

Paris, January 14, 2021

The SUEZ Group launches its fifth employee shareholding plan in France: SHARING 2021

Starting on January 15, 2021, SUEZ offers its nearly 30,000 employees in France the opportunity to subscribe to SHARING 2021, its fifth employee shareholding plan. The share subscription offer is part of the Group's policy to increase employee shareholding and falls in line with the SUEZ 2030 strategic plan, which involves increasing employee shareholding. The latter currently accounts for 4% of SUEZ's share capital.

The subscription offer is scheduled for international employees in the second half of 2021, allowing SUEZ to strengthen its relationship with all of its employees by offering them the possibility to be more closely involved in the Group's growth and overall performance.

Bertrand Camus, CEO of SUEZ, commented: "I have every confidence in our ability to come together and outperform to create more value for our clients, their satisfaction and the environment. The new SHARING 2021 offer helps us to remain united, confident and committed to our SUEZ 2030 strategic plan."

The terms and conditions of this offer are outlined in the appendix.

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About SUEZ:

Since the end of the 19th century, SUEZ has built expertise aimed at helping people to constantly improve their quality of life by protecting their health and supporting economic growth. With an active presence on five continents, SUEZ and its 90,000 employees strive to preserve our environment's natural capital: water, soil, and air. SUEZ provides innovative and resilient solutions in water management, waste recovery, site remediation and air treatment, optimizing municipalities' and industries' resource management through "smart" cities and improving their environmental and economic performance. The Group provides sanitation services to 64 million people and produces 7.1 billion m³ of drinking water. SUEZ also contributes to economic growth, with 200,000 jobs created directly and indirectly on an annual basis, and provides new resources, with 4.2 million tons of secondary raw materials produced. By 2030, the Group is targeting 100% sustainable solutions, with a positive impact on our environment, health and climate. SUEZ generated total revenue of €18.0 billion in 2019.

Find out more about the SUEZ Group
on the [website](#) & on social media



SUEZ

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Limited Liability Company with a share capital of €2,513,450,316 – Siren (French business administration number) 433 466 570 RCS NANTERRE – VAT FR 76433 466 570

APPENDIX

Issuer

SUEZ

Euronext Paris – Compartment A
ISIN code for ordinary shares: FR0010613471
Share admitted to the Deferred Settlement System (SRD)

SHARING 2021 France options

As part of its SHARING 2021 plan, SUEZ is offering its employees a “multiple” plan under which the subscriber receives, at maturity, at least the amount of his/her personal contribution and an employer contribution limited to a gross amount of €500 to which is added a guaranteed return on the personal and employer contributions, or if it is higher, a multiple of the performance of SUEZ shares.

The shares will be subscribed by the beneficiaries via an employee shareholding fund¹.

The subscription price will be equal to 85% of the average closing price of SUEZ shares on the Euronext Paris market during the 20 trading days preceding the date the subscription price is set by the Board of Directors or by the Chief Executive Officer acting by delegation.

Securities offered

The maximum amount of shares subscribed under Resolution 28 and Resolution 20 submitted for voting to the General Meeting of May 12, 2020 is set at 12.5 million shares. All subscriptions are honored up to the amount of the average subscription to the plan concerned. Subscriptions above this average will be allocated proportionately.

The resulting shares will confer current entitlement.

Subscription conditions

The beneficiaries of this shareholder offering are the employees of the Company and member companies of the SUEZ Group Savings Plan.

This includes employees, corporate officers meeting the terms and conditions of Article L.3332-2 of the French Labor Code, provided they have been in service for at least three months on the final day of the subscription/retractation period, which is March 18, 2021, as well as retirees who have kept their holding in the SUEZ Group Savings Plan.

All employee payments (excluding employee incentives and employee shareholding) in all savings plans during 2021 plus the amount paid by the lead bank, equal to nine times the personal contribution added to the employer's contribution net of the French supplementary social security (CSG) and social security debt retirement taxes (CRDS) in Sharing 2021 must not exceed 25% of gross annual 2021 remuneration.

Subscribers to the offering must hold their FCPE units until March 18, 2021 (excluded), unless released early.

FCPE unitholders will exercise their voting rights at SUEZ General Meetings through the funds' supervisory board.

Indicative timeline for the SHARING 2021 offering

Reservation period: January 15-25, 2021
Subscription price set on: March 4, 2021
Subscription/revocation period: March 5-9, 2021

¹ (Fonds commun de placement d'entreprise [FCPE]).

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Settlement/delivery of shares: March 18, 2021
These dates are indicative and may change.

Listing

SUEZ new shares are scheduled for admittance to trading on the Euronext Paris market (ISIN code: FR0010613471 – SEV) on March 18, 2021. These new shares will be similar to existing shares.

Hedging operations

The bank that intervenes in the leveraged offer (or “multiple” plan) enters into hedging agreements on and off markets, buying and/or selling shares, purchasing call options and/or other transactions, at any time, both prior to the set-up and throughout the duration of SHARING 2021.

Additional Information

All necessary information about SHARING 2021 for beneficiaries is available in the subscription pack sent to the employees. They will also find some information on who to contact about the operation in the subscription pack sent over to them.

Beneficiaries subscribing to shares through an FCPE should read the key investor information document (KIID) and the regulations for each fund for full information.

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