

SUSTAINABILITY REPORT 2023

For Ireland and Northern Ireland

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FOREWORD



Gavin Graveson
Chief Executive Officer,
UK&I Senior Vice President, Northern Europe

For more than 170 years, Veolia has helped to reshape how we use resources to reconcile human progress with environmental protection.

This means adapting, improving, and prioritising sustainable patterns of production and consumption, which is fundamental to our purpose of delivering ecological transformation.

Ecological transformation focuses on three key and interconnected principles - depollution, decarbonisation, and resource regeneration. Veolia's waste, water, and energy operations provide essential services that promote environmental, social and economic benefits.

I am proud of the significant milestones achieved during our Impact 2023 strategic programme. As this report highlights, we have made measurable progress across key initiatives, demonstrating our commitment to long-term sustainability.

As we reached the end of our Impact 2023 programme, we have now moved into 2024 with a focus on delivering GreenUp, our new four-year strategic programme. GreenUp aims to accelerate the deployment of affordable, replicable solutions that depollute, decarbonise, and regenerate resources.

INTRODUCTION



John Abraham
Chief Operating Officer,
IWE United Kingdom, Ireland and Nordics

In Ireland, we are continuously working with our customers to carefully manage complex waste streams, deliver reliable industrial utilities, improve energy efficiency and support the sustainable management of water resources.

We have reduced carbon emissions in the healthcare sector helping to meet carbon reduction targets. We did this by delivering guaranteed savings through Energy Performance Contracts.

We delivered a number of new water and wastewater treatment plant upgrades for communities in Donegal. This is part of our commitment to support Ireland's water infrastructure.

Our waste teams work with our customers to maximise recycling and reuse opportunities while always looking for new and innovative ways to treat hazardous waste sustainably.

We do more than just deliver essential services to our customers. We partner with them to understand their needs and co-develop solutions. Our Ecological Transformation Stakeholder Forum brought representatives together across each of our multifaceted performance areas. We started a conversation in Ireland about scoping out what becoming truly sustainable might look like. We will continue this conversation into 2024 and beyond.



Employees



Our employees are vital to delivering the innovative solutions our customers want and our society needs.

Through a **shared culture across the whole Veolia group**, we help our employees continuously develop their skills and their careers. We work hard to make our workforce more diverse, bringing new ideas and new approaches to our operations. We do all of this with safety as our constant priority.

“Veolia’s biggest asset is its employees, with their expertise, their involvement and their enthusiasm to be part of transforming the world!”

**Estelle Brachlianoff,
Chief Executive Officer of Veolia**

A CONSTANTLY EVOLVING SAFETY CULTURE

During our annual Safety Week in September, Veolia’s Leadership Team in Ireland visited sites to highlight the highest risk situations linked to each of our High Risk Management Standards (HRMS). These standards have been developed following detailed analysis of our safety performance across the group.

The standards focus the attention of all employees on work practices and behaviours which help to prevent accidents from happening. Raising awareness of the importance of prioritising safety leads to continuously improving behaviour and a proactive safety culture.



Life Saving Rules

Veolia has introduced 12 simple rules highlighting high risk situations. These “Life Saving Rules” focus the attention of all employees on work practices and / or behaviours, which, if followed, will help to reduce and prevent incidents from happening.

Life Saving Rules are simple to remember, practical, and easy to apply to our activities.



Warm up for work

Many of the roles in Veolia are physical by nature. Warm Up At Work has been designed to help provide guidance on easy ways to reduce the risk of someone injuring themselves at work.



A partnership approach

Veolia joined with Uisce Éireann to run safety stand-down days on all of the water and wastewater sites where we work together. The focus was on Uisce Éireann’s “Am I Safe” campaign. This initiative helps site teams and contractors to make sure their individual and collective safety comes first.



Recognising best practice

Supporting production at a global semiconductor manufacturing facility through the safe, compliant and transparent management of hazardous waste requires a constant focus on health and safety. Veolia’s approach to safety was recognised at the All Ireland Occupational Safety Awards 2023.



OUR LATEST DIVERSITY AND INCLUSION STRATEGY

Our inclusion strategy, Five by 25, is designed with five key priorities to deliver over the next three years and take our inclusion journey to a new level.

We achieved a lot with our 2021 - 2022 strategy raising awareness of diversity and inclusion, taking responsibility and engaging with conversations, however and whenever they were needed. Building on this we prepared and launched our Five by 25 strategy in 2023.

Having an inclusive culture is about **embracing and celebrating our differences** and giving everyone the same opportunities in an environment where everyone feels respected, has a sense of belonging and has the opportunity to thrive.



3 Opportunity and accessibility
Become Disability Confident Level 3 and improve accessibility

1 Diversity action planning
Create diversity action plans for age, gender and ethnicity

4 Inclusive leadership
Conduct impact assessments and review progress regularly

2 Attract and retain
Increase diverse applications and improve diversity across our workforce

5 Impact and accountability
Conduct impact assessments and review progress regularly

Challenging and supporting companies to create more inclusive workplaces

Elevate: The Inclusive Workplace Pledge was launched in 2021 by Business in the Community Ireland (BITCI) with the aim of creating a workforce that is inclusive of all segments of Irish society.

