

Press release

Paris, April 22, 2015

Governance – Human Resources

Veolia rewarded by the 2015 Global Equity Organization Award for the efficiency of its management incentive program

Veolia has just won one of the prestigious awards given by Global Equity Organization (GEO) for its program aimed at promoting executive loyalty, i.e. the Management Incentive Plan. Handed out this year for their 13th edition in London, GEO awards celebrate the excellence of companies and industries throughout the world with respect to implementing their employee stock plans and mobilizing in favor of them.

Veolia was picked by a jury of independent personalities for the “Best Plan Effectiveness” Award. To explain why it had given this Award to the Group, the jury singled out the clarity and balance of the “Management Incentive Plan’s” objectives, the precise definition of its short-, medium- and long-term success indicators, as well as the Group’s determination to encourage its executives to buy into this program at a worldwide level. The jury also hailed this plan’s originality, designed on the basis of co-investment and in a manner aimed at reflecting Veolia’s employee shareholding’s history and objectives — and not on practices widely used nowadays.

Veolia’s “Management Incentive Plan” was set up and implemented in 2014. Its objectives aim at rewarding the commitment of executives within the framework of a long-term incentivizing compensation plan based on the company’s performance as well as reconciling managerial objectives and shareholders’ interests. More than two-thirds of the employees eligible for this plan subscribed to it, illustrating the extent to which they back the Group’s strategy and its development. In the wake of the success of the “Management Incentive Plan”, **another conventional employee shareholding plan will be opened to 150,000 employees and rolled out in 20 countries in 2015.**

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Veolia Group is the global leader in optimized resource management. With over 179.000 employees* worldwide, the Group designs and provides water, waste and energy management solutions that contribute to the sustainable development of communities and industries. Through its three complementary business activities, Veolia helps to develop access to resources, preserve available resources, and replenish them.

In 2014, the Veolia group supplied 96 million people with drinking water and 60 million people with wastewater service, produced 52 million megawatt hours of energy and converted 31 million metric tons of waste into new materials and energy. Veolia Environnement (listed on Paris Euronext: VIE) recorded consolidated revenue of €24.4 billion* in 2014. www.veolia.com

(*) 2014 pro-forma figures, including Dalkia International (100%) and excluding Dalkia France.

Founded in 1999, **Global Equity Organization (GEO)** is an international not-for-profit organization. Its objectives are to spread information and share best practices in the field of equity compensation, to support corporate executives and equity compensation professionals. GEO counts more than 4,500 members, representing over 1,500 small or large firms, in more than 60 countries.

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