



**FOR FAIR AND LASTING
SOCIAL INCLUSION
A SUEZ SOLIDARITY
COMMITMENT**

**ACTIVITY
REPORT**

**fondation
suez**



ANDES Association/France

Acting to further social inclusion in France and around the world

The Fondation SUEZ assists and supports players in social inclusion and solidarity who steer concrete, sustainable and high-impact projects in the field, co-built with stakeholders across the board, for the benefit of vulnerable and fragile populations.

As part of the new strategy kick-started in 2024, the Foundation structures its support into two key areas. First, in developing countries where SUEZ is present, improving access to essential water, sanitation and hygiene/health services for the most vulnerable. Second, in France, a fair ecological transition and social

inclusion (FETSI) via support for projects with combined social and environmental impacts.

The Foundation also supports emergency and post-emergency humanitarian initiatives in the area of access to essential services.

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Raoul Follereau Foundation/France

IMPROVING ACCESS TO ESSENTIAL SERVICES

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6.5 million
inhabitants directly benefit from actions promoting access to essential services

69,830
people assisted in France



Association Kadiko/France

ACTING FOR A FAIR AND INCLUSIVE ECOLOGICAL TRANSITION IN FRANCE

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2024 saw the Fondation SUEZ develop a "strategic partnership" with the association **Rura**, which supports young people from rural areas and small towns in shaping their future. Against this backdrop, SUEZ employees ran workshops for high school students to raise awareness of environmental professions. It was a prime example of how SUEZ employees are committed to the Foundation's cause.



On November 21, 2024, **Aquassistance**, the NGO (non-governmental organization) for active and retired SUEZ employees, **celebrated its 30th anniversary**. Featuring panel discussions, presentations, debates and a cocktail reception, the event brought together around 120 people, including the founding members. The latter included committed members and volunteers, operational and financial partners, beneficiaries and supporters.

HIGHLIGHTS 2024

October 3, 2024 saw the launch in Marseille of partnerships kick-started by the Fondation SUEZ under the **new "sourcing" initiative**. The two selected local associations – **Le Grand Bleu** and **Pépins Production** – will benefit from the Foundation's financial assistance and skills sponsorship. It provides a welcome boost in their endeavors to assist young people and residents of priority districts.



On June 26, 2024, at the **18th Workshop of Foundations organized by the Centre Français des Fondations (French Foundation Center)**, Catherine Savey, Managing Director of the Fondation SUEZ, hosted a panel discussion on: "Changing peer perspective: shifting toward synergies and coalitions." This brings us one step closer to exposing the Foundation to France's philanthropy ecosystem.



The Fondation SUEZ, the Group's commitment to solidarity in action



Delphine Saby
Chairwoman of the Fondation SUEZ,
SUEZ Group Purchasing Director

At the end of 2022, under its stated purpose, the Group's Senior Management reaffirmed its commitment to a sustainable future for people and the planet. As pressure mounts to tackle the challenges posed by climate, geopolitics, demographics and the economy, the need becomes all the more pressing. Day in, day out, we are forced to push the boundaries of our professions in an effort to find more efficient solutions that will serve users and the world as a whole. Within the Foundation, it also urges us to constantly challenge our courses of action to meet the needs of those most vulnerable in a more impactful and sustainable way.

In 2024, the Foundation's activities were distinguished by two anniversaries. Aquassistance, the NGO for active and retired Group personnel, marked its 30th year of existence, while the AgroParisTech "SUEZ-Water for All" Chair celebrated its 15th anniversary. On the one hand, a spontaneous initiative led by employees with a concern for volunteering to help the victims of the Rwandan Civil War in 1994. On the other, a long-established partnership seeking to strengthen the transfer of skills in water and sanitation services management to developing countries. Both are "significant partners" of the Foundation, leading the way in their commitment to continually challenge themselves, innovate and foster progress.

In this spirit, 2024 saw the Foundation launch a brand new strategy:

- > Refocusing support on two top priorities: improving access to essential services in developing countries and championing a fair ecological transition and social inclusion in France;
- > Experimenting with new ways to select projects, more closely connected to needs and regional players;
- > Increasing involvement in France's foundation and philanthropy ecosystem.

These strategic directions rest on the belief that solutions must be rooted in the realities of everyday activities, fueled by dialogue with stakeholders at large. Project after project, we strive to develop a successful ecosystem, involving the Foundation, project proponents and beneficiaries. A special mention also goes to the Group's employees. Whether in France or abroad, they are stepping up their involvement, contributing expertise and skills to boost the projects endorsed by the Foundation. Their engagement is key, for which we sincerely thank them.

Becoming a focal point for all these driving forces, the Fondation SUEZ serves as a catalyst for change, promoting a more sustainable and socially inclusive future.

A roadmap to make all the difference



Catherine SAVEY

Managing Director of the Fondation SUEZ

What role could Fondation SUEZ play, and what could be its added value, in response to the social and environmental challenges at stake? This question is central to the deep discussions held by the Foundation's teams and directors, which ultimately resulted in a strategy that was repurposed. 2024 was characterized by the roll-out of new strategic directions. Managing Director, Catherine Savey, sat down with us to explain the practical applications and expected impact of this roadmap.

The Foundation now focuses its actions on two areas of support: one international and another in France. Can you remind us of your core principles?



The Foundation's long-standing priority, to improve access to essential services, remains pivotal to our actions. Aligning with the Group's purpose, we support solidarity-based projects in the countries where SUEZ is located. Such commitment is underpinned by active dialogue with our partners, enabling us to assist them in their development projects while also delivering a fast response to urgent humanitarian scenarios.

By establishing the fair ecological transition and social inclusion (FETSI) priority action area, we are outlining our ambition to drive projects that combine environmental and social challenges. We hold the conviction that the ecological transition can and must be a driver of social inclusion. This twofold goal is reflected in the selection criteria for projects—whether focused on operations or awareness and education.

2024 saw another change with you diversifying the ways of selecting projects. Can you share more on this?



Our 'call for projects' remains the main avenue for identifying and selecting projects. That said, for 2024, in terms of driving the fair ecological transition and social inclusion (FETSI), we tested two new systems. First, "sourcing" which required us to fulfil expectations and meet stakeholders in the region, and which sought to improve

the way we target our local support to deliver greater impact. Second was our strategic partnerships—designed for the long term—providing more substantial financial assistance and guidance. Under both scenarios, we needed to cater to needs better, through stronger collaboration between the Foundation and its partners.

By establishing the fair ecological transition and social inclusion (FETSI) priority action area, we are outlining our ambition to drive projects that combine environmental and social challenges.



As far as actions are concerned, you attach a lot of importance to regional presence. What are your expectations?



Corporate foundations do not operate as entities off the ground that disburse financial aid. If we want our supporting efforts to have a lasting impact, we must offer tangible assistance to our partners, aiding them on the ground, identifying their needs, jointly developing solutions and involving employees. This can only be achieved at

the regional level. It is also reflected in our partnerships with the Group's regional foundations, whether it's the Fondation Terre d'Initiatives Solidaires (Auvergne-Rhône-Alpes, southeast-central France), or the SUEZ Foundation-India (India).

Employee engagement is an absolute priority. How exactly does this impact the projects you support?



We sense that a growing number of employees seek involvement in causes that match their skill sets, expertise and values. The Foundation offers them an opportunity to make this dream a reality, particularly given that the Group has produced a "Solidarity

Commitment Charter" which furthers this approach. This "win-win" scenario is now well and truly underway, mutually benefiting employees and partner associations. But, above all, the real winners are the project beneficiaries.

Acting to drive a fair and socially inclusive ecological transition in France

The fair ecological transition and social inclusion are two inseparable aspects of a singular project for society. The fair ecological transition involves adjusting our economic and social models to environmental challenges while ensuring that every single individual—regardless of their background or situation—can take on the same opportunities for development. It emphasizes protecting the planet and respect for human rights while guaranteeing that communities in need, which are often the most exposed to

ecological crises, enjoy the full benefits of such transformation. The initiative focuses on equal opportunities, solidarity and social inclusion while granting each and every person access to resources, education, employment and closer involvement in community life, and while addressing disparities from a social and economic perspective. With this in mind, our approach helps shape a fairer and more sustainable society, where everyone is considered.

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A groundbreaking approach delivering greater impact

In 2024, the Fondation SUEZ diversified how it selects its endorsed projects. It serves a twofold ambition: enhancing the impact of actions implemented for beneficiaries and sharpening the relevance and quality of support for project proponents. This approach is based on a stronger regional presence, with closer collaboration between local ecosystem players and deeper commitment from employees.

Call for projects

The call for projects remains the preferred channel for choosing initiatives—whether it concerns our priority areas for access to essential services or for a fair ecological transition and social inclusion (FETSI). It enables associations and NGOs to apply directly to the Foundation for support through an annual application process.

The latter is designed to be simple and rigorous. It is structured into five stages, and guided by discussion sessions involving the Foundation and applicants. The selection procedure refers to a specific set of criteria, drawing on the assessments of the Foundation's various bodies in addition to employees who are experts in skills-based volunteering.



Sourcing

2024 saw the Foundation experiment in Marseille with a new way to select projects under the FETSI priority area known as "sourcing." This means exploring the roots of an initiative: determining needs in the Group's operating regions, meeting with project proponents, listening to their expectations and co-developing a project

that generates impact on the environmental and social fronts. The Foundation backs the selected associations by assisting them financially and sparking engagement from employees with the relevant skill sets. Dependent on feedback in 2025, this approach could be developed in other regions.

Strategic partners

In 2024, the Foundation also tested out the "strategic partnership" in its FETSI priority area—a long-established partnership (three years) bolstered by substantial financial aid. This model is supported by the co-development of a long-term project with the partner catering to the clearly identified needs of beneficiaries and the region, and reflecting the Foundation's top priorities.

The goal is to deliver impactful and enduring solutions by taking a multi-dimensional approach. The partner benefits from more effective support while employees can invest in the long term: sharing and disseminating their expertise in skills-based volunteering and sponsorship, with the possibility of recreating the project in another region.



Project selection | A 5-stage process

Call for projects Prequalification

1 Applicants may submit the first part of their application (the presentation of the association and the proposed project) on the dedicated platform accessible from the Fondation SUEZ page during the period provided for in the call for projects schedule.

Validation of pre-qualified projects

2 The Foundation team and a committee of employee experts pre-select projects that meet the Foundation's criteria and align with its priorities. A discussion is held with the pre-selected project leaders and proponents to confirm the projects' relevance for support by the Fondation SUEZ.

Call for projects Detailed submission of pre-qualified projects

3 Applicants who have been pre-selected will be able to complete the second part of their application (supplying supporting documents, etc.) during the period provided for in the appropriate call for projects schedule.

Evaluation by employee experts

4 Each project is submitted to three or four employee experts who volunteer to participate in the project evaluations. Their evaluations are objective and based on pre-determined and shared criteria. Questions and comments are submitted to the association and a discussion is arranged with the evaluators and the project proponents.

Final decision of the Board of Directors regarding the support of selected projects

5 Projects are submitted to the Board of Directors which approves or refuses support for the project and votes on the related financial assistance allocated if the project is approved.

