOALS

CONTRIBUTING TO ENERGY DECARBONISATION

2021 baseline updated including 2022 acquisitions (R&R UK, EnviroServ and IWS France) and in line with GHG protocol principles.

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Make our own electricity consumption more sustainable	Share of sustainable electricity (renewable and recycled) consumption over total Group electricity consumption (%)	Group: 28% Europe: 27%	By 2030 Group: 70% Europe: 100%	23% Group 31% in Europe
Reach European electricity self sufficiency	Share of electricity production (renewable and recycled) over electricity consumption in Europe	1.36	By 2027 > 1	1.53
Contribute to the low-carbon energy transition of territories: more emissions avoided (thanks to energy production) than emitted (from consumption)	Share of GHG avoided from energy production over GHG emitted by the Group's energy consumption	0.99	By 2027 > 1	0.92

DECARBONISING OUR VALUE CHAIN

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Reduce Scope 1 and Scope 2 (market-based) emissions	GHG from Water activities: Scope 1 + Scope 2 (kilotons of CO2 eq.)	1,023	By 2030 - 39%	1,069 or +4%
	GHG from Waste activities excluding energy from waste: Scope 1 + Scope 2 (kilotons of CO2 eq.)	2,113	By 2030 - 26%	1,875 or -11%
	GHG from energy from waste activities: Scope 1 + Scope 2 (kilotons of CO2 eq.)	2,388	By 2030 - 2% ⁽²⁾	2,346 or -2%
	Energy from Waste ⁽¹⁾ activities: investment in carbon capture	-	By 2030 , investment of tens of millions € for carbon capture	Feasibility studies launched. Several initiatives underway in France and the UK
Reduce Scope 3 emissions	Share of Scope 3 covered by GHG mitigation action plans (%)	2%	By 2030 , 50% of Scope 3 covered by an action plan	6%

⁽¹⁾ Energy recovery from non-hazardous waste, hazardous waste and RDF/SRF.

⁽²⁾ This target will be revised upwards once the waste-to-energy business has joined the EU-ETS and a sectoral trajectory has been defined.

ADAPTING ALL PRIORITY AND VULNERABLE SITES TO CLIMATE CHANGE

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Adapt our priority and vulnerable sites to climate change	Share of priority and vulnerable sites with a defined action plan	5%	By 2027 100%	The exposure to the 28 climate change hazards has been assessed on 100% of the sites

NATURE

WE TAKE ACTION!

Our commitments to nature address the five pressures identified by IPBES¹ as being responsible for biodiversity decline. We are taking action in three areas: preserving resources; increasing our capabilities in terms of regenerating natural environments; and reducing pressures on biodiversity.

Proof by indicators!

SHARE OF PRIORITY SITES WITH A BIODIVERSITY ACTION PLAN



SHARE OF SITES NOT USING PHYTOSANITARY PRODUCTS



TURNOVER GENERATED BY SOLUTIONS IDENTIFIED AS GROWING NATURE REGENERATION



¹Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services

TAKING ACTION TO SAVE WATER WHILE CONTRIBUTING TO LOCAL DEVELOPMENT IN KOLKATA



In the Cossipore district of Kolkata, India, we are engaged in a programme to drastically reduce water losses and improve the quality of service for 420,000 residents. **It involves upgrading the network, optimising pressure, detecting and repairing leaks, using analysis tools based on artificial intelligence and developing innovative collaborations with local communities.** As part of the programme, we are working with local women's self-help group Jal Bandhus to raise awareness about water preservation, as well as training women in plumbing, enabling them to diversify their income.

Water losses reduced from 56% to



RESTORING WETLANDS IN ORDER TO CREATE GREEN SPACES WITHIN THE CITY OF PANJIN

The Dongyue drinking water production plant is one of the sources of water for the town of Panjin in China. To contribute to the city's resilience, we have created, through the Panjin Sino French joint venture, **a wetland area within the plant's grounds, by restoring abandoned ponds and uncultivated land. After the restoration work, the site now has 30,000 m² of green space, 69% of its total area.** As a result, it provides a habitat for local wildlife, and in particular is attracting a large number of birds and insects. In 2023, the wetland was acknowledged by the Panjin Forest and Wetland Preservation Administration.

30,000
m² of natural habitat for local wildlife restored

HELPING TO BRING A BROWNFIELD SITE BACK TO LIFE BY BUILDING A NEW RECYCLING PLANT IN SAINT-AVOLD

In 2023, together with our partners Loop Industries and SK Geo Centric, we announced that **a pioneering plastic recycling plant would be built on a brownfield site.** This new plant will be built on the Chemesis industrial platform in Saint-Avold, France, on a site heavily impacted by historic mining activity. Instead of using a greenfield site, the facility will give a new lease of life to a brownfield site while developing an activity geared towards the ecological transition. **It will be able to produce up to 70,000 tonnes of virgin-quality recycled PET per year.**

Reclamation of **20** hectares of land for the construction of a recycling plant



Over **300** biodiversity improvements actions undertaken in 2023

TAKING STEPS TO PROTECT AND ENHANCE BIODIVERSITY AT OUR WASTE MANAGEMENT SITES IN THE UK

Over 300 biodiversity improvement actions were undertaken across our waste management sites in 2023 to protect and enhance biodiversity, including **tree and hedgerow planting, or installing nesting boxes for birds, bats or owls.** In addition to these, biodiversity net gain feasibility assessments were completed across 29 of our restored landfill sites to identify where large-scale habitat creation can be established.



