

An aerial photograph of a vast solar farm at sunset. The solar panels are arranged in neat, parallel rows that stretch across the landscape, reflecting the warm orange and yellow light of the setting sun. The sky is filled with soft, colorful clouds, and the sun is a bright, glowing orb on the horizon. The overall scene conveys a sense of clean, sustainable energy.

SUEZ IN ASIA

2023 Sustainable Development Report





About the Report

Overview

SUEZ in Asia periodically publishes Sustainable Development Reports or Performance Reviews, providing a clear and transparent account of our sustainability performance. This enables stakeholders to gain a thorough insight into the management and operations of SUEZ in Asia, reinforcing our commitment to sustainable practices.

Reporting Period

This report mainly covers the period from 1 January 2023 to 31 December 2023. Parts of the report may cover content from previous years.

Reporting Scope and Boundary

Unless otherwise stated, this report discloses operations of interest entities and subsidiaries of SUEZ in Asia.

Reporting Standards/Guidelines

The Report is prepared in compliance with the core option of the Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards) issued by Global Sustainability Standards Board (GSSB) and the water utilities and services reporting framework issued by the Sustainability Accounting Standards Board (SASB).

Sources of Information

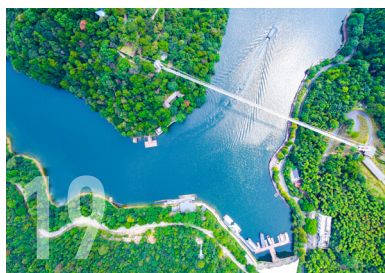
The management policies, cases, and data in this report are sourced from internal departments of SUEZ in Asia.

Reporting Languages and Access

This report is published in Simplified Chinese and English and will be made available on the official website of SUEZ in Asia (<http://www.suez-asia.com/en-cn/>), and other official social media accounts.

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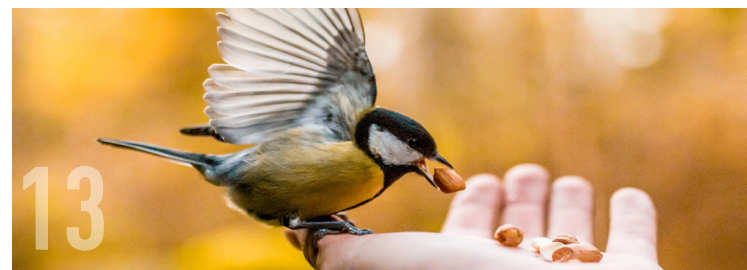
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“

Our sustainability efforts extend beyond our operations. More importantly, we aim to spread our strategy and commitments throughout the entire value chain, ultimately striving to drive the green and low-carbon transition of local communities.

”

CEO Water and R&R of SUEZ Asia

Francois Fevrier

SUEZ has consistently led the way in sustainable development, focusing on driving the green, low-carbon transition within communities. In January 2023, the Group unveiled a new sustainability roadmap, outlining our commitments and objectives through 2027, and providing a clear direction for our journey toward sustainability.

In Asia, we have fully integrated local business characteristics and needs to refine our commitments and action plans for climate, nature, and social responsibility. Our sustainability goals are a strategic initiative embedded in our entire business, enhancing SUEZ's competitiveness in the local market. **Our sustainability efforts extend beyond our operations. More importantly, we aim to spread our strategy and commitments throughout the entire value chain, ultimately striving to drive the green and low-carbon transition of local communities.**

CLIMATE

We are committed to making our infrastructure and operational methods more climate-resilient and impactful. This commitment involves a continuous effort to optimise energy use in business operations as a key part of our decarbonisation strategy. **By enhancing operational efficiency, implementing energy-saving measures and renewable energy projects, exploring energy recovery options, and adopting nature-based solutions, we aim to reduce our carbon emissions while protecting the environment.**

In Asia, we are promoting the integration of photovoltaic power projects at our water treatment plants and waste management facilities. We have already established photovoltaic power stations in various locations, such as Shanghai, Suzhou, Tanzhou, and Panjin. As of 2023, our sustainable electricity consumption has reached a milestone of 13.8 GWh.

NATURE

We continue to improve operations to reduce our dependence on natural resources. **We are strengthening water management at the source, promoting the recycling of water resources, and actively exploring the use of alternative water sources.** In 2023, we signed a seawater desalination project with Wanhua Chemical Group, which will save 36 million m³ of freshwater annually when completed. This initiative represents SUEZ's most substantial seawater desalination venture in the industrial domain.

We also promote the circular economy through innovative solutions and strengthen waste management and recycling to maximise resource recovery from waste. In the same year, we established a joint venture to construct six waste plastic sorting centres in East China, honouring our commitment to resource recycling and recovery in Asia. Furthermore, we place a high priority on ecosystem restoration and the preservation of biodiversity, integrating these principles into our environmental solutions. By collaborating with various external stakeholders, we aim to transform challenges into opportunities, fostering a harmonious coexistence between humanity and the natural world.

SOCIAL

We consistently advocate for inclusiveness, gender equality, and equal opportunity. We are committed to improving the health and safety of our employees throughout the value chain. Together with our employees, partners, and customers, we aim to achieve synergistic social and economic development. Recognising that lasting change only happens through collective effort, **we volunteer our expertise and technology to inspire industry-wide efficiency gains. These efforts contribute to local prosperity and improved access to essential services.**

Environmental sustainability is a shared responsibility. It is a journey that requires both joint commitment and persistent efforts. We firmly believe that we can achieve our goals only when everyone puts their best foot forward. I sincerely thank everyone who has contributed to the sustainable development of SUEZ in Asia, and I encourage our employees, partners, customers, and other stakeholders to join us on this journey as we drive important changes to shape a better future for all.



SUEZ Group Sustainable Development Roadmap



SUEZ Group's Commitments are Recognised by Leading ESG Agencies



EcoVadis
77/100



CDP Climate Change
A-

CDP Water Security
A-

In Asia, For Asia: We are Fulfilling our Commitments to Regional Ecological Transformation



2023 Performance Highlights in Asia

Economic



25 million+
Population served



536 million m³
Wastewater treated



1,269 million m³
Drinking water produced



141,661 tonnes
Hazardous waste treated

Climate



112,710 tonnes
GHG emissions avoided



315 GWh
Sustainable energy produced

Nature



40 million m³
Alternative water produced



83,402 tonnes
Refuse-derived fuel produced

Social



36%
Management positions
filled by women



220 million RMB
Community investment

About SUEZ In Asia

About Us

For over 160 years, SUEZ has consistently addressed evolving environmental challenges. We partner with clients across the globe to deliver essential services that safeguard public health and enhance quality of life.

In the dynamic Asian market, SUEZ stands as a frontrunner in environmental services. We offer a comprehensive suite of water and waste management solutions, all grounded in the principles of the circular economy. These solutions cater to both municipal and industrial clients in more than 30 major cities, serving a population of over 25 million.

In Asia, our expertise covers the entire value chain



© In 2023, we contribute the SUEZ voice and solutions to environmental protection

Joining French President's Business Delegation to China to Foster Bilateral Cooperation

In April 2023, SUEZ was honored to join President Macron's delegation to China, accompanying the French leader to enhance Sino-French communication and collaboration. During the trip, SUEZ sealed a seawater desalination partnership agreement in the presence of ministers from both nations, contributing to the preservation of freshwater resources.



Speaking on Sustainable Development at the Franco-Chinese Economic Cooperation Meeting

In June 2023, during Chinese Premier Li Qiang's visit to France, Sabrina Soussan, Chairman and CEO of SUEZ, was invited to speak at the Franco-Chinese Economic Cooperation Meeting among executives of various Chinese firms, delving into circular economy strategies, the green and low-carbon transformation, technological innovation, and potential partnership opportunities.

Advising on Regional Sustainability at the Annual Meeting of the Chongqing Mayor's International Economic Advisory Council

In September 2023, Sabrina Soussan, Chairman and CEO of SUEZ, visited China and participated in the 17th Annual Meeting of the Chongqing Mayor's International Economic Advisory (CMIA) Council, in her capacity as the Executive Chairman. SUEZ's involvement in CMIA dates back 16 years when it proposed the idea of holding the advisory meeting to the Chongqing municipal government. Since then, every year, SUEZ has been an active and dedicated participant in this esteemed assembly.



Attending the Second China-France Paris Forum to Foster Sino-French Economic Ties

To commemorate the 60th anniversary of Sino-French diplomatic relations, the Chinese Embassy in France hosted the second China-France Paris Forum in November 2023. Francois Fevrier, CEO Water and R&R Asia, was invited to the forum to share SUEZ's development journey in China and to pledge further efforts in the ecological transformation.

Empowering Asia's Green and Low-Carbon Transformation Towards the Road of Sustainable Development

This is a time of constant change and great challenges: the world is facing an unprecedented loss of biodiversity and depletion of natural resources. In March 2023, the Intergovernmental Panel on Climate Change (IPCC) released its sixth assessment report, which highlights that global warming may reach 1.5°C in the short term or face a risk of exceeding this threshold. The next decade will be crucial in determining future trends in warming.

In Asia, various stakeholders have taken actions to address sustainable development challenges. In China, we see further refinement and improvement of "dual carbon" policies as well as more stringent drinking water standards resulting in safer water quality overall. Meanwhile, sewage treatment not only needs to meet emission standards but also consider coordinated carbon reduction for increased efficiency. Governments and industries are investing more resources into establishing circular economic systems where clean energy has become a new growth point along with its upstream and downstream supply chains. In Southeast Asia specifically, there is an increasing demand for clean water sources and basic sanitation facilities from society at large. SUEZ timely reviews and adjusts our strategy and development direction to meet not only Asia's but also global sustainable development needs amidst external changes within today's rapidly changing world.

Water Conservation

In Asia, we will continue to capitalise on our strengths in the water sector, ensuring a safe water supply and meeting higher water quality standards through robust management systems. We have also begun to target the possible impact of new contaminants such as PFAS on water quality and human health through continuous investment in research and development, and we are building a portfolio of new technologies for detection and treatment. At the same time, we will continue to focus on mitigating the impact of such contaminants on water resources and reducing water consumption, especially by improving the wastewater recycling rate and increasing the production of alternative water.

Waste Recycling

Furthermore, we are developing waste recycling programs. In eastern China, we have set up a new JV dedicated to the collection and sorting of plastic waste. As China doubles down on the clean energy and new energy vehicles sectors, SUEZ is well-positioned to play an important role in addressing new environmental challenges. Together with our partners, we will help recycle, treat, and reuse lithium batteries and solar panels across the value chain to achieve a truly closed loop.

Developing Clean Energy

We are also committed to the clean energy transition. In our Sustainable Development Roadmap, SUEZ has committed to achieving 70% sustainable electricity consumption by 2030. In Asia, we will continue our efforts to adopt greener electricity in our production and operations. Additionally, we will continue to explore opportunities to produce cleaner energy in our operations while working with our local partners to develop our waste-to-energy business.

Intensifying R&D investments

Looking ahead, SUEZ will intensify R&D investments, leveraging our extensive network of technical expertise as a global corporation to proactively innovate and prepare for the transformations of the future. Simultaneously, we are dedicated to local engagement, fostering continuous and profound exploration in environmental sectors through an open and innovative ecosystem, and offering robust support for the regional transition towards a low-carbon and green economy.

Corporate Governance



Recognising the importance of diverse perspectives, SUEZ in Asia has established a dedicated Executive Committee to oversee our regional operations across various business segments. **This commitment to a multicultural leadership team fosters a comprehensive and integrated approach to decision-making by enabling the evaluation of risks and opportunities through a wider lens. It further cultivates an inclusive and diverse corporate culture within SUEZ in Asia.**

SUEZ prioritises responsible tax practices by adhering to all applicable laws and regulations in our global operations.