To submit a project, scan the QR Code



Boosting engagement from Group employees



DORIAN DHOMPS
Project Manager
Circular Economy,
SUEZ Recycling and
Recovery



CATHERINE PRADELS
Sustainable Development
Director, Recycling & Recovery
France



NICOLAS BOCKHOFF
COO Water Services & O&M,
- SUEZ India

Assessing, qualifying and supporting high-impact projects

As a Circular Economy Project Manager for SUEZ these past three years, I have worked closely with the Fondation SUEZ to back initiatives combining a focus on circular economy and social inclusion. Such commitment is inspired by my ambition to discover the pioneering initiatives emerging throughout France, with the goal of driving a fair ecological transition and social inclusion. Together with other members, **my position on the Prequalification Committee** involves assessing the projects received before selecting those which best address the environmental and social challenges and the Foundation's priorities. As such, I am able to hone my expertise, try fresh approaches and do my bit to advance meaningful and impactful initiatives.

Making my contribution to the Foundation's actions

The Fondation SUEZ does incredible work, and I firmly believe that we, as employees, must endorse its actions. I committed to the cause as a **project "assessor"** several years ago. This mission clearly resonates with my role as Sustainable Development Manager, affording me an opportunity to play my part. As a result, I assessed the "Le Paysan Urbain" ("Urban Farmer") initiative which marries professional integration with heightening residents' awareness of a healthier environment and behaviors. This is made possible by a simple, effective and universally accessible system of "urban farms." My own commitment forms part of a solidarity network, benefiting the Foundation, project proponents and beneficiaries.

Strengthening ties with SUEZ Foundation - India

For seven years, I have worked at SUEZ India, quickly becoming involved in the SUEZ Foundation-India, which backs humanitarian initiatives that are in step with my role as Sustainable Development Manager. Ever since, I have strived to strengthen ties with the Fondation SUEZ in France, in an endeavor to ensure consistent actions between both entities. This is exactly how I was made assessor to the Foundation and a **lead sponsor in charge of the Kynarou and Hamap-Humanitaire projects**, which aim to improve living conditions for the inhabitants of the Tamil Nadu region where the Group has a strong presence. My goal is to foster local collaboration, with a focus on the transfer of technical skills. It's certainly time-consuming, but we are gradually making progress.



The list of missions is available via the Fondation SUEZ selection on the Vendredi platform, which is accessible by scanning this QR Code

Volunteering and the solidarity credit

How do you commit, and for which missions?

The Fondation Community brings together Group employees keen to contribute their skills and know-how to the service of solidarity missions, in particular the associations supported by the Fondation. As part of the volunteer and solidarity credit offered since September 2023 by the Group's Senior Management, they can sign up on the Vendredi engagement platform.

Foundation teams offer them three types of missions:

- the mission of evaluator, upstream of the project selection procedure;
- the mission of lead sponsor in charge of the project and monitoring the partnership; or
- direct and concrete involvement with a partner association.



A team actively engaged on a project in the middle of a refugee camp

We work for the Midi-Pyrénées branch and are implementing the Contrat de Performance Déchets Ménagers et Assimilés (Household and Other Waste Performance Contract), which considers awareness and prevention initiatives for users. I learned that the Foundation was looking for employees **to advise the NGO-Acted-on organizing waste management in a refugee camp for the Rohingya people of Bangladesh**. My colleagues and I immediately agreed to the task. On the back of multiple discussions with the NGO, we fully grasped their needs and decided to tweak an "escape game" originally designed for the Grand Montauban

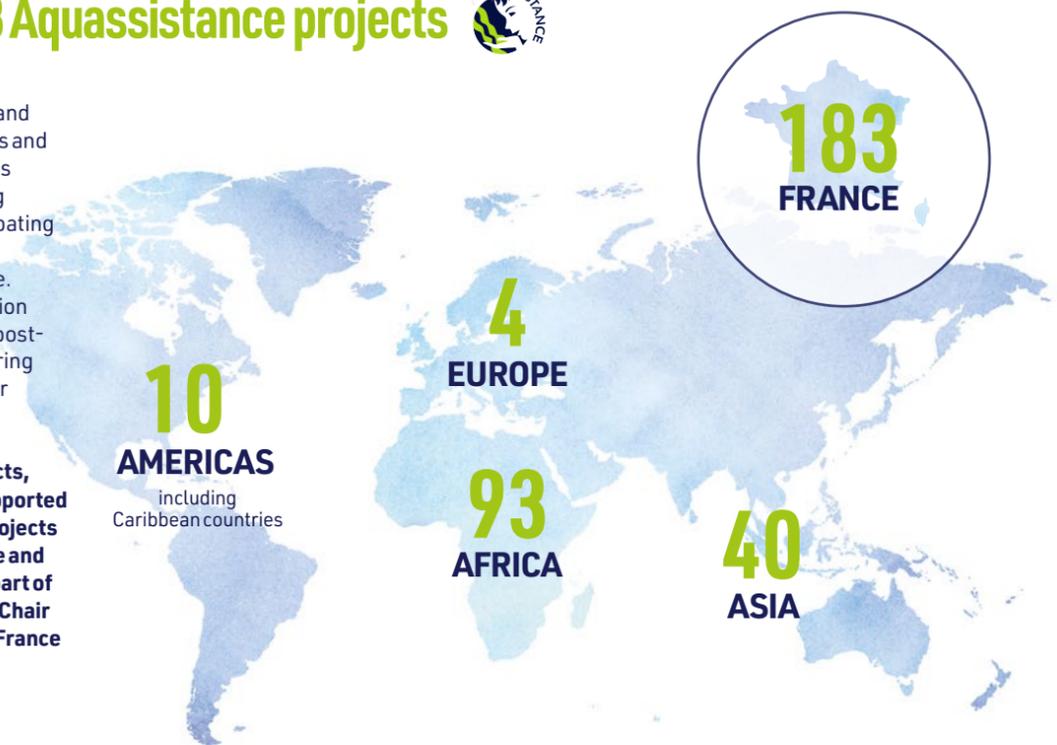
intercommunal structure so as to reflect the real-life situation observed at the camp. Intuitive as well as graphically and visually sophisticated, this game demonstrates how every "little" daily gesture can help gradually diminish squalor. The game is in its launch phase, and we are looking forward to assessing the outcomes and making adjustments. We embarked on this highly rewarding experience thanks to two "Solidarity Credit" days that the Company provides us on an annual basis. Now, we simply cannot wait to start over on another project!
(Jean-Michel Koua)

667 projects backed since 2011, including 308 Aquassistance projects



The Fondation SUEZ aids and assists project proponents and leaders-local associations as well as global-reaching NGOs-committed to combating exclusion in France and developing countries alike. What's more, the Fondation provides emergency and post-emergency responses during times of natural disaster or humanitarian crisis.

In all, there are 667 projects, including 330 directly supported by the Fondation, 308 projects steered by Aquassistance and 29 projects endorsed as part of the "SUEZ-Water for All" Chair and the SUEZ-Institut de France Awards.



IMPROVING ACCESS TO ESSENTIAL SERVICES



Raoul Fouereau/Fondation France

Cross-discipline comments



AXELLE DAVEZAC
General Manager,
Fondation de France,
Director of the Fondation SUEZ
(until January 2025)

Corporate foundations are key players in the international solidarity sector, both in terms of development assistance and urgent humanitarian needs. They significantly contribute to Agenda 2030 and the Sustainable Development Goals (SDGs), serving to complement the work of public authorities and civil society organizations. The Fondation SUEZ works toward securing better access to essential services. It perfectly demonstrates the pivotal role played by philanthropy in rising to the present challenges.



YVES RANNOU
Co-CEO & Chief Operating Officer,
Recycling & Recovery, Director of
the Fondation SUEZ

The Fondation SUEZ's long-standing focus on improving access to essential services in developing countries represents the solidarity-driven aspects of the Group's professions. Mainly geared toward countries where the Group operates, the Foundation presents an opportunity to employees looking to share and impart expertise that fulfills the needs of local populations. This serves to amplify the enduring effects of our endorsed projects, while cementing the Group's regional links.

IN FIGURES

1.42 billion
people, including 450 million children,
live in areas where access to water
is hard to come by.

Source: Unicef, 2024



THE PHILIPPINES



ACTED THE PHILIPPINES/2024-2027

Resilience, the key to projects that endure

Given that the Philippines is especially exposed to extreme weather events and instances of climate disruption, the NGO Acted factors resilience into its access to water, sanitation and hygiene (WASH) programs on a routine basis. Climate resilience: this involves overseeing advance preparations to ensure that refitted or built infrastructure is capable of withstanding and adapting to climate events. Resident and stakeholder resilience: each and every one is called upon to participate in sustainably managing services and infrastructure, while accounting for adaptive practices.

Supported by the Fondation SUEZ, **Acted implements this pioneering approach with 15 municipalities in the Caraga region, focusing on four schools and three health clinics, which directly and indirectly benefit 3,460 and 300,000 people respectively.**

The roadmap was developed on the basis of an assessment of capabilities, vulnerabilities and needs. Actions include the robust rehabilitation of seven WASH infrastructures, training and equipment for seven Facility Maintenance Committees, as well as the launch of best hygiene awareness campaigns, both in schools and clinics.

acted.org



STICHTING SIMAVI UGANDA/2024-2027

Women and schools, the key to improved services

Simavi is leading an inclusive and participatory program to develop water and sanitation services in the district of Bunyangabu in Uganda, targeting 9 schools (6,250 pupils), and more broadly 25,000 people living in the community surrounding the schools.

Their approach is based on two pillars. Firstly, the will to put women at the heart of the decision-making process: they are largely excluded, even though they are the ones most affected by the lack of facilities and the only ones mobilized for water chores. With all the risks this entails: sexual violence on the way to water points, in public toilets, or when defecating in the

open air; absenteeism, even dropping out of school; lack of time to develop an income-generating activity. Secondly, the conviction that schools are the best gateway to ensuring the sustainability of facilities and services. This is achieved by building on a ripple effect, through raising awareness among children and their families, deploying financed operation and maintenance plans, training local contractors, and implementing synergies between schools, communities, and governments.

simavi.nl/en



WATER COMPASS UGANDA/2023-2025

Solar energy, a sustainable solution for water access



Established in Uganda, the Water Compass non-profit is building **water supply stations that are powered by clean, renewable solar energy.** This ensures round-the-country installation, cutting costs related to investment and operations. Users enjoy access to public taps fitted with digital payment systems while privately connected facilities are used in schools and health centers. Trained technicians oversee maintenance, concentrating on problems detected by technology that tracks incidents in real time. **The Fondation SUEZ endorses developing four stations for four rural villages-home to some 4,000 people.** By end-2024, the four systems were up and running, with a marked improvement in quality of life for communities.

watercompass.org



INTERAIDE MOZAMBIQUE/2024-2026

Organizing and sustaining high-performance maintenance services

From 2020 through 2023, the non-profit Inter Aide coordinated a **program encouraging better access to drinking water, sanitation and maintenance services on the works, spanning three rural areas in northern Mozambique.** The Fondation SUEZ is backing a new phase of the project, covering two new districts. The latter refers to the targeted and sustainable restoration of 500 water points serving 150,000 users—with an emphasis on maintenance services. Long-term, its success depends on training and active involvement from every single stakeholder. Against this background, local leaders and villagers proactively take charge of management (contributions and cost recovery) as well as maintenance (preventive where possible) of their water

points. Lastly, local authorities are being called upon to authorize and assist repairers and resellers alike—promoting the smooth running of Village Committees, overseeing works and checking compliance with nationally established standards.

interaide.org

500

water points for 150,000 users



LIONEL COMBEY

Director, Inter Aide

A WORD FROM OUR PARTNER

In rural Mozambique, Inter Aide is taking up an important challenge to secure maintenance for all existing and future drinking water facilities, ensuring uninterrupted access—even in isolated regions. In next to no time, the Fondation SUEZ understood how this approach was a novel and impactful one.

