

## OTHER INDICATORS

### Environmental performance

2019 2020 2021

	2019	2020	2021
ISO 14001 certifications (% of revenue covered)	68	69	69
Direct emissions of GHG (scope 1 – million metric tons of CO <sub>2</sub> eq.)	26.3	25.0	26.7
Indirect emissions of GHG linked to energy purchases (scope 2 – million metric tons of CO <sub>2</sub> eq.)	5.2	5.0	3.8
Total of main indirect GHG emissions (scope 3 – million metric tons of CO <sub>2</sub> eq.)	19.3	19.2	20.9
Emissions of GHG avoided (million metric tons of CO <sub>2</sub> eq) <sup>(1)</sup>	12.1	12.5	11.4
Energy consumption (in millions of MWh)	110	114	118
Share of consumed renewable or recovered energy (%)	44.9	46.4	43.0
Energy produced (thermal and electrical – in millions of MWh)	51.6	53.0	58.1
Of which thermal energy (in millions of MWh)	35.8	36.4	39.8
Share of renewable or recovered energy produced (%)	36.0	36.1	33.2
Renewable energy produced (in millions of MWh)	13.6	14.1	13.9
Energy efficiency of energy production by cogeneration (heat and electricity – %)	73.0	74.2	74.8
Share of biomass in the energy consumption of energy production plants (%)	19	23	19
Methane capture rate from landfills (pro forma 2017-2021 – %)	57.6	59.2	60.4
Electricity consumed for drinking water production (pro forma 2017-2021 – in Wh/m <sup>3</sup> ) by factories exceeding 60,000 m <sup>3</sup>	269	252	259
Electricity consumed for wastewater treatment (pro forma 2017-2021 – in Wh/m <sup>3</sup> ) <sup>(2)</sup>	327	317	315
Waste tonnage treated (in millions of metric tons)	49.8	47.3	48.4
Tonnage of materials recovered from treated waste (in millions of metric tons)	9.8	9.4	9.9
Of which tonnage of recycled plastics in Veolia transformation plants (in thousands of metric tons)	350	391	476
Heat produced from waste treated (in millions of MWh)	3.4	3.3	3.8
Nonhazardous waste produced (in thousands of metric tons – all activities) <sup>(3)</sup>	2,562	2,584	3,201
Hazardous waste produced (in thousands of metric tons – all activities)	865	997	1,018
Share of sites with significant biodiversity issues which carried out a diagnosis and deployed a biodiversity action plan (pro forma 2015-2020 – %)	72	73	Program ended
Progress rate of action plans aimed at improving the environment and biodiversity footprint in sensitive sites (pro forma 2019-2021 – %)	–	1.7	30
Volume of wastewater collected (in billions of m <sup>3</sup> )	6.7	5.8	5.2
Volume of wastewater treated (in billions of m <sup>3</sup> )	5.9	5.2	4.6
DBO5 treatment efficiency of wastewater plants (%) <sup>(2)</sup>	96.0	95.9	95.3
COD treatment efficiency of wastewater plants (%) <sup>(2)</sup>	91.9	91.4	90.8
SOx emissions (in metric tons)	13,188	13,832	14,224
NOx emissions (in metric tons)	20,991	22,484	22,619
Dust emissions (in metric tons) of incinerators and thermal plants selling more than 100 GWh/year	641	776	725
NOx emissions (in g/MWh) of thermal plants selling more than 100 GWh/year	279	233	215
SOx emissions (in g/MWh) of thermal plants selling more than 100 GWh/year	196	170	147
Dust emissions (in g/MWh) of thermal plants selling more than 100 GWh/year	12	12	11
Total volume of water abstracted (in billions of m <sup>3</sup> ) <sup>(4)</sup>	10,096	9,337	7,627
Volume of drinking water produced for public authorities (in billions of m <sup>3</sup> )	8,409	7,676	6,070
Volume of drinking water introduced into supply networks for public authorities (in billions of m <sup>3</sup> )	9,136	8,448	6,802
Share of sites with significant water stress issues which carried out a diagnosis (2016 scope – %)	96	Program ended	Program ended

### Human resources performance

Total workforce as of December 31	
Annual full-time equivalent workforce	
Share of workforce with permanent contracts – FTE (%)	
Total nonmanagerial staff (%)	
Turnover (workforce with permanent contracts)	
Injury frequency rate	
Injury severity rate	
Percentage of employees who participated in at least	
Average number of training hours per employee per y	
Employee commitment rate (%)	
Manager commitment rate (%)	
Rate of coverage by a social dialogue body (%)	
Percentage of women	
Percentage of women in management	
Percentage of employees with disabilities	

### Social performance

Percentage of spending reinvested locally	
Share of strategic suppliers evaluated in the past three	
Population with new access to drinking water since 20	
Population with new access to sanitation since 2015	

(1) New calculation method.

(2) For water treatment plants with a capacity greater than 100,000

(3) Excluding recovered drinker, ash and sludge.

(4) For the Energy business, scope limited to heat production and d