We are committed to reporting transparency, as demonstrated by the announcement of our *Tax Policy* in 2023 and the establishment of a dedicated tax department for our management. Our approach is guided by three core principles: strict compliance, sustainable shareholder value creation, and open communication.

SUEZ demonstrates a strong commitment to data security and privacy by adhering to all applicable local laws and regulations. The Company continuously refines our data and network security protocols to safeguard our assets and information and ensure business continuity.

SUEZ leverages an internal *Data Security Management System* (DSMS) to categorise and classify data, while also implementing robust backup and recovery strategies. These measures aim to prevent data loss, theft, or unauthorised disclosure. The DSMS protects a wide range of data throughout its lifecycle, including operational data, human resources data, and critical business data. Furthermore, SUEZ enforces policies such as the *Cybersecurity Management Policy*, which clearly defines clearances and responsibilities for network and data protection, to ensure the secure and reliable maintenance and management of various application systems, network infrastructure, and office environments. These comprehensive measures provide a solid foundation for continued business growth.

SUEZ prioritises brand consistency through a dedicated Brand Guidance Committee. Comprised of representatives from communications, marketing, digitalisation, information systems, human resources, and legal departments, this committee ensures brand compliance across all activities. Internal policies, such as the Brand Policy and Product Naming Policy, further solidify brand consistency. **In Asia, the communications department spearheads the standardisation of brand elements, including names and visuals, for both SUEZ solutions and Group companies. This approach ensures a unified brand expression that aligns with SUEZ's core values.**



Sustainability Governance



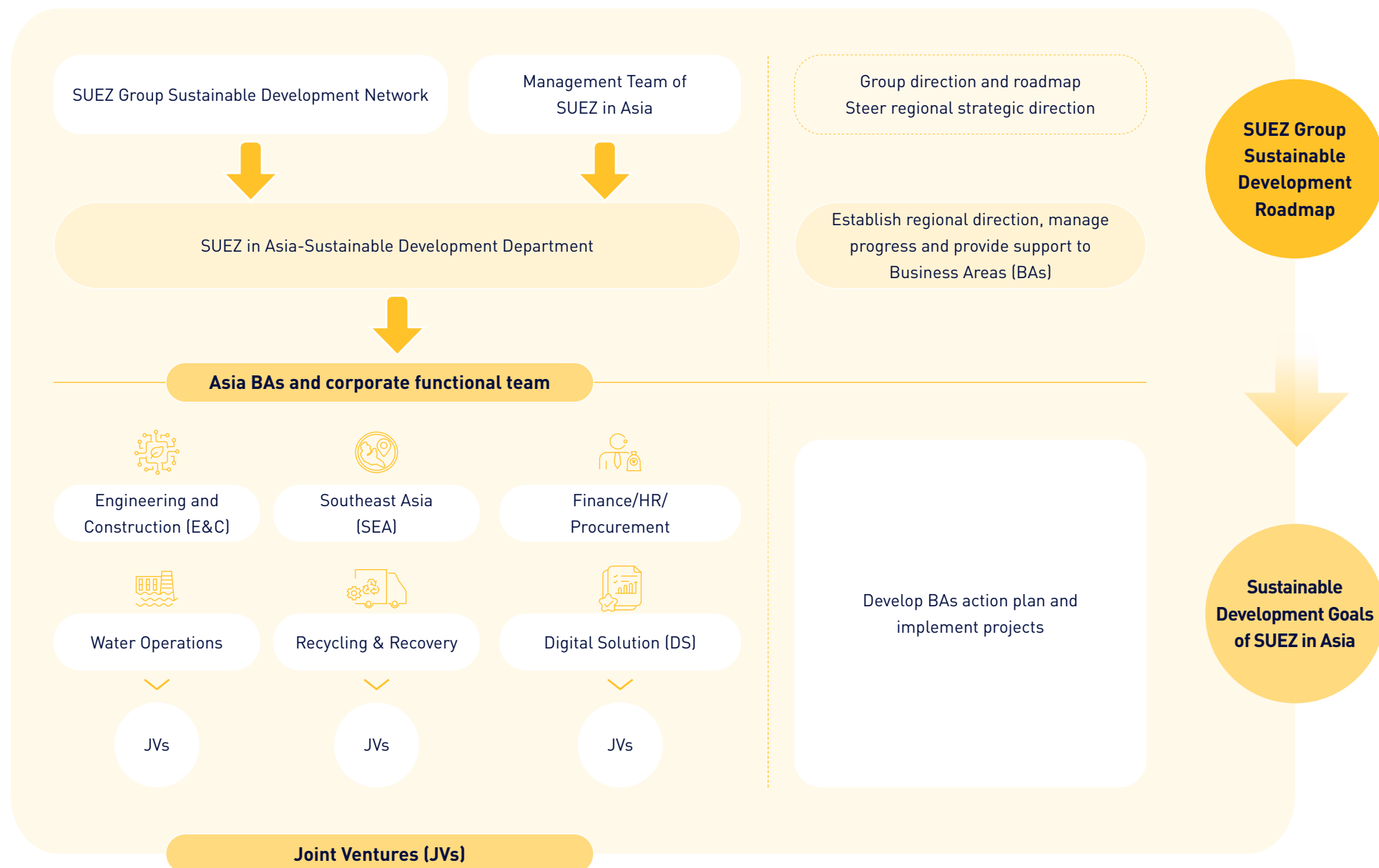
≡ Sustainability Governance Framework

SUEZ leverages a robust governance structure to propel our sustainability initiatives. This framework facilitates collaborative strategy formulation across the organisation, fosters effective goal management and reporting, and strengthens relationships with key stakeholders. Additionally, SUEZ utilises specialised tools such as sustainability contracts, undertakings and new project sustainability reviews, solidifying our position as an industry leader in sustainable practices.

To advance our sustainability agenda across Asia, SUEZ has assembled a dedicated and highly competent team, consisting of members of the management team, the sustainable development department, and the entire partnership network spanning across all business areas, corporate functions, and joint ventures in the region.

In 2023, SUEZ in Asia successfully established regional Sustainable Development Goals (SDGs) for the 2023-2027 period. These Asia-specific goals were built upon the foundation of the Group's broader Sustainable Development Roadmap. Going forward, we will translate these goals into actionable guidance for our production and operations, with regular assessments and iterations to ensure continuous progress.

Furthermore, SUEZ in Asia, as an integral part of SUEZ Group, which is subject to the Non-Financial Reporting Directive (NFRD), undergoes a rigorous annual audit by an independent party. This process is key to identifying and addressing sustainability risks within the region. Additionally, we continue to make improvements to our sustainability management framework, enhancing the transparency and credibility of our non-financial reporting.



Capacity Building for Sustainable Development

2023 Sustainable Development Training and Sharing

In 2023, aligned with the Group's Sustainable Development Roadmap, we advanced sustainability culture and capabilities in Asia through targeted training and coaching. This initiative equipped employees with insights into our sustainability strategy and ESG concerns relevant to their roles. We also initiated a policy monitoring and sharing system for China and Southeast Asia to support business growth and internal operations with regular updates on key issues.



350+

staff engaged in sustainability training

9

sustainability policy briefings held

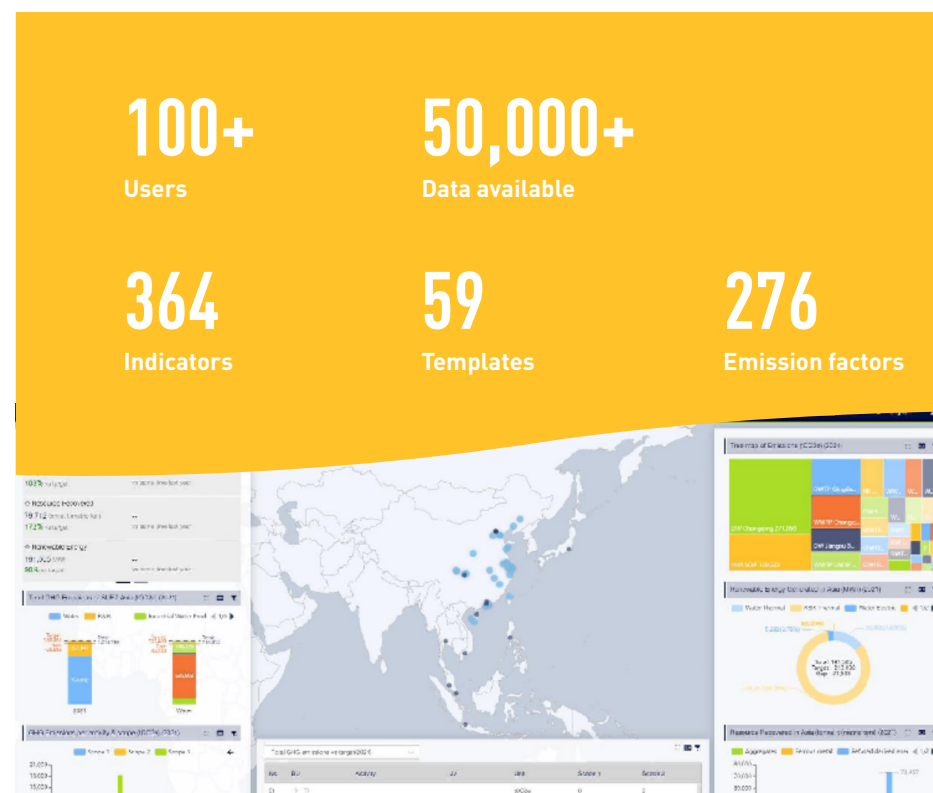
100%

coverage of sustainable policy sharing

Empowering ESG Management Through Digitalisation

ESG Management Platform of SUEZ in Asia

In June 2023, we bolstered our ESG efforts in Asia with the launch of our dedicated ESG Management Platform. This user-friendly and reliable platform streamlines the collection and management of non-financial ESG data across all operations of SUEZ in Asia, including headquarters, regional offices, and our Asian BAs/JVs. The platform fosters efficient, cross-functional data management, supporting our ambitious sustainability goals in Asia.



ESG Awards 2023 of SUEZ in Asia

To recognise outstanding contributions to ESG performance, SUEZ in Asia established the 2023 ESG Awards program. This initiative aims to inspire and celebrate achievements driving the region towards a more sustainable future. The awards consist of two categories: Sustainable Development (SD) and Health & Safety (H&S). The SD category honors projects delivering positive environmental and social impact, while the H&S category recognises initiatives that effectively mitigate risks associated with SUEZ's internal or external activities.



Climate Positive

Nature Positive

Best CSR Activity

Most Efficient Risk Management Solution

Most Innovative Risk Management Solution

89

projects submitted

350+

colleagues involved

24

JVs participated

ALL

BAs contributed



Materiality Assessment

Our commitment to sustainability is guided by regular materiality assessments. These assessments inform our risk management procedures, pinpointing critical areas of focus and prioritising initiatives that will drive future sustainable development.

Materiality Assessment Process



In 2023, SUEZ in Asia undertook a comprehensive materiality assessment to identify and prioritise our most significant sustainability impacts. This assessment, guided by the Group's Sustainable Development Roadmap, leveraged stakeholder engagement through surveys and interviews. By gathering insights on our sustainability performance, risks, and opportunities from key stakeholders, the assessment pinpointed critical areas for our businesses to contribute most meaningfully to sustainable development. This data-driven approach enabled the establishment of clear priorities to inform and direct our future sustainability efforts.



