

# SEQUOIA 2025

# Share Offering Reserved For Employees Reservation Form



## EMPLOYEE INFORMATION

Employee Name: .....

Employee ID Number: .....

Daytime Phone Number (required field): .....

## MY SUBSCRIPTION

### → Subscribe via internet

The reservation period is open from June 10 to June 30, 2025 (5:00 PM EST).

During this period, you can make a reservation through the website dedicated for this purpose by using the access codes below:

Subscription website: <https://ors.interepargne.natixis.com/sequoia2025>

ID:

Password:

### → Rather than subscribing via internet, you can send this completed form, dated and signed, to your HR correspondent OR scan and e-mail to US VNA Sequoia Benefits <us.vna.sequoiabenefits.mailbox@veolia.com>

I, the undersigned, hereby acknowledge that I am placing this order to subscribe for/acquire Veolia Environnement shares in my name and on my behalf as follows:

<b>Secure Offer</b> BY A PERSONAL CONTRIBUTION in the amount of:	USD \$	.00
And/or		
<b>Classic Offer</b> BY A PERSONAL CONTRIBUTION in the amount of:	USD \$	.00

I acknowledge that my investment in US dollars will be converted into Euro using the exchange rate determined by Veolia Environnement SA on June 5, 2025, and that if my subscription per Offer converted into Euro falls below the Offer Price, it will not be taken into account.

### My personal contribution will be paid as follows (check one):

By salary deduction in four (biweekly) or eight (weekly) installment(s)

I agreed that payment by salary deduction will be applied against my salary in September 2025 and October 2025 for the total amount of my personal contribution.

**OR**

By check made payable to Veolia North America and sent to Benefits Department, 461 From Road, Suite 400, Paramus, NJ 07652 by September 1<sup>st</sup>, 2025. I acknowledge and hereby agree that if my check is not received by September 1, 2025, Veolia North America may recover the unpaid portion of my personal contribution via payroll deductions, in four (biweekly) or eight (weekly) installment(s).

### Note on pay advances:

By agreeing to pay my personal contribution through salary deduction, I acknowledge that I have requested a pay advance, and I knowingly and voluntarily give permission to Veolia North America to make deductions from my future paychecks in accordance with this form so that Veolia North America may recover my pay advance. I further acknowledge that these deductions are to recover a genuine and actual pay advance made during the course of and within the scope of my employment, and that the pay advance and deductions are for my convenience and benefit. In case the initial salary deductions are insufficient to offset any due amounts, I agree to immediately repay to Veolia North America the remaining balance of my pay advance.

I acknowledge and agree that if my employment terminates before the total pay advance is repaid to Veolia North America, the remaining balance of the advance will be deducted from my final paycheck to the extent permitted by applicable state or local law. Where a deduction from my final paycheck is prohibited, or the remaining pay advance balance exceeds the amount of my final paycheck, I agree to immediately repay to Veolia North America the remaining balance of my pay advance.

In case of any remaining balance due to my employer, I also agree that my employer may ask the share account manager (Computershare) for the sale of all or part of my Veolia Environnement shares to offset any due amounts, on a discretionary basis if the payment default persists despite the abovementioned provisions. To the extent required, I agree that acceptance to participate in this offer implies my authorization for the share account manager (Computershare) to sell my shares on instruction of my employer to offset any due amount.

I acknowledge that, as it is not possible to acquire a fraction of share, my personal contribution and consequently the amount of any matching contribution received will be rounded down to the nearest whole number of Veolia Environnement shares.

I have duly noted that 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 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 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, the higher between either (i) a multiplier of the share performance or ii) a guaranteed return on my investment. I acknowledge that while the SAR pay-out formula provides significant downside protection, it has not been designed to fully compensate me for all potential financial losses associated with an investment in Veolia Environnement shares. All details are provided in the SAR Notice.

I do not benefit from any matching contribution and SARs to the extent that I participate in the Classic Offer.

I hereby state that I have read the information brochure regarding the Sequoia 2025 offer (Sequoia 2025), the general terms and conditions applying to my participation in Sequoia 2025 as set out on the back of this form, the Local Supplement, the SAR Notice as well as the PEGI rules that are made available 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 acknowledge that this reservation form should be received by my HR Correspondent no later than June 30, 2025.**

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

I agree that the matching contribution and the SAR pay-out may require the payment of tax and social security contributions, which may be deducted from the amount of the matching contribution or from my salary.

