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“Go SUEZ 2025”: another success for SUEZ’s second employee shareholding plan

Launched on July 1st, SUEZ’s second employee shareholding plan as an unlisted company, “Go SUEZ 2025”, was a resounding success, attracting more than 15,000 subscribers (a 39% participation). This result highlights employees’ strong commitment to the company’s vision and their will to contribute to its long-term development.

This second employee shareholding plan, designed and structured by the Group’s main shareholders — Meridiam, GIP, and Caisse des Dépôts — aims to strengthen employee involvement in the company’s growth and performance. Building on the success of the initial plan launched in 2022, the “Go SUEZ 2025” initiative attracted more than 15,000 participants, higher than expected.

With an overall participation rate of 39% among eligible employees, this second plan highlights the consistent and strong engagement of SUEZ employees worldwide. Additionally, the average amount subscribed per person is higher than in 2022, reflecting employees increased financial involvement in the Group’s capital. This year, the “Go SUEZ” subscription was extended to ten countries and regions where the Group operates, in line with SUEZ’s international presence: South Africa, Spain, France, Hong Kong, India, Macao, Morocco, Poland, the Czech Republic and the United Kingdom. While France set a historic record with a participation rate of over 43%, other countries and regions also demonstrated remarkable commitment. Notably India, where 90% of employees participated, as well as Macao and the Czech Republic, where participation rates reached 57% and 55%, respectively. Also, for its first participation, South Africa recorded a significant participation rate of 38%.

This plan forms part of an ambitious project that was launched by SUEZ shareholders in June 2021, who have committed to giving employees a stake in the Group’s capital. Thanks to the success of the “Go SUEZ 2025” initiative, the proportion of employees who own shares has increased to 4.5%, confirming their commitment to the future and transformation of the Group.

By promoting employee shareholding, SUEZ aims to strengthen the teams’ sense of belonging and align their interests with those of other stakeholders, building a sustainable, responsible and innovative future together. The scheme effectively supports the Group’s financial strength while fostering a culture of shared commitment on an international scale.

Xavier Girre, Chief Executive Officer of SUEZ: *“The exceptional participation rate in this second employee shareholding plan highlights the employees’ unprecedented confidence in SUEZ’s development. This mobilisation commits us all. I would also like to pay tribute to our shareholders’ initiative. With this ambitious employee shareholding plan, they are demonstrating the responsible nature of their investment and their desire to share the value created with employees.”*

About SUEZ:

Faced with growing environmental challenges, SUEZ has been delivering essential services that protect and improve our quality of life for more than 160 years. SUEZ provides its customers with innovative and resilient solutions for water and waste services. With 40 000 employees across 40 countries, the Group works with customers to create value over the full lifecycle of their assets and services, and to drive their low carbon transition. In 2024, SUEZ provided drinking water for 68 million people worldwide and sanitation services for 44 million people. The Group generated 8 TWh of energy from waste and wastewater. In 2024, SUEZ has generated revenues of 9.2 billion euros.

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