Benefiting from invaluable support, we train users and local players as we build a professional maintenance network at an affordable price for one and all, and as we repurpose infrastructure to prioritize a water service engineered for the long run.



HAMAP-HUMANITAIRE SENEGAL/2024-2029

A water and sanitation access initiative to meet local demand

The HAMAP-Humanitaire NGO, which has actively operated in Senegal for over a decade—particularly through its local partner the APIT-Humanitaire non-profit—is working in the Vélingara commune at the mayor’s request so as to foster better access to water and sanitation for the 6,000 residents of the Nassouroulahi district. The project is chiefly focused on **improving conditions for access to water, sanitation and hygiene at schools and health centers located in the district.** Additionally, the project will aim to address households before being modeled and replicated in other districts.

After undergoing a preliminary phase of reviewing and selecting companies, work will begin with the installation of around four km (2.5 miles) of pipes, construction of hand-washing facilities with their connection to high schools as well as three elementary schools and two health centers, followed by twelve

bathroom units. Parallel to this, initiatives will be led to enhance capabilities. These efforts will involve establishing a committee comprising the presidents of municipal boards, school principals, health center managers, regional sanitation services and the academy inspectorate. Last but not least, Hygiene Committees will be formed, with school outreach initiatives undertaken.

hamap-humanitaire.org

6,000

residents benefit from the project



MARTINE GERNEZ

Chair, HAMAP-Humanitaire

A WORD FROM OUR PARTNER

Backed by the Fondation SUEZ, HAMAP actively works with civil society to generate better access to water and sanitation as well as boosting local development in Senegal and India. The Foundation offers tangible support to projects by involving employees and local teams.

By way of example, in Senegal, the project’s lead sponsor—a specialist on drinking water with extensive knowledge of the region—assists the NGO on technical aspects. This trusted and proactive partnership helps us succeed in our programs.



FONDATION RAOUL FOLLEREAU
CÔTE D'IVOIRE/2023-2025

Fighting Neglected Tropical Diseases upstream



The Raoul Follereau Foundation deploys **comprehensive programs for access to water, sanitation and hygiene so as to prevent the onset of disease in the early stages.** In 2023-2024, the Fondation SUEZ endorsed a project led across four villages (13,560 beneficiaries) in Soubré, a southern region of Côte d'Ivoire, where leprosy is endemic.

At present, schools have readily available hand-washing facilities with health clubs established on-site. Six drills fitted with human-powered pumps were also restored while four (instead of three) new drills were made. Renovation on a clinic is also nearing completion, while Health and Water Management Committees were introduced in three villages, with the fourth soon to be created. In particular, these achievements noticeably improve quality of life for residents, women and children.

raoufollereau.org



HAMAP-HUMANITAIRE
INDIA/2023-2025

Improving living conditions in villages on the margins of Tamil Nadu



The Fondation SUEZ endorses a project spearheaded by HAMAP-Humanitaire and the local non-profit, IRDRP, seeking to **upgrade water and sanitation amenities for the 15,000 villagers of Tamil Nadu (India) who are excluded from State policy.** Last year’s outcomes were positive, with the construction and commissioning of **five permanently managed water supply and treatment facilities**, in addition to providing **190 family bathrooms and a workshop founded to make and sell female hygiene products managed by women.**

On November 19, 2024, to honor World Toilet Day, IRDRP teamed up with SUEZ India to host a seminar focusing on “Shifting towards a society in India without public defecation.” The event was attended by 163 representatives from women’s communities, students, NGOs and SUEZ employees.

hamap-humanitaire.org



KYNAROU FRANCE INDIA/2024-2025

Championing access to essential services for the most disadvantaged

In the rural zones of Tamil Nadu, in southern India, access to water and sanitation is severely lacking for underprivileged populations who are denied the most basic rights.

To address this situation, the Kynarou France association coordinates a program running in seven villages which is intended to guarantee 9,000 beneficiaries (including 1,500 children) **sufficient quality and adequate amounts of drinking water, coupled with access to community sanitation facilities for women and children.** Particular emphasis is placed on sensitizing women about menstrual hygiene and educating children to maintain the water filters installed in schools.

The Suttham initiative was kick-started in August 2023. By the end of 2024, the planned water and sanitation facilities and corresponding awareness campaigns were completed in two villages, with work ongoing in the other five. As a supplementary measure, Kynarou decided to join forces with the social enterprise The Washing Machine Project supplying women with **manual washing machines that run on less water.** To contextualize, each month, women in India spend an average of more than 27 hours washing their family’s laundry by hand. Five machines were distributed in the spring of 2024 to begin training women, with another 90 set up in villages at the end of the year. With respect to Waste, a digester producing individual biogas will soon be tested.

kynarou.fr



9,000

beneficiaries now enjoy access to sufficient quality and adequate amounts of drinking water in seven villages



GK SAVAR BANGLADESH/2022-2024

Restoring PSF: an eco-virtuous project to access drinking water

In the Sundarbans region, in the Bay of Bengale, the salinization of the water table and land leaves inhabitants with no other sourcing solution but to draw water from marshes fed by monsoon rains. These efforts have a high risk of transmitting infectious diseases, which can be mitigated by filtering the water using Pond Sand Filters (PSF) – devices that are easy to build and use. NGOs have engaged in this to varying degrees of success, owing to a lack of maintenance. To counter this scenario, the GK Savar NGO launched a **three-year program to rehabilitate inactive PSFs for 30% of the cost of an all-new PSF.**

All told, **100 PSFs were restored in 2022-2023, and 121 renovated in 2023-2024.**

At the same time, 80 abandoned marshes were re-excavated with 140 family bathrooms fitted. Meanwhile, **45,000 beneficiaries trained and organized co-operatives, directly contributing to the maintenance and financing of the installations.** Drinking water consumption habits and hygiene practices are considerably improving. Children in schools were educated further on hygiene and sanitation. Women, freed from the chore of water collection, are gaining in autonomy. Community gardens and fish farming are both on the rise. Result: an extremely positive impact on health and socio-economic conditions.

comgksavar.org



A WORD FROM OUR LEAD SPONSOR

For me, the Foundation sponsoring a project provides assurances that my contribution – no matter how small – will measurably impact a credible and well-structured project. We held purposeful talks with the managers from GK Savar. From the outset, they admitted that my questions helped to

better define their initiative. They subsequently sought my advice on the technical process behind water quality assurance. As the project comes to an end, the final meeting will enable us to fully take stock of our actions and how they impact beneficiaries.

PIERRE PIERONNE
.....
Drinking Water
Production/Quality
Advisor, Technical
Department Water France



GRET SENEGAL/2022-2024

Basic sanitation, water and menstrual hygiene to ensure better health

In the four rural districts of the Tambacounda region, GRET successfully managed a **two-year program to access sanitation, water and menstrual hygiene, targeting 15,000 residents** who were mainly women and young people. This success was founded on a holistic social strategy, structured into three key priorities, namely:

- **strengthening the capabilities** of elected representatives and the local private sector;
- **heightening beneficiary awareness** on best practices for hygiene, water and sanitation as well as menstrual hygiene management; and
- **social marketing** to promote sanitation products designed for local realities.

To date, 400 people benefit from access to drinking water thanks to a solar-powered pump mini system. Sanitation blocks were installed at five elementary and high schools, including an eco-designed model, which is more environmentally friendly, less costly and more resistance to temperature changes through cement blocks; 509 family toilets were built with access to proper sanitation enabled for 5,000-plus people. Lastly, 972 young girls were taught how to manage menstrual hygiene and given 720 reusable menstrual pad kits, which were made by a local women's cooperative.

gret.org



BETTER WITH WATER PHILIPPINES/2022-2024

Comprehensive urban integration project for shantytowns

In response to the uncontrolled spread of urban shantytowns and their associated squalor, particularly in the Philippines, **the better with water NGO has been developing an “urban integration” model for the last 15 years. It encompasses the following: access to running water at home, hygiene and environmental awareness, fire-fighting, resident engagement and autonomy.** This entire initiative was conducted with local water operator, Maynilad Water, the National Water Resource Board, local authorities, businesses, NGOs and communities. The Foundation SUEZ lent support to the project implemented in the Isla Noah shantytown on the outskirts of Manila. As such, a new water network was developed, connecting 260 individual meters (vs. 100 initially planned) and catering to 1,095 beneficiaries. Around 700 people undertook awareness sessions covering the environment, fire safety, menstrual hygiene, personal hygiene and many more topics. A new fire department of 17 volunteers was formed, including 12 women. Lastly, a sanitation and waste diagnosis was performed in the district. Living conditions markedly improved, especially for girls and women.

betterwithwater.org



“It was a tricky situation when we were yet to have water access at home. Taking a bath proved incredibly challenging, and it was even worse on my period. I was left frustrated by the lengthy waiting lines to use the manual pump and it made me feel uncomfortable. The struggle was never-ending and a constant reminder of our pressing need for access to a safe water supply.”

Amanda, Isla Noah resident, Cavite



“In years gone by, I had to travel far and away to fetch water and before I could, I had to wait ages, because of all the people in line. I used to spend too much time drawing water instead of other activities at home; my life was an uphill battle! A closer but costly source was available, producing a pale-yellow colored water that was undrinkable. We merely used it for washing and watering the plants, cleaning the house, flushing toilets and taking a bath. And yet, my body itched all over. The NGO better with water provides incredible support: all we have to do is turn on the tap and water instantly flows. The water is clean and drinkable, without causing us any irritation. We use it for cooking, since it has neither a pungent smell nor taste. We also use it to wash our clothes, which now smell fresher, and to clean the house.”

Rubilyn Oago, Isla Noah resident





ACTED BANGLADESH/2023-2024

Boosting hygiene throughout Cox's Bazar Sadar camps

Ever since 2017, more than 930,000 Rohingya people who fled Myanmar are living in Cox's Bazar (Bangladesh), at a mass-scale site hosting 33 camps. Waste management is disastrously run in the area due to a lack of equipment, infrastructure and organization. As such, consequences are dire on the health and safety front.

Propelled by support from the Fondation SUEZ, Acted initiated a project in two camps (for 80,000 inhabitants), intended to step up the capabilities and performance of waste collection and sorting while heightening resident awareness of best practices in waste management through the supply of **150,000-plus garbage bins**, and **two hygiene brigades comprising 54 trained**, equipped and paid volunteers who are in charge of waste collection and awareness-raising actions for residents.

Across the board, scheme targets were attained or even exceeded. Under the skills sponsorship program, a team from SUEZ Recycling & Recovery France remotely offered technical support to carry out awareness-related actions.

[acted.org](https://www.acted.org)

150,000

garbage bins distributed for 80,000 residents in two refugee camps

EXPERTS-SOLIDAIRES
MADAGASCAR/2020-2024

Ambohimambola: Sustainable waste systems



In 2021, Experts-Solidaires launched a project to **assist the Ambohimambola town hall in implementing a sustainable system for the collection, sorting and evacuation of solid waste**. As of today, the service has close to **1,150 subscribers**, including families, business people and small traders. Thanks to ten or so collectors in this newly-created organization (positions equally shared by women and me) and **three mini transfer sites located throughout the city**, waste is sent to a final sorting zone which is managed by sorting handlers.