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 2025 share offering reserved for employees ("Sequoia 2025") and I declare having an employment contract and/or corporate term with Veolia Environnement ("Veolia") or one of its subsidiaries participating to Sequoia 2025 at the end of the cancellation period, i.e. on August 5, 2025 and having at least 3 months seniority as from January 1<sup>st</sup>, 2024.

I acknowledge that I am not relying on any financial, tax or other advice from any company of Veolia Environnement group or any of its officers, employees or agents. I have noted that if I am not already a participant, my subscription in the Sequoia 2025 Offer makes me a participant in the Veolia Environnement International Group Savings Plan.

I have noted that the subscription price (or the acquisition price, as the case may be) of one Veolia Environnement share (the "Offer Price") will set by the Chief Executive Officer of Veolia Environnement on July 30, 2025. This price will be equal to the arithmetic average of the volume weighted average prices (VWAP) of the Veolia Environnement share over the twenty (20) stock market trading days preceding this date, with a discount of 15% and rounded up to the nearest Euro cent. The Offer Price will be published on July 31, 2025 via postings on the premises of my company and on the Sequoia website ([www.sequoia.veolia.com](http://www.sequoia.veolia.com)).

I have noted that I can subscribe via internet (at the following website: <https://ors.interepargne.natixis.com/sequoia2025>) or by using this reservation form during the reservation period, from June 10 to June 30, 2025 (Midnight, Paris time). If I participate using this form, my reservation order must be received by my employer, duly completed and signed, no later than on June 30, 2025 (Midnight, Paris time) in order to be processed. In the event that I subscribe via both the dedicated internet site and with this form, only my reservation order via internet will be considered as valid.

I have noted that after having been informed of the Offer Price, I can cancel my reservation order in either offer (Classic or Secure) or in both during the cancellation period scheduled from August 1st to 5, 2025 (inclusive) via Internet at the following website: <https://ors.interepargne.natixis.com/sequoia2025> or through the cancellation form available on [www.sequoia.veolia.com](http://www.sequoia.veolia.com). Should I not cancel my reservation, this reservation form will irrevocably become a subscription (or acquisition, as the case may be) order to participate in Sequoia 2025.

If I did not participate in the Sequoia 2025 Offer during the reservation period, I have duly noted that I still can participate during the second period (subscription/acquisition – cancellation period) via internet (at the following website: <https://ors.interepargne.natixis.com/sequoia2025>) or by using this reservation form, which will be considered to be a final participation order which cannot be revoked. However, investment limits during this period are reduced.

I have noted the risks associated with my investment:

- My investment in the Secure Offer benefits from a protection against decreases in the market price of Veolia Environnement shares through the SAR but is exposed to exchange rate 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.
- My investment in Classic Offer is exposed to the risk of a decrease in the Veolia Environnement share price and to the risk of capital loss.
- Employee shareholding implies a risk concentration on the shares of one single company, and we invite you to assess the need to diversify your risks for all your financial investments.
- In addition, for countries outside the Eurozone, the value of your investment is exposed to losses that may result from changes in the exchange rate between the Euro and your local currency.

Save for the occurrence of a case of early release, as mentioned in the Local Supplement, my investment will remain locked and unavailable to me until June 3, 2030.

I have noted that I am entirely free to participate or not participate in this offer. My decision in this regard will have no influence, either positive or negative, on my employment within the Veolia Environnement 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.

## EMPLOYER MATCHING CONTRIBUTION, STOCK APPRECIATION RIGHTS, INVESTMENT LIMITS AND REDUCTIONS

I have noted that in addition to my personal contribution in the Secure Offer of Sequoia 2025 offer, my employer will pay a matching contribution equal to 100% (€300).

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, the higher between either (i) a multiplier of the share performance or (ii) a minimum guaranteed return on my investment. All details are provided in the SAR Notice.

My investment in the Classic Offer of Sequoia 2025 will not benefit from a 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 Sequoia 2025 plan is limited to 25% of my estimated gross annual compensation for 2025.

