	Indicator	SDG	2022 target	2022 performance	2023 target
Planet	Combating climate change Avoided emissions - annual contribution to avoided emissions	13 GAMAIE	1,597 KT CO₂e	1,617 KT CO₂e	1,616 KT CO₂e
	Circular economy: plastic recycling Volume of recycled plastic in Veolia transformation plants	12 ESPANSEE AND PRODUCTION AND PRODU	14,375 tonnes	16,679 tonnes	16,679 tonnes
	Protection of environments and biodiversity Progress rate of action plans improving the footprint of environments and biodiversity footprint on sensitive sites	11 SCHAMBLETES 13 COMME 15 UP 15 ONLAND 15 ONLAND 15 ONLAND	75%	80%	100%
Customer	Hazardous waste and treatment recovery Revenue generated by the hazardous and liquid waste treatment and recovery activities	7 AFFORMAL AND B DECENTAGON, AND DECENTAGON AND DECENTAGON OF DECENTAGON OF DECENTAGON AND DECEN	€77.1m	€91.7m	€91.7m
	Customer and consumer satisfaction Customer satisfaction rate calculated using the Net Promoter Score methodology	8 ICCUST HODIC AND CLOSURE CHOWNE	35, with 50% coverage rate	55, with >75% coverage rate	50, with 75% coverage rate
Employees	Safety at work Lost Time Injury Frequency Rate	3 GOODWEATH STREET STREET AND RECESSION OF THE PROPERTY AND RECESS	5.7	4.73	5.0
	Diversity Proportion of women appointed within Veolia's top 500 senior executives from 2020 to 2023	5 GRANTS	50%	33.3%	50%
	Employee commitment Rate of engagement of employees, measured through an independent survey	8 DECENTION AND COOKING CONTRIL	>80%	88%	>80%
	Employee training and employability Average number of training hours per employee per year	4 country	21 hours	22.8 hours	23 hours
Society	Job and wealth creation in the territories Socio-economic footprint of Veolia's activities, with regard to direct and indirect jobs supported and wealth created	8 BECONTO GEOWIN 11 SUSTAINABLE CITES CONTOUR GEOWING	45,099 jobs created, €3.8b wealth generated	53,170 jobs created, €4.48b wealth generated	Maintain
	Ethics and compliance Rate of positive answers to the question of the engagement survey "Veolia behaves ethically and respects compliance rules in its activities"	8 BECENT WORK AND ECONOMIC BOWNTH	≥80%	86%	≥80%
Shareholders	Revenue growth Annual growth in published revenue	8 GEOMANG GEOWITH	-	€42.9 billion	Maintain
	Profitability Current net income - Group share	8 ECONOMIC CHOWNE	-	€1 million	€1 billion
	Return on capital employed ROCE after tax	8 BECHANION AND ECONOMIS GROWIN	-	7.6%	Maintain
	Investment capacity Free Cash Flow (before discretionary investments)	8 DECENT WORK AND PROJECT NOWATEN CONTROL CHAPTER AND AND PROJECT NOWATEN CONTROL CHAPTER AND AND PROJECT NOWATEN CONTROL CHAPTER AND	-	€1.462 million	Maintain