

Our Purpose Governance

Multifaceted Performance - Asia

Multifaceted Performance - Group Project Highlight

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ABOUT THIS PUBLICATION

With Veolia Asia Purpose & Sustainability Brochure 2025, Veolia Asia communicates extra-financial information, providing an overview of our multifaceted performance and ESG (Environmental, Social and Governance) performance. The publication covers the period of financial year 1 January to 31 December 2024. It is published in a digital format in June 2025. The publication in PDF versions can be found on our website.



MESSAGE FROM EXECUTIVE MANAGEMENT

Christophe Maquet

Senior Executive Vice-President, Asia Pacific

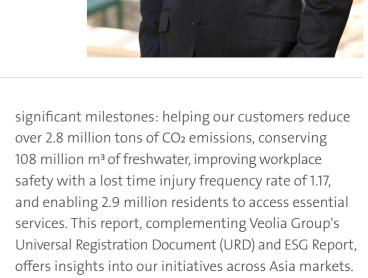


Our GreenUp Journey

As we mark the first year of our global strategic program GreenUp, I am encouraged by our progress across key initiatives. From pioneering carbon capture technologies to implementing smart water networks, from expanding renewable energy solutions to advancing circular economy programs, our teams are delivering innovative solutions that help build more sustainable cities and industries.

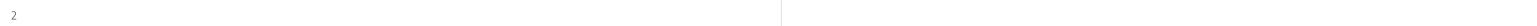
Creating Value through Multifaceted Performance

Our impact is measured across 15 progress objectives defined for 2027, reflecting our commitment to comprehensive value creation. In 2024, we achieved



Together in Progress

I am deeply grateful to our 26,000+ employees across Asia, along with our partners, clients, and stakeholders who share our vision for ecological transformation. While these achievements mark important progress, we recognize the magnitude of our ongoing mission. Our commitment to accelerating ecological transformation across Asia remains unwavering as we support our clients and communities in building a low-carbon, resource-efficient, and resilient future.





VEOLIA, GLOBAL LEADER IN ECOLOGICAL TRANSFORMATION

South-East Asia



Group Key Figures

€44,692 M in revenue

~215,000 employees worldwide

In 2024, with nearly 215,000 employees worldwide, the Group designs and provides game-changing solutions that are both useful and practical for **water**, **waste and energy** management. Through its three complementary business activities, Veolia helps to **develop access to resources**, **preserve available resources**, and **replenish them**.

Our Business in Asia

€2,550M in revenue

11 countries and regions organized into 7 business units operating over 700+ sites

26,000+ employees including JV employees



14 million people connected to our water network
1.8 billion m³ of drinking water produced
108 million m³ fresh water preserved



9 million tonnes of solid waste treated1.2 million tonnes of hazardous waste treated164,000 tonnes of plastics transformed



10 million MWh producedincl. 3.6 million MWh renewable energy produced1 million people connected to our heating network

Multifaceted Performance - Asia Multifaceted Performance - Group

Project Highlight

ECOLOGICAL TRANSFORMATION, THAT IS OUR

PURPOS E

Ecological transformation means acting to reconcile human progress and environmental protection.

We develop and implement local solutions to depollute our vital resources and preserve them from depletion, solutions to decarbonize our ways of living and producing and adapt them to the consequences of climate change.

All over the world, attuned to local cultures, we strive to improve the health and quality of life of communities.

At Veolia, we tackle economic, social and environmental issues as an inseparable whole to the benefit of the largest number of people.

Founded and designed for the long term, Veolia's purpose is a compass that helps us set and maintain our course over time. It is a shared progress approach that involves all Group employees and benefits all stakeholders.

It is implemented in our GreenUp strategic program, driven by a vision of multifaceted performance which places the same level of attention and requirements on economic and financial, commercial, social, societal and environmental performance. Our ambition is to make Veolia the benchmark company for ecological transformation.





"Multifaceted performance: at the heart of everything Veolia does."

GreenUp, the new 2024-27 strategic program aims to make Veolia the missing link in ecological transformation. Veolia is paving the way for a more sustainable and desirable future by accelerating the deployment of solutions that already exist and innovating to create those of tomorrow.

Governance

Drawing on its expertise in water, energy and waste, Veolia intends to decarbonize, depollute and regenerate resources through three growth boosters, supported by investments of 2 billion euros.