NATURE

OUR GOALS

PRESERVING RESOURCES

2021 baseline updated including 2022 acquisitions (R&R UK, EnviroServ and IWS France).

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Limit our impact on fresh water	% of commercial proposals concerning water production and distribution with a commitment to preserving water resources	First publication in 2023	By 2027 100%	71% (France only)
	% of distribution contracts in water-stressed areas with a commitment to preserving water resources	First publication in 2023	By 2027 100%	100% (France only)
Support recycling and reuse	Waste recovery rate ⁽¹⁾ Tons recovered	First publication in 2023	By 2027 ↑	48% 13,559 tonnes

(1) Including energetical recovery.

GROWING OUR NATURE REGENERATION CAPACITIES

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Grow natural environments regeneration capacities of SUEZ	Turnover generated by solutions identified as regenerating ⁽²⁾	1,246 K€	By 2027, create and develop existing and new SUEZ business models and solutions to accelerate natural environment regeneration and preservation	820 K€

(2) We consider at SUEZ that, this KPI concerns only innovative and new solutions developed by SUEZ to regenerate nature that are additional to typical SUEZ sector of activity's solutions that protect, preserve, or develop biodiversity.

ADDRESSING PRESSURES ON BIODIVERSITY

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Roll out biodiversity action plans at all biodiversity priority sites ⁽³⁾ managed by SUEZ	% of biodiversity priority sites ⁽³⁾ where biodiversity action plans ⁽⁴⁾ are deployed and implemented	62%	By 2027 100%	65%
	% of commercial proposals in biodiversity priority zones that include an offer towards biodiversity preservation ⁽⁵⁾⁽⁶⁾	< 5%	By 2027 100%	< 5%
Prevent the spillage of micropollutants in natural environments	% of commercial proposals for sanitation infrastructure ⁽⁷⁾ construction in areas at stake ⁽⁸⁾ with micropollutants removing solutions (prevention, advanced treatments etc.) ⁽⁹⁾	-	By 2027 100%	Waiting for the definition of areas at stake, will be defined by an incoming EU regulation (DERU)
Reach zero phytosanitary products used on green spaces	% of sites not using phytosanitary products	72%	By 2027 100%	73%
Contribute to reduce the land artificialization pace	Total number of renaturation and landscaping operations	< 50 operations	By 2027 Double	54 operations
Contain invasive non-native species	% of renaturation and landscaping operations using only local species	First publication in 2023	From 2025 100%	70%
Drastically reduce light pollution of sites managed by SUEZ	% of biodiversity priority sites regarding biodiversity where a light reduction policy is deployed ⁽¹⁰⁾	< 5%	By 2027 100%	< 5%

(3) SUEZ definition of a priority site regarding biodiversity:

- that is in or crosses or is situated along 1) In Europe Natura 2000 areas (birds or habitats) and 2) in the rest of the world IUCN protected areas 4, 5 or 6;
- or has a surface that is superior to 10 ha;
- or is an open landfill site.

(4) A biodiversity action plan is specific to each priority site addressing its specific challenges to effectively preserve biodiversity locally. It is generally designed by experts (environmental engineer or specialist, ecologist).

(5) SUEZ considers that an offer regarding biodiversity preservation is composed of a biodiversity diagnosis of a site and a biodiversity action plan.

(6) If and when authorized by call for tenders.

(7) For WWTP whose capacity exceeds 200,000 inhabitants eq.

(8) Some areas contain more micropollutants in wastewater than others. Areas at stake will be defined through the coming legislation (e.g.DERU).

(9) If and when authorized by call for tenders.

(10) Unless prohibited by prefectural decree.

SOCIAL

WE TAKE ACTION!

Alongside our partners and clients, we are committed to achieving both social and economic development at the same time. Our commitments aim to promote inclusion, gender equality and professional equality; to improve the health and safety of women and men throughout our value chain; and to contribute to local prosperity and access to essential services.

Proof by indicators!

NUMBER OF HOURS OF VOLUNTARY WORK FROM SUEZ EMPLOYEES



FREQUENCY RATE OF ACCIDENTS



GLOBAL GENDER GAP



SOCIAL AND ENVIRONMENTAL RESPONSIBILITY: A KEY DRIVER OF OUR EMPLOYEE ENGAGEMENT

Our third PULSE in-house survey, carried out in autumn 2023 among SUEZ 40,000 employees, saw a high participation rate of 63%. **The survey results showed an overall engagement score of 66%, 7 points more than the benchmark average.** The Group's social and environmental responsibility is a particularly important driver of employee engagement, attracting positive opinions among 73% of its employees, 15 points more than the benchmark average.