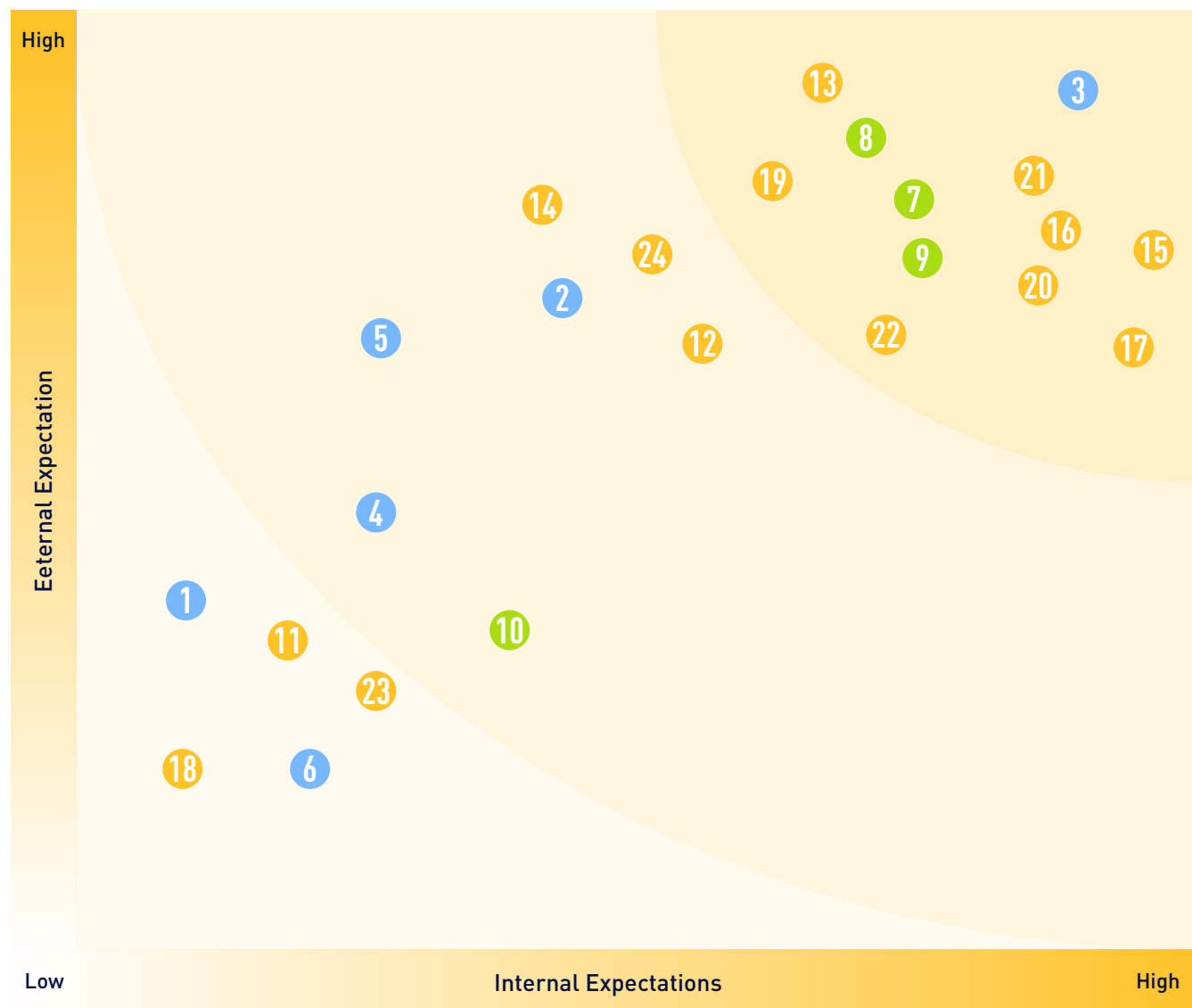
200+

Questionnaires from
internal and external
stakeholders



7

Interviews with management
of SUEZ in Asia



Climate	1	Climate Governance
	2	GHG Reduction
	3	Energy Efficiency Improvement
	4	Sustainable Electricity
	5	Contribution to the Low Carbon Energy Transition in Communities
	6	Project Resilience
Nature	7	Water Management
	8	Waste Management
	9	Circular Economy
	10	Preserving Nature & Biodiversity
Social	11	Green Supply Chain
	12	Water Affordability & Access
	13	Water Supply Resilience
	14	Diversity, Equity & Inclusion
	15	Employee Rights
	16	Employee Development
	17	Health & Safety
	18	Community Engagement & Investment
	19	Ethics & Anti-corruption
	20	Customer Service Management
	21	Innovation Solutions
	22	Risk Governance
	23	Responsible Sourcing
	24	Cybersecurity & Personal Data Protection

Climate

To promote low-carbon transformation and climate change adaptation of the served communities, SUEZ has made six climate commitments, which integrate three levers of contributing to energy decarbonisation, decarbonising our value chain, as well as adapting all priority and vulnerable sites to climate change. SUEZ in Asia actively integrates and implements the Group's commitments and targets and accelerates our own operational low-carbon transformation through operational efficiency improvement, energy saving programs, renewable energy generation, and energy recovery. In partnership with collaborators, SUEZ in Asia is locally adapting low-carbon circular solutions in the water and solid waste sectors, deepening GHG reduction across the entire value chain, and promoting energy transformation in communities.



2023 Sustainability Highlights in Asia

112,710 tonnes
GHG emissions avoided

315 GWh
sustainable energy produced

13.8 GWh
sustainable electricity consumed

SUEZ acknowledges the growing importance of climate action and the opportunities and challenges this presents for businesses. We are actively screening and assessing climate-related risks and opportunities and identifying critical areas for action. This includes developing targeted measures, strengthening our management of climate metrics, building internal capabilities to navigate the transition to a low-carbon economy. These efforts aim to bolster our resilience in the face of climate change.

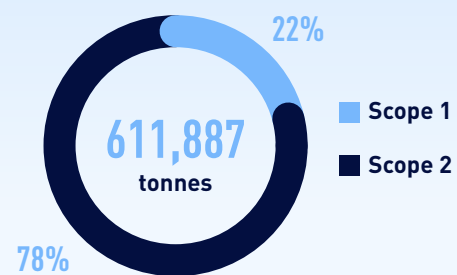
SUEZ has prioritised robust climate governance by solidifying our climate management structure across all levels. This includes the Group's sustainability network, individual business teams, and JVs. We are dedicated to mitigating climate impact on our growth and day-to-day operations. This commitment is reflected in our organisational safeguards and the active promotion of our climate strategy throughout the Company.

SUEZ GHG Reduction Commitments and Targets

Commitment	Indicator	Group Target*	Asia Target*
Reduce Scope 1&2 GHG Emissions (Market-based)	GHG from Water activities: Scope 1 + Scope 2 – ktonnes of CO ₂ eq.	-39%	-30%
	GHG from Waste activities (excl. Waste-to-Energy): Scope 1 + Scope 2 – ktonnes of CO ₂ eq.	-26%	-15%
	GHG from Waste-to-Energy activities: Scope 1 + Scope 2 – ktonnes of CO ₂ eq.	-2%	-5%

*By 2030

Direct and Indirect GHG Emissions in 2023 (Scope 1&2) of SUEZ in Asia



Scope 1&2 GHG Emissions



GHG Emissions By Business Activities

Contributing to Energy Decarbonisation

In Asia, SUEZ is committed to improving energy efficiency in our operations and actively exploring opportunities for sustainable electricity development, continuously reducing our operational carbon footprint. At the same time, we actively share best energy-saving technologies among our business units and partners, and encourage employees to participate in energy management to create a culture of corporate energy conservation.

Improving Energy Efficiency

AEES Platform Designed and Developed to Improve Energy Efficiency of Our Water Pumping Stations

Shanghai

The Water Operations (WO) team introduced the AEES platform, a novel, proprietary technology designed to enhance pumping station energy efficiency. AEES offers capabilities such as modeling, operational efficiency monitoring, and analytical optimisation of electricity consumption. It provides users with more comprehensive information on the operation of water pumps and pump stations, as well as more efficient management, ultimately achieving energy conservation and emission reduction.



Optimise the Operation of Air Compressor Units to Reduce Energy Demand and Consumption at Hazardous Waste Incinerator

Suzhou

Based on operations, our hazardous waste incinerator in Suzhou conducted a detailed statistical analysis of the plant's compressed air usage. The demand and consumption of plant-wide compressed air were significantly reduced by optimising plant-wide compressed air consumption during regular production as well as maintenance periods. This helped the plant meet its energy savings goals.



525,000 kWh
annual energy savings



Shanghai

Apply Intelligent Power Management System to Improve Power Efficiency

In Shanghai Chemied Industry Park, we implemented an intelligent power management system to optimise energy efficiency. This system gathers and analyses power consumption data to identify inefficiencies and improve equipment utilisation, resulting in cost savings and more sustainable operations.

2,757,000 kWh
annual energy savings



Chongqing

Energy-optimised Submersible Agitators for Automated, Energy-Efficient Operations

In Chongqing, our wastewater treatment plant established an agitator operation simulation and evaluation system to manage 136 biological agitators in the plant. The system performs three-dimensional scanning of each type of agitator and uses computational fluid dynamics (CFD) tools to simulate the full-field flow of the entire biochemical tank. The plant also established a full life-cycle assessment system and an optimised operational control platform to achieve automatic energy-saving operations.

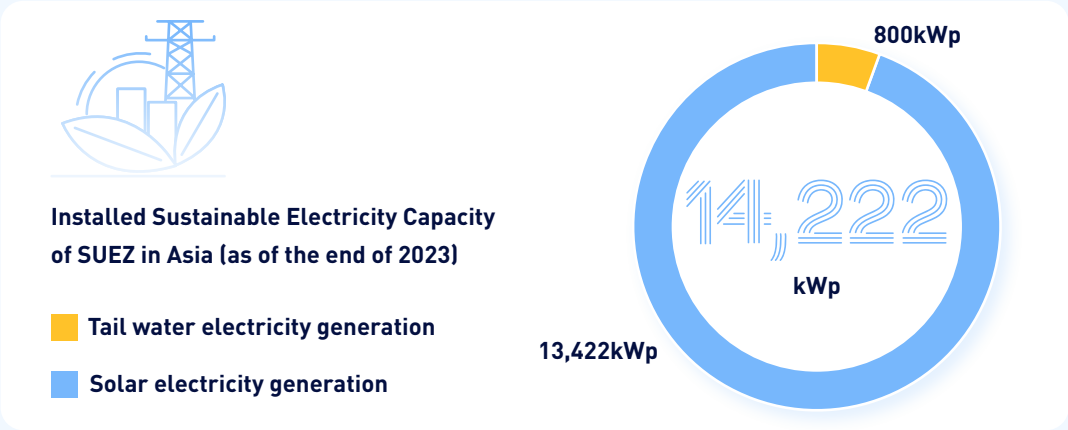


800,000 kWh
annual energy savings



Generating Sustainable Electricity

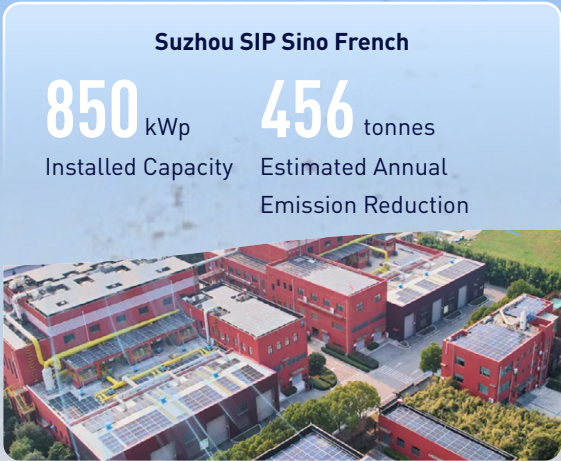
The wider adoption of sustainable electricity within our operations presents dual benefits. First, it enhances our resilience in the face of climate change. Second, it serves as a critical component in achieving our Group's climate commitments. Apart from our ongoing efforts to optimise energy efficiency, we are actively exploring the feasibility of on-site sustainable electricity generation as a means to further minimise our operational carbon footprint.