GOVERNANCE

Asia Executive Committee

The committee comprises leaders from business units and supporting functions in the Asia zone who play a crucial role in formulating strategic plans and setting targets for Asia.

Business Unit Executive Committee

The committee comprises leaders from business units and supporting functions in the respective business unit. It is responsible for aligning the zone's and local deployment of purpose and the multifaceted performance. It is a network that allows transversal collaboration to happen.

The Purpose Officer Community

The community is the driving force that allows smooth purpose embedment within different business units. Under the lead of the Asia Head of Purpose & Sustainability Department, Purpose Officers:

- promote purpose within their business units
- define the deployment roadmap in Asia collectively
- identify challenges, co-create and promote innovative solutions
- deploy and monitor the purpose implementation via interdisciplinary initiatives and mechanisms

Purpose Ambassadorship

The Purpose Ambassadorship program fosters an inclusive network of cross-functional change agents across business units. These ambassadors, from various roles, experience levels, and professional backgrounds, drive purpose-led initiatives at their respective project sites and entities. Rooted in trust, the program enables open exchange of ideas, mutual inspiration, and collaborative purpose-driven activities. This bottom-up strategy embeds purpose into daily operations and encourages authentic dialogue and localized employee engagement.

Message from Executive Management

Our Presence Our Purpose Governance

Multifaceted Performance - Asia Multifaceted Performance - Group Project Highlight

2024 results

MULTIFACETED PERFORMANCE - ASIA

15 priority objectives under GreenUp program

Veolia has committed to a multifaceted performance which takes into account the economic and financial, commercial, human resources, corporate social, and environmental performance. Under the 2024-2027 GreenUp strategic program, 15 progress objectives were defined for 2027. The related progress indicators are regularly audited and measured by independent third-party bodies and are included in the calculation of Veolia senior executive variable compensation.

ENVIRONMENTAL PERFORMANCE

Decarbonization - scopes 1 and 2 reduction

Scopes 1 and 2 GHG emissions

3212 kt CO₂ eq.

-163kt vs 2021

Saved freshwater and resource regeneration

Saved freshwater (reuse, desalination, leakage reduction)

108 million m³

Depollution - biodiversity

Biodiversity preservation on sensitive sites

62%

action plan progress rate (new scope)

COMMERCIAL PERFORMANCE

Customer and consumer satisfaction

Customer satisfaction rate calculated using the "Extended Net Promoter Score" methodology

NPS Scor

Revenue Covered

68

98%

Decarbonization of our customers - Scope 4*

Erased GHG emissions

(new methodology)

2878 kt CO₂

*Scope 4, also called erased emissions, is a concept specific to Veolia, to assess the GHG emission reductions of third parties thanks to Veolia's decarbonizing solutions. Veolia ensures that scope 4 is recognized differently than its scopes 1, 2 and 3 emissions and may under no circumstances be subtracted from them.

HUMAN RESOURCES PERFORMANCE

Health, safety, and well-being

Lost time injury frequency rate (Veolia employees)

1.17

Employee commitment

Employee commitment rate (Voice of Resourcers survey)

84%

(new scope)

Diversity and inclusion

Asia localized target -Feminization rate of managers

24.8%

SOCIAL PERFORMANCE

Ethics and integrity

Positive answers to the ethics and compliance question in the

"Voice of Resourcers" survey

90%

(new scope)

Support to local communities

Residents benefiting from inclusive solutions to access essential services (all activities)