With respect to Sequoia 2025, in order to calculate my investment limit, I must take into account (i) all of my payments in the Classic Offer, (ii) 4 times the amount of my personal investment in the Secure Offer and (iii) 3 times the amount of any matching contribution. A calculation tool is made available on the Sequoia website ([www.sequoia.veolia.com](http://www.sequoia.veolia.com)) to help me with the calculation. I understand that if I participate in the Secure Offer, my investment limit is significantly lower than it would be if I participate only in the Classic Offer.

If I participate to Sequoia 2025 during the subscription/acquisition – cancellation period, my investment is limited to 2.5% of my estimated gross annual compensation for 2025, to be calculated in the same manner as provided above.

In the event of the participation orders exceed the maximum number of shares being offered under the plan (the Ceiling of 2% of share capital), my participation to the Sequoia 2025 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 then 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.

The maximum aggregate amount of the Veolia Environnement shares to be offered to employees in United States under Sequoia 2025 is limited to US\$5,000,000. This limit is in addition to any other limits described in the Sequoia 2025 brochure. In the event the aggregate requested participations from US employees exceed this limit, the reduction procedure indicated above will apply.

## TERMS OF PAYMENT

In the event of a default of payment by check, I remain liable for the amounts subscribed vis-à-vis my company and Veolia North America may recover the unpaid portion of my personal contribution via payroll deductions, in four (biweekly) or eight (weekly) installment(s).

If I choose to pay my personal contribution through salary deductions, I acknowledge that I have requested a pay advance, and I knowingly and voluntarily give permission to Veolia North America to make deductions from my future paychecks in accordance with this form so that Veolia North America may recover my pay advance. I further acknowledge that these deductions are to recover a genuine and actual pay advance made during the course of and within the scope of my employment, and that the pay advance and deductions are for my convenience and benefit.

I acknowledge and agree that if my employment terminates before the total pay advance is repaid to Veolia North America, the remaining balance of the advance will be deducted from my final paycheck to the extent permitted by applicable state or local law. Where a deduction from my final paycheck is prohibited, or the remaining pay advance balance exceeds the amount of my final paycheck, I agree to immediately repay to Veolia North America the remaining balance of my pay advance.

In case of any remaining balance due to my employer, I also agree that my employer may ask the share account manager (Computershare) for the sale of all or part of my Veolia Environnement shares to offset any due amounts, on a discretionary basis if the payment default persists despite the abovementioned provisions. To the extent required, I agree that acceptance to participate in this offer implies my authorization for the share account manager (Computershare) to sell my shares on instruction of my employer to offset any due amount.

## DATA PROTECTION

I have noted that the information contained in this form will be processed electronically by Natixis Interépargne, in charge of the subscription process, and Veolia Environnement.

In accordance with the provisions of French law n.078-17 dated January 6, 1978 as modified relating to Data Processing, Data Files and Individuals Liberties and the EU Regulation on Data Protection 2016/679 dated 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 2025 and for satisfying any applicable legal requirements. The processing of my personal data contained in this form is carried out based on the execution of the contract via my subscription to the Sequoia 2025 offer. This data is necessary for my participation in the offer. Without such data, my subscription will not be considered. I have duly noted that personal data contained in this reservation form will be processed by Veolia Environnement, my employer, each as controller(s), authorized entities, including service providers mandated for subscription centralizations and PEGI accounts management (Natixis Interépargne) and the competent authorities entitled to request, collect, keep and process information during the implementation of Sequoia 2025 and all operations arising therefrom. 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 abovementioned 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: [dpovesa@veolia.com](mailto:dpovesa@veolia.com). Besides, I have the right to lodge a complaint with the relevant data protection authority.

## SPECIFIC RESTRICTION

All persons who are eligible as above described can participate in the Offer, unless such participation would be not permitted due to applicable rules and regulations.

I duly note that pursuant to provisions of Regulation (EC) n°833/2014 and Regulation (EC) n°765/2006, as amended, the Offer is not made to Russian nationals and persons residing in Russia, nor to Belarussian nationals and persons residing in Belarus, except (i) in case of Russian nationals, if those persons are nationals of a EU Member State, of a country member of the European Economic Area or Switzerland, or have a temporary or permanent residence permit in a EU Member State, a country member of the European Economic Area or in Switzerland and (ii) in case of Belarussian nationals, if those persons are nationals of a EU Member State or have a temporary or permanent residence permit in a EU Member State.

Consequently, I hereby confirm that this restriction does not apply to me.