Embrace a Carbon-Neutral Future through Solar Power in Xi'an

Xi'an CAIB Sino French Water, a JV of SUEZ, is located in Yanliang National Aviation High-Tech Industrial Base. In 2023, our "Distributed Flexible Monocrystalline Silicon Photovoltaic (PV)-based Energy Compensation System for Electroplating Wastewater Treatment" project was included in the first list of "Model Cases of Synergistic Waste Reduction and Decarbonisation in Industrial Parks" by the Chinese Ministry of Ecology and Environment (MEE). This innovative project generates 520,000 kWh of electricity annually, meeting 40% of the plant's total power demand. In the future, it will continue to explore ways to improve energy utilisation and introduce green power in the park, with the aim of achieving carbon neutrality in the wastewater treatment process by the end of 2025.

2023-2024 PV projects of SUEZ in Asia



February 2023 March 2023



Sino-Singapore SUEZ

142 kWp
Installed Capacity

86 tonnes
Estimated Annual
Emission Reduction



April 2023

Yangzhou Sino French

257 kWp
Installed Capacity

143 tonnes
Estimated Annual
Emission Reduction



August 2023

Changshu Sino French Industrial Wastewater

200 kWp
Installed Capacity

114 tonnes
Estimated Annual
Emission Reduction



March 2024

Jiangsu Sino French Water (Chengdong WWTP)

3,680 kWp
Installed Capacity

2,300 tonnes
Estimated Annual
Emission Reduction



Qingdao Sino French Hairun (Xianjiazhai WTP)

3,700 kWp
Installed Capacity

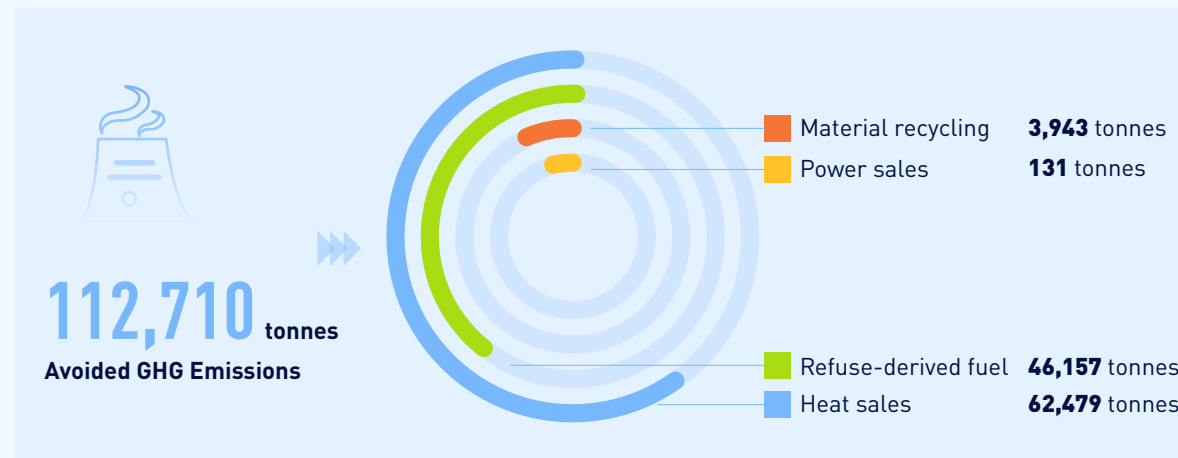
2,566 tonnes
Estimated Annual
Emission Reduction



Decarbonising Our Value Chains

In Asia, SUEZ is committed to enhancing the management GHG emissions in our operations across our entire value chains. We recognise the importance of building a low-carbon culture in our Company and provide training and support to our employees. Our carbon performance management approach takes a holistic view of accounting, encompassing GHG emissions accounting and target setting. This enables us to implement GHG emission reduction programs internally and deliver decarbonisation solutions to our valued customers.

© 2023 GHG Emissions Avoided for Our Clients



Reduce Aeration Power Consumption and Realise Intelligent Operations at Kaifu WWTP

SUEZ delivered an intelligent process system for Kaifu Wastewater Treatment Plant (WWTP), which offers users precise aeration and dosing. This helps the plant achieve automation, digitalisation, and intelligent process operations while helping users achieve sophisticated and intelligent operations.

7%
aeration power savings

220 tonnes
annual CO₂ reduction



Changsha

Recover Heat in Hazardous Waste Disposal Project in SCIP

Shanghai

In 2023, the hazardous waste treatment project, SCIP Anyo SUEZ, with a total investment of RMB 450 million was successfully commissioned. The project is a partnership between SUEZ, Shanghai Chemical Industry Park (SCIP), SAIC Motor, and Sinopec Shanghai. The energy recovery unit in the facility can also recycle the heat generated by incineration and redistribute it for use by other enterprises in the park. This project is set to be another strong reference case of waste reduction, decarbonisation, and the circular economy – further reasserting SCIP's reputation as the most representative green industrial park in China.

17,000 tonnes
annual standard coal-
equivalent energy recovery

40,000 tonnes
annual CO₂ reduction



Daqing

Recycle Dry Sludge as a Secondary Fuel at Daqing Petrochemical Sludge Incineration Project in Heilongjiang



The Daqing Petrochemical sludge incineration project in Heilongjiang Province was commissioned in 2023. In this project, SUEZ provided process design, equipment, and installation services (EPC). The maiden application of SUEZ's thin-layer drying technology in hazardous waste sludge disposal helped achieve the centralised incineration of dry sludge and other hazardous wastes, as well as the recovery of heat. Together, this helped Daqing Petrochemical become a model enterprise under the "Waste-Free City" project of the local government.

15,000 tonnes
annual wet sludge
treatment capacity

3,000 tonnes
annual CO₂ reduction

Adapting All Priority and Vulnerable Sites to Climate Change

Amid renewed urgency of addressing climate change and its escalating threats to both humanity and the environment, SUEZ recognises the critical need for proactive action. SUEZ has developed a novel climate risk evaluation tool that empowers the Company to pinpoint facilities most vulnerable to climate change impacts. By identifying these most affected sites, SUEZ can then work with them to develop comprehensive mitigation plans. These plans will equip the facilities with the necessary strategies to mitigate climate stresses, ensuring their continued health and growth in a changing environment.

1

Using relevant databases, customised tools are developed to comprehensively evaluate climate exposure at operational sites.

Exposure

2

Develop and distribute an online questionnaire to various departments to measure structural and non-structural vulnerabilities.

Vulnerabilities*

3

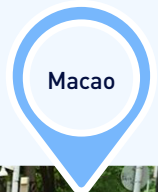
Develop corresponding strategies and action plans based on the evaluation results and recommend climate adaptation solutions.

Strategies & Action Plans*

*Next Steps

Macao Water Participated in the "Crystal Fish 2024" Drill to Ensure Safe Water Supply Under Severe Weather Conditions

In 2024, Macao Water participated in the "Crystal Fish 2024" drill to test the resilience of production and water supply services under severe weather conditions, such as typhoons and storm surges. The drill tested the scenario under which Macao was hit by a super typhoon Crystal Fish. In response, Macao Water activated its contingency plan and implemented the flood and wind protection measures in the Crisis Management Plan to cope with possible emergencies.



Nature

As a leading environmental solutions provider, SUEZ continues to innovate to promote the circular economy and develop nature-based solutions to resource protection. Our services in water treatment, recycling and recovery, soil remediation, water resources, and landfill remediation all aim to improve nature's ability to regenerate and alleviate stress on biodiversity. Our ultimate goal is to minimise the impact of human activity on the environment, preserve natural capital, and restore harmony between nature and humanity.



2023 Sustainability Highlights in Asia

536 million m³
wastewater treated

40 million m³
alternative water produced

83,402 tonnes
refuse-derived fuel produced

43%
priority sites equipped with a
biodiversity action plan

283,000 tonnes
construction waste recycled

25,000 m³
soil remediated

Preserving Resources

SUEZ assists our clients in unlocking value over the lifecycle of their water and waste management services by providing them with resilient and innovative solutions. Additionally, we are dedicated to developing and promoting business models that facilitate resource recycling, create new business prospects and competitive advantages for our clients and ourselves, reduce resource waste and environmental pollution, and drive the ecological transformation.

Where we operate, we strictly abide by all applicable laws and regulations and apply the ISO14001 environmental management system. In order to fulfil our primary goal of creating a sustainable environment, we adopt stringent environmental compliance standards in all facets of our corporate activities. At the same time, we take a prevention-oriented approach to risk management, which entails routinely screening and assessing industrial and environmental hazards as well as putting in place appropriate management systems and technical standards for effective control. Additionally, to continuously improve environmental performance and reduce environmental footprint, our JVs have also developed and implemented pertinent management systems, standard operating procedures (SOPs), and management tools (e.g., daily monitoring, regular inspections, and emergency response).

Water Management

As a leader in water management, SUEZ uses exceptional operations management and service assurance to minimise leakage in the water distribution networks and to encourage the sustainable management of water resources. In the meantime, SUEZ works with our clients to create value for the environment and support the ecological transformation while also investigating cutting-edge technologies like seawater desalination and the expansion of water reuse possibilities.

Xi'an Aerospace City WTP Project for Water Recycling

SUEZ will supply equipment, installation and technical services for two main components of the Xi'an Aerospace City Water Treatment Plant (Phase II), the Densadeg high-efficiency sedimentation tank and the Aquazur V-filter tank. The project's water supply capacity is 300,000 m³/day. By treating wastewater in the Densadeg high-efficiency sedimentation tanks before returning it to the water intake, water resources will be fully utilised, and the environmental impact of wastewater discharge will be minimised.



2nd largest
fully-underground
WTP in China

Xi'an



Yantai

Provide Desalination Services for Wanhua Chemical Group to Alleviate Freshwater Shortages

In 2023, SUEZ worked with our partners in China on the Penglai Desalination Project of Wanhua Chemical Group to design and build a 100 MLD high-standard reverse osmosis seawater desalination plant for its chemical industrial park in Yantai, Shandong Province. Desalinated seawater will be used as an alternative water resource for the chemical park, conserving scarce freshwater resources and enhancing the resilience of the local water ecosystem.



36 million m³

annual freshwater resource conservation

Industrial Wastewater Treatment Project in Meishan Pickles Industrial Park in Sichuan to Maintain the Stability of the Local Water Ecosystem

SUEZ and our partner implemented SUEZ's global treatment processes and management expertise to provide professional and high-quality industrial wastewater treatment services to enterprises in the Meishan Pickles Industrial Park, addressing the water environment challenges brought about by the large-scale development of the pickle industry. The WTP's total treatment capacity will reach 50,000 m³/day once all three phases are completed. The project will also produce alternative water to reduce water consumption and maintain water ecosystem stability.



280,000 m³

annual alternative water produced

Meishan



Waste Management

In terms of waste management, we minimise our environmental footprint and empower customers throughout the entire value chain – from collection and sorting to recycling and material sales. Through innovative solutions, we convert waste into valuable resources – secondary raw materials or renewable energy – helping customers achieve sustainable growth and transition successfully to a circular economy.

Invest in Plastic Waste Recycling Projects in China to Drive Standardised Recycling and Disposal Practices

SUEZ and our partners invested in establishing and operating six post-consumer plastic recycling and sorting centers in Eastern China. The project leverages intelligent IT systems and advanced artificial intelligence technologies to achieve low-carbon recycling and traceability of sources and destinations. It helps improve the regional waste recycling network, enhances the sorting efficiency of recyclable resources, and promotes the large-scale, standardised, and harmless recycling and disposal of plastic waste in China – helping address China's plastic waste problem and driving the ecological transformation.