Veolia actively participates in the Leaders Sub Group on Social Inclusion, the group that developed and launched the Elevate Pledge with **Sinéad Patton, Chief Finance and Commercial Officer, serving as co-chair since 2018**. Veolia's own Five by 25 Diversity and Inclusion Strategy is closely aligned with the ambitions of the Pledge, which we are a signatory of alongside over 60 other businesses.



The second Annual Report, which was published by BITCI on 27 April 2023, presents key findings on data collected from **60 companies spanning 11 sectors** and with a collective workforce of **over 150,000 people**.

The report shows that when employers create data driven actions they see real progress on the diversity profile of their workforce.

Actively progressing towards gender equality

The pay data of our employees in Ireland has been analysed to produce and publish our Gender Pay Gap report.

The mean and median pay gaps are driven by the gender distribution of our workforce and the technical nature of our business. As a large proportion of our roles are technical in nature, a high percentage of those occupying these roles are male, which is also representative of industry across Ireland. We continue to focus on encouraging more women into technical roles.



SUPPORTING & DEVELOPING OUR EMPLOYEES

A comprehensive health and wellbeing programme

Through a range of internal activities and external supports, including our Employee Assistance Programme, we have a calendar of wellbeing activities that spans the 12 months of the year and includes over 60 events, seminars and talks. These are organised around five pillars: mental health, physical health, nutrition, financial fitness and social wellbeing.



Our involvement in National Workplace Wellbeing Day each April and Veolia's Social Wellbeing Day each August help to encourage employees to take time out to focus on their health and wellbeing.

Veolia Cares provides social protection for all

During important times in our life, everyone can benefit from some assistance, security, and encouragement.

Launched in 2023, Veolia Cares provides a comprehensive package of employee benefits, including parental leave, bereavement benefits, support for caregivers, and a day for volunteering. These benefits are available to all employees worldwide regardless of their base country. With Veolia Cares, employees can count on a common set of benefits to support them wherever they are.

Constant skills development to support Ecological Transformation

The learning and development programme is constantly evolving to help our employees develop the skills they need to progress their careers and meet the challenges posed by Ecological Transformation.

We continued to develop Saba, our learning and development platform which enables online learning to suit individual employees. Using Saba allows us to deliver training on any device at any time in any location.

In 2023 a group of 19 managers from across Ireland and Northern Ireland completed the Step Up Leadership Development Programme. This programme enables a step up in both knowledge and direction for individuals identified as potential future leaders of Veolia.

The programme delivered skills development in areas such as coaching, data analysis, presenting, finance and legal with a focus on key topics to support the Veolia Ireland strategy. This is the second group of future leaders to complete the Step Up programme.

In addition, four managers are participating in the Veolia UK and Ireland Leadership Cadre programme. This programme is designed to support our highest performers in the development of an agile, empowered and change-oriented culture at Veolia that fosters innovation and supports the delivery of our strategy.



Almost 33,000 hours of training undertaken in 2023

by the Ireland & Northern Ireland team

Recruiting the right people to support our growth

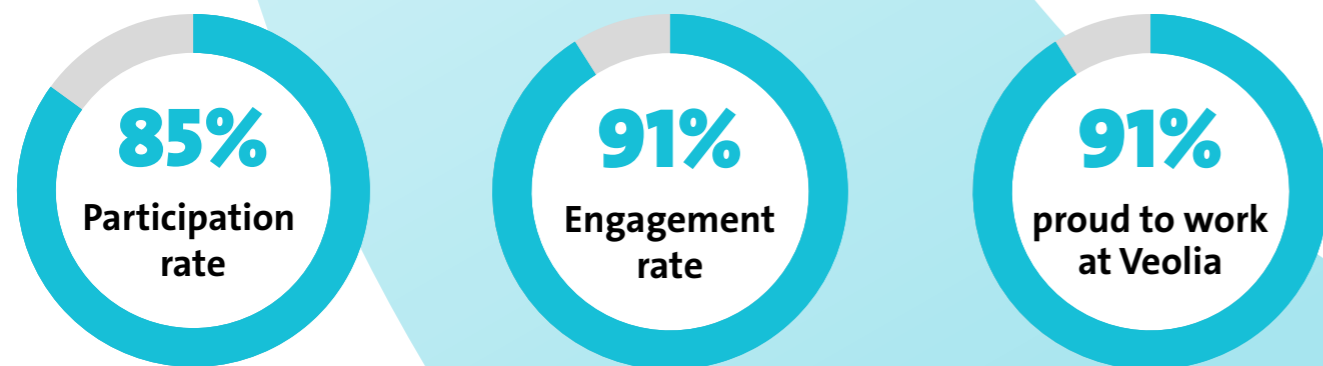
Throughout 2023 we continued to build our teams through the recruitment of people with the skills and the commitment to deliver the innovative solutions needed for Ecological Transformation.

Using our international mobility programme, attending a selection of careers fairs and further developing our graduate and apprenticeship programmes allows us to recruit a range of talented people right across our business.