2.9 million

+5% from 2023

Our Purpose Governance

MULTIFACETED PERFORMANCE - GROUP

INDICATOR	2023 BASELINE	2024 RESULTS	2027 TARGET			
Combat pollution and accelerate the ecological transformation						
Decarbonization – scopes 1 and 2 reduction Scopes 1 and 2 GHG emissions reduction	24.4 Mt CO ₂ eq. (2021 baseline)	-14.5% vs 2021	-18% vs 2021			
Decarbonization – transformation of our assets Decarbonization Capex, including the phase-out of coal and methane capture (2024-2027 cumulative)	na	€133.5 m	€600 m			
Saved freshwater and resource regeneration Saved freshwater (reuse, desalination, leakage reduction)	1.4 billion m³	1.45 billion m³	≥1.5 billion m³			
Depollution - biodiversity Biodiversity preservation on sensitive sites	59% action plan progress rate (new scope)	73% action plan progress rate	≥ 85% action plan progress rate			
Guarantee results over the longterm through innovative services						
Customer and consumer satisfaction Customer satisfaction rate calculated using the "Extended Net Promoter Score" methodology (score and revenue coverage)	na	Score = 55 covering 81% of revenue	Score ≥30 covering 80% of revenue			
Decarbonization of our customers – Scope 4* Erased GHG emissions* (new methodology)	13.45 Mt	+13% vs 2023	+30% vs 2023			
Growth boosters and innovation Revenue growth in priority business segments (energy, water technology, hazardous waste)	€12.032 bn	+6.6%	CAGR ≥5% at constant exchange rates and energy prices, excluding planned disposals as at 01/01/2024			
	Combat pollution and accelerate the ecological transcription Decarbonization – scopes 1 and 2 reduction Scopes 1 and 2 GHG emissions reduction Decarbonization – transformation of our assets Decarbonization Capex, including the phase-out of coal and methane capture (2024-2027 cumulative) Saved freshwater and resource regeneration Saved freshwater (reuse, desalination, leakage reduction) Depollution - biodiversity Biodiversity preservation on sensitive sites Guarantee results over the longterm through innocuments and consumer satisfaction Customer and consumer satisfaction Customer satisfaction rate calculated using the "Extended Net Promoter Score" methodology (score and revenue coverage) Decarbonization of our customers – Scope 4* Erased GHG emissions* (new methodology)	Combat pollution and accelerate the ecological transformation Decarbonization — scopes 1 and 2 reduction Scopes 1 and 2 GHG emissions reduction Decarbonization — transformation of our assets Decarbonization Capex, including the phase-out of coal and methane capture (2024-2027 cumulative) Saved freshwater and resource regeneration Saved freshwater (reuse, desalination, leakage reduction) Depollution - biodiversity Biodiversity preservation on sensitive sites Customer and consumer satisfaction Customer satisfaction rate calculated using the "Extended Net Promoter Score" methodology (score and revenue coverage) Decarbonization of our customers — Scope 4* Erased GHG emissions* (new methodology) Crowth boosters and innovation Revenue growth in priority business segments €12.032 bn	Combat pollution and accelerate the ecological transformation Decarbonization – scopes 1 and 2 reduction Scopes 1 and 2 GHG emissions reduction Decarbonization – transformation of our assets Decarbonization Capex, including the phase-out of coal and methane capture (2024-2027 cumulative) Saved freshwater and resource regeneration Saved freshwater (reuse, desalination, leakage reduction) Depollution - biodiversity Biodiversity preservation on sensitive sites Customer and consumer satisfaction Customer satisfaction rate calculated using the "Extended Net Promoter Score" methodology (score and revenue coverage) Decarbonization of our customers – Scope 4* Erased GHG emissions* (new methodology) Fig. 20.32 bn +6.6% Crowth boosters and innovation Revenue growth in priority business segments €12.032 bn +6.6%			

*Scope 4, also called erased emissions, is a concept specific to Veolia, to assess the GHG emission reductions of third parties thanks to Veolia's decarbonizing solutions. Veolia ensures that scope 4 is recognized differently than its scopes 1, 2 and 3 emissions and may under no circumstances be subtracted from them.

	INDICATOR	2023 BASELINE	2024 RESULTS	2027 TARGET		
	Give meaning to our employees work and help them with career development and commitment					
HUMAN RESOURCES	Health, safety, and well-being Lost time injury frequency rate (Veolia employees)	4.95	4.33	≤4.1		
	Employee commitment Employee commitment rate (Voice of Resourcers survey)	89%	88%	≥85%		
	Diversity and inclusion Proportion of women in the Group Management Committee	25.6%	32.4%	≥30%		
	Support regional development through responsible means					
SOCIAL	Ethics and integrity Positive answers to the ethics and compliance question in the "Voice of Resourcers" survey	88%	86%	≥83%		
	Support to local communities Residents benefiting from inclusive solutions to access essential services (all activities)	7.8 million	8.4 million (+8% vs 2023)	8.4 million (constant, 2023 scope)		
ECONOMIC AND FINANCIAL	Increase prosperity and results over time					
	Profitability Current net income, Group share	€1,335 m	€1,530 m	CAGR ~10% (FX constant, 2023 baseline)		
	Investment capacity Free Cash Flow (before discretionary growth investments)	€1,683 m	€1,819 m	Annual target		
	Return on capital employed Post-tax ROCE	8.3%	8.8%	Annual target		