73% of SUEZ employees have a positive opinion of the Group's social and environmental responsibility



SUPPORTING DEMOGRAPHIC GROWTH BY ENSURING ACCESS TO WATER IN MANILA

In the Manila metropolitan area, in the Philippines, **SUEZ is supporting rapid population growth by providing access to water for 900,000 people thanks to 4 lines of Decentralised Compact Units (UCDs®).** These compact, modular solutions can be deployed much more quickly than a traditional drinking water production plant, providing access to water to meet urgent needs. Commissioned in 2023, the 4 lines of UCDs® of Calawis will be able to produce up to 80,000 m3 of water per day.

Production of **80,000** m3 per day



ENCOURAGING OUR EMPLOYEES TO VOLUNTEER FOR NON-PROFIT ORGANISATIONS IN FRANCE

In 2023, we signed a **Solidarity Commitment Charter** to make it easier for our employees to volunteer for non-profit organisations. It gives all our employees in France the opportunity to volunteer work during their working hours, for 2 days a year, or through an end-of-career career transition programme for employees close to retirement.

900 hours of volunteer work in 2023 through this programme

PROMOTING THE SOCIAL INTEGRATION OF WASTE RECLAIMERS IN SOUTH AFRICA

324

informal waste reclaimers assisted

In South Africa, the Chloorkop and Rosslyn landfills are home to more than 300 informal waste reclaimers who have been generating an income for years by selling the recyclable materials they collect at the sites. **EnviroServ, the SUEZ subsidiary that operates the two sites, has fully integrated these waste reclaimers into its operations, providing them with appropriate personal protective equipment, training in safety rules and access to basic infrastructure (changing rooms, toilets, etc.).** As a result, these informal waste reclaimers have seen their working conditions improve significantly and their income become more sustainable.

SOCIAL

OUR GOALS

ENSURING RESPECT FOR UNIVERSAL RIGHTS

2021 baseline updated including acquisitions (R&R UK, EnviroServ and IWS France).

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Respect basic rights throughout our value chain	Number of basic rights infringement	0	From 2023 0	0
	Number of corruption cases	0	From 2023 0	0
	% of FTEs ⁽¹⁾ covered by a social dialogue mechanism	93.1%	From 2023 > 92%	94.2%
	% of at-risk suppliers monitored	Available in 2024	By 2027 100%	Methodology under construction in 2024
Make health and safety our top daily priority	Frequency rate	6.73	By 2027 < 5.30	5.97
	Severity rate	0.51	By 2027 < 0.39	0.46

GROWING SKILLS AND FOSTERING EMPLOYEE ENGAGEMENT

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Develop our skills	% of people trained in the workforce per year	79.4%	From 2023 80%	77.4%
Promote equal opportunities	% of FTEs in the workforce with disabilities	2.8%	By 2027 > 4%	2.7%
Eliminate gender disparities	% of women in management positions	34.3%	By 2027 > 40%	34.5%
	Global gender gap	88.9 France	By 2027 > 85	83.6 Group 89 France
Encourage collective commitment	Employees' shareholding (%)	First publication in 2023	By 2029 ⁽²⁾ 10%	3%
	Number of hours of voluntary work from SUEZ employees with local associations/causes	414	By 2027 5,000 hours	6,738
	Employee Engagement rate (Pulse)	+9 vs. Benchmark	From 2023 +10 vs. Benchmark	66% or +7 points above the benchmark

CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT OF COMMUNITIES WHEREVER WE OPERATE

COMMITMENT	INDICATOR	2021 PRO FORMA	OBJECTIVE	RESULTS 2023
Promote access to basic services in most critical situations	% of water distribution contracts covered by a solidarity mechanism	First publication in 2023	From 2023 100% ⁽³⁾	60% (France only)
	% of water distribution contracts "profiled" towards water poverty	First publication in 2023	By 2027 100%	54% (France only)
Contribute to local prosperity and inclusion for all	% of FTEs ⁽¹⁾ paid at a decent wage (after 2 years of operation, in countries where legal minimum is either too low or non-existent)	First publication in 2023	By 2027 100%	97.9% ⁽⁴⁾
	% of spent with local SMEs ⁽⁵⁾	First publication in 2023	By 2027 20%	40% ⁽⁶⁾
	Number of beneficiaries of SUEZ inclusive structures & job inclusion programs	2,308	By 2027 5,000 per year	3,540
	Spent in inclusive structures (i.e., employing vulnerable people; work reintegration facilities, ESATs in France)	29 M€	From 2023 45 millions of euros	39 M€

⁽¹⁾ Full time employee.

⁽²⁾ 2027-2029 for internal communications purposes.

⁽³⁾ When the specifications of the contract allow it.

⁽⁴⁾ Pending an international definition of a «decent» wage, the proposed value reveals the number of employees earning at least the minimum wage defined by their country. Some countries do not have a minimum wage.

⁽⁵⁾ Small and Medium Enterprise.

⁽⁶⁾ % on a national scale - tools that do not currently allow monitoring on a regional scale.

WE TAKE ACTION!

Find out more about our concrete
contributions on [suez.com](https://www.suez.com)