An engaged workforce

Our annual employee engagement survey once again showed that our people believe in what we do and are happy working in Veolia.



ADDRESSING ECOLOGICAL TRANSFORMATION WITH OUR STAKEHOLDERS

On September 14 2023, by bringing representatives from our key stakeholder groups together, we started a conversation in Ireland about scoping out what becoming truly sustainable might look like.

We called the event our **Ecological Transformation Stakeholder Forum**.

It is becoming increasingly clear that addressing the challenges of climate change and creating sustainable business models requires a transformation in how we think and act. As leading practitioners in this space, Veolia recognises this and, indeed, our purpose as a company is to be the global champion of Ecological Transformation.



The global and local research that we have led and been involved in shows the desire is there to transform and that radical collaboration is needed to achieve this.

Key decision makers for sectors such as healthcare, pharmaceuticals, food and beverage, technology, education and infrastructure, as well as the public and non-profit sectors, came together and discussed the challenges and opportunities including what is needed to achieve the transformation we need.

We talked about access to experts, innovative solutions, funding models, procurement, and Scope 3 emissions. A key challenge for everyone is moving beyond standalone projects to deliver on very challenging commitments and targets.

Research shared by Gerard O'Neill of Amárach Research at the Forum tells us that people are looking for leadership and are willing to change but Professor John Sweeney of Maynooth University warned that all 5 scenarios developed by the IPCC foresee warming exceeding 1.5 degrees over the next 20 years and the extreme weather events we have experienced globally are clearly linked to climate change. Catherine Ricou, Veolia's Chief Innovation Officer, spoke about solutions that are being implemented by Veolia around the world which help meet the challenges of climate change.

Going forward, we will be working with this group to help co-develop innovative solutions to deliver Ecological Transformation and make our society more sustainable.

Research tells us that...

85%

of consumers want businesses to help them make environmentally friendly choices.

60%

of people in the world are ready to accept most of the changes needed for Ecological Transformation.

All 5 scenarios developed by the IPCC foresee warming exceeding 1.5oC over the next 20 years.

“Mindset change is the first step leading to innovation.

It’s really key for us to have these conversations with our stakeholders.”

Catherine Ricou, Chief Innovation Officer, Veolia



“Are we ready to accept the changes needed to address the environmental emergency?”

To answer this question, Veolia and Elabe, a French research and consulting firm, launched the first barometer of Ecological Transformation. This first of its kind global opinion survey assesses the level of acceptability of ecological solutions and analyses the obstacles and levers for action to accelerate the transformation.

Should we be concerned about climate change and the state of the environment?



89%

of the world's people are anxious or concerned



9%

think there is no real need to worry

The Barometer of ecological transformation - Elabe & Veolia (2022)



Society



Engaging with all of our stakeholders is at the core of how we work. Through our Ecological Transformation Forum, we put ourselves at the centre of creating a more sustainable society. Our schools engagement programme helps create a diverse, informed workforce for the future. Supporting projects in the local communities where we live and work builds our connection with those communities.

HELPING THE COMMUNITIES WE LIVE IN

Grow your own orchard

In 2023 we launched Veolia Orchard in Ireland and Northern Ireland. Through this programme we provide trees to local schools so that they can grow their own orchards. Initially launched in England in 2020, Veolia Orchard aims to improve the well-being of young people and nurture their skills in creating positive change to their environment.

We donated five native apple trees to five schools across the island of Ireland so that they can grow their own orchard. The management of an orchard will offer a unique learning opportunity as it can be integrated into the curriculum to teach about biodiversity, native flora and fauna, and the importance of orchards to wildlife and air quality.

The maturing fruit orchards will also provide healthy food for schools and create new habitats for wildlife. The five successful schools are:

- St Brigid's National School, Co. Wicklow
- Ballynoe National School, Co. Cork
- Ratoath Senior National School, Co. Meath
- St Buites National School, Co. Louth
- Moorfields Primary School, Co. Antrim



Veolia Connect Fund

The Veolia Connect Fund is our community support programme in Ireland. The purpose of the programme is to forge links between Veolia and local communities through funding a diverse range of not-for-profit groups or organisations all over the island of Ireland which Veolia staff are personally involved with.



Focus Areas:

- Environment and Biodiversity
- Social Inclusion
- Humanitarian and Development

Foxford Angling Club

Foxford Angling Club is a local angling club in Co. Mayo. Veolia Connect supported the club to purchase recycled picnic tables to enhance the shores of Lough Conn as an amenity for the entire community.

Creagh National School

Creagh National School is a primary school in Co. Galway. Its 440 pupils represent 36 different nationalities. Veolia Connect helped the school to create a vibrant and accessible outdoor space that fosters physical wellbeing and also enhances cognitive development through nature based activities.



Bangor City Warriors

Bangor City Warriors Basketball Academy is in the process of setting up the first basketball club in the Bangor area in Co. Down. Veolia Connect helped the club to develop their mixed U14 and U16 teams in a cross community, diverse and inclusive environment.

Fundraising

Local fundraising initiatives by our teams directly support a number of charities including Pieta through the **Darkness into Light** charity walk, Children’s Health Ireland hospitals and urgent care centres in Blanchardstown and Kilkenny and Cash for Kids in Belfast.



