



SEQUOIA EMPLOYEE SHAREHOLDING PLAN
EARLY EXIT EVENT DISTRIBUTION FORM

PARTICIPANT INFORMATION (Please Print):

Name Last First Middle Last 4 Digits of SSN:

Address: Street City State Zip

Phone: Email:

Shares of Veolia Environnement (Shares) purchased under Sequoia 2015, 2018 and/or 2019 may not be sold for five years, except in the case of a qualifying "Early Exit" event. If you have experienced an Early Exit event and you wish to sell your Shares, you should complete this form and provide the required supporting documentation to Veolia North America at us.vna.sequoiabenefits.mailbox@veolia.com or at Veolia North America Benefits Department, 53 State Street, 14th Floor, Boston, MA 02109
NOTE: You must have a completed Form W-9 on file with Computershare before your Shares may be sold.

EARLY EXIT EVENT DATE \_\_\_/\_\_\_/\_\_\_

PLEASE CHECK EARLY EXIT EVENT AND ATTACH SUPPORTING DOCUMENTATION:

- Your Financial Hardship -- an immediate and heavy financial need for the reason checked below and as further defined in the Veolia North America 401(k) Savings Plan\*. (Attach proof of financial need, including bank statements and bills.)
Medical expenses for you, your spouse or dependents that insurance will not cover
Costs directly related to the purchase of your principal residence (excluding mortgage payments);
Payment of tuition and related educational fees for postsecondary education for you, or your spouse or dependents;
Payments necessary to prevent the eviction from, or the foreclosure on the mortgage of, your principal residence;
Funeral or burial expenses for your parent, spouse, children or dependents;
Expenses not covered by insurance to repair damage to your principal residence that would qualify as a casualty loss deduction (i.e., damage due to a natural disaster)
Your Disability -- as defined under Veolia's Long-Term Disability Policy\*(Attach SSA or Veolia LTD insurer's determination of disability.)
Your termination of employment with Veolia and all its affiliates
Death (Attach death certificate and proof of executor relationship.)

\*Summary Plan Descriptions available at www.yourveoliabenefits.com

PLEASE INDICATE AMOUNT OR NUMBER OF SHARES TO BE SOLD. (NOTE, IN THE CASE OF FINANCIAL HARDSHIP, YOU MAY ONLY SELL THE AMOUNT OF SHARES NECESSARY TO RELIEVE YOUR IMMEDIATE FINANCIAL HARDSHIP.)

- Shares to generate \$
Number of Shares:
All Shares in my account

Participant Signature (or Executor signature in the event of participant's death)

Date

For Office Use Only:
Accepted Denied
Signature Date