

Share Offer for selected Australian employees Reservation Form

EMPLOYEE INFORMATION

Employer Code: Employer Name:
 Employee Veolia ID Number: Natixis Account Number:
 Daytime Phone Number (required field):

MY SUBSCRIPTION

→ I Subscribe via internet

The reservation period is open from September 7 to 25, 2020 (midnight Paris time).

This reservation form relates to an invitation which is being made to you by Veolia Environnement SA ("Veolia") to apply for ordinary shares ("Shares") in Veolia at a price per Share ("Offer Price") which is equal to the average of the opening price of a Veolia share, as traded on Euronext Paris market, over the twenty trading days preceding November 5, 2020, less a discount of 20% (rounded up to the nearest Euro cent). These are referred to as the 'Discount Shares'.

Subscription website: <https://ors.interepargne.natixis.com/sequoia2020>

ID:

Password:

→ Rather than subscribing via internet, I will send this completed form, dated and signed, to my HR correspondent

Delshad Irani - Compensation & Benefits Coordinator
Level 4, 65 Pirrama Road, Pyrmont NSW 2009
delshad.irani@veolia.com

I, the undersigned, hereby grant authority to Natixis Interépargne to subscribe for Veolia Shares in my name and on my behalf as follows:

Secure Offer BY A PERSONAL CONTRIBUTION in the amount of: (limited to \$A5,000)	\$A _____,00
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And/or

Classic Offer BY A PERSONAL CONTRIBUTION in the amount of:	\$A _____,00
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Personal contribution in local currency

I have taken due note that my application monies for Shares in Australian dollars will be converted into Euros using the exchange rate determined by Veolia on September 4, 2020 and that if my application monies for the Shares which I have applied for under the Secure Offer and/or the Classic Offer when converted into Euros falls below the Offer Price, it will not be taken into account and my application for Shares (for which the Offer Price is not sufficient) will be cancelled.

There are two ways your personal contribution can be paid:

By salary deduction in one instalment

You will be required to fund the acquisition of the Discount Shares out of your post-tax income (eg. salary from which PAYG tax withholding has been deducted).

I have duly noted that payment by salary deduction will be applied against the salary which is paid to me in the pay period immediately following the date on which applications to participate in Sequoia 2020 can no longer be withdrawn (being the pay period immediately following November 10, 2020) for the total amount of my personal contribution.

By wire transfer from my bank account in the pay period immediately following November 10, 2020

You must transfer the total amount in Australian dollars to the following account:

Account Name: Veolia Environmental Services (Australia) Pty Ltd
 Bank Name: HSBC Bank Australia Limited
 BSB: 342-011
 Account number: 122330002

I have duly noted that, as it is not possible to acquire a fraction of a Share, the Discount Shares and consequently the Matching Shares, will be rounded down to the nearest whole number of Shares.

If I participate in the Secure Offer, I will benefit from a matching contribution of my employer equal to 100% of the amount of my investment up to €300.

In addition, for each share subscribed with my Personal Contribution and Matching Contribution I will receive a Stock Appreciation Right ("SAR"). The purpose of the SAR is to provide for a protection of my investment (including the matching contribution) if the share price goes down (except in certain exceptional situations described in the SAR Notice), in Euro and before taxes, and, as the case may be, a multiplier of the share performance. All details are provided in the SAR Notice.

I do not benefit from the matching contribution and from the SARs in relation to any investment I choose to make in the Classic Offer.

I acknowledge that I will have no beneficial interest in any Veolia shares, and no beneficial interest in a right to acquire a beneficial interest in any Veolia shares, until Veolia accepts my reservation application and Veolia shares are issued to me on the issue date. I also acknowledge that I have no interest in a SAR or a right to acquire a SAR if and until my reservation application for the Secure Offer is accepted and Veolia shares are issued to me.

I hereby state that I have read the information brochure regarding Sequoia 2020, the general terms and conditions applying to my participation in Sequoia 2020 as set out on the back of this reservation form, the Local Supplement, the SAR Notice as well as the PEGI rules on the Sequoia website (www.sequoia.veolia.com) and confirm that I am bound by their provisions.

I will keep a copy of this reservation form. I have duly noted that this reservation form should be received by my HR Correspondent no later than on September 25, 2020.

I agree and I am bound with the representations and commitments listed in the general terms and conditions on the back of this reservation form.