HELPING THE NEXT GENERATION

In 2023 we continued to engage with our schools, delivering programmes with BITCI and Young Enterprise Northern Ireland.



Time to Count

The Time to Count programme with **St Joseph’s National School** in Fermoy saw Veolia employees spend time with primary school students to improve their maths skills and included a visit to Veolia’s Hazardous Waste Facility.

World of Work

The World of Work programme with **Grennan College** in Kilkenny allowed students to learn more about what working in Veolia means and the types of careers open to them in the environmental services sector.



Business Beginnings Programme

The Business Beginnings Programme with **Euston Street Primary School** in Belfast offered students the opportunity to start a real business, producing a product to sell at a special trade fair in St George’s Market.



PROMOTING SUSTAINABILITY

Throughout 2023 we continued to promote sustainability and Ecological Transformation to all of our stakeholders.



BITCI developed and published **The Sustainability Handbook** as a tool to improve the sustainability of the Irish business sector through innovation and cross-sectoral collaboration. This Handbook seeks to identify and address the necessary steps towards the transformation to a low-carbon and inclusive society. Veolia worked with the BITCI team on the section on governance providing a case study on how we use Multifaceted Performance to assess what we do against the impact on our five stakeholder groups.

We exhibited at the **UHEI Conference and Exhibition** in Trinity College, Dublin and at the Institute of Water Northern Ireland Area Autumn Seminar in Belfast. During the Universities & Healthcare Estates & Innovation (UHEI) Conference and Exhibition John Lambe, Business Development Manager, joined a panel discussion with customers and partners from the Carbon and Energy Fund and St James’s and the Mater hospitals on how an Energy Performance Contract can be a key enabler of decarbonisation.

We sponsored the **Team of the Year** category at **the Green Awards**. The Green Awards, established in 2008, celebrate the remarkable achievements of Irish businesses committed to a sustainable future. We also supported a sustainability themed event to mark **Bastille Day, France’s National Day**. We joined other high profile French companies in Ireland to showcase our sustainability solutions to over 1,000 guests at the residence of the Ambassador of France in Ireland.

Our public relations activity included Aine Murray, Head of Marketing, Communications, Corporate Responsibility and Bid Support, being interviewed by Conall O Móráin on the **That Great Business Show** podcast and Fergus Elebert, Regional Director, publishing an article in **Silicon Republic**.





Planet



In line with Veolia’s global commitments, Veolia in Ireland and Northern Ireland is continuing to protect our planet by reducing our own carbon footprint and protecting the biodiversity of the sites we operate and manage. We are also committed to working with like-minded organisations to increase awareness of what can and must be done to act in a more sustainable way.

A RESPONSIBLE BUSINESS

CORE: The Standard for Responsible Business

Veolia was accredited for the third time with **CORE: The Standard for Responsible Business** in Northern Ireland in recognition of our commitment to doing business in a way that is better for employees, the planet and the communities where we operate.

CORE is a framework developed by Business in the Community Northern Ireland (BITCNI) that maps and assesses the corporate responsibility of an organisation. Accredited companies go through an external verification process that recognises best practice.



2023 Northern Ireland Environmental Benchmarking Survey

Veolia achieved Silver Level in the 2023 Northern Ireland **Environmental Benchmarking Survey**, organised by BITCNI. The survey offers organisations a way to be externally assessed and scored on their environmental efforts and performance.



Employee Volunteering Days

Veolia’s employees in Ireland and Northern Ireland took part in several volunteering days throughout 2023 including:

- BITCNI Summer Solstice Volunteer Action Day at l’Arche Belfast
- Belfast Volunteering Day with BITCNI
- Groundworks Connswater Community Garden, Belfast
- Upper Paddock Biodiversity Garden in Thomastown, Co. Kilkenny
- GLAS TU Dublin Community Garden, Dublin



OUR COMMITMENT TO NET ZERO

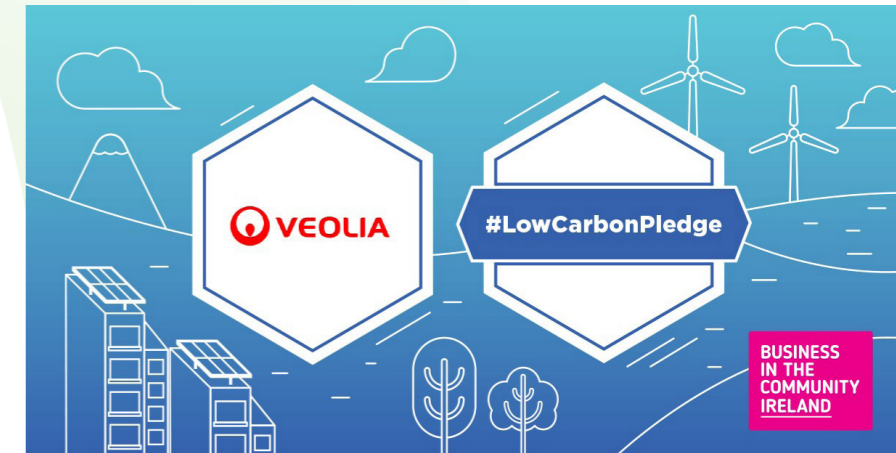
Our strategy to achieve Net Zero by 2050 is underpinned by the following six commitments and targets:



Low Carbon Pledge

Veolia is one of over 60 companies who have signed the BITCI Low Carbon Pledge. It commits us to setting a series of ambitious goals that together provide us with a clear path to reducing carbon emissions across our entire business and supply chain (scope 1,2,3 emissions), in line with Science Based targets. It also commits us the transparent reporting of our progress.