ENVIRONMENTAL PERFORMANCE

COMBAT POLLUTION & ACCELERATE THE ECOLOGICAL TRANSFORMATION

ENVIRONMENTAL SOCIAL GOVERNANCE

Biodiversity









Japan BU





At the Southern Purification Center in Kahoku City, Veolia Japan engaged goats Ume and Hana for weed (e.g. goldenrod) and invasive plant species control. During the two-month trial, not only labor and machinery hires were reduced, our employees also found the interaction with goats therapeutic. This initiative reflects our commitment to ecological management for green space, especially on limiting the use of phytosanitary products on project sites.

At the facility in Hamamatsu City, Taiyo Service works with a local falconer for bird control solutions. The idea came from an employee who is part of the local Wild Bird Society. The falcon patrols our premises once every two months. Its presence keeps other birds (e.g. crows and pigeons) from entering our waste treatment operation area. Doing no harm to wildlife nearby while keeping our operation smooth and safe is our commitment to sustainable business practices.

P Hong Kong & Macau BU



Since 1997, the project team in Hong Kong has been leading local restoration efforts, notably transforming the 42-hectare Tseung Kwan O Stage II/III landfill into a green space. The team introduced a community of black goats for grassland control via grazing. With the goats' help, we reduce the use of fueled brush cutters. This greatly improves the local landscape, biodiversity, and air quality.

Circular Economy











Building Capacity for Organic Waste Recycling in Cities

South Korea BU

Dongyang Greenbio (DYGB) is an organic waste recycling facility that we operate. It is located in Bonghwa County, South Korea. Followed by an expansion in 2021 that doubled the facility's processing capacity from 60 to 120 tons daily for food waste and sewage sludge, a new 3rd-floor fermentation building was constructed in July 2024 to boost operational efficiency. As we utilized fermentation and post-maturation to produce compost, the efficiency went up from 73% to 93% by August. Furthermore, 425 kW solar panels, installed in 2022, now supply 29% of our facility's energy needs.

♀ Japan BU

In Kisarazu City, Veolia Jenets and Nishihara Environment (NE), as part of the "Kisarazu Local Circularity Alliance" Joint Venture, are tasked with designing, building, and operating a sludge composting facility at the local wastewater treatment plant, which will support Kisarazu's "Organic City" strategy. The project emphasizes 100% local compost distribution, while using locally sourced wood chips and a forced aeration system to ensure product quality. Other project features include: photovoltaic power for 20% of the facility's electricity needs, advanced odor control, lot-based quality management, and community engagement.

Plastic Recycling Partnership

Japan BU

Circular PET, formed by Veolia Japan, Mitsui & Co., and Seven & I Holdings, is engaged in a "bottle-to-bottle" business that uses and collects used PET bottles as raw materials and recycles them back into raw materials for PET bottles. The newly constructed recycling plant located in Tsuyama City, Okayama Prefecture reinforces cooperation with external partners by signing agreements with multiple municipalities, arterial and venous industries, which includes the landmark agreement with Kagoshima City. This ensures the effective horizontal recycling of used PET bottles and further promotes circular economy.



Our Purpose

Japan BU

and granulation.

Construction Sludge

to Soil Amendment

Aoki Environment Enterprise Co., Ltd. converts

recycled construction sludge into improved soil. It is

suitable for road paving and soil enhancement use.

This makes it a sustainable alternative to sand mining and hence reduces deforestation. It is also a solution that significantly reduces landfill usage, conserves land, and lowers carbon emissions in Japan. Product

quality and safety are ensured with Aoki's 40 years of

expertise and advanced techniques on dehydration

Governance

Recognition

Mainland China BU







Our Waterl'Ogic Innovative Water Network Solution in China, which offers real-time monitoring and smart management of urban drinking water distribution systems, has won the 2024 Innovative Product Award from the France-China Committee.

Huafei, our project producing food-grade recycled plastics in China, participated in the "Green Industries - Low Carbon Technologies and Applications" of the BRICS Industrial Innovation Contest 2024. The project won a Silver Medal at the national level and also the Outstanding Project Honor at the international level.

Japan BU



At the 7th Infrastructure Maintenance Grand Prix, the Miyagi Prefecture Public-Private Partnership Operation Project (Miyagi Management Concession) received the Minister's Award in "Outstanding PPP/PI Project Case Studies Awards" for its exemplary public-private partnership, digital innovation, and regional impact.