30,000 tonnes
annual plastic waste recycled



Support Construction Waste Recycling in Anji, Zhejiang

The JV formed by SUEZ and our partner offers 20-year operation and maintenance services for the construction waste recycling project in Anji, Zhejiang Province to achieve resource utilisation. The project employs internet and IoT technologies, customised treatment processes and equipment, and an intelligent digital monitoring platform. Concurrently, construction waste is converted into secondary building aggregates, reusable combustibles, and metal components thanks to sophisticated intelligent sorting systems that handle waste effectively and precisely.

Anji



380,000 tonnes
designed capacity of annual
construction waste recycling



30,000 tonnes
annual CO₂ reduction



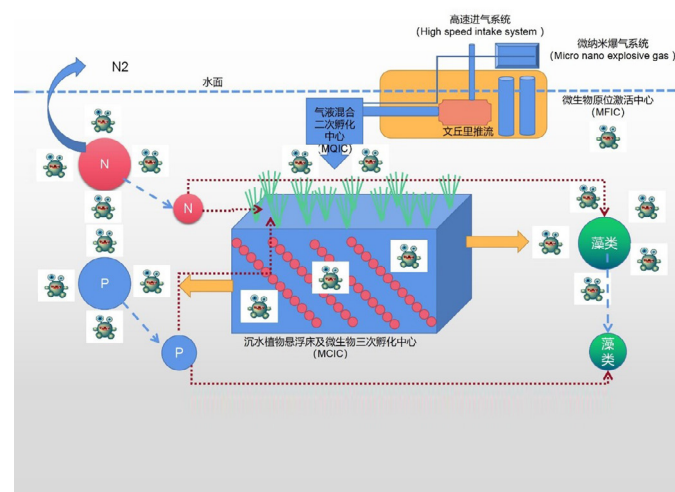
85%
resource utilisation rate

Growing Our Nature Regeneration Capacities

SUEZ contributes to the regeneration of damaged natural ecosystems through services such as water body restoration, soil or water pollution remediation, and natural capital consolidation, to increase the resilience of areas with natural or human-induced damage.

Lead the Development of Low-Pollution Load Water Body Eco-Restoration Solution

To address eutrophication (harmful algal blooms) and declining drinking water quality in Chinese lakes and reservoirs, SUEZ and our partners have co-developed innovative deep-water treatment technologies. These technologies fill a critical gap in China's ecological management methods for deep-water lakes and reservoirs. This efficient and environmentally-friendly technology was awarded the R&D Award by the France-China Committee for collaborative innovation.



Technology roadmap for deep water platform equipment design

Showcase of innovation outcome at IE expo China



Assist in Sponge City Project in Haidian District, Beijing for a More Resilient and Sustainable City

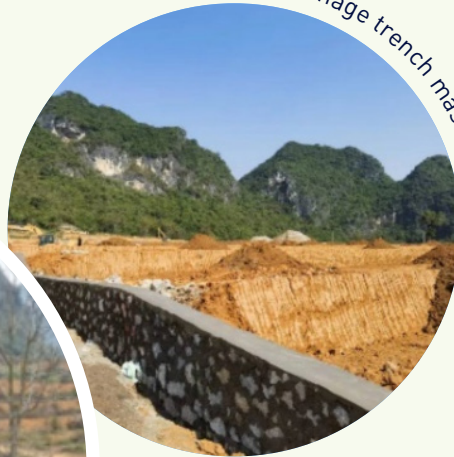
A sponge city is crucial for protecting urban water ecosystem, ensuring water security, and improving water infrastructure resilience. Based on this understanding, SUEZ developed a customised sponge city construction and management system for the Haidian District Water Authority in Beijing. The system can track and effectively monitor the entire process of sponge project construction and comprehensively measure, calculate, analyse, evaluate, and display the key sponge city performance indicators of Haidian District.



Plot plowing



Drainage trench masonry



Provide Integrated Land Treatment Services for Farmland in Guangxi for Sustainable Land Use

SUEZ provided integrated land management services for 3,000 Mu of farmland in Chongzuo City, Guangxi Zhuang Autonomous Region, offering resilient and innovative solutions. SUEZ stripped the red topsoil that demonstrated poor water retention from the original dry land, divided and levelled the farmland, built terraced fields, and installed irrigation and drainage pipelines. After the fields were constructed, topsoil was applied to the paddy fields along with organic fertilizer to ensure water retention. This upgraded the dry land to paddy fields, improved grain crop yields and safety, increased farmers' income, supported sustainable agriculture, and contributed to the ecological transformation.



3,000 Mu

of dry farmland turned
into hydroponic land

Addressing Pressures on Biodiversity

SUEZ is committed to safeguarding natural ecosystems and fostering future land and marine biodiversity. Aligned with our biodiversity conservation goals, we take concrete actions to minimise the impact of our operations on the environment. We follow the *Biodiversity Guidelines* established by our headquarters, which assist major business units in identifying critical biodiversity conservation sites and developing effective conservation strategies.



7

priority sites identified

3

sites with biodiversity action plans

25,000 m³

soil remediated

Panjin

Panjin Sino French Water Restored Wetland to Create a Green Space

Dongyue DWTP is one of the municipal water suppliers in Panjin City, China. To enhance urban resilience, Panjin Sino French Water created a wetland within the plant by restoring abandoned ponds and undeveloped land. This initiative not only serves our primary function but also enhances urban resilience by creating a natural ecosystem. The restored area boasts 7,000 m² of wetland, with a central pond spanning approximately 2,850 m². This thriving habitat has become a haven for birds and insects, transforming the area and providing valuable shelter for local wildlife. In recognition of our ecological contribution, the wetland was designated "Panjin City's 66th Micro Wetland" by the Panjin Forestry and Wetland Protection Bureau in 2023.



7,000 m²
of wetland area



Qingdao Hairun Protected Diverse Ecosystem Through Xianjiazhai Water Plant Wetland

Qingdao



700 m²
of wetland area

Located in an area prone to water accumulation due to low terrain and poor drainage, the Xianjiazhai WTP adopted a resourceful solution to address this challenge. By utilising our proximity to the Baisha River, the rainwater pipeline was connected directly to the river outside the enclosure. Additionally, a small wetland was constructed at the valve well's location. This wetland serves a dual purpose: it collects rainwater for maximised water reuse, and the native vegetation planted there provides a habitat for birds and other wildlife.

Jiangsu Sino French Water's Wetland Project at Chengdong Water Purification Plant to Reduce Negative Impacts on the Ecosystem

Changshu City's Chengdong Water Purification Plant champions ecological tailwater treatment. In the plant's northeast corner, a 21-Mu stepped wetland, named "Xihewan Wetland," plays an important role. Treated tailwater flows through a reclaimed water pipeline into the wetland, where diverse aquatic plants begin their work: these plants purify the water, filter microorganisms, absorb heavy metals, and beautify the surrounding environment. The Xihewan Wetland's transformative power goes beyond aesthetics – it converts the tailwater into ecologically-treated water, significantly improving the surrounding water environment and promoting water recycling.

Changshu



14,000 m²
of wetland area



Social

SUEZ, as one of the leading environmental companies globally, takes proactive and innovative actions to safeguard employee rights and create an attractive, inclusive, and safe workplace. We champion ethics and integrity, and promote inclusivity, gender equality, and equal opportunities for all employees. We strive to enhance health and safety standards across the entire value chain, ensuring the well-being of our workforce. Moreover, we place strong emphasis on advancing employees' professional knowledge and skills for mutual growth.

SUEZ's commitment extends beyond our workforce. We endeavor to generate a positive impact within the communities we serve through responsible business conduct. By collaborating with partners and customers, we leverage two vital driving factors – technological innovation and shared values – to contribute to local prosperity and access to essential services, thereby driving socio-economic development.



2023 Sustainability Highlights in Asia

36%

women in management positions

0.32

frequency rate

0.01

severity rate

94%

employee training coverage

100%

contracts with social responsibility clauses

220

million RMB

community investment



Guaranteeing Compliance with Universal Values

In Asia, SUEZ is committed to creating a safe and healthy work environment, fully protecting the rights and interests of employees, and helping them grow. We take the values of the Group, global best practices, and the expectations of key stakeholders as our guide to continuously improve the common well-being of employees, customers, partners, suppliers, etc.

Employees' Rights and Interests

SUEZ strictly adheres to local laws and regulations and implements various policies and measures, including the *Employee Handbook*, to protect the legal rights of employees, uphold employee values, and create a favorable work environment.



Recruitment and employment

SUEZ upholds the principles of open recruitment, fair competition, and unbiased talent selection by acquiring talent through various recruitment channels and assessing candidates according to established procedures. Rigorous identity verification is conducted during the recruitment process and labor practices and working hours are strictly regulated in daily work, while child labor and forced labor is strictly prohibited within the Company.



Talent attraction and retention

We implemented a comprehensive remuneration package and determine salary based on job descriptions (such as professional knowledge and required skills), ensuring attractive compensation for employees. Additionally, a range of benefit programs including annual leave, parental leave, medical insurance, annual health check-ups, family days, and more are provided. Furthermore, SUEZ offers various opportunities for employee growth and support through means such as job rotation, developmental assignments, promotions, and long-term service recognition, which also help foster loyalty among the workforce.



Employee communication and engagement

SUEZ fosters two-way communication with our employees. We listen to employee needs and suggestions to enhance employee engagement within the organisation. We foster close communication with employees through channels such as employee engagement surveys, emails, newsletters, annual meetings, and diverse employee activities. Employees are encouraged to report any violation or compromise of their rights and interests to the human resources department for prompt resolution.

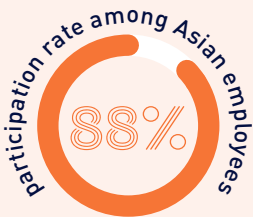
Held Annual Staff Webcast to Strengthen
Communication with Employees

SUEZ conducts global employee assemblies on a quarterly basis, and periodically hosts employee network sessions in Asia. These sessions serve to review SUEZ's projects, achievements, and growth from the preceding year, offer insights into future directions and plans, and enhance communication with staff to ensure they are fully informed about the Company's strategic business advancements.



Conducted an Employee Engagement Survey to Gauge Employees' Expectations

During November and December of 2023, SUEZ conducted the 3rd Pulse Survey and received encouraging results.



+3%

from the second survey



+13%

higher than external benchmarking



Organised Cycling Events to Promote Green and Diverse Journeys

To widely promote cycling, a green and sustainable sport, symbolizing pursuit of low carbon, equality and excellence, SUEZ has partnered with FDJ as main co-sponsor of top French women's cycling team FDJ-SUEZ since 2022 and delivered the green concept across Asia. Through a series of our #RideWithSUEZ events, participants have shared their cycling tours and experiences, igniting a wave of community cycling that promotes environmental awareness. Together, we've mapped out SUEZ's green cycling routes and have attracted a growing number of participants to join our movement. We collectively advocate for low-carbon lifestyles and embrace cultural diversity.



Health and Safety

It is our mission and obligation to prevent severe and fatal accidents, ensure health and safe working environments and protect every employee and everyone impacted by SUEZ Activities. This is also indispensable to assure sustainable development and operational excellence.

To fulfill this mission we have, in line with SUEZ Group H&S strategy, we released the Health and Safety Policy of SUEZ Asia in 2023, which combines three pillars: Managing Our Risks, H&S Culture, and the Commitment and Involvement of Everyone.

Managing Our Risks

We establish and implement our business standards, summarize and deploy our Ten Life-Saving Rules to unify awareness of major risks and normalize our behavior in the fact to them.

H&S Culture

We endeavor to build up our H&S culture derived from SUEZ values. At its core is the H&S fair culture: Positive approach to Safety, Spontaneous feedback of events, and Appropriate and fair response to violations.

The Commitment and Involvement of Everyone

We focus on the health and safety of our colleagues, customers, contractors, and our fellow citizens. When faced with violations of Life-Saving Rules and circumstance which may result in severe incidents, everyone is authorized to speak up and stop.



