

Good Day, Fellow Veolia Employees:

I am writing to ask for your vote to represent you on the Board of Directors.

Since 2008, I have been part of Veolia North America's leadership team and currently hold the position of Deputy CIO of IS&T. Our North American Zone participates in all areas of the business (Energy, Waste, and Water). My team and I have learned a great deal about our business and we've contributed greatly to the growth of these businesses and in the development of our functional departments (HR, Finance, Legal, etc.). We pride ourselves on what has differentiated us - our diversity of thought, the inclusion of all voices, and innovative thinking.

I take pride in being a leader and a resource, not just to my own direct reports but to everyone within the organization. My management style is one of embracing my employees and making them feel part of a family of professionals. I feel it is important to give my employees and others a platform to express their ideas and, in many cases, work closely with them to guide them as they bring their ideas to fruition. We are all part of the Veolia Team. We are challenged together and we succeed together! Ecological Transformation will be a challenge and I am sure Veolia employees will lead the world in this transformation.

As a member of the global IS&T community, I have gotten to know the IS&T leaders in all of our zones. Through these relationships, I have come to know the many diverse cultures that make up the melting pot that is Veolia. As your representative on the Board of Directors, I will be able to reach out to these Zone IS&T leaders and build bridges across the organization to help weigh the effects of proposals at the board level. Oftentimes, the impacts of decisions are best known by the people closest to the work. As an active board member, I will ensure your voices will be heard by leveraging the strong relationships I've built over the last 14 years.

I believe Veolia Environnement is one of the best companies anyone could work for. Our drive to be the leader in Ecological Transformation is a mission that is both empowering and inspiring. Our multifaceted approach to managing our business is one of Veolia's strengths. Electing me as your Employee Delegate will give you a Veolia "team member" on the Board of Directors.

My delegate is Anthony "Tony" Sipala. Tony shares my love and respect for Veolia and its employees. Tony has worked with me at Veolia since 2013. We and our teams have completed many projects that have helped North America grow and prosper. He has helped me build a diverse organization that employs the mission of our leaders both here and of the Group. He, too, is excited about achieving Veolia's future together!

With warm regards to you and your family, Steve