

	Indicator	SDG	2022 target	2022 performance	2023 target
Planet	<b>Combating climate change</b> Avoided emissions - annual contribution to avoided emissions		1,597 KT CO <sub>2</sub> e	<b>1,617 KT CO<sub>2</sub>e</b>	1,616 KT CO <sub>2</sub> e
	<b>Circular economy: plastic recycling</b> Volume of recycled plastic in Veolia transformation plants	 	14,375 tonnes	<b>16,679 tonnes</b>	16,679 tonnes
	<b>Protection of environments and biodiversity</b> Progress rate of action plans improving the footprint of environments and biodiversity footprint on sensitive sites	  	75%	<b>80%</b>	100%
Customer	<b>Hazardous waste and treatment recovery</b> Revenue generated by the hazardous and liquid waste treatment and recovery activities	 	€77.1m	<b>€91.7m</b>	€91.7m
	<b>Customer and consumer satisfaction</b> Customer satisfaction rate calculated using the Net Promoter Score methodology		35, with 50% coverage rate	<b>55, with &gt;75% coverage rate</b>	50, with 75% coverage rate
Employees	<b>Safety at work</b> Lost Time Injury Frequency Rate	 	5.7	<b>4.73</b>	5.0
	<b>Diversity</b> Proportion of women appointed within Veolia's top 500 senior executives from 2020 to 2023		50%	<b>33.3%</b>	50%
	<b>Employee commitment</b> Rate of engagement of employees, measured through an independent survey		>80%	<b>88%</b>	>80%
	<b>Employee training and employability</b> Average number of training hours per employee per year		21 hours	<b>22.8 hours</b>	23 hours
Society	<b>Job and wealth creation in the territories</b> Socio-economic footprint of Veolia's activities, with regard to direct and indirect jobs supported and wealth created	 	45,099 jobs created, €3.8b wealth generated	<b>53,170 jobs created, €4.48b wealth generated</b>	Maintain
	<b>Ethics and compliance</b> Rate of positive answers to the question of the engagement survey "Veolia behaves ethically and respects compliance rules in its activities"		≥80%	<b>86%</b>	≥80%
Shareholders	<b>Revenue growth</b> Annual growth in published revenue		-	<b>€42.9 billion</b>	Maintain
	<b>Profitability</b> Current net income - Group share		-	<b>€1 million</b>	€1 billion
	<b>Return on capital employed</b> ROCE after tax		-	<b>7.6%</b>	Maintain
	<b>Investment capacity</b> Free Cash Flow (before discretionary investments)	 	-	<b>€1.462 million</b>	Maintain