South Korea BU



Veolia's PlastiLoop Hwaseong (Doksan/DSPL) facility supplied recycled polypropylene to OWE Project Inc. for the production of their Red Dot Design Award winning OWE-POT. It is a flower pot featuring an innovative circulation and drainage system for optimal plant growth.

SEA BU





Plastiloop Indonesia has obtained the Recyclass certification for its recycled PET process. This ensures transparency in waste origin communication. The plant has also obtained FSSC 22000, Halal, EFSA, and FDA PNC certifications, demonstrating our commitment to producing sustainable, high-quality recycled PET.

Sustainable Water Management Solution

Mainland China BU



Our Hubei Jinkong Gas's ammonia-alcohol facility showcases a water conservation and sustainable water management solution. The Wastewater Treatment Plant, with a capacity of 250 cubic meters per hour (m³/h), is capable of handling a diverse range of wastewater, including gasification wastewater, low-temperature methanol washing wastewater, cooling water blowdown, and other production and life wastewater. The Reclaim Treatment Plant, with a capacity of 500 m³/h, is primarily dedicated to replenishing the cooling water system. It reduces the annual raw water intake and wastewater discharge by over 2 million cubic meters. This achievement translates into a remarkable reuse rate of 65%, marking a significant step towards water conservation and sustainable water management.

COMMERCIAL PERFORMANCE

GUARANTEE RESULTS OVER THE LONG TERM THROUGH INNOVATIVE SERVICES

ENVIRONMENTAL SOCIAL GOVERNANCE

Decarbonization







Carbon Capture Technology for Thermal Power Plants

♀ India BU



In August 2025, Veolia Carbon Clean India Pvt Ltd (VCCIPL) commenced its technology license work for a carbon capture plant with Jakson Green. This project is part of the National Thermal Power Corporation (NTPC)'s efforts to develop low-carbon-intensity thermal power plants. VCCIPL is providing its patented CCSL CDRMax Technology for the carbon capture segment, which includes a 25 tonnes per day (TPD) CO₂ capture block, a 3 TPD hydrogen generation block, and a 10 TPD ethanol synthesis unit.

Pioneering Green Hydrogen Development

• Hong Kong & Macau BU

In Hong Kong, we collaborated with the Hong Kong and China Gas Company Limited (Towngas) to establish the city's first green hydrogen facility at the South East New Territories Landfill Extension (SENTX), converting biogas into hydrogen through steam methane reforming technology. The facility will produce 330kg of hydrogen daily, powering local hydrogen buses and advancing sustainable transportation.



GreenPath and Hubgrade: **Empowering Industrial Clients for their Decarbonization Journey**

South Korea BU

Veolia Korea is advancing corporate decarbonization efforts across the country, through digital tools GreenPath Zero Carbon solution and Hubgrade. A notable 12-year contract with CKD Bio Corporation unfolds in two phases: immediate energy savings starting in 2025 and water optimization, followed by enhanced wastewater treatment optimization, and solvent recovery initiatives to be studied in 2025/26. With the deployment of high-efficiency equipment and the Hubgrade energy management platform, we are targeting a 4.6% CO₂ reduction. In parallel, a landmark 15-year contract was signed with Samyang Foods. By providing 30 tonnes per hour of green steam to Samyang's Wonju facility, the project will deliver a substantial 45% CO₂ reduction versus gas baseline, directly supporting Samyang's global CO2 roadmap of 30% emissions reduction by 2030.

Energy Efficiency







Being a Trusted Partner in District Cooling

• Hong Kong & Macau BU



Our subsidiary Hong Kong District Cooling Limited has strengthened its reputation as a trusted provider of district cooling and facility management services through several key contracts in Hong Kong, including:

- We provide uninterrupted and high-quality chilled water at a luxurious retail mall with over 1 million square feet of floor space, via our maintenance services of the 7,000 refrigeration ton seawater-cooled chilled water plant and air conditioning systems.
- We secured the third consecutive 24-month renewal for preventive maintenance and water treatment, supporting district cooling plants in operation for more than 17 years and maintaining a five-year zero-accident record at a science and technology park in Hong Kong.
- We continue our decade-long partnership, ensuring 99.99%+ reliability for chilled water and electricity supply for one of the largest global providers of carrier- and cloud-neutral data center, colocation, and interconnection solutions.