The initiative owes its success to the impact of social engagement and marketing campaigns targeting local residents, not to mention fierce ambitions, as outlined by stakeholders from the town hall. Residents are mindful of the efforts made to improve the way they live. As things stand, the municipality runs a dedicated solid waste management operation, with an action plan to oversee its proper functioning. Going forward, the goal is to make sure it is financially independent.

[experts-solidaires.org](https://www.experts-solidaires.org)



SECOURS CATHOLIQUE
SENEGAL/2021-2026

A virtuous solid waste management system, built to last



Spanning five communities in Senegal, the Caritas Kaolack non-profit implemented a **project designed to help populations to become players in a virtuous system of waste management, from which they can gain health and environmental benefits**. This involved launching a technical reference system and participatory community organizational dynamics for the mobilization of local resources. The project is well underway, with local communities (**4,500 households, 120 civil society organizations and 25 schools**) becoming increasingly autonomous in managing the program. A few sensitive areas of improvement remain regarding waste collection (particularly in stations and schools).

[secours-catholique.org](https://www.secours-catholique.org)



CARE MAYOTTE/2024-2026

Cyclone Chido, Mayotte: the Fondation SUEZ endorses CARE France

On December 14, 2024, Cyclone Chido struck Mayotte with remarkable force, destroying temporary housing and infrastructure in its wake and claiming many a victim. **The Fondation SUEZ was swift to respond to the appeal from CARE France, working hand-in-hand with local players and other French associations**. Thanks to this support, there was fast intervention to restore the network in

the most destitute districts—enabling access to drinking water, sanitation and hygiene. CARE France's actions focus on the long term, resolving emergencies and recovery efforts for the population (spotlighting health and environmental issues, gender equality and endeavors to combat gender-based violence).

[care.org](https://www.care.org)

ACTION AGAINST HUNGER THE HORN OF AFRICA 2022-2024

Curbing the effects of a humanitarian disaster



As early as 2022, major United Nations (UN) institutions warned of a crisis in the Horn of Africa. Malnourished rural communities and displaced members descended into chaos, because of restricted access to drinking water and milk, not forgetting food prices and epidemics. In Somalia, ACF became involved, overseeing efforts to improve **health, nutrition, water, sanitation, hygiene, food safety and livelihoods**. This direct "life support" was delivered to **1.3 million people**. **51 water stations** were repaired, while water, sanitation and hygiene initiatives served to benefit 219,000 people. Moreover, ACF works to ensure food safety while sustaining the livelihoods of 137,000 people.

[actioncontrelafaim.org](https://www.actioncontrelafaim.org)



ACTED HAITI/2024-2025

Standing up to Haiti's humanitarian crisis

For a number of years, Haiti has been engulfed in a deep socio-economic crisis, characterized by an explosion in gang violence leading to vast movements in its population. As of June 2023, 130,884 people were forced to leave their homes and spread over 58 makeshift locations where there was a high incidence of gender-based violence with pressing needs for water, hygiene and sanitation. The Fondation SUEZ delivered emergency aid to the NGO Acted, active in the country since 2004. Such efforts meet **the needs of some 4,000 displaced persons with host communities in five sites across Port-au-Prince**. Initiatives include distributing drinking water, emptying toilets, educating the public on hygiene, and providing maintenance kits to Water Management Committees.

[acted.org](https://www.acted.org)

ACTED UKRAINE/2023-2024

"Building back better" from the war devastation

In Ukraine, eleven million* people are in desperate need of reinforcements in water, sanitation and hygiene (WASH). To tackle the terrible situation in the Chernihiv Oblast, one of the country's most impoverished, war-torn areas, Acted is kick-starting **an initiative to combine urgent relief with development for the long term**. Its purpose is to "build back better" by sustainably restoring damaged WASH infrastructure, in an eco-friendly way, for the 25,000 residents of this hromada. **The rehabilitation of priority water access facilities coincides with a risk management plan and support for local authorities and associations** in an effort to guarantee effective, longer-term management.

[acted.org](https://www.acted.org)

*As reported by the "2023 Ukraine Humanitarian Response Plan"

A long-affirmed commitment by SUEZ and its employees



Since it was founded in 1994, Aquassistance has undertaken over 700 projects, including 60 urgent humanitarian assignments in 70 countries. Two thousand volunteers have pulled together to improve access to water for 2.5 million residents, while furthering access to sanitation and improved waste management for one million.



A mission and expertise to take up the challenge of access to essential services

Aquassistance is the dedicated non-profit for the Group's active and retired staff. The NGO seeks to provide assistance to vulnerable populations the world over, focusing on three priority areas: water, sanitation, and waste management, both in development aid projects and in emergency and post-emergency situations. Aquassistance either works on integrated steering (73% of projects), meaning the non-profit manages

the entire project; or, it provides backing for other NGOs leading a project. In the latter case, it contributes technical assistance as well as training and efforts to level up local capabilities. Specialist volunteers, who are trained by the association, serve to conduct on-the-ground and in-field assignments. Tapping into its vast expertise and know-how, Aquassistance delivers training in these areas to its partners, notably NGOs.



A WORD FROM ONE OF OUR DIRECTORS

MÉLANIE DUMEQCQ

Competitiveness Coordinator, SUEZ E&C, Director of the Fondation SUEZ and employee representative

The end of 2024 saw Aquassistance celebrate its 30th anniversary. This anniversary marks the association's vitality which has evolved and innovated over the years, honing its expertise and forging partnerships with public and charitable players on the global solidarity stage. All in all, the NGO has enhanced its "professionalism," to the extent that it is now an

established name when it comes to development aid and humanitarian crises. These efforts are down to our volunteers who take to field, performing their mission on-site while training local players and technically assisting their partners. The Group can take pride in its in-house NGO as a true standard-bearer of its commitment!

2024 in figures

15 projects completed and 8 new projects in 7 countries

70 departures of volunteers

180 new members

Close to 100,000 beneficiaries of "integrated steering" projects and 100,000 for technical support



A response to the Group's sense of commitment, fueling stronger collaboration with the Foundation



Aquassistance forms part of the Group's roadmap encouraging employees to make a solidarity commitment, particularly using the solidarity credit system. To that end, the non-profit enjoys increased in-house exposure, whether through webinars, department meetings, our "People Week" event or our Mag+ internal magazine. As a result, for the second year running, the number of members rose substantially.

Aquassistance is among the Foundation's long-standing "strategic partners." Year upon year, synergies have ramped up between the two entities. As part of international programs, synergies were created with projects involving Aquassistance volunteers in local initiatives.

An overarching objective: improving capabilities, worldwide

Improving capabilities equates to raising awareness, training and empowering local communities and authorities, for every project. From a broader perspective, Aquassistance promotes two important initiatives:

> **Forming a hub in Togo:** led by an Aquassistance VSI (International Solidarity Volunteer program), this hub aims to develop training and assistance with operations to upskill the partners involved and small

local operators as well as lending a helping hand to local authorities in charge of village hydraulics. The project began in 2024: contributors assessed the situation and needs, with meetings held with all stakeholders to develop an action plan.

> **Helping to consolidate partnerships with the French Red Cross's emergency platforms across regions:**
 • In the French West Indies, local Red Cross teams were trained to launch and operate

mobile water purification plants to enable desalination under urgent circumstances. Emergency hubs were established with local volunteers from Aquassistance.
 • In the Indian Ocean, mobile drinking water treatment plants were set up in the Comoros so as to combat a cholera epidemic, and teams on the ground received training.
 • In the South Pacific, a similar initiative was kick-started, parallel to creating a volunteer center in New Caledonia.

Introducing a project in Ukraine, funded by the MEAE crisis unit (Ministry of Europe and Foreign Affairs)

For the first time, Aquassistance, which is directly enlisted and funded by the Ministry of Europe and Foreign Affairs (MEAE), is coordinating a project to bolster the drinking water supply to the Unbroken Rehabilitation Center hospital in Lviv (western Ukraine) by

partnering up with the Lviv Vodokanal (the municipality's public operator) and the UN's International Organization for Migration (IOM). In 2024, efforts were geared toward manufacturing a drill of over 1,000 m³ per day, as well as drawing up contracts to secure the

various permits and purchasing pump and treatment equipment. Pipe works will be completed in the first half of 2025.

aquassistance.org

Building a "Grande École" for tomorrow's water and sanitation leaders



Since 2008, AgroParisTech has taken charge of the **AgroParisTech–"SUEZ-Water for All" Chair (OpT)** with support from the Fondation SUEZ, the AFD, the Agence de l'Eau Rhône-Méditerranée-Corse and the Agences de l'eau françaises. On top of its research activities, the Chair runs a unique program to train professional leaders and managers of urban water and sanitation services in emerging and transitioning countries. The International Executive Masters OpT—a specialist masters' diploma or six years of post-secondary studies—forms the core of the program and is supplemented by short trainings on targeted themes. **2024 saw the Chair channel its efforts into meeting three strategic priorities:**

A WORD FROM ONE OF OUR DIRECTORS



ISABELLE MAUNOURY

National Landfill Site Manager,
SUEZ Recycling & Recovery France,
Director of the Fondation SUEZ

The AgroParisTech Water for All Chair was founded fifteen years ago, on the basis of a conviction: that improving access to water and sanitation in developing countries calls for more effective training for managers of public and private services, in addition to cooperation with academic institutions in the South. In this spirit, the Chair worked on an action-centered learning course—the main topic being auditors' ability to morph into fully-fledged leaders who drive the transformations required of their departments and countries. For each intake, our auditor backgrounds have diversified, with one goal in mind: achieving gender parity.

1. Optimizing costs and the quality of the learning program offered



On March 15, 2024, an inaugural graduation ceremony for the ninth intake of the Masters' program was held at Paris Saclay, with attendance by representatives from 20 countries, 38 auditors out of 39 graduates—a quarter of them being women. For the class of 2025-2026, the main theme behind the training will remain focused on auditors' development of an action plan intended to sustainably improve the quality of a drinking water and sanitation service in a city in their country. All this falls against a backdrop of personal progress, with support from a coach and real-time assessment of how their training impacts their own department.

New guidelines were outlined for 2025/26, and further out:

- > **A single, English-speaking intake**, with a more stringent applicant selection process, aimed at achieving gender parity;
- > **A schedule more befitting of auditors' time constraints:** five months of remote learning, two and a half months of courses in Montpellier, two months' immersion in Cambodia (including one and a half months of courses at the Institute of Technology of Cambodia (ITC), as well as two weeks of case studies with the Phnom Penh Water Supply Authority and the local authority's sanitation department);
- > **Greater auditor involvement** by introducing tutorials and fostering collaboration and peer learning;
- > **Establishing waste modules** for short trainings; and
- > Preparing an **Advanced Studies Certificate training course** on tackling urban waste management in Africa's major cities.

SUEZ employees participate in the Chair's works as selection panel members, coaches, trainers and alumni network coordinators.

2. Boosting engagement within a network of alumni, functioning as an international pool of service leaders

The OpT Masters' alumni constitute an active network of **500-plus former graduates, located in 54 countries**. Upon completion of training, the Chair arranges **monthly webinars, hosted by its partners**. In addition to SUEZ, Saint-Gobain, Roland Berger and Sparkoper, the network was enhanced by

the **Women's Network**, a platform specially designed for former women auditors, headed up by Laetitia Obeng.