The 5th annual report on Low Carbon Pledge found that **more businesses, including Veolia, are escalating their focus on sustainability** and prioritising decarbonisation across all areas of their operations.



Climate Action Pledge

The Climate Action Pledge is part of BITCNI's Business Action on Climate campaign which challenges businesses to take action on the climate crisis. Veolia is one of almost 100 companies in Northern Ireland who have signed the pledge.

The 2023 annual report shows that 48% of **signatory companies** have committed to the ambitious target of a 50% reduction in carbon emissions by 2030.



Signatory
Climate Action
Pledge NI

GROWING BIODIVERSITY FOCUS

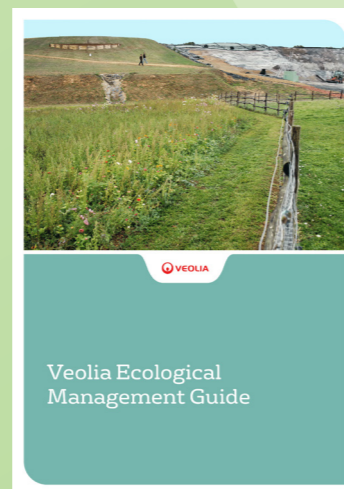
Restoring biodiversity to ecosystems is a major focus for Veolia globally and on the island of Ireland. How do we do this?



Our **Green Spaces Charter** guides how we promote biodiversity on the sites we own or manage. Based on the Charter, we create a specific **Ecological Management Plan** for our larger sites. To help smaller sites improve their biodiversity management we use our **Biodiversity Baseline**, which allows those sites to create a record of existing biodiversity and develop a plan to improve their biodiversity management.

By the end of 2023 we had completed additional **Ecological Management Plans** for the North Down Ards Wastewater Treatment Works, our Kilkenny office and our Fermoy Hazardous Waste Facility bringing our total to five. **14 of our smaller sites had completed Biodiversity Baselines** by the end of 2023.

Veolia continues to be a business supporter of the **All Ireland Pollinator Plan**. This commits us to carrying out pollinator-friendly actions and reporting on them each year.



Our Ecological Management Guide set out how we promote biodiversity on our sites

Our office at Kilkenny has a brand new bug hotel, made from recycled and repurposed materials, now open for business and ready to boost biodiversity!



Veolia achieved Gold Level in the BITCNI and Ulster Wildlife Business and Biodiversity Charter.



The Responsible Business Network
Northern Ireland



Customers

To contribute to the fight against climate change, Veolia offers our customers an array of high-added-value products, services and innovative solutions to meet their specific needs while helping them to reduce their impact on the environment through our energy, water and waste services.

SUSTAINABLE SOLUTIONS

Continuing to reduce carbon emissions

Having completed the design, delivery, installation and commissioning of a wide range of energy upgrades in **St James's Hospital, Dublin**, the Energy Performance Contract, backed by the Carbon Energy Fund Ireland (CEFI), moved into the operational phase.

With 1,010-beds St. James's Hospital is one of the largest public hospitals in Ireland, dedicated to the delivery of health treatment, care and diagnosis as well as health promotion and preventative services. It is also the largest teaching hospital in Ireland and is the major teaching partner of Trinity College Dublin.



THE WORK DONE BY VEOLIA WILL:

- Save 118,380 tonnes of carbon
- Reduce electrical consumption by 26%
- Deliver €26m in savings

Improving water quality

Veolia's Design and Build team continued to work with Uisce Éireann to upgrade Ireland's water infrastructure and help improve water quality in line with EU directives.

In Donegal, Veolia completed the **design, build and commissioning of two new wastewater treatment plants in Kerrykeel and Kilcar**, as part of a €10 million investment by Uisce Éireann.

The two new treatment plants have eliminated the discharge of raw sewage into Mulroy Bay and Tawny Bay respectively, which will now see a significant positive improvement in water quality in both bays for swimming,

surfing, fishing and boating. In addition, this investment in Kerrykeel and Kilcar wastewater infrastructure is also **an enabler for housing and will support economic growth and development** in the area.



Increasing recycling and reuse

Our Total Waste Management team is constantly working with our customers to profile, segregate and present waste streams in a way that maximises recycling and recovery opportunities.

In 2023 our contract management team worked with a global food and beverage manufacturer to improve recycling and reuse rates. Using Veolia's

network of approved facilities we recycled **146 tonnes of plastics, cardboard, metals, glass, paper and mixed packaging**. In addition, we enabled the recovery of **678 tonnes of empty drums**.