Thanks to the implementation of relevant policies and a series of initiatives, SUEZ has witnessed a continuous decline in the accident frequency and severity rates.

986 times
of Managerial Safety Visits



96,643 hours
H&S training



0.32
frequency rate



0.01
severity rate

We have deployed the SUEZ H&S system that includes 15 management elements and technical standards covering our major business risks in Asia based on the requirement of ISO 45001. Following the "Plan-Do-Check-Act" cycle, we strive to enhance our health and safety standards.

In Asia, we launched the H&S WeChat mini-program and continuously upgraded it based on user feedback, further improving the risks control, and maintaining shared vigilance with commitment and involvement of everyone.



Major risk control



Stop work



Safety reports



Document sharing



Contractor management



Work permits



In May and September 2023, we conducted Health and Safety Leadership Trainings at SUEZ's Philippines and Shanghai offices. These sessions aimed to support managers to deep understand our health and safety management system and culture in Asia, as well as improve our H&S leadership & performance.



In July 2023, we underwent a week-long health and safety audit conducted by the team from the Group. The audit team positively recognized Asia's health and safety management system, major risks control, and the effectiveness of on-site implementation.



In 2023, E&C China received the SUEZ Global Health and Safety Award. This award was presented to E&C China for running the business safely without severe incidents for over a decade, with efficiently and innovatively implemented the H&S policies and programs from the Group and SUEZ in Asia.



We updated our Ten Life-Saving Rules based on the major risks identified at the site, and have launched campaigns to promote Life-Saving Rules in all our offices and sites. By integrating the Life-Saving Rules with on-site operations, we aim to standardize our basic behaviors and actions, effectively manage risks, and achieve the goal of **'ZERO severe and fatal accidents'**.

Compliance and Ethics

Ethical values have always been at the core of SUEZ's strategy and development. We staunchly oppose any form of corrupt behavior and require all employees to strictly adhere to the SUEZ' Ethics Charter and relevant laws and regulations, supported by the provision of clear guidance through SUEZ' Policies and Procedures. We have appointed an Ethics Officer responsible for formulating ethical norms and professional conduct. This role also offers consultation and advice to employees seeking guidance on ethical issues, while also discovering best practices through participation in the group's Ethics network. Furthermore, we have established reporting, information, internal audit procedures, and their corresponding reporting structures, aiming to ensure compliance with ethical standards and effectively protect the legitimate rights and interests of both the Company and our employees.

We maintain an open reporting channel, and all reports received will be handled in a confidential manner within a reasonable timeframe.

Reporting Channels



Reporting email



Contact the regional Ethics Officer

In 2023, SUEZ held multiple ethics and compliance training sessions in China and Southeast Asia, providing clear guidance to employees on topics such as anti-corruption, conflicts of interest, and whistleblower systems.



≡ Sustainable Procurement

SUEZ recognises that suppliers are an integral part of our value chain, and we seek win-win cooperation with our supplier partners to drive the transition towards greater sustainability across all business segments and enhance overall sustainability performance. We share our commitments to business ethics, health and safety, and environmental protection with our suppliers, incorporating them into our sustainable procurement system through policy constraints, and introducing corporate social responsibility clauses in procurement contracts. Furthermore, we include various indicators such as environmental management and social responsibility in the evaluation criteria for new suppliers to ensure their behavior aligns with our sustainability requirements.

2023

80%

Purchases were from local small and medium enterprises

100%

Contracts contained social responsibility clauses

0

Supplier was identified as having significant actual or potential negative environmental/social impacts



Growing Skills and Fostering Employee Engagement

In SUEZ, we provide our employees with a comprehensive talent development system and clear career path, which helps them achieve self-breakthroughs and improvements and create a fast-growing organisation. We are also committed to creating a diverse, inclusive, and equal workplace environment by working together with employees through all-round care and communication systems for mutual growth between the employees and the Company.

Training and Development

SUEZ prioritises the continuous development of our workforce, recognising that a skilled and engaged workforce is fundamental to the Company's success. To achieve this, SUEZ has implemented a comprehensive learning and development strategy that offers a variety of opportunities for employees to enhance their competencies across diverse areas. This strategy encompasses providing structured training programs, professional development opportunities, and upskilling and reskilling programs.

2023

94% 
employee training coverage

Conducted Expert Development Training Program to Support Specialists to Further Develop Their Professional Skills

Recognising expertise as a cornerstone of our performance and development, SUEZ prioritises the career development of our specialists. In 2023, we launched the Expert Development Training Program, a two-day workshop designed to empower them with even greater skillsets.

34

Experts participated

3

Webinars held to establish an expert community/team

30

"Most Challenging Scenarios" resolved



Held the "21-Day Journey to Discover Our New Leadership Model" Event, Enabling Employees to Understand Leadership Essentials

At SUEZ, we provide our employees with diverse self-development opportunities to help them become future leaders. In 2023, we organised a 21-day learning journey for employees, allowing them to fully explore the new leadership model and understand leadership essentials through four steps: mobilising teams, completing online learning modules, participating in team activities, and sharing takeaways.



534

Employees participated

578

E-learning completed

828

Hours of learning

Diversity, Equity, and Inclusion

In Asia, SUEZ has embarked on a new initiative to cultivate a workplace environment that celebrates diversity and fosters inclusion. This commitment ensures that all employees, regardless of background, are treated equally and have access to equal opportunities for professional growth and development.

Furthermore, SUEZ in Asia demonstrates a dedication to expanding employment opportunities for individuals with disabilities. This includes targeted initiatives such as disability inclusion workshops designed to facilitate successful integration into the Company's social fabric. Additionally, we have implemented a series of activities specifically tailored to enhance the work experience and satisfaction of female employees.

By prioritising diversity and inclusion, SUEZ in Asia fosters a more engaged and representative workforce, ultimately contributing to a more successful and innovative organisation

2023

36%

Women in management positions

37%

Women in total workforce



SUEZ sponsored and advocated "HeforShe" campaign, committed to protecting every female employee and creating a diverse and equal working environment.



SUEZ had the privilege of joining the European Union Chamber of Commerce in China for a webinar, where we shared various initiatives to uphold women's rights and pledged to strive for gender equality.



SUEZ hosted International Women's Day events to celebrate the diverse and inclusive working environment and applaud the contributions of women.



Contributing to the Sustainable Development of Communities, Everywhere We Operate

Deeply embedded in the communities we serve, our water and waste management operations deliver essential services that enhance residents' quality of life. We communicate and interact with various stakeholders, including communities, customers, partners, and regulators through multiple channels. This communication allows us to receive stakeholder feedback and integrate stakeholder expectations into our decision-making, ensuring a balanced approach.



2023



Conducted Net Promoter Score (NPS) Survey to Measure Customer Satisfaction

In February-March 2024, SUEZ in Asia conducted a Net Promoter Score (NPS) survey via questionnaire to comprehensively evaluate customer satisfaction over the past year (and beyond). The survey covered over 200 clients and measured various dimensions including overall service quality, adherence to contract obligations, and the quality and transparency of information provided.



Net Promoter Score

78%



Satisfaction in all 11 dimensions was over

80%



With "very satisfied" responses accounting for over

40%

Thriving with Community

Improving the Quality of Life for Local Residents

SUEZ provides water solutions to municipalities and businesses across Asia. We optimise their water resource management, ensuring safe and reliable water supply services for residents and industrial and commercial customers. In addition, wastewater treatment systems are a core component of urban infrastructure construction and an important means to prevent water pollution and improve the water environment quality. By leveraging our expertise in this area, we partner with stakeholders across Asia to develop and implement effective wastewater treatment systems. This not only prevents water pollution but also improves the overall water environment quality in the region.

2023 Municipal Water Supply and Sewerage Projects of SUEZ in Asia



In July 2023, Xinchang Sino French inaugurated a new 15,000 tonnes/day drinking water facility in its Long Shan DWTP. Commissioning of the new facility will ensure the stable water supply during the peak summer season.

135,000 m³/day
drinking water production

250,000
population served

*After the project completion, the total water supply and the population served of Xinchang Sino-French



SUEZ and Chongqing Water Group (CWG) expanded their collaboration by jointly investing over RMB 1.25 billion in the construction and operation of a water treatment plant to enhance the resilience of the municipality's water supply system and contribute to securing safe and reliable water services in the long term. The new WTP, which comprises water intake and production, pumping stations, and water distribution networks, is expected to begin operations by 2025.



1.68 million m³/day
drinking water production

3.3 million
population served

*Upon completion of the water plant expansion, daily drinking water production will rise from 1.28 to 1.68 million m³ serving an increased population of over 3.3 million from the current 2.7 million.



In November 2023, building upon more than 20 years of successful collaboration with the city of Qingdao, SUEZ extended our contract for the full-service drinking water project by 10 years. SUEZ will continue to provide high-quality drinking water to local residents.

726,000 m³/day
drinking water production

3.1 million
population served

Manila



In the Manila Metro area of the Philippines, SUEZ provides drinking water to 900,000 people through four decentralised compact units (UCD®), supporting the rapidly-growing population. These compact, modular solutions can be deployed more quickly than traditional drinking water production plants, offering a nimble response to urgent water needs.

80,000 m³/day
drinking water production

900,000
population served

Shandong



In December 2022, SUEZ signed a cooperation agreement with the government of Qufu City and Shandong Public Utilities to construct the Lingcheng Wastewater Treatment Plant and the supporting pipeline network. The project integrates SUEZ's energy-saving, emissions reduction, and water recycling technologies into future operations and management, protecting the ecosystem of the surrounding areas and promoting high-quality development.

100,000 m³/day
wastewater treatment

190,000
population served

Providing Superior Service to Customers

At SUEZ, pursuing excellence in product quality and delivering superior service to customers are key to maintaining our industry competitiveness. We uphold strict standards in product and service quality to ensure customer satisfaction, thereby building a trusted and respected brand.

We demonstrated our commitment to quality management systems by having over 20 JVs gain ISO 9001 certification by the end of the reporting period.

SUEZ Environmental Technology Enhanced Quality Management System for Customer Satisfaction

In managing product and service quality, SUEZ Environmental Technology has implemented and published the OMEGA system, which integrates full-process risk control across the three dimensions of management processes, business operations, and internal support. This ensures rigorous standards in product and service quality management, aiming to achieve customer satisfaction and brand building that meets and exceeds customer expectations. Our target is to keep customer satisfaction at or above 85%.



Jiangsu Sino French Water Provided Face-to-Face Water Services

Jiangsu Sino French Water's volunteering team takes a customer-centric approach, bringing water service directly to communities. The volunteers conduct water service activities within communities and address customers' water-related queries on-site, guiding them through online water service processes. This initiative aims to enhance the quality of water services by listening to customer feedback and meeting diverse service needs.



Macao Water Established Customer Liaison Group to Enhance Two-way Communication

Macao Water established a Customer Liaison Group with members drawn from local businesses and civic organisations, the Consumer Council of the Macao SAR Government, and Macao Water management. The group is coordinated and chaired by a chairman and two vice chairmen, and it holds biannual meetings.

In December 2023, Macao Water held the 11th Customer Focus Group Meeting, attended by approximately 30 customer representatives. The meeting introduced the Subsidy Program for the Maintenance of Main Water Supply Facilities in Low-rise Buildings. This initiative helps customers gain a deeper understanding of the Company's developments, the latest customer information, and the water supply situation in Macao.



Macao Water Receives "Medal of Merit for Professions" by the Macao SAR Government



Broadening the Sustainability Ecosystem

We actively promote dialogues with partners, governments, non-governmental organisations (NGOs), academic institutions, and other stakeholders in the field of sustainable development. We also advocate multi-stakeholder cooperation to continuously expand the scope of co-creation and sharing, broadening the ecosystem of sustainable development.