In October 2024, another initiative—the HRD Forum—followed the Ex Post-OpT initiative, aimed at assessing the impact of training on

auditors and companies. Attending from a range of countries, 150 participants shared their experience of strategic HR issues over three half-days. The event sought to connect and educate attendees, incentivizing them to elevate their performance.

3. Raising the profile of Chair partnerships



To date, the Chair is a globally-leading reference. It holds continuous talks with academic players in the South and international institutions, with the aim of delivering more impactful trainings. In parallel, the Chair continues efforts to elevate its standing among development players.

2024 heralded a series of actions in this spirit, namely:

- > **Attendance at the World Water Forum** in Bali;
- > **Organization of an auditors' field trip** to Saint-Gobain in Pont-à-Mousson (north-eastern France) and the EIB (European Investment Bank) in Brussels, seeking to uncover sustainable funding solutions;
- > **Publication of a collection of 22 sanitation action plans**, as developed by auditors for the Bill & Melinda Gates Foundation; and

> **Hosting of the Chair's 5th scientific meeting**, which was held in Ghana for the first time last year in June. The event addressed the issue of adjusting public water and sanitation services in Africa to the demands of climate change, laying the groundwork in order to factor climate governance into public water policy.

Such initiatives reflect the Chair's growing influence and the strategic role it plays in reshaping and transforming water and sanitation services at the global level.

eaupourtous.utilities.management





ACTING FOR A FAIR AND INCLUSIVE ECOLOGICAL TRANSITION IN FRANCE

Association Kodiko/France

Cross-discipline comments



MARIETRELLU-KANE
Founder, Unis-Cité,
Director of the Fondation SUEZ

No fair ecological transition is possible without commitment from young people in our society, and all walks of life. Many within younger generations want to act, and build a fairer, more eco-responsible world. It's our job to help them make this happen! Unis-Cité, which triggered the beginning of a Civic Service, has done just that for nearly 30 years. It's also the role performed by the Fondation SUEZ. By backing multi-faceted projects to drive a "fair ecological transition," the Foundation enables stakeholders on the ground to innovate, making connections between social and environmental issues, scaling up and considering the long term.



LAURENT-GUILLAUME GUERRA
EVP Group - Human Resources
& Health & Safety Director,
SUEZ, Director of the Fondation SUEZ

SUEZ Group is pivotal to leading the charge to protect resources and in developing uses that will mitigate the effects of climate change, with a view to championing a fair ecological transition. Such commitment is reflected in the daily activities of employees, and is naturally extended through their voluntary participation in the Foundation's endeavors advocating for a fair ecological transition that aspires toward greater social inclusion. By sharing their expertise on issues pertaining both to ecology and social inclusion, Group employees directly drive the success of Foundation-backed projects.

IN FIGURES



of young people consider environmental responsibility more challenging for those living on the outskirts of big cities and in rural areas.

Source: Opinion Way for makesense, September 2023

Fighting exclusion for greater social inclusion.

2024 heralded a turning point for the Foundation with its new FETSI fair ecological transition and social inclusion (FETSI) priority action area and a broad range of methods to select projects.

In this context, the new projects presented form part of a new strategy, while the projects underway are addressed by the previous support areas—namely “Integration” and “Cohesion.”

This newly-launched strategy seeks to sharpen the focus on projects, so as to maximize their socio-environmental impact, while upholding the same vision: “Fighting exclusion for greater social inclusion.”



LPO (THE FRENCH BIRD SOCIETY) 2024-2027

Introducing a blended scheme for biodiversity and social cohesion

Biodiversity is not an educational and advocacy topic with established roots in priority urban districts (QPV) since it is not top of their agenda. According to statistics, 79% of residents of priority urban districts believe it necessary to create green areas where they live, particularly as nature is a source of physical and mental well-being. **To tackle this challenge, LPO introduced a scheme encouraging “More nature in my district.”** Coordinated in conjunction with local stakeholders (backers, schools, local authorities and community centers), the initiative has four goals. The latter are as follows: preserve and enhance existing biodiversity; inspire residents to actively influence their living environment and embrace the challenge of biodiversity; shift their perspective on Nature—often made a “banal topic”; assist stakeholders and supervisors as they shape a new vision of nature in cities and how it benefits our

well-being. Spearheading the project are LPO coordinators who arrange awareness sessions with local inhabitants and in schools, working alongside them to determine the necessary actions while sharing their knowledge and educational expertise with local players. **For the 2024-2027 period, 820 people, 60% of whom are women and 73% of whom are minors, will directly benefit from the scheme.** Overall, the initiative will concern 4,000 people.

lpo.fr

4,000

people affected by the project kick-off.



EMMANUELLE OPPENEAU

Manager, Environmental Division, LyRE

A WORD FROM THE LEAD SPONSOR

As lead sponsor of the LPO endeavor, I pre-assessed the application upon submission to the Foundation. It led me to discover a groundbreaking project that resonates with my position in the Environmental Division of LyRE (SUEZ’s Research Expertise and Innovation Center). I was absolutely thrilled and surprised to see how local

residents, with little interest in nature from the outset, could develop a passion for initiatives to protect biodiversity, all thanks to practical applied learning. The project has “given me a new lease of life,” and my involvement allows me to escape the day-to-day while at the same time offering the NGO my own expert insights.

UNIS-CITÉ 2024-2027

Young adults commit to healthier eating and more sustainable nutrition

Established in 1994, Unis-Cité is a trailblazing non-profit that specializes in Civic Service. This NGO enlists young people from all backgrounds on group-based and solidarity missions. As the NGO’s flagship program, Médiaterre strives to increase environmental awareness among residents of working-class neighborhoods, centering on a key issue so far eluding volunteers: food. This issue is critical for people from such areas who are hard hit by food insecurity and access to food that is scarcely compatible with health and climate priorities.

2023 saw a pilot initiative tested in the **Seine-Saint-Denis department (Île-de-France region), with 20 youngsters trained in engaging with residents through awareness workshops and group-based actions to tackle efficiency** (more energy-efficient eating practices, with less meat, fewer processed foods and less packaging), **preserve resources and combat waste.** As of today, the project seeks to expand its reach, involving 160 young people located in a dozen or so regions between 2024 and 2026.

uniscite.fr



CAMPUS DE LA TRANSITION 2025-2028

Pushing the boundaries through training on the social and ecological transition

Formed in 2018, the **Campus de la Transition (Transition Campus) serves as a training body, a center for research and action and as an eco-platform.** Its purpose is to upskill changemakers who are capable of driving the ecological and solidarity-based transition. Its target audience includes students and teachers in higher education, people already holding positions of responsibility in the public and private sectors, as well as young people in distressed situations or from disadvantaged backgrounds.

The Campus offers a chance for these neglected members of the ecological and social transition **to complete a three-day course where they are immersed as a group**

in how to become eco-virtuous. Instead of frequenting neighborhoods, as often happens, the Campus allows young adults to escape their residential area so they can engage in a more immersive experience, discovering other places potentially open to them, meeting other young people from diverse backgrounds and gaining a seemingly unimagined perspective. From the Campus’s standpoint, it’s about grasping the ideas, expectations and obstacles facing these youngsters when it comes to the environment. **The Fondation SUEZ-backed initiative targets over 100 young people experiencing hardship.**

campus-transition.org





CRAVATE SOLIDAIRE 2024-2027

Breaking barriers to mobility with La Cravate Solidaire Mobile

When it comes to the circular economy, a fair ecological transition and social inclusion, La Cravate Solidaire is a forerunner. The non-profit channels its efforts into preparing socially marginalized people for job interviews by providing them with appropriate outfits collected from citizens, brands and companies. This NGO also supports such people on their journey toward gainful employment. Currently, on the back of support from volunteer experts in HR and branding, 6,000 promising young people benefit annually from one-to-one coaching as part of the association's "Helping Hand" workshops. Moreover, La Cravate actively collaborates with recruiters in an effort to foster more socially inclusive hiring. The non-profit has gone a step further in its decision to reach out to those who cannot or will not dare travel, with its establishment of "Mobile Helping Hand Workshops". Following an initially

successful test phase, the association expects to come to the aid of 500 young people from priority, rural and suburban neighborhoods over a two-year period, with 140 of them funded by the Fondation SUEZ.

lacravatesolidaire.org

379 kg

of clothing items reclaimed during end-of-year collections at SUEZ sites (Bordeaux, Lille, Nantes and Paris), in aid of 72 beneficiaries.



PATRICIA NICOLAS

Charterer, Le Mans Chartering Hub

A WORD FROM THE LEAD SPONSOR

For as long as I can remember, I have been actively involved in the voluntary sector. So, when our manager mentioned La Cravate Solidaire, I offered to host a clothing drive at the SUEZ facility in Le Mans, where I work. The idea of reusing old clothing to help people get back on their feet at work really appealed to me. I then convinced a

colleague to join the initiative, and we worked closely with the non-profit to spread the word across all our in-house networks. With 44 kg (97 lbs) of collected clothing, the operation was a resounding success! I cannot wait to get started again next year; it's such a worthy cause!

APPRENTIS D'AUTEUIL 2024-2026

Encouraging youngsters to pursue an eco-minded career



Apprentis d'Auteuil has a long-established commitment to training and reintegrating the long-term unemployed, introducing courses to upskill in the sectors of green spaces and market gardening. Young adults and employees being (re-)integrated enjoy personalized assistance and comprehensive training, teaching them how to grow crops and conduct marketing through short distribution channels. Backed by the Fondation SUEZ, in 2022 and 2023, the project was implemented in Nantes (Saint-Julien vegetable garden), Grasse (Green Spaces job integration workshop) and Toulouse (Lycée Saint-François). The Fondation is in the process of assisting the inauguration of the first-ever job integration workshop in Mayotte, as led by Apprentis d'Auteuil Mayotte. Its purpose is threefold. First, to boost the long-term employability of youngsters in environmental professions. Second, heightening awareness of and protecting the archipelago's heritage and marine biodiversity. And third, to expand the local blue-economy sector. The project will look to build lakas (traditional dugout canoes found in Mayotte) and develop sustainable tourism in the lagoon. The initiative directly benefits 12 employees on integration schemes.

apprentis-auteuil.org

12

employees on integration schemes, direct beneficiaries.



EMMAÛS CONNECT 2023-25/ 2024-27

A virtuous cycle of digital and social inclusion

Across France, millions experience poverty concurrently with restricted access to the digital world. Parallel to this, many businesses and local authorities find themselves overloaded with digital equipment at the end of its useful life. To overcome this twofold challenge, Emmaüs Connect has sought to promote a digitally and socially inclusive world since 2013. Below are its three priorities:

- > Collecting and reconditioning digital appliances through integration workshops so such equipment can be distributed at socially responsible prices. As a result, the amount of new equipment in inventories is lower, as is the volume of waste from electrical and electronic equipment (WEEE);
- > Supplying connection kits; and
- > Assisting the most disenfranchised in getting to grips with digital technologies through support that varies in length based on background and needs.

