

Press release

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Saur France signs an agreement with the French National Guard to support the commitment of its reservist employees

Following its partnership with the French Civil Security (Sécurité Civile), Saur France is stepping up its support for its employees' civic commitments with a new scheme dedicated to employees who are reservists in the armed forces, the gendarmerie and the national police force. This HR policy is consistent with the company's social and sustainable commitments.

A national commitment in line with its partnership with the French Civil Security

After signing a national agreement with the French Civil Security (Sécurité Civile) last November to encourage its employees to become volunteer firemen, Saur France is now extending its support to all types of reserves by signing a national agreement with the Garde Nationale.

The signing ceremony was attended by Estelle Grelier, CEO of Saur France, Xavier Savigny, Group Chief Human Resources, Organization and Transformation for Saur, and Major General François-Xavier Poisbeau, General Secretary of the National Guard (Garde Nationale) and the French Military Reserve Advisory Board (Conseil supérieur de la réserve militaire).

A proactive HR policy to reconcile commitment and career development

The agreement reflects a clear desire to facilitate the commitment of employees as operational reservists, while preserving their professional and personal balance. The measures put in place reflect this commitment:

- 20 days of authorised absence per year, including 10 days paid at 100% - an effort far in excess of the legal provisions;
- Dedicated HR support to ensure a smooth transition between professional obligations and reserve duties.

In total, **several dozen employees** are currently involved in operational or civil security reserves, particularly as volunteer fire fighters. This growing pool of volunteers reflects the spirit of commitment that drives Saur's teams.

Inspiring career paths, serving the general interest

These civic commitments enrich both the employees and the company. As Ayoub, in operational or Civil Security reserves, explains: *"My commitment allows me to serve, but also to develop a real sense of duty, rigour and responsiveness. It also helps me in my day-to-day work at Saur". The same applies to Ewan, a researcher in Limoges and reservist in the French Army: "Being supported by my company in this commitment gives even more meaning to my work. I feel useful on two levels".*

The Saur group values these cross-disciplinary skills, such as leadership, stress management and solidarity in crisis situations - qualities that are invaluable in the water and essential services businesses.

A company aligned with its values

Estelle Grelier, CEO of Saur France: *"After signing our agreement with the French Civil Security (Sécurité Civile), this agreement with the National Guard (Garde Nationale) marks a new stage in our policy of civic commitment. We are proud to support our reservist employees, whose commitment to serving the nation reflects the values we all share: a sense of duty, solidarity and social usefulness. By providing them with practical support, Saur France is affirming its commitment to being a responsible company, rooted in the realities of our time."*

Xavier Savigny, Group Chief Human Resources, Organization and Transformation for Saur: *"By supporting our employees involved in the reserves, we are choosing an HR model that reconciles performance, civic commitment and attractiveness. This support reflects our conception of the company as a responsible player, capable of valuing individual career paths and encouraging individual involvement in the service of the Group".*

About Saur:

As the first water company to issue blue bonds in 2024, Saur is paving the way for the integration of environmental responsibility and financial innovation. The Group offers high-quality services and intelligent solutions for water management, serving everyone - from small municipalities to large cities and industrial players - while protecting the environment.

Guided by its raison d'être, 'to strive to give water back the value it deserves', Saur serves 20 million consumers and works with 9,200 local authorities and industrial customers. In 2024, the Group generated sales of over €2.3 billion and employed 12,000 people worldwide. Present in more than 25 