

## TOOLBOX TALK


# Veolia Employee Share Plan 2020

**Employee Information  
Sept 2020**

**Sequoia, It's us**

Employee shareholders to resource the world

<p><b>What is the Veolia Employee Share Plan?</b></p>	<p>An opportunity to become a shareholder in the company you work for with a minimum investment of 1 share (approx. AUD\$32).</p>
<p><b>What is on offer?</b></p>	<p>There are two offers:</p> <ul style="list-style-type: none"> <li>● The Secure Offer; &amp;</li> <li>● The Classic Offer</li> </ul> <p>The focus is on the Secure Offer.</p>
<p><b>What's the SECURE Offer?</b></p>	<p>This plan is targeted to employees who want protection of their investment at redemption, including the company match:</p> <ul style="list-style-type: none"> <li>● Minimum - At least one share</li> <li>● Maximum - Capped at AUD\$5,000 (incl company match)</li> <li>● Discount - 20%</li> <li>● 100% company match, up to approx. AUD\$490 (€300)</li> <li>● Guarantee - At sale, the employee will get at least 100% of their total investment initially made, plus the company match, regardless of the share price</li> <li>● Dividends - annually, as and when paid</li> <li>● Conditions - 5 year vesting period</li> </ul>
<p><b>Why should I participate in the Secure offer?</b></p>	<p>Being a shareholder is a great way to connect to the company you work for.</p> <p>If you choose to invest in the Secure Offer you will also receive a company match of shares up to approximately \$490, a 20% discount on the share price, dividends during the vesting period paid directly into your bank account and a secured investment paid out (if you choose) on 02/06/2025 at the amount you invested plus the matched shares.</p>
<p><b>What's the CLASSIC Offer?</b></p>	<p>This plan is targeted to employees who want to invest a larger amount.</p>

	<ul style="list-style-type: none"> <li>• Minimum - At least one share</li> <li>• Maximum - Capped at 25% of your gross annual remuneration</li> <li>• Discount - 20%</li> <li>• Dividends reinvested</li> <li>• No security or guarantee</li> <li>• Conditions - 5 year vesting period</li> </ul>
<b>Who is eligible to participate?</b>	Any Veolia employee who has an Australian employment contract and started work on or before 10 August 2020.
<b>When can I sign up?</b>	Between 7th and 25th September 2020 only
<b>When will I have to pay for my shares?</b>	Payment for your shares will be deducted from your pay in the middle of November - approximately 14/11/2020. If you are purchasing a larger number of shares, you can elect to transfer the funds across to the nominated bank account.
<b>Can I opt out if I change my mind or my circumstances change?</b>	Yes! If you sign up to participate in the share plan between 7-25 September and then need to opt out, you can cancel your subscription between 6-10 November.
<b>How do I sign up?</b>	You would have received an access code and password to your Veolia email address. <i>Don't normally use your Veolia email?</i> Then contact the Compensation & Benefits Team at: <ul style="list-style-type: none"> <li>• <a href="mailto:sequoia.australia@veolia.com">sequoia.australia@veolia.com</a> or</li> <li>• Del: <a href="mailto:delshad.irani@veolia.com">delshad.irani@veolia.com</a> or M: 0410 627 917 or</li> <li>• Sarah: <a href="mailto:sarah.clancy@veolia.com">sarah.clancy@veolia.com</a> or M: 0447 033 846</li> </ul> And we can provide your online details or a form for you to be involved. Link to subscribe for shares: <a href="https://ors.interepargne.natixis.com/sequoia2020">https://ors.interepargne.natixis.com/sequoia2020</a>
<b>How can I find out more?</b>	Log on to the local website - <a href="#">Employee Share Plan 2020 Intranet page</a> or on to the global website from any device at - <a href="http://www.sequoia.veolia.com">www.sequoia.veolia.com</a> or use the QR code  Contact John Day from SmartEquity - our share plan partners in Australia on M: 0418 327 209 or <a href="mailto:john.day@smartequity.com.au">john.day@smartequity.com.au</a> Contact the Compensation & Benefits Team
<b>Can I participate in a briefing session?</b>	We will be delivering a number of online Employee briefing sessions - <a href="#">schedule here</a> . If the times don't work for you then please contact us to see if we can schedule an additional time for your team or you can watch a <a href="#">Recorded Briefing Session</a> any time to learn more about the program.