The Fondation SUEZ endorsed an inaugural project in Bordeaux, Lyon and Marseille. As things stand, the Fondation is stepping up assistance to the French regions of Île-de-France, Auvergne-Rhône-Alpes, Hauts-de-France, and Nouvelle-Aquitaine. It has set a target to collect more digital devices (+15,000) by triggering engagement from new regions and educating 2,500 people on the issue of digitally responsible use. Twenty reconditioners and collectors will be trained in computer reuse, with 1,000 low-income households supplied with equipment. In 2025, SUEZ employees will have an opportunity to become involved.

emmaus-connect.org



PAYSAN URBAIN 2023-25/2024-27

Urban farms supporting the ecological transition and social inclusion

Le Paysan Urbain ("Urban Farmer") non-profit unites a network of agriculturally- and ecologically-responsible urban farms (Paris, Marseille, Lyon) hosting integration projects that rise to the dual challenge of the ecological transition and social inclusion.

For the 2023-2024 period, the Fondation SUEZ lent its support to the "École de la Transition Écologique" (ETRE, The Ecological Transition School), located at the center of the Marseille farm. The School seeks to reconnect troubled young people (aged 16 to 25) to their environment and professionally reintegrate them. In this spirit, 54 young adults successfully enrolled on re-engagement and prequalification courses covering three topics: landscaping/

vegetation, sustainable construction and active mobility. On the strength of this partnership, the Fondation opted to back a new endeavor intended to pool expertise to grow endemic plants by developing a nursery in Paris, which follows the existing model used in Marseille. Its purpose is to further restore local ecology while simultaneously helping employees integrated within the "Urban Farmer" network to upskill by hosting events that raise awareness among the general public. Every year, this project targets 400 residents in priority urban districts, along with 800 schoolchildren and 60 integrated employees.

lepaysanurbain.fr



SANDIE LACHOUILLE

Co-Director, Le Paysan Urbain

A WORD FROM OUR PARTNER

Year in, year out, the "Paysan Urbain Marseille Métropole" (Marseille metropolitan area Urban Farmer network) strives to promote nature in the city and counter hardships through its social and professional integration activities. The Fondation SUEZ assisted us in the kick-off phase of our ETRE school. This gave us the kick-start needed to

secure additional funding. Furthermore, the networking opportunities afforded by the project's sponsor in the PACA region (southern France) proved a great help in building on our actions. Bolstered by the Fondation's renewed support, our teams began expanding our plant nursery model nationwide.



PÉPINS PRODUCTION MARSEILLE/2024-2026

Focus on a district plant nursery in Marseille's third arrondissement



Founded in 2015, Pépins Production is an association with ambitions to **endorse the creation of green spaces and agricultural development in cities** in a way that is responsible, civically-minded and socially equitable. To achieve this, the NGO manages participatory and socially inclusive spaces known as "neighborhood nurseries."

Above all, these nurseries function as professional production facilities for horticultural purposes, where edible and ornamental seeds are grown in an eco-friendly way to replenish local community gardens, schools, street-level building designs, public spaces and much more. They also serve as spaces for socializing that are open to residents who are encouraged to become stakeholders in the project, and more broadly, become changemakers in propelling the ecological transition. Local inhabitants can participate in themed workshops (biodiversity, sustainable nutrition, plant seed sowing and cutting, and the list goes on) in addition to events (plant sales, Nature

Festivals and Celebrations, etc.) or merely discuss ideas. Special attention is given to the most vulnerable individuals among attendees. This principle applies to the nursery initiative led in Marseille's third district. In this neighborhood, 50% of residents live below the poverty line, against a complicated socio-environmental backdrop. Evidence shows that more lower-income households are found in areas lacking green spaces or located near sources of road and industrial pollution, meaning such households are also prone to feelings of climate anxiety.

Over a three-year period, a target was set to engage with 3,000 people, mainly including children. By the end of 2024, a number of SUEZ employees voluntarily contributed to planting initiatives.

pepinsproduction.fr



ANTOINE SIRE

Social Inclusion and Impact Economy Advisor, BNP Paribas, Director of the Fondation SUEZ

A WORD FROM ONE OF OUR DIRECTORS

2024 marked the start of a new approach tested by the Fondation SUEZ to select the projects its supports, namely-sourcing. This method requires the Foundation to meet directly with local solidarity players (associations, foundations, etc.). Working in tandem with all stakeholders, this enables us to co-develop impactful

and sustainable solutions that respond to the challenges of the ecological transition and social inclusion. This localized focus falls within the scope of what we might describe as the Company's "regional responsibility," and hinges on our employees' direct engagement.

Nurseries are primarily professional horticultural production facilities, [...] They are also welcoming places, open to local residents, who are encouraged to become involved in the project and, more broadly, in the ecological transition.



LE GRAND BLEU MARSEILLE/2024-2025

Encouraging access to the sea, educating others to preserve it

According to Marseille's local municipality, over 50% of the children living in the city do not know how to swim and fail their swimming test in sixth grade. Le Grand Bleu was started in an effort to assist young ones with "reclaiming the sea."



Objective number one was aimed at children in Marseille's priority districts: **helping the youngest (aged four to six) gain confidence in the water** through lessons to "become at ease" in a swimming pool or at sea, and **supporting older children (aged six to twelve) as they develop proficiency. In an endeavor to promote a socially diverse initiative, young persons with disabilities were included as pairs.** Divided into groups of 15, the children attend eight learning sessions spread over two periods of two consecutive weeks. To encourage them to deepen their learning, younger children end the course with a safety test, while older children study for a diploma enabling them to take part in water activities.

On a routine basis, the project requires swimming lessons to be supplemented by lessons covering environmental education as well as coastal protection and preservation. During summertime of 2024, the association also opened "Le Ricochet"—a third-party-owned space currently offering training in seafaring and maritime professions. Further out, there are plans to host awareness and educational sessions. The program is designed for children and young people from disadvantaged districts, not to mention future swimming instructors, lifeguards and first-responders who will ply their trade at the city's beaches and swimming pools. As Le Grand Bleu's Founder, Brahim Timricht, often says: "If you love the sea, you will protect her!"

legrandbleumarseille.com



over **50%**

of children from Marseille do not know how to swim*

Source: survey conducted by Marseille's local municipality



DONIA JOLY

Social Innovation Manager -Maison Pour Rebondir, Marseille

A WORD FROM THE SOURCING ADVISOR

As SUEZ's Social Innovation Manager, I have become familiar with social and environmental issues, as well as the local ecosystem of the social and solidarity-based economy. I assisted in testing out "sourcing" in this precise capacity. We partnered with Le Grand Bleu and Pépins Production, whose

objectives reflect those of the Fondation, i.e., combining social and environmental impacts for the benefit of the most disenfranchised. Going forward, my challenge lies in driving engagement from our employees, so that, under the solidarity credit scheme, they undertake initiatives that benefit these non-profits.



A strategic partnership to serve young people in rural areas and small towns



rura.fr



Helping young people in rural areas and small towns realize their full potential

Initially, we observed how 64% of young people in France live outside the country's main conurbations. And yet, these 10 million youngsters face many an obstacle as they look to shape their future. Such constraints include none other than biased information, self-censorship, house arrests, the digital

divide, a dearth of academic, cultural and professional opportunities and missing networks. Against this backdrop, a significant divide is created between young people in the regions and those in major cities. What's more, public policy is lacking to rectify the current scenario.

A WORD FROM ONE OF OUR DIRECTORS



SILVINA SOMASCO MOZZICONACCI

CFO International, SUEZ, Director of the Fondation SUEZ

Kick-started in 2024, the partnership between the Fondation SUEZ and the non-profit Rura illustrates a shared ambition to aid younger generations, notably those left behind in rural areas and small towns as they build their future. Its purpose is to fuse the expertise of the NGO Rura with the commitment shown by SUEZ employees in supporting young people on their academic and professional journeys, heightening their awareness of ecological transition challenges and introducing them to opportunities granted to them by environmental services professions. This project serves to underscore the true meaning behind a fair ecological transition.

Changing the lives of youngsters from regions, changing the world they inhabit

In response to these shortcomings, as a forerunner on the issue, Rura laid out a **two-fold purpose: to work directly with young people and drive a shift in public policy, so society and business that advocates for equal opportunities across regions.**

Regarding the first purpose, Rura offers youngsters in eighth grade the chance to undertake three years of post-secondary studies with personalized, tailored guidance at zero cost. The idea is to assist young people in finding a career to match their aspirations. Intentionally designed as an ecosystem for success, the course seeks to gradually remove any obstacles for young adults to shape their future. In particular, this is thanks to self-reflection tools, personalized mentoring via an app to "match" careers and interests, as well as cultural outings and scholarships.

Purpose number two sees Rura focus on the essentials to change these young adults' worlds. This is achieved through efforts targeting influence and advocacy, including real-life studies and media content creation that presents a more

accurate and positive image of today's youngsters. At Rura, we also initiate, accelerate and assist with projects led by strategic players (public authorities, businesses, associations, etc.) to support the youth in rural areas.

I participated in the Ateliers d'avenir (future workshop) at the Lycée Hector Berlioz de la Cote Saint-André (south-eastern France) with Rura as I thought it would be good to share my atypical career with young people, and how I got there, to a job that suits me. I enjoyed their questions about my job and the way Rura helped me prepare and moderate the workshop.

AMANDINE CALOUD - Processing Manager, SUEZ Water France, Pont de Beauvoisin, Isère



The Fondation SUEZ and Rura: ambitions that align



Rura's proposed initiative for the Fondation SUEZ rises to its challenge of driving a "fair ecological transition and social inclusion," with the Foundation deciding to commit longer term, alongside the association.

From a financial perspective, this requires substantial support, on top of a **co-developed program with initiatives to involve SUEZ employees, whether through solidarity days, volunteering or skills sponsorship.**

Such an approach enables the non-profit to make environmental issues the priority of its actions, providing a platform for young adults to create an academic, professional and civic pathway that is fully attuned to the ecological transition. Irrespective of location, profession and status, this method commits SUEZ employees to engaging in transformative initiatives for young people from rural areas.

Strategic partnership priorities

Together, Rura and the Fondation SUEZ have developed a raft of concrete actions, catering to the NGO's needs and those of the young adults it supports:

- > **annual webinar** devoted to ecological transition professions;
- > **talks "that inspire"** by SUEZ employees, showcasing their diverse backgrounds, held in partner high schools during "futures workshops";
- > **an "Ecological Transition" grant**, as part of a call for projects intended to endorse a project or initiative connected to the ecological transition, through funding and assistance from SUEZ experts;
- > **mentoring for young people offered to employees on solidarity days** (thanks to the "matching" app, mentoring can be performed remotely, no matter the location);
- > **focus on environmental challenges and a kit covering environmental professions** in the mentor/youngster pairing guide; and
- > **contributions to developing an environmentally focused module on OMI**, the first-ever web platform designed for high school students from rural areas and small towns.

A WORD FROM OUR PARTNER



SALOMÉ BERLIOUX

Founder - General Manager, Rura

For 10 million young people living in rural areas and small towns, their day-to-day and future are still restricted by the history of their geographic origins. All despite some shifting perspectives. Companies have a decisive influence on this. Our partnership with the Fondation SUEZ helps them gain a better grasp of the ecological transition, with the possibility of envisioning themselves in these professions, particularly through SUEZ employees' engagement in skills-based sponsorship and volunteering.

13,000

young people already received support throughout France.



DESCODEUSES 2022-2024

Reshaping social pathways for women from underprivileged areas

Formed in 2018, the story behind the DesCodeuses non-profit is primarily that of its founder, Souad Boutegrabet. After growing up in disadvantaged neighborhoods, she of all people understands how women in such districts live below the poverty line, more than anywhere else since they are unemployed, routinely discriminated against in job hunting, or taking on insecure positions and bringing up their children alone. DesCodeuses was founded on the premise of breaking down inequalities affecting gender and regions. As such, the NGO strives to enable young girls and women from priority urban districts (QPV) to complete training

that qualifies them to work in the digital technologies sector. At first glance, the latter industry is rather unwelcoming to women, but teeming with job opportunities.