Smart Energy Solutions for Office Buildings and Malls

• Hong Kong & Macau BU



Southa has showcased its capability in executing a large-scale smart monitoring integration for a major property management services provider. By connecting 27 facilities, including office buildings and shopping malls into a single platform, we enabled the management of various photovoltaic (PV) systems from multiple providers, ensuring reliable data and system connectivity. The team provided a seamless integration to Hubgrade and close collaboration with the client to co-design dashboards, which now play a crucial role in the daily operations of senior management and technical teams, significantly improving energy management efficiency.

Presence

Purpose

Multifaceted Performance - Asia Multifaceted Performance - Group

Renewable Energy







Pioneer Landfill Solar Farm for Energy Milestone

• Hong Kong & Macau BU



Veolia, together with Sun Hung Kai Properties and CITIC Pacific, is developing the city's first privately funded solar farm in landfills. Located at the South East New Territories Landfill (SENT), this installation will feature 1,800 PV panels across 100,000 square feet, incorporating advanced engineering solutions for slope stability and environmental protection. The project is set to generate 1,200,000 kWh of electricity annually, which is enough to power approximately 360 households while reducing carbon emissions around 468 tonnes a year, equivalent to the CO₂ absorption of about 20,000 trees. Equipped with Veolia's smart monitoring systems, this sustainable solution marks a significant milestone in providing a sustainable, low-carbon energy solution for Hong Kong's path to carbon neutrality by 2050.

25 Years of Impact: Building Sustainable **Futures in South Korea and India**





South Korea BU

In South Korea, we have established strong partnerships with industry leaders such as SK Hynix, Kumho Petrochemical, LG Chem, and KG Steel, providing cutting-edge industrial water treatment, municipal wastewater management, energy services, and innovative waste recycling solutions. On 17 October 2024, we were honored to host 120 distinguished guests, to gather both internal and external stakeholders to commemorate the milestone and support the local community through donations to Shindang Dream Children's Center in Jung-gu, Seoul which provides free child care service.



In December 2024, Veolia India celebrated 25 years of operations in the country a milestone that highlighted both its business growth and strong team culture. The celebration took place across all project locations through a series of activities, including awards, recognitions, and fun team-building sessions. These moments brought teams together, strengthened bonds, and reflected the values that have guided Veolia's journey in India. As a leading provider of water management, hazardous waste treatment, and carbon capture solutions, Veolia India continues to play a key role in supporting the country's environmental goals.

Presence

Purpose

Governance

Performance - Asia

Multifaceted Performance - Group Project Highlight

Recognition

• Hong Kong & Macau BU



Hong Kong District Cooling Limited (HKDC) was awarded the Asia Pacific Award of Excellence in Risk Management by the International Facility Management Association (IFMA) Hong Kong Chapter, for its outstanding performance in complex district cooling operations.

• India BU





Orange City Water Pvt. Ltd. (OCW) set a benchmark for operational excellence, marked by the award-winning use of geospatial technology and its triple ISO certification. OCW received the Making the Difference award from Esri India for innovative geospatial technology implementation for recognition of water distribution efficiency and customer service through advanced GIS solutions. The project also attained certifications in ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health & Safety Management System, on top of the existing ISO 9001:2015 Quality Management System certification. The triple accreditation demonstrates our dedication to comprehensive commitment to environmental protection, workplace safety, and quality water services. Taiwan BU



Veolia's Apollo Technology, collaborated with CPC Corporation Taiwan, won the 2024 ACES Asia's Top Green Companies Award for their innovative soil remediation Green & Sustainable Remediation (GSR) program. The program successfully remediated 43,200 tons of oil-contaminated soil while achieving an impressive 94% reduction in particle emissions.



Onyx Taho, our joint venture in Taiwan business unit, was recognized with the esteemed Outstanding Award at the 78th Golden Merchant Award by the French Chamber in Taiwan. This award acknowledges our excellence in French-Taiwanese collaboration and our contributions to society.

SOCIAL PERFORMANCE

SUPPORT REGIONAL DEVELOPMENT THROUGH **RESPONSIBLE MEANS**

ENVIRONMENTAL SOCIAL GOVERNANCE

Community Engagement







Community Watch: Supporting Elderly Residents

♀ Japan BU



In March 2024, Veolia Jenets (VJS) concluded an "Agreement on watching over semi-mountainous area villages" with Yonago City, Sakaiminato City, Hiezu Village, and Tottori Prefecture. Leveraging our regular meter reading services, which reach most households in the region, VJS staff will help monitor the well-being of the entire community, especially elderly residents living alone. This collaboration demonstrates our commitment to serving local communities beyond our core business activities.