SUEZ and our JVs have a long history of co-creation with external institutions, participating in more than

60 associations and organisations



Part of 2023 External Events

January	CEO interview with People's Daily	
March	Water Philippines 2023	February UN Career Development Program
May	5 th Western China International Fair for Investment and Trade	April IE expo China 2023
July	"SCIP+" Green Chemistry and Chemical Engineering Innovation and Entrepreneurship Contest	June Singapore International Water Week China Europe Water Platform Business Exchange Meeting
September	17 th Annual Meeting of the Chongqing Mayor's International Economic Advisory (CMIA) Council	August Macao International Environmental Cooperation Forum and Exhibition
	18 th World Water Congress	October 9 th IWA-ASPIRE Conference and Exhibition
November	SCIP Green and Low Carbon Development Seminar	December COP28

≡ Caring for Community Development

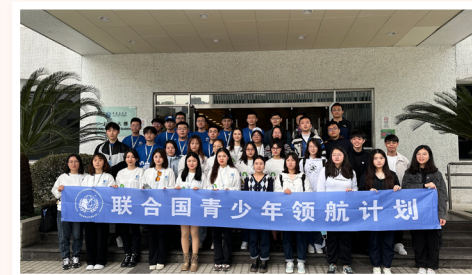
While pursuing commercial value, we also prioritise community development. In 2023, we actively participated in a range of community welfare initiatives, making major contributions in volunteering related to the environment, local talent development, job creation, and local economic growth.



Multiple Cities in China - World Water Day Event of SUEZ in Asia



Tanzhou - Reach out to Local Universities for Access to Talent



Macao - United Nations Youth Navigator Program



Chongqing - "Awakening of Water" Environmental Education



Macao - Support Government's Talent Training Program



Beijing - Provide Employment Guidance for the Disabled



Beijing – “Used Goods Exchange Fair” Event



Shanghai – Promote Farming Culture in the Community



Qingdao – Help Local Farmers with Slow-selling Crops



Singapore – River Cleanup Activity



Philippines – Staff Environmental Activities



Suzhou – Eco-Study Tour

Innovation

SUEZ leverages our extensive global R&D network and patented technologies to deliver superior services and innovative solutions, facilitating sustainable development for customers and communities.

In Asia, a key international market, SUEZ has established eight strategically-located technology innovation and R&D centers. These centers focus on cultivating local talent, developing customised technologies and solutions, and fostering a collaborative and open innovation ecosystem. By establishing strong partnerships with universities, research institutions, and industry partners, SUEZ actively drives technological advancements within the Asian environmental sector, thereby invigorating the regional environmental market.



Fully Integrate with SUEZ's Global Technology and R&D Network

8

R&D and innovation institutions in Asia

50

global areas of expertise

SUEZ's Strategy – Increase R&D Investments

50%

SUEZ's R&D Budget (2023-2027)



We have established a network of eight R&D centres across key Chinese cities including Beijing, Chongqing, Shanghai, Changshu and Singapore, focusing on the development of green technologies. We offer customised solutions to empower both our clients and local communities in achieving sustainable development goals.

Furthermore, we have established RISE, a comprehensive platform designed to foster open collaboration. RISE stands for "Research, Innovation, Venture Capital, and Digital Enhancement." This platform facilitates knowledge sharing and collaborative project development, and promotes a vibrant innovation ecosystem. It encompasses activities related to cutting-edge research, development, digitalisation, and corporate venture capital initiatives.

SUEZ Established a New R&D Centre to Focus on Fluoride Pollution Control

In June 2023, SUEZ entered into a new partnership in Jiangsu to establish the "Jiangsu Fluoride Pollution Control R&D Centre". This centre focuses on researching high-efficiency water fluoride removal technologies and exploring feasible fluoride pollution control and reuse solutions, contributing to the high-quality sustainable development of the economy and society.



In 2023, SUEZ achieved a series of accomplishments and honors in technological innovation in Asia, while sponsoring and participating in several innovation events.

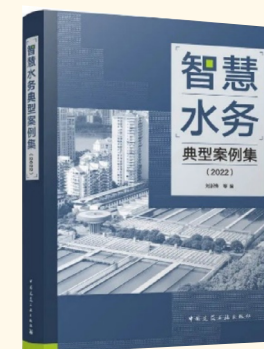
Innovation Awards and External Recognition in 2023

During the China International Import Expo in November 2023, SUEZ, Chongqing Derun Environment, and Derun Xinbang were awarded the R&D Award of the Innovation Awards for Franco-Chinese Teams for their "In-situ Algae Control and Water Quality Improvement" project.



The establishment of SUEZ Environmental Technology (Beijing) Co., Ltd as a foreign-funded R&D centre signifies SUEZ's outstanding performance in technological innovation and research and development.

In December 2023, Macao Water, a subsidiary of SUEZ, earned a prestigious award. Our innovative "Enterprise Application Platform" digitalisation model was chosen as a leading reference case in the "Drinking Water Security Assurance" category, beating 100 other applicants.



2023 Innovation Forum of SUEZ in Asia

In 2023, SUEZ in Asia spearheaded eight innovation forums to cultivate a culture of innovation among our employees, encouraging creative initiatives that drive business growth and propel organisational transformation.

1,151

Total participants

4

Experts from research institutions participated

4

Technical experts from headquarters participated

16

Teams who won innovation awards in 2022 to share their experiences

"SCIP+" Green Chemistry and Chemical Engineering Innovation and Entrepreneurship Contest

In 2023, SUEZ again participated in sponsoring and organising the "SCIP+" Green Chemistry and Chemical Engineering Innovation and Entrepreneurship Contest, focusing on sectors such as green chemistry and emerging energy. The contest proposed challenges under two themes and in five specific areas, encouraging participants to solve problems with innovative capabilities and new technologies.



Major Honors and Awards

Operational Excellence

SCIP Waste Projects/Xi'an Industrial Wastewater

Project/Suzhou SIP Sludge Disposal Project

1st List of 15 Model Cases of Synergistic Waste Reduction and Decarbonisation in Industrial Parks in China

Water Eco-environment: In-situ Algae Control and Water Quality Improvement

R&D Award of the Innovation Awards for Franco-Chinese Teams

Innovation Capacity

SUEZ

Beijing Foreign-Funded R&D Centre

Shanghai Water Research Centre

Foreign-Funded R&D Centre

Chongqing Excellence R&D Centre

Outstanding Innovative Member Enterprise for 2023

Macao Water

"Medal of Merit for Professions" by the Macao SAR Government

Corporate Influence

SUEZ
Sustainable
Business Award

SUEZ
2023 Top 10 Most Influential
Water Companies in China

Corporate Social Responsibility

SCIP Sino French Water
Shanghai Environmental
Education Base

Macao Water
Water Industry's Most Socially
Responsible Service Enterprise
Junzi Awards

Xi'an CAIB Sino French Water
Socially Responsible Company

Sino-Singapore SUEZ
2023 Excellent Case of the
Year of Corporate Social
Responsibility in Suzhou
Industrial Park

Sustainable Development Performance KPIs 2023

Indicator	Unit	2023
Climate		
Energy		
Energy consumption	GWh	951
Energy consumption by energy type		
– Purchased electricity	MWh	847,557
– Gasoline consumption	MWh	51,356
– Diesel consumption	Liters	225,258
– Natural gas consumption	MWh	38,011
Energy consumption by activity		
– Drinking water production	GWh	553
– Sewage treatment	GWh	222
– Integrated services (water and sewage)	GWh	66
– Solid waste treatment (incineration)	GWh	86
– Solid waste treatment (non-incineration)	GWh	24
Sustainable electricity consumption	GWh	13.8
Proportion of sustainable electricity	%	1.62
– Sustainable energy produced	GWh	315
– Sustainable energy supplied to third parties	GWh	261
GHG Emissions		
Avoided GHG emissions	tonnes	112,710
– Electricity sales	tonnes	130.55
– Material recycling	tonnes	3,943.01
– Thermal energy sales	tonnes	62,478.65
– Refuse-derived fuel produced	tonnes	46,157.42
Direct (Scope 1) GHG emissions	tonnes	134,563
– Drinking water production	tonnes	2,314

Indicator	Unit	2023
– Sewage treatment	tonnes	7,743
– Integrated services (water and sewage)	tonnes	2,479
– Solid waste treatment (incineration)	tonnes	120,564
– Solid waste treatment (non-incineration)	tonnes	1,463
Indirect (Scope 2) GHG emissions	tonnes	477,324
– Drinking water production	tonnes	308,175
– Sewage treatment	tonnes	96,591
– Integrated services (water and sewage)	tonnes	37,188
– Solid waste treatment (incineration)	tonnes	23,597
– Solid waste treatment (non-incineration)	tonnes	11,773
Nature		
Drinking water produced	million m ³	1,269
Wastewater treated	million m ³	536
Alternative water produced	million m ³	40
Hazardous waste treated	tonnes	141,661
Refuse-derived fuel produced	tonnes	83,402
Soil remediated	m ³	25,000
Priority sites with biodiversity action plan	%	43
Social		
Workforce Breakdown		
Total employees	Number	954
By gender		
– Male	Number	605
– Female	Number	349
By age		
– Under 30	Number	134

Indicator	Unit	2023
– 30-50	Number	688
– Above 50	Number	132
By level		
– Management level	Number	279
– General staff	Number	675
By region		
– Hong Kong & Macau	Number	80
– Mainland China	Number	740
– SEA	Number	133
– Japan	Number	1
Employee New Hires		
Total employee new hires	Number	94
By gender		
– Male	Number	74
– Female	Number	20
By age		
– Under 30	Number	36
– 30-50	Number	54
– Above 50	Number	4
By region		
– Hong Kong & Macau	Number	3
– Mainland China	Number	45
– SEA	Number	46
– Japan	Number	0
Hiring rate - by gender		
– Male	%	12.23

Indicator	Unit	2023
– Female	%	5.73
Hiring rate - by age		
– Under 30	%	26.87
– 30-50	%	7.85
– Above 50	%	3.03
Hiring rate - by region		
– Hong Kong & Macau	%	3.75
– Mainland China	%	6.08
– SEA	%	34.59
– Japan	%	0
Employee Turnover		
Total employee turnover	Number	185
By gender		
– Male	Number	118
– Female	Number	67
By age		
– Under 30	Number	51
– 30-50	Number	113
– Above 50	Number	21
By region		
– Hong Kong & Macau	Number	8
– Mainland China	Number	121
– SEA	Number	56
– Japan	Number	0
Employee turnover rate - by gender		
– Male	%	19.5

Indicator	Unit	2023
– Female	%	19.2
Employee turnover rate - by age		
– Under 30	%	38.1
– 30-50	%	16.4
– Above 50	%	15.9
Employee turnover rate - by region		
– Hong Kong & Macau	%	10.0
– Mainland China	%	16.4
– SEA	%	42.1
– Japan	%	0
Governance Structure and Employee Diversity		
Asia EXCOM	Number	13
By gender		
– Female	Number	2
– Male	Number	11
By age		
– Under 30	Number	0
– 30-50	Number	4
– Above 50	Number	9
Asia EXCOM proportion - by gender		
– Female	%	15
– Male	%	85
Asia EXCOM proportion - by age		
– Under 30	%	0
– 30-50	%	31
– Above 50	%	69
Women in management positions	%	36
Women in development program	%	30

Indicator	Unit	2023
Parental Leave		
Total number of employees that were entitled to parental leave		
– Male	Number	24
– Female	Number	24
Employee Training and Development		
Employee training coverage	%	94
Employee training hours	Hour	25,732.62
By gender		
– Training hours - male	Hour	17,812.95
– Training hours - female	Hour	7,919.67
– Average training hours - male	Hour	31.70
– Average training hours - female	Hour	23.36
By level		
– Training hours - all management	Hour	7,026.29
– Training hours - general	Hour	18,706.33
– Average training hours - all management	Hour	25.46
– Average training hours - general	Hour	29.93
Performance and Career Development Review		
Total employees who received a regular performance and career development review	Number	954
Percentage of total employees who received a regular performance and career development review	%	100
Percentage of total employees by gender who received a regular performance and career development review		
– Percentage of total employees by gender who received a regular performance and career development review-male	%	100
– Percentage of total employees by gender who received a regular performance and career development review-female	%	100