I acknowledge that the acquisition of the Discount Shares under the Secure and/or the Classic Offer, and, the Matching Shares and the SAR pay-out (under the Secure Offer) may require the payment of tax and social security contributions.

Signature of the subscriber:

GENERAL TERMS AND CONDITIONS

REPRESENTATIONS AND COMMITMENTS

- I acknowledge that I have been informed of the conditions required to participate in the Secure Offer and/or Classic Offer and I declare I have an employment contract and/or corporate term with Veolia or one of its subsidiaries participating in the Secure Offer and/or Classic Offer at the end of the cancellation period (i.e. on November 10, 2020) and I have at least 3 months seniority as from January 1, 2019.
- I have noted that if I am not already a participant, my subscription in the Secure Offer and/or Classic Offer makes me a participant in the Veolia Environnement International Group Savings Plan.
- I acknowledge that until Veolia accepts my application and issues shares to me on the issue date, I do not have a beneficial interest in the Discount and Matching Shares or a beneficial interest in a right to acquire a beneficial interest in those shares or an interest, or right to acquire such an interest, in SARs.
- I understand that the Offer Price will be set by the Chairman and Chief Executive Officer of Veolia on November 5, 2020. This price will be equal to the average of the closing prices of a Veolia Share over the twenty (20) stock market trading days preceding this date, with a discount of 20% and rounded up to the nearest Euro cent. The Offer Price will be published on November 6, 2020 via postings on the premises of the company which I am employed by and on the Sequoia website (www.sequoia.veolia.com).
- I have noted that I can apply for Shares via internet (at the following website: <https://ors.interepargne.natixis.com/sequoia2020>) or by using this reservation form during the reservation period (being the period from September 7 to 25, 2020 (midnight, Paris time). If I participate using this reservation form, my application for Shares must be received by my employer, duly completed and signed, no later than on September 25, 2020 (midnight, Paris time) in order to be processed. In the event that I apply for Shares via both the dedicated internet site and with this reservation form, only my application for Shares made via internet will be considered as valid.
- I have noted that after having been informed of the Offer Price, I can cancel my application for Shares, in either offer (Classic or Secure) or in both during the cancellation period scheduled from November 6 to 10, 2020 (inclusive) via the dedicated internet site at the following website: <https://ors.interepargne.natixis.com/sequoia2020> or by completing a cancellation form available on www.sequoia.veolia.com. Should I not cancel my application for Shares, this reservation form will irrevocably become a subscription (or acquisition, as the case may be) order to participate in Sequoia 2020.
- If I did not participate in Sequoia 2020 during the reservation period, I understand that I still can participate in Sequoia 2020 during the period from November 6 to 10, 2020 (subscription/acquisition – cancellation period) (“Cancellation Period”) via internet (at the following website: <https://ors.interepargne.natixis.com/sequoia2020>) or by using this reservation form, which will be considered to be a final participation order which cannot be revoked.
- I represent that I am a person who may receive an offer of Shares in reliance on one of the exceptions to the requirement for a prospectus contained in the Australian Corporations Act 2001 (Cth) and I acknowledge that the invitation to apply for Shares is not being made pursuant to a prospectus which complies with the requirements of the Corporations Act 2001 (Cth).
- I acknowledge that I will not sell, transfer or dispose (or agree to sell, transfer or dispose) any of the Shares issued to me under Sequoia 2020 within Australia for a period of 12 months following their issue (other than in circumstances that do not require a prospectus).
- I have noted the risks associated with my investment:
 - Any investment I choose to make in the Secure Offer benefits from a protection against the fall of the share price but is exposed to the exchange risk, since the protection of my investment is calculated in Euro. I also note that the protection of my investment will be calculated before taxes and social charges that could be due on the SAR pay-out and thus may not compensate the total amount of a capital loss.
 - Any investment I choose to make in the Classic Offer is exposed to the risk of a decrease in the Veolia Share price and to the risk of capital loss.
 - Employee shareholding implies a risk concentration of shares in one single company, and I will assess the need to diversify my risks for all my financial investments.
 - In addition, for countries outside the Eurozone, the value of my investment is exposed to losses that may result from changes in the exchange rate between the Euro and my local currency.
- Save for the occurrence of a case of early release, as mentioned in the Local Supplement which accompanies this reservation form, my investment will remain locked and unavailable to me for a 5-year period expiring on June 2, 2025.
- I have noted that I am entirely free to participate or not participate in either the Secure Offer or Classic Offer. My decision in this regard will have no influence, either positive or negative, on my employment within the Veolia group. I should not deduce from this document, or any other documentation that I may have received in relation to this offering, any right or claim in relation to my employment.