More specifically, the Fondation SUEZ lent support to the association's **TECH da Power scheme. Fostering an environment of collective empowerment, this particular program offers women six months of awareness and training sessions to become a web developer**, which is then validated by an exam, a six-month company internship and socio-professional support to gain employment. The results speak



for themselves. Upon completion, 90% of women join the digital workforce with a 98% company satisfaction rate.

descodeuses.org

90%
of women are integrated,
with 98% of companies
satisfied.

ADIE 2023-2024

Creating your own job as an entrepreneur



Convinced that entrepreneurship is a professional means of insertion open to all, provided they have the right support, **Adie has been working for more than 35 years with the most fragile and most excluded from the workplace to help them create their own companies.** The Fondation SUEZ supports the **"I can become an entrepreneur with Adie" program, deployed in four territories particularly hard hit by unemployment: the French West Indies, French Guyana, the Hauts-de-France and Grand Est regions in France.** Guided by volunteer leaders who received training from Adie, 327 project proponents were aided through group workshops (68 arranged sessions). All told, Adie funded the start-up of 91 businesses and 115 jobs were either created or sustained. Questionnaire results showed how 98% of entrepreneurs were either satisfied or highly

satisfied with the training. This scenario stood despite results falling slightly short of initial objectives, owing to the difficulties of launching a business in Roubaix and French Guyana, and also since the "act" of establishing a business can take several months, or even years, for some people.

adie.org

98%
of entrepreneurs satisfied
or highly satisfied with the
training.



MA CHANCE MOI AUSSI 2023-2024

Helping children from disadvantaged educational backgrounds

The **Ma Chance Moi Aussi (My Chance Too) association offers children from families with disadvantaged educational backgrounds support from the ages of six to sixteen.** In groups of twelve, and in collaboration with the schools, they enjoy 700 hours of support throughout the year. This represents two hours after school on Wednesdays, and half of the school holidays. Support is directed at mastering basic academic skills, honing interpersonal skills and promoting civic awareness. All this is conducted through workshops, outings away from the district and vacations.

Parents are included under an annual commitment contract, with a special support program consisting of individual meetings, group workshops and shared time sessions coordinated with the children.

Over the 2023-2024 school year, the **Fondation SUEZ assisted the scheme in three regions: Drancy, Pantin and Rennes,** representing 72 children aged five to eight, as well as 100 or so parents. Outcomes proved highly encouraging, featuring regular attendance from children who expressed a genuine interest in the activities on offer. Parallel to this, partner schools reported a marked improvement in children's school results and their behavior. Going forward, what remains to sort is deepening parental involvement and extending workshop themes to bullying, nutrition and screen avoidance.

machancemoiaussi.org



72
children aged five
to eight, as well as
100 or so parents
were assisted by the
program.

WAKE UP CAFÉ 2022-2025

The challenge of long-term reintegration, without repeat offences

The **Wake Up Café association aims to provide a warm yet strict community environment for prisoners and ex-prisoners, to help them reintegrate into society over the long term,** without becoming repeat offenders. Young "wakers," benefit from an "inside-outside" initiative, with the "inside" phase involving remobilization and preparation for release, together with cultural and artistic workshops, followed by an "outside" phase, with individual and group assistance to

rebuild their lives and prepare for the job market. To date, the program has assisted almost **2,500 "wakers," with a re-incarceration rate of 12.6%, versus an average rate of 60% without support from the association** (34% are re-convicted in the year of their release, with 59% sentenced again within five years).

wakeupcafe.org





FRANCE ACTIVE AIRDIE-OCCITANIE MONTPELLIER/2023-2024

Supporting and developing women's entrepreneurship in Montpellier's priority urban districts

For any woman living in a priority urban district (QPV), setting up a business is no mean feat! Obstacles include striking a healthy work-life balance, finding funding and suitable forms of support, and struggling with a lack of self-confidence and isolation.

That said, the potential is well and truly "alive": either as women have a desire to start their own venture to overcome unemployment or job insecurity; or because they have a credible idea in mind often in personal services or selling products, whether in a mobile (on the street(s)) or online (Internet) format.

Spearheaded by France Active Airdie-Occitanie, the "Les Essenti'Elles" project aims to help women in their entrepreneurship. **Each year, 15 women entrepreneurs from priority districts of Montpellier are identified and selected via a competition. The winners benefit from financial assistance (€1,000 up to €5,000), business activity sponsoring and customized training programs.**

As such, April 2024 saw SUEZ employees moderate a session on the "Fresque du financement" ("Financing Fresco"). At the

broader level, and in a collective spirit, thanks to the candidate process, around 60 women benefited from awareness-raising initiatives and help with fine-tuning their projects. Throughout 2023-2024, the Fondation SUEZ backed the second cohort of the Les Essenti'Elles competition, with **48 women educated on starting a company, including 31 assisted with their business idea and 15 winners. Result: 14 businesses and 17 jobs created.**

franceactive-occitanie.org



PROXITÉ 2022-2024

Mentoring so that each young person becomes a key player in their own success

The Proxité association offers young people from areas in difficulty **assistance aimed at favoring their success in school, helping them in their chosen career paths and in sustainable professional insertion.** The initiative is based on **offering welcome spaces in the heart of districts** where, in collaboration with families and socio-educational players, young people can follow customized pathways including individual mentoring and group workshops.

The Fondation SUEZ has supported the approach in Nantes, Rennes, Orleans and Blois, with promising outcomes: 328 young people were supported, two new welcome centers were opened up and a spin-off pilot

project was launched in Blois. A number of SUEZ employees became involved in the project as volunteer sponsors.

proxite.com

328

young people supported, with two new welcome centers opened.



ANDÈS 2020-2025

Solidarity grocery stores: a solution to food and social insecurities

For over 25 years, ANDES has developed, united and supported a **national network of social- and solidarity-driven grocery stores, providing people in distress with high-quality products for less than the retail price while helping them benefit from social assistance.** One of its missions is to support organizations in their plans to open a grocery store. This involves conducting in-depth research on target audiences, sizing specifications, identifying local needs and partners, drafting the budget and estimating supplies, but to name a few tasks! The advisory phase is complemented by assistance with initial equipment purchases and long-term follow-up procedures. To date, the network encompasses 625 establishments. The Fondation SUEZ has helped open four grocery stores, with the latest located in Trith-Saint-Léger (northern France), which will be fully operational in 2025.

andes-france.com

625

establishments were opened to date.



ANDÈS 2022-2028

A virtuous circle serving those most vulnerable and the environment

Alongside its network of solidarity grocery stores, ANDES steers six insertion initiatives (ACI), which are mostly based in the wholesale markets of Rungis, Lille, Marseille, Rouen and Perpignan, not to mention other locations such as Frévent (Pas-de-Calais department) – which opened at the end of 2024, notably through support from the Fondation SUEZ. **Their activities include collecting, sorting and retrieving unsold products, preparing orders, and overseeing deliveries to solidarity grocery stores within the ANDES network and other food aid structures.** The network has a three-pronged purpose. Number one: encourage solidarity by making fruit and vegetables available to people experiencing economic hardship. Number two: care for the environment by serving to combat food waste. Number three: boost the economy by helping the long-term unemployed find a new career path.

andes-france.com

6

job integration workshops set up in the wholesale markets at Rungis, Lille, Marseille, Rouen, Frévent and Perpignan.



COMPTERSURDEMAIN 2022-2024

Aiding young adults in who have been in the child welfare system

Orchestrated by Comptersur demain (Counting on tomorrow), the Bourses Rêves d'Avenir initiative seeks to **encourage socially and professionally integrated young adults who are entrusted to the child welfare system.** The endeavor is formed of two additional components:

- > financial **support totaling up to €4,000 per young adult a year**, funding specific plans such as a training course, higher education or gaining independence through mobility, accommodation and digital technologies;
- > personalized **assistance to drive their career success**: professional coaching, mentoring, administrative support (legal, healthcare formalities, etc.) and help with their job search and applications. 2024 saw 95 young adults (aged 16 to 25) benefit from the scheme.

comptersurdemain.org

95

young adults (aged 16 to 25) benefited from the scheme in 2024.



COUP DE POUCE 2022-2024

Cultivating a taste for learning, empowering parents and their role

Being proactive in preventing school dropouts and shrinking disparities at school is absolutely vital. It's why the Coup de Pouce ("Helping Hand") association organizes **extracurricular workshops for children from kindergarten through second grade for two to four nights a week, focusing on four subjects: language, reading-writing, mathematics and books.** Parents embraced this approach, with involvement in end-of-session talks, attendance at sessions and cultural trips, and participation in a weekly text message initiative to suggest ideas for activities. In 2023-2024, 10,780 children and 16,170 parents were assisted, with an extremely positive impact on building their self-confidence, developing a thirst to learn and strengthening ties between schools and families. The Fondation SUEZ lends its support in the towns of Tourcoing, Schiltigheim and Drancy.

coupdepouceassociation.fr

10,780

children and 16,170 parents supported in 2023-2024.



ACTAVISTA 2023-2024

Where integration meets the restoration of heritage buildings

From Marseille's historic monument, Fort Saint-Nicolas, the Acta Vista association deploys a **worksite model. The latter combines the following: professional integration and training; restoration of heritage buildings in accordance with the rules of the trade; environmental protection; and cultural mediation among younger audiences.** There is a dual purpose for this. On the one hand, to engage with people suffering hardship by offering them a job and accredited training in the ancient construction industry professions, backed by individual employment aid. On the other, to heighten awareness among younger generations (aged eight and over) of manual trades by organizing meaningful activities, e.g., worksite visits, construction workshops and introductions to artistic practices. Thanks to Fondation SUEZ's efforts, 382 people were helped into employment, with 226 youth groups welcomed.

actavista.fr

382

people were helped into employment, with 226 youth groups welcomed.



KODIKO 2023-2025

Fostering professional integration for refugees

Kodiko is an association that aspires to encourage professional integration for refugees in France thanks to its innovative mentoring program. To this end, **over a six-month period, refugees are supported by a salaried worker (trained and equipped by the non-profit to help define refugees' career and action plans) while also taking part in group workshops.** As of 2016, the non-profit has served over 2,500 people based in eight cities: Paris, Tours, Strasbourg, Rennes, Orléans, Bordeaux, Montpellier and Valence. More than 50 companies are engaged in the initiative, including SUEZ, with 87 of its employees involved since 2021 and 15 or so in 2024. All told, 65% of those assisted gained employment or training one year after the kick-off phase. Meanwhile, 75% of the project's facilitators said they wanted to repeat the experience.

kodiko.fr

65%

of assisted people have a job or received training one year after starting the program.