Indicator	Unit	2023
Percentage of total employees by employee category who received a regular performance and career development review		
– Percentage of total employees by employee category who received a regular performance and career development review-management	%	100
– Percentage of total employees by employee category who received a regular performance and career development review-staff	%	100
Sustainable Supply Chain		
Purchase from local small and medium enterprises	%	80
Contracts with social responsibility clauses	%	100
New suppliers that were screened using environmental criteria	%	100
Number of suppliers assessed for environmental impacts	Number	100
Number of suppliers identified as having significant actual and potential negative environmental impacts	Number	0
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	%	0
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment	%	0
New suppliers that were screened using social criteria	%	100
Number of suppliers assessed for social impacts	Number	115
Number of suppliers identified as having significant actual and potential negative social impacts	Number	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	%	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	%	0

Indicator	Unit	2023
Health and Safety		
Number of fatalities as a result of work-related injury	Number	0
Rate of fatalities as a result of work-related injury based on 1,000,000 hours worked	%	0
Number of fatalities as a result of health-related problems, such as occupational diseases	Number	0
Frequency rate	%	0.32
Severity rate	%	0.01
Health and safety training hours	Hour	96,643
Number of managerial safety visits	Number	986
Number of projects spotted through managerial site visit	Number	640
Number of conversation between management and staff during managerial site visit	Number	498
Number of remediation recommended during managerial site visit	Number	1,195
Good H&S practices sharing	Number	3
Non-Compliance and Complaints		
Number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	Number	0
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Number of incidents of discrimination on grounds of race, sex, religion, etc.	Number	0
Community Investment		
Benefiting from water and waste services provided by SUEZ	million persons	25+
Community investment	million RMB	220

Appendix GRI Standards Index

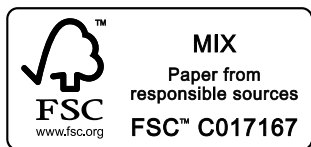
2023 Sustainable Development Report of SUEZ in Asia is prepared in accordance with the GRI Standards. The following table provides an index of the information required by each disclosure standard.

GRI Standards	Disclosure Title	Chapter	Page
GRI 2: General Disclosures	2-1 Organizational details	About SUEZ In Asia – About Us	07
	2-2 Entities included in the organization's sustainability reporting	About the Report	/
	2-3 Reporting period, frequency, and contact point	About the Report	/
	2-4 Restatements of information	No significant change	/
	2-5 External assurance	No external assurance	/
	2-6 Activities, value chain and other business relationships	About SUEZ In Asia – About Us	07
	2-7 Employees	Social – Guaranteeing Compliance with Universal Values	38
	2-8 Workers who are not employees	Social – Guaranteeing Compliance with Universal Values	38
	2-9 Governance structure and composition	About SUEZ In Asia – About Us	11
	2-10 Nomination and selection of the highest governance body	About SUEZ In Asia – About Us	11
	2-11 Chair of the highest governance body	About SUEZ In Asia – About Us	11
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance–Sustainability Governance Mechanism	13
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance–Sustainability Governance Mechanism	13
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance–Sustainability Governance Mechanism	13
	2-15 Conflicts of interest	Social – Guaranteeing Compliance with Universal Values	38
	2-16 Communication of critical concerns	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
	2-17 Collective knowledge of the highest governance body	Sustainability Governance–Sustainability Governance Mechanism	13
	2-19 Remuneration policies	Social – Guaranteeing Compliance with Universal Values	38
	2-20 Process to determine remuneration	Social – Guaranteeing Compliance with Universal Values	38
	2-22 Statement on sustainable development strategy	Sustainability Governance– Sustainability Governance Mechanism	13
	2-23 Policy commitments	Social – Guaranteeing Compliance with Universal Values	38
	2-24 Embedding policy commitments	Social – Guaranteeing Compliance with Universal Values	38
	2-25 Processes to remediate negative impacts	Social – Guaranteeing Compliance with Universal Values	38
	2-26 Mechanisms for seeking advice and raising concerns	Social – Guaranteeing Compliance with Universal Values	38

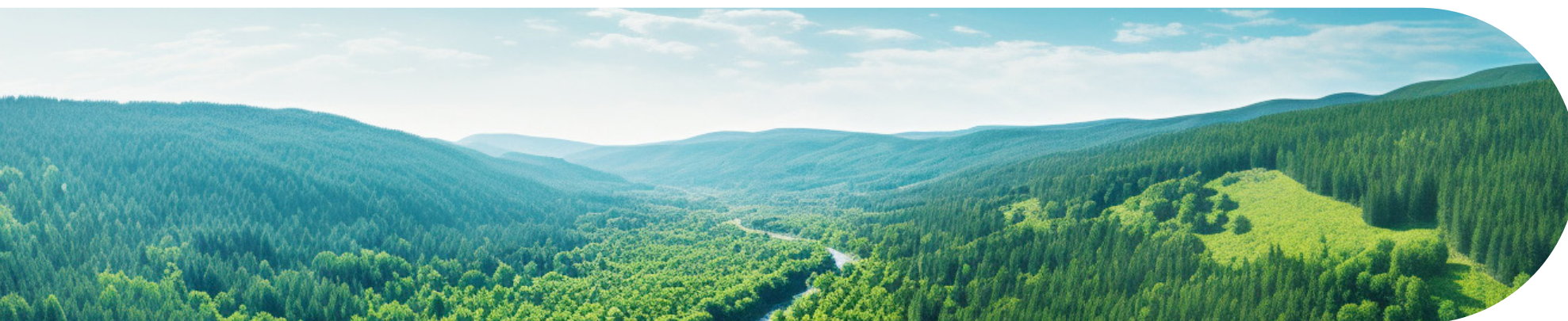
GRI Standards		Disclosure Title	Chapter	Page
GRI 2: General Disclosures	2-27	Compliance with laws and regulations	Social – Guaranteeing Compliance with Universal Values	38
	2-28	Membership associations	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
	2-29	Approach to stakeholder engagement	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
GRI 3: Material Topics	3-1	Process to determine material topics	Sustainability Governance – Materiality Assessment	17
	3-2	List of material topics	Sustainability Governance– Materiality Assessment	17
	3-3	Management of material topics	Sustainability Governance– Materiality Assessment	17
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	2023 Performance Highlights in Asia	05
	201-2	Financial implications and other risks and opportunities due to climate change	Climate – Adapting All Priority and Vulnerable Sites to Climate Change	27
	201-3	Defined benefit plan obligations and other retirement plans	Social – Guaranteeing Compliance with Universal Values	38
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
	203-2	Significant indirect economic impacts	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	Social – Guaranteeing Compliance with Universal Values	38
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	Social – Guaranteeing Compliance with Universal Values	38
	205-2	Communication and training about anti-corruption policies and procedures	Social – Guaranteeing Compliance with Universal Values	38
	205-3	Confirmed incidents of corruption and actions taken	Social – Guaranteeing Compliance with Universal Values	38
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopolistic practices	Social – Guaranteeing Compliance with Universal Values	38
GRI 207: Tax	207-1	Approach to tax	About SUEZ In Asia – Corporate Governance	11
	207-2	Tax governance, control, and risk management	About SUEZ In Asia – Corporate Governance	11
	207-3	Stakeholder engagement and management of concerns related to tax	About SUEZ In Asia – Corporate Governance	11
GRI 302: Energy	302-1	Energy consumption within the organization	Sustainable Development Performance KPIs 2023	61
	302-3	Energy intensity	Sustainable Development Performance KPIs 2023	61
	302-4	Reduction of energy consumption	Climate	19
	302-5	Reductions in energy requirements of products and services	Climate	19

GRI Standards	Disclosure Title	Chapter	Page
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Nature – Preserving Resources	30
	303-2 Management of water discharge-related impacts	Nature – Preserving Resources	30
	303-3 Water withdrawal	Nature – Preserving Resources	30
	303-4 Water discharge	Nature – Preserving Resources	30
	303-5 Water consumption	Nature – Preserving Resources	30
GRI304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nature – Addressing Pressures on Biodiversity	35
	304-2 Significant impacts of activities, products, and services on biodiversity	Nature – Addressing Pressures on Biodiversity	35
	304-3 Habitats protected or restored	Nature – Addressing Pressures on Biodiversity	35
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not related	/
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Climate	19
	305-2 Energy indirect (Scope 2) GHG emissions	Climate	19
	305-4 GHG emissions intensity	Climate	19
	305-5 Reduction of GHG emissions	Climate	19
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Nature – Preserving Resources	30
	306-2 Management of significant waste-related impacts	Nature – Preserving Resources	30
	306-3 Waste generated	Nature – Preserving Resources	30
	306-4 Waste diverted from disposal	Nature – Preserving Resources	30
	306-5 Waste directed to disposal	Nature – Preserving Resources	30
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Social – Guaranteeing Compliance with Universal Values	38
	308-2 Negative environmental impacts in the supply chain and action taken	Social – Guaranteeing Compliance with Universal Values	38
GRI 401: Employment	401-1 New employee hires and employee turnover	Sustainable Development Performance KPIs 2023	61
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social – Guaranteeing Compliance with Universal Values	38
	401-3 Parental leave	Social – Guaranteeing Compliance with Universal Values	38
GRI 402: Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	Strictly follow countries'/regions' related laws and regulations	/
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Social – Guaranteeing Compliance with Universal Values	38
	403-2 Hazard identification, risk assessment, and incident investigation	Social – Guaranteeing Compliance with Universal Values	38
	403-3 Occupational health services	Social – Guaranteeing Compliance with Universal Values	38
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social – Guaranteeing Compliance with Universal Values	38
	403-5 Worker training on occupational health and safety	Social – Guaranteeing Compliance with Universal Values	38

GRI Standards	Disclosure Title	Chapter	Page
GRI 403: Occupational Health and Safety	403-6 Promotion of worker health	Social – Guaranteeing Compliance with Universal Values	38
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social – Guaranteeing Compliance with Universal Values	38
	403-8 Workers covered by an occupational health and safety management system	Social – Guaranteeing Compliance with Universal Values	38
	403-9 Work-related injuries	Social – Guaranteeing Compliance with Universal Values	38
	403-10 Work-related ill health	Social – Guaranteeing Compliance with Universal Values	38
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Sustainable development performance highlights 2023	61
	404-2 Programs for upgrading employee skills and transition assistance programs	Social – Growing Skills and Fostering Employee Engagement	45
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainable Development Performance KPIs 2023	61
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Social – Guaranteeing Compliance with Universal Values	38
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Social – Guaranteeing Compliance with Universal Values	38
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No Operations and suppliers are at risks	/
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	No Operations and suppliers are at risks	/
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No Operations and suppliers are at risks	/
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	No major violations occurred during the reporting period	/
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
	413-2 Operations with significant actual and potential negative Impacts on local communities	No such operations	/
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Social – Guaranteeing Compliance with Universal Values	38
	414-2 Negative social impacts in the supply chain and actions taken	Social – Guaranteeing Compliance with Universal Values	38
GRI 415: Public Policy	415-1 Political contributions	No Political contributions	/
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Social – Contributing to the Sustainable Development of Communities, Everywhere We Operate	48
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No major violations occurred during the reporting period	/
GRI 417: Marketing and Labelling	417-1 Requirements for product and service information and labelling	About SUEZ In Asia – Corporate Governance	11
	417-2 Incidents of non-compliance concerning product and service information and labelling	No major violations occurred during the reporting period	/
	417-3 Incidents of non-compliance concerning marketing communications	No major violations occurred during the reporting period	/
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints received	/



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