Clean-ups Powered by Volunteers

South Korea BU

In celebration of World Water Day 2024, Veolia Korea launched the Green Cleanup initiative across 17 operational sites for the second consecutive year. Over 300 dedicated employees volunteered their time to participate in this comprehensive cleanup campaign, working together to create a positive impact on local environments and promote water resource sustainability. This collective effort not only contributes to maintaining cleaner, healthier communities but also reinforces our ongoing dedication to environmental stewardship and raising awareness about the importance of freshwater preservation.

Our Purpose Governance

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Humanitarian Emergency Aid







Emergency Response to Restore Water Supply

Japan BU

In March 2024, Veolia Jenets (VJS) signed a critical emergency response agreement with Susono City in Shizuoka Prefecture. The agreement enables us to respond promptly and accurately if water facilities suffer damage due to a disaster and to quickly restore the ability of the facilities to supply water, based on the demands from Susono City.





VJS is certified recently as a "Water Circulation ACTIVE Company" by the Cabinet Secretariat, for its nationwide deployment of pressurized water trucks for emergency response, environmental conservation efforts around water treatment facilities, and public education initiatives to promote water sustainability.

Public Awareness Raising and Education







Environmental Education and Child Welfare

SEA BU



PlastiLoop Indonesia tenderly embraces its role in community development through two meaningful initiatives in environmental education and children's welfare. At SMKN Rembang Pasuruan school, we celebrated sustainability through joyful tree planting activities, transforming campus grounds while fostering environmental awareness. Our dedication shines through our participation in World Day Against Child Labor at Eco Park Tebet Jakarta. With our partnership with JARAK, we have worked tirelessly to combat child labor and promote education, empowerment, and sustainable livelihoods for families.

Nurturing Tomorrow's Environmental Champions

Japan BU





Veolia Japan's "Tsunagaru Project," in collaboration with Hamamatsu City elementary schools, enriches standard curriculums by integrating environmental education. Leveraging Hamamatsu Water Solutions (HWS) facilities, the program offers practical learning experiences, combining educational videos and on-site tours to illustrate sewage treatment and sustainability. This hands-on approach connects classroom theory with real-world applications, introducing students to circular economy concepts.





The award-winning Water Infrastructure Education Initiative, a collaboration between Chuo University, Veolia Jenets, and over 20 industry partners, delivers practical lectures on sustainable water management and infrastructure. Since its launch in 2018, the program has educated 934 students, with more than 80 graduates successfully joining participating companies, demonstrating its effectiveness in bridging academia and industry.

HUMAN RESOURCES PERFORMANCE

GIVE MEANING TO OUR EMPLOYEES' WORK AND HELP THEM WITH CAREER DEVELOPMENT AND ENGAGEMENT

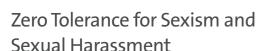


ENVIRONMENTAL SOCIAL GOVERNANCE

Diversity and Inclusion







Asia



Veolia has zero tolerance for sexism and sexual harassment. A group-wide campaign was launched in 2024, including a mandatory e-learning module with employee testimonials, a 24/7 confidential ethical alert platform (Whispli) on top of traditional reporting lines, and multimedia educational materials to help staff identify and address inappropriate behavior. The initiative is fully supported by senior management so as to ensure a safe and respectful work environment.

Workplace Safety and Culture







Proactive Measures for a Safer **Working Environment**

• Hong Kong & Macau BU



CSR, the exclusive service provider of municipal solid waste collection and city cleaning services for the Macau SAR Government, prioritizes employee safety in various ways. One of them is to enhance its waste collection and operations vehicles. For example, to mitigate the risks associated with tailgate lifts, CSR has implemented LED corner warning lights specifically designed for tailgate lifts, bright yellow paint around the edges of tailgate lift to emphasize the height differences between the equipment and the ground, and rounding and smoothing the original sharp corners of the lifts to reduce the chance of injury. These visible upgrades improve operator and public awareness, effectively reducing accidents and increasing safety.