Participation in this offer is distinct from my contract of employment and does not form a part of it.

- For the Veolia Shares subscribed under Sequoia 2020 as well as any other Shares I am holding directly of which the custody is assumed by Société Générale Securities Services, I hereby give express consent to receive by email the convening notice to shareholders' meetings of Veolia Environnement. The convening notice shall be sent to the email address I have registered in the Société Générale Sharinbox website (www.sharinbox.societegenerale.com). Should I decide to no longer receive the convening notice by email, I shall deregister from such service by connecting to Sharinbox, visit the “Personal information” tab and click on “Unsubscribe” in the “E-services / E-notices for general meetings”.

EMPLOYER MATCHING SHARES, STOCK APPRECIATION RIGHTS, INVESTMENT AMOUNT AND REDUCTIONS

- I have noted that in addition to my personal contribution in the Secure Offer of Sequoia 2020, my employer will pay a matching contribution of 100% (capped at €300) of my personal contribution, which will increase the number of Shares which I may receive by applying for the Secure formula in the Secure Offer.
- In addition, for each share subscribed in the Secure Offer with my Personal Contribution and Matching Contribution I will receive a Stock Appreciation Right (“SAR”). The purpose of the SAR is to provide for a protection of my investment (including the matching contribution) if the share price goes down (except in certain exceptional situations described in the SAR Notice), in Euro and before taxes, and/or, as the case may be, a multiplier of the share performance. All details are provided in the SAR Notice.
- My investment in the Classic Offer of Sequoia 2020 will not benefit from the matching contribution and no SAR will be granted.
- I have noted that my participation must at least correspond to the price of one share (the Offer Price). My participation to the Secure Offer is limited to \$A5,000 whereas my participation to the Classic Plan is limited to 25% of my estimated gross annual compensation for 2020.
- If I participate to Secure Offer during the subscription – cancellation period, my investment is limited to 500 AUS whereas my participation to the Classic Plan is limited to 2.5% of my estimated gross annual compensation for 2020.
- In the event of the participation orders exceed the maximum number of shares being offered under the plan (the Ceiling), my participation to the Sequoia 2020 share offering may be reduced as well as the amount of my employer matching contribution. If necessary, the reduction will start with the highest reservations, which will be reduced to reach the level of the next below reservations. The reduction is then made by scaling back to reach the level of the next below reservations until the total amount reaches the Ceiling. In the event of a reduction of my voluntary contribution, the amount to be paid will be the amount after reduction.

- I have duly noted that participation orders in the Classic offer will be reduced first.

TERMS OF PAYMENT

- In the event of a default of payment, I remain liable for the amounts subscribed vis-à-vis my company.

DATA PROTECTION

- I have noted that the information contained in this form will be processed electronically by Natixis Interepargne, in charge of the subscription process, and Veolia Environnement.
- In accordance with the provisions of French law no.78-17 dated January 6, 1978 as modified relating to Data Processing, Data Files and Individuals Liberties and the EU Regulation on Data Protection 2016/679 date April 27, 2016, I have duly noted that personal data contained in this reservation form are intended to be used for managing my assets within the PEGI, for enforcing my rights in relation with the acquisition of Veolia Environnement shares under Sequoia 2020 and for satisfying any applicable legal requirements. I have duly noted that personal data contained in this reservation form will be processed by Veolia Environnement, and when appropriate, my employer as controller(s) and will be transmitted only to entities authorised to receive, process and use it for the time required to implement Sequoia 2020 and for all the transactions which directly arise there from, including services providers used in this context, the PEGI managers and the competent authorities on a need basis. I have a right to access, rectify and erase and to the portability of my personal data. The right of portability applies on the personal data that I have communicated to Veolia Environnement; it will enable me to retrieve directly the data or to transfer them or to have them transferred to another controller. I also have a right to restrict and to object to the processing of my personal data for legitimate reasons. I can exercise all above-mentioned rights by writing to: Veolia Environnement – Legal Department - 30 rue Madeleine Vionnet, 93300 Aubervilliers, FRANCE. The contact details of Veolia Environnement data protection officer are: isabelle.vidal@veolia.com. In addition, I have the right to lodge a complaint with the relevant data protection authority.