Our onsite team also implemented continuous improvement projects in 2023 including decanting of waste in sample bottles to ensure the waste stream was sent for recovery as opposed to incineration.

Working in partnership with our customer Veolia's waste team has achieved a **recycling rate of 84.66%** and a **combined recycling / recovery rate of 99.1%**.

This integrated and sustainable approach helped the customer improve their environmental performance, their commercial performance and contributed to their circularity and carbon reduction targets.



Renewable Energy

Working with the **Marino Institute of Education** facilities team and key equipment suppliers, Veolia designed and delivered a solar PV system. This included obtaining planning permission and preparing a BEC grant application.

A total of 121 solar panels provides **renewable electricity that meets 25% of the energy needs** of the Nagle Rice building. This project reduces energy costs by €15,000 per year and saves 11.79 tonnes of CO₂ annually.



Veolia's Hubgrade smart monitoring solution provide realtime reporting of the performance of the Solar PV panels.

Our NPS for 2023 was **+42**



AWARDS:

- **Winner: Engineering Design Innovation category for the Osberstown Sludge Hub at the ICE Awards**
- **Winner: Innovation Project: Waste and Circular Economy category for the Osberstown Sludge Hub at the Sustainable Business Awards**
- **Shortlisted: Civil Engineering Category for the Vartry Water Treatment Plant upgrade at the ICE Awards**
- **Shortlisted: Best Energy Management Team category (in partnership with eBay) at the Business Energy Achievement Awards**



Shareholders



With a clear purpose, a focus on multifaceted performance and strong local leadership, Veolia in Ireland and Northern Ireland is well positioned to continue to deliver responsive solutions for our customers, support our employees and deliver value for our shareholders.

MULTIFACETED PERFORMANCE

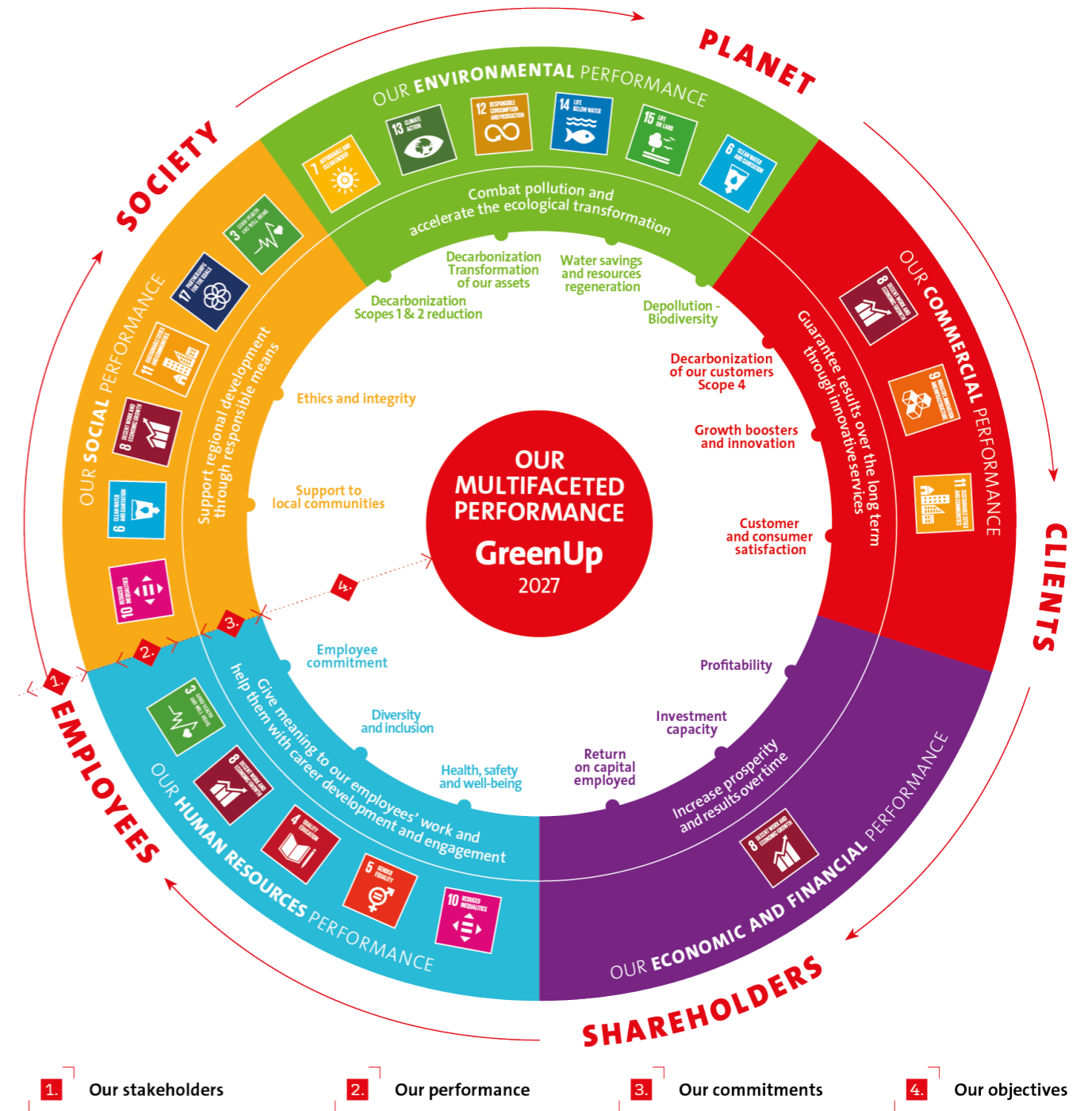
Veolia's commitment to multifaceted performance drives the way we grow and develop our activities in Ireland and Northern Ireland. By considering five different stakeholder groups and