At Pillar Point Valley Restorated Landfill in Hong Kong, regular inspections of slopes and surface channels are required. This involves high-level climbing and photography, posing risks of heat stroke and working at height. In 2024, we introduced drones for inspections, eliminating these risks and saving 2-3 days of inspection time, significantly improving safety.

Hong Kong District Cooling Limited upgraded its Smart Pole ("Supporter") safety device on power-operated elevating work platforms (PEWP). Compared with the initial 1.0 version in 2015 which was a pole with an alarm for detecting overhead obstacles, the upgraded 2.0 version uses ultrasonic sensors (which are placed around the work platform) for greater safety coverage. These sensors identify obstacles within 0.5 to 2 meters, triggering an automated response including alarm and flashlight to avert collisions. This enhancement raises safety standards, minimizes accidents, and enhances a safer working environment.

Q Taiwan BU

To enhance safety and operational efficiency at the Lutsao Refuse Incineration Plant, advanced electronic smart safety systems have been implemented. A key feature is the inactivity alarms in single-person operation areas, such as crane rooms. These alarms detect inactivity exceeding 30 seconds, which could indicate an emergency like a health issue or incapacitation, prompting an immediate response. The integration of these technologies aims to cultivate a proactive safety culture by enabling the early identification and mitigation of potential hazards, thereby improving employee well-being and operational reliability.

Employee Wellness







So'Well Wellbeing Week

Asia





The So'Well Wellbeing Week and Health & Safety Week are annual campaigns dedicated to fostering a positive workplace culture and promoting well-being among our workforce. This year, across Asia, our business units (BU) hosted a variety of activities: stress management seminars and team hiking events in the Mainland China BU, smoothie bike stations and pastel Nagomi art therapy in the Hong Kong and Macau BU, Zumba, Kpop x Fitness, and office Pilates sessions in Singapore, futsal and table tennis competitions in Indonesia, and safety workshops in Malaysia.

Our Purpose overnance

Multifaceted Performance - Asia Multifaceted Performance - Group Project Highlight



Wellness Meets Sustainability at the Football Field

• Hong Kong & Macau BU

Football Tournament Day is an annual event in Hong Kong and Macau BU, focusing on enhancing employees' health and well-being. We are mindful of our environmental impact when organizing the event, therefore waste reduction initiatives were put in place, including the introduction of a system to encourage all participants to use reusable bottles and eliminate single-use plastics; replacement of traditional medals with plantable seed medals, which can be planted after the event.

Eco-Art Creations from Waste

Mainland China BU









In August 2024, our Harbin team showcased creativity and environmental care by upcycling industrial materials into 15 delightful art pieces. Used tires and everyday site materials were lovingly reimagined as peacock sculptures, ecological displays, and Asian Winter Games mascot figures. This initiative showcased resource conservation, fostered teamwork, and blended environmental consciousness with artistic expression.



Recognition

South Korea BU

Our SEETEC site at the Daesan Petrochemical Complex has achieved the highest 'P' rating, top 5% of assessed sites in Korea, in the Process Safety Management (PSM) assessment. The PMS system, administered by the Ministry of Employment and Labor, is designed to prevent major industrial accidents, specifically targeting workplaces that handle hazardous chemicals.



ENVIRONMENTAL SOCIAL GOVERNANCE

Compliance





Asia

In 2024, we initiated a compliance campaign involving over 11,000 employees across our Asia Business Units. Participants received essential compliance documents, including the Ethics Guide, Anti-corruption Code of Conduct, Competition Law Compliance Guide, and details on whistleblowing rights and the Group Ethics Alert System. Employees reviewed these materials and confirmed their understanding and adherence to the Group's compliance policies. Our commitment to ethical practices is demonstrated through this initiative, which educates all employees on our compliance standards. This ensures a shared understanding and fosters a workplace culture built on integrity and accountability.

Internal Control





Asia

Fire and explosion prevention compliance in Asia is achieved through the coordinated efforts of key departments. Process, Audit, Risk & Insurance, Control (PARC) Asia manages external audits, Business Support & Performance Asia ensures operational consistency, and Occupational Health & Safety Asia validates safety measures. This risk prevention is maintained through a structured framework aligned with Group standards, involving regular updates, self-assessments, and collaboration with the Group. A dedicated Fire Protection Coordinator (FPC) oversees monitoring and audits. Regular reviews of CAPEX/OPEX spending, audit outcomes, fire drills, and incident reports reinforce a strong culture of safety and compliance.

Resourcing the world