MAKESENSE 2023-2026

A fair future: an ecological transition for all or no transition at all

This past decade, makesense developed tools and programs to collectively engage people in shaping a sustainable and inclusive society. Its endeavors include **"Fair transition," involving eco-conscious young adults from working-class neighborhoods. The initiative is structured into three phases: determining young people's needs and expectations; pilot-testing appropriate tools and approaches with 200 youngsters and seven associations; and scaling up.**

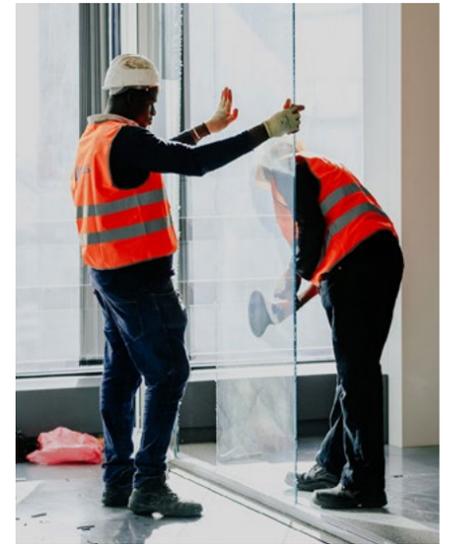
2024 saw makesense contribute to the "Climate (In)justice" report published by the Ghatt'up non-profit, concerning inequalities suffered by these young people when managing environmental risks. The report finds that "it's as though ecology became a domain in which only the privileged have a head start, leaving the rest behind." There are irrefutable signs of "environmental discrimination" across districts. These include inequalities in exposure to pollution and noise, inequalities in terms of risk prevention, restricted access to environmental benefits, and inequalities in people's access to making a commitment to their environment. Drawing on the report's findings, makesense offers young people from these areas pathways that are gradual, with workshops so that they can understand the issues, build the confidence to act and lastly, find their way to get involved over time. Since their launch, the workshops have been conducted with 3,000-plus young people throughout France, in association with over 20 non-profits.

makesense.org

ARES 2023-2025

Integration and the circular economy in construction

The ARES Group is the leading integration player in the Île-de-France region. It is piloting a **R4 platform which aims to Reintegrate, Reuse, Repurpose and Recycle a large portion of construction waste that is not recycled.** Its activities involve emptying and cleaning construction sites, developing "upcycled" furniture and recycling windows and plate glass. As a result, people were reintegrated into jobs, personalized support was provided for 14 months, and upskilling and certified training was also conducted. **From 2023 onward, more than 60 people received training and honed their skill sets in trades connected with the circular economy.** In 2024, 65% of the 42 assisted employees either found a job or completed training.



Some of them even went on to work at the Paris 2024 Olympic facilities.

groupeares.fr



ELISE BATKIN

Social Innovation Manager, Île-de-France, SUEZ

A WORD FROM THE LEAD SPONSOR

The R4 project deeply resonates with our convictions and action principles at the Social Innovation Department. Namely, these involve building a bridge between integration through business activities and developing new green professions, and leveraging the strengths of cooperative ventures, notably between the social and solidarity-based

economy (SSE) sector and industrial corporations, with a view to developing the circular economy. For this reason, I am thrilled to sponsor this endeavor, lending a helping hand in development terms by tapping into the specialist expertise of SUEZ employees that could prove useful such as health and safety, for instance.

Collaborative, committed governance

The Fondation SUEZ is governed according to a partnership model which favors the complementary nature of resources, expertise and methods of intervention for the successful co-development of projects.

The Board of Directors

The Board of Directors is chaired by its Chairwoman-Founder. It is composed of 11 members, elected for a three-year term: representatives from SUEZ, independent personalities qualified in the Foundation's fields of intervention, and a personnel representative from within the Group. The Board of Directors defines the Foundation's strategy, adopts the budget and decides on the content and schedule of the Foundation's activities.

Two Selection Committees

It is with the help of two committees, made up of volunteer employees, that the Board of Directors selects the projects to support. Key contributors to the analysis and selection phases of the projects proposed to the Board of Directors, these committees are:

- The Prequalification Committee, which carries out initial screening of projects submitted as part of calls for projects; and
- The Evaluation Committee which fine tunes and validates this first screening as part of a dialogue with project proponents.

The permanent team

The Foundation's permanent team ensures and coordinates the implementation and operational follow-up of the strategic orientations and decisions of the Board of Directors, in liaison with the associations and partners supported.

Cross-discipline comments



WAFAA KHALIFI
Vice President Strategy, Risk & Finance-SUEZ Australia New Zealand, Director of the Fondation SUEZ

"Delivering essential services to protect and improve the quality of life wherever SUEZ operates, in the face of mounting environmental challenges." This is our Group's very purpose. It is reflected in the day-to-day running of our businesses, extending through the Foundation's actions to support those most vulnerable. With every endorsed initiative, whether in France or abroad, the Foundation's partners and local stakeholders join forces to implement actionable solutions—catering to local needs. Firmly rooted in our regions, this localized version of solidarity fully aligns with our Group's guiding ambition.



NATHALIE ALQUIER
Chief Sustainability Officer, Danone, Director of the Fondation SUEZ

The Fondation SUEZ Board of Directors serves to unite figures from a range of backgrounds, driven by a shared ambition to work together and share their expertise and best practices, in an endeavor to promote human-centered sustainable development. This sense of responsibility is what commits us to the Foundation, with associations that we endorse and project beneficiaries above all. As such, I am firmly focused on bringing to life this promising vision in my own way.

The Board of Directors



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9



10



11

1 Delphine Saby
Chairwoman of the Fondation SUEZ, SUEZ Group Purchasing Director

2 Nathalie Alquier
Chief Sustainability Officer, Danone

3 Axelle Davezac
General Manager of the Fondation de France, Director until January 2025

4 Mélanie Dumecq
Competitiveness Coordinator, SUEZ E&C, SUEZ employee representative

5 Laurent-Guillaume Guerra
EVP Group-Human Resources & Health & Safety Director, SUEZ

6 Wafa Khalifi
Vice President Strategy, Risk & Finance-SUEZ Australia New Zealand

7 Isabelle Maunoury
National Landfill Site Manager, SUEZ Recycling & Recovery France

8 Yves Rannou
Co-CEO & Chief Operating Officer, Recycling & Recovery, SUEZ

9 Antoine Sire
Social Inclusion and Impact Economy Advisor, BNP Paribas

10 Silvana Somasco-Mozziconacci
CFO International, SUEZ

11 Marie Trelu-Kane
Founder, Unis-Cité

2011-2024

A growing network of partners

1001FONTAINES
ACTA VISTA
ACTED
ACTION AGAINST HUNGER
ACTION EMPLOI RÉFUGIÉS
ADCV
ADIE
AFEMAC
AFEP
AFGHANISTAN LIBRE
AGENCE DES MICRO PROJETS
AGENCE DU DON EN NATURE
AGIR POUR L'ÉCOLE
AGROPARISTECH
AIDE ET ACTION
AIJC
AMOR
AMREF
AQUASSISTANCE
ARES
ARMÉE DU SALUT
AROZOAR
ARTICLE 1
ASSOCIATION SEVE
ASSOCIATION TRAJET
ATD QUART MONDE - TERRITOIRE ZÉRO
CHOMEUR LONGUE DURÉE
ATD QUART MONDE - TRAVAILLER ET
APPRENDRE ENSEMBLE
ATELIERS SANS FRONTIÈRES
ATOUT COURS
AUX CAPTIFS LA LIBÉRATION
BAIL POUR TOUS
BERGERIE DE BERDINE
BETTER WITH WATER
BANLIEUES SANS FRONTIÈRES EN ACTION

CAMPUS DE LA TRANSITION
CARE FRANCE
CASAMANCE AMITIÉS
CEFREPADE
CENTRE D'ACTION SOCIALE PROTESTANT
CHEMINS D'AVENIRS
CITÉ DE LA MUSIQUE-PHILHARMONIE DE PARIS
COMPTER SUR DEMAIN
COUP DE POUCE
CROIX-ROUGE FRANÇAISE
CROIX-ROUGE INSERTION
CULTURE PRIORITAIRE
DAA
DEMOS-PHILHARMONIE DE PARIS
DESCODEUSES
DOCTORS WITHOUT BORDERS
EAU VIVE
EMMAÛS CONNECT
EMMAÛS COTENTIN
EMMAÛS DÉFI
EMMAÛS FRANCE
ESPÉRANCE BANLIEUES
EXPERTS-SOLIDAIRES
FACE
FERMES D'AVENIR
FIDEI
FONDATION APPRENTIS D'AUTEUIL
THE BARKA FOUNDATION
FONDATION DE LA 2^E CHANCE
FONDATION GOODPLANET
FONDATION RAOUL FOLLEREAU
FONDATION SIMPLON
FRANCE ACTIVE AIRDIE-OCCEITANIE
FRIENDSHIP INTERNATIONAL
GEVALOR
GK SAVAR

GRANDIR DIGNEMENT
GRET
HABITAT ET HUMANISME RHÔNE
HAMAP-HUMANITAIRE
HONDURAS CROISSANCE
IKAMBERE
IMPALA AVENIR DÉVELOPPEMENT
ENGINEERS WITHOUT BORDERS
INSTITUT PASTEUR
INSTITUT DE FRANCE
INSTITUT DE L'ENGAGEMENT
INTERAIDE
JUSTICE 2^E CHANCE
KODIKO
KYNAROU FRANCE
LA CHAÎNE DE L'ESPOIR
LA CIMADE
LA CRAVATE SOLIDAIRE
LA FONDATION DES FEMMES
LA SOURCE- LA GUEROLDE
LAZARE
LE BAL/LA FABRIQUE DU REGARD
LE PAYSAN URBAIN - MARSEILLE
MÉTROPOLE
LES CONCERTS DE POCHE
LES RESTOS DU CŒUR
LPO FRANCE
LUKMEF
LVIV CITY COUNCIL
MA CHANCE MOI AUSSI
MAISON POUR REBONDIR
MAKESENSE
MAUD FONTENOY FOUNDATION
MEDAIR
MORIJA
MUSÉE DU QUAI BRANLY - JACQUES CHIRAC

ORCHESTRE SYMPHONIQUE DIVERTIMENTO
ORDRE DE MALTE FRANCE
PASSION PROXIMITÉ PARCOURS
PÉNICHE DU CŒUR
PLACE NETWORK
PLAY INTERNATIONAL
POSITIVE PLANET INTERNATIONAL
PREMIÈRE URGENCE INTERNATIONALE
PROMOFEMMES
PROXITÉ
PUITS DU DÉSERT
RAINDROP
REJOUÉ
RÉSEAU COGNAC
ROTARY
SAMU SOCIAL DE PARIS
SAN LORENZO
SECOURS CATHOLIQUE-CARITAS FRANCE
SECOURS POPULAIRE FRANCE
SOLIDARITÉS INTERNATIONAL
SOLIDARITÉ EAU SUD
SOS SAHEL
STICHTING SIMAVI
THÉÂTRE NATIONAL DE L'OPÉRA-COMIQUE -
MAITRISE POPULAIRE
TRIANGLE GÉNÉRATION HUMANITAIRE
UNHCR
UNICEF
UNIVERSITÉ DE CRANFIELD
UNIS-CITÉ
WAKE UP CAFÉ
WATER COMPASS
WATERWALLA
WORLD VISION ROMANIA



The Fondation SUEZ Community

A tremendous professional and human adventure!

The Foundation's team, namely: **Catherine Savey**, *Managing Director*, **Muriel Leroy**, *Operations and Partnerships Director*, **Akouavi Mattecet**, *Partnerships and Projects Manager* and **Lisandru Geromini**, *Projects and Administration Officer*, would like to thank all of the members of the Foundation Community who are helping out through volunteering or skills sponsorship and who are taking part in this incredible professional and human adventure.

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