the areas of performance that impact them equally we have created an approach that balances economic, social and environmental objectives. This concept is at the heart of Veolia's organisation and operations. This concept is at the heart of Veolia's organisation and operations.

Purpose

Our purpose, Ecological Transformation, means acting to reconcile human progress and environmental protection. It is a compass that guides us in setting our course and sticking to it over the long term.

We develop and implement solutions that depollute the planet's vital resources and preserve them from depletion, decarbonise how we live and produce food and goods and adapt what we do to combat climate change.



THE SENIOR LEADERSHIP TEAM IN IRELAND



John Abraham
Country Director

3
DIRECTORS

6
FUNCTION LEADS



Jennifer Adams
Head of Legal



Trevor Mooney
Head of IT



Clodagh Gallagher
Supply Chain Manager



Angela Bergquist
Head of Risk & Assurance



Donna Marie Masterson
Head of HR



Áine Murray
Head of Marketing, Communications, CR and Bid Support



Fergus Elebert
Regional Director



Declan White
Regional Director



Sinéad Patton
Chief Finance and Commercial Officer, Regional Director

Key areas of expertise



Sinéad Patton was included in the Business & Finance CFO 100 Index, which recognises the top 100 Chief Financial Officers working across some of the most innovative companies in Ireland and the UK today.

Jennifer Adams and Alva Leigh-Doyle were recognised in The Legal 500 GC Powerlist Teams: Ireland 2023, which highlights those in-house legal

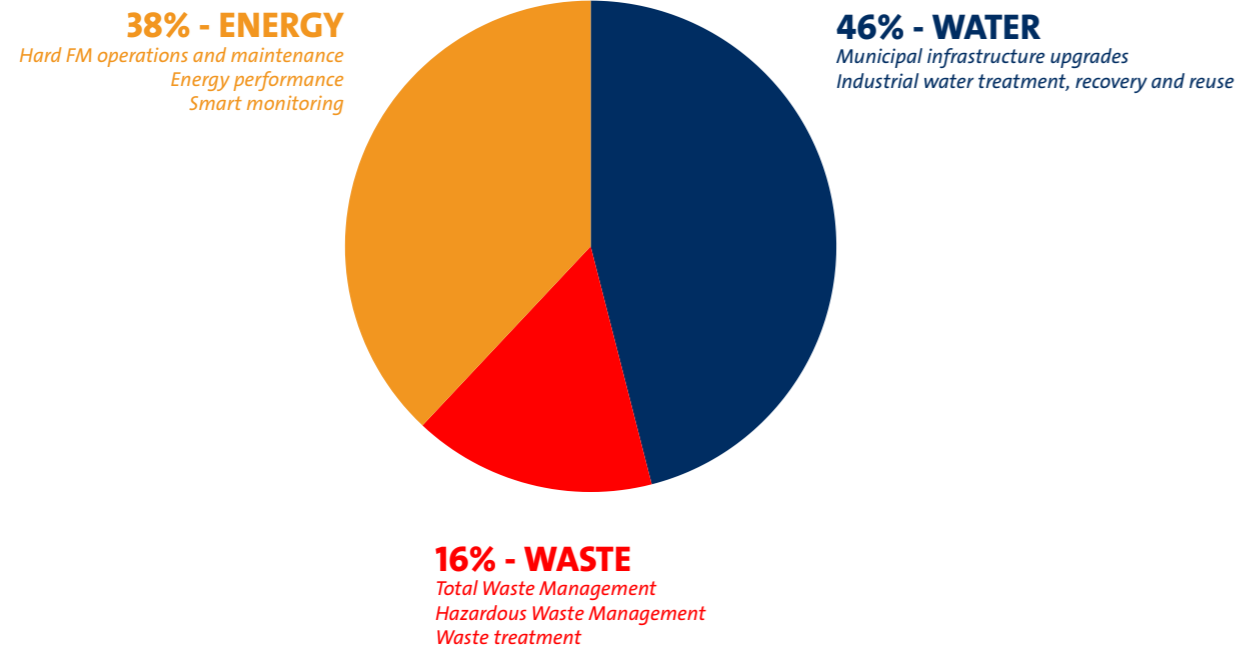
teams who have performed exceptionally well across a diverse and growing number of industries.

Áine Murray was appointed President of the France Ireland Chamber of Commerce, a network of 170 companies, which aims to contribute to the development of economic, industrial and trade relations between France and Ireland.



Our activities

ACTIVITY BY BUSINESS LINE



Financial Performance

2022
€182.8M

2023
€198.4M

Our activities

DISTRIBUTION OF STAFF

TECHNICAL & SUPERVISOR 51%

MANAGEMENT 21%

OFFICE STAFF 18%

OPERATIVE 10%

● 2022 RESULTS ● 2023 RESULTS

MALE

84.4%

82.6%

FEMALE

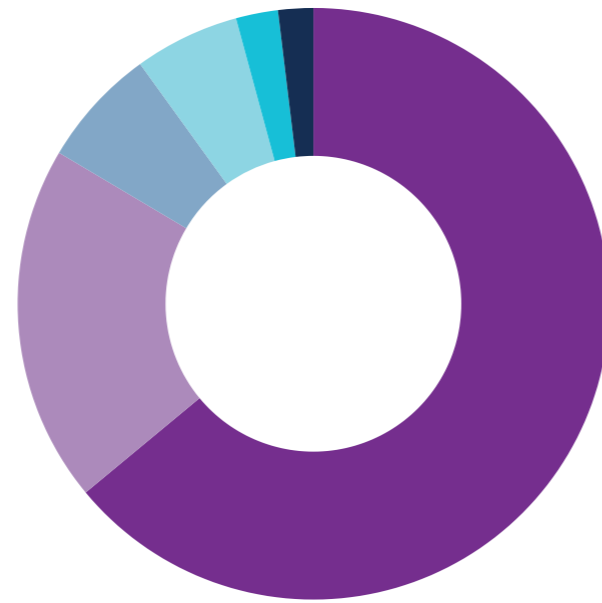
15.6%

17.4%



RESOURCING

- 167** External hires
- 51** Internal promotions
- 17** Graduates hired
- 15** International mobility hires
- 6** Apprentices started
- 5** VIE placements hired*



*French international internship programme

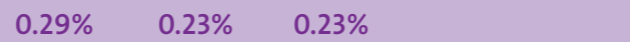
Safety Performance

■ 2021 RESULTS ● 2022 RESULTS ● 2023 RESULTS

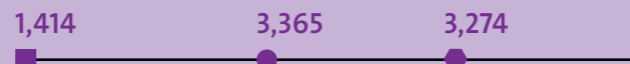
LOST TIME INJURY FREQUENCY RATE



COMBINED DAYS LOST AS A % OF TOTAL DAYS WORKED



OPPORTUNITIES TO PREVENT INJURY



Carbon Performance*

SCOPE 1 EMISSIONS **2,203.2** tCO₂e

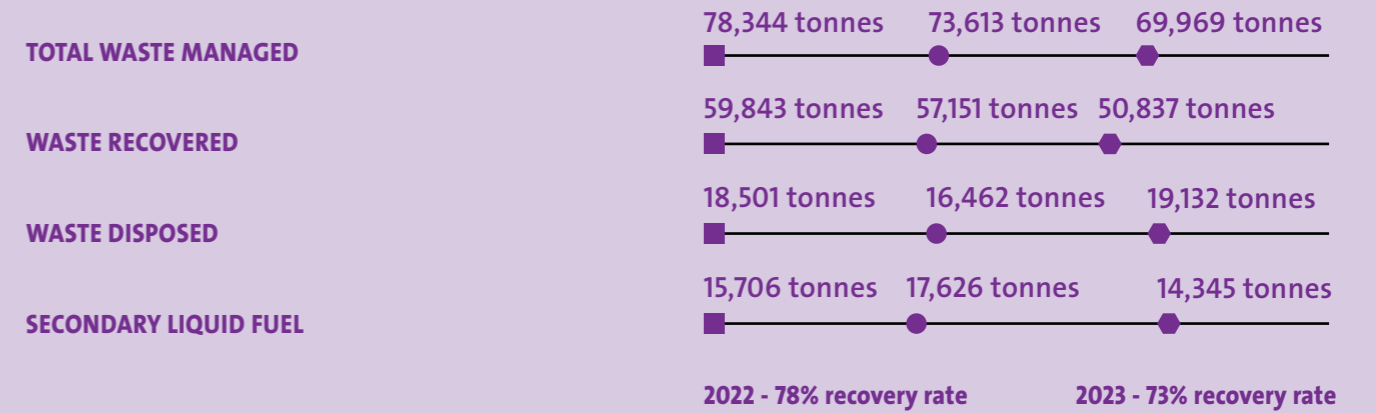
SCOPE 2 EMISSIONS **11,627** tCO₂e

SCOPE 3 EMISSIONS **7,591.8** tCO₂e

*We use the SEAI emissions factors for scope 1 and 2 for our operations on the island of Ireland. Our Scope 3 emissions are calculated using DEFRA UK emissions factors. We are continuously evolving the way in which we track and report on our emissions to improve our reporting.

Waste Performance

■ 2021 RESULTS ● 2022 RESULTS ● 2023 RESULTS



Veolia Group Economic and Financial Results

GROWTH IN REVENUE (IN € MILLION)



EBITDA (IN € MILLION)



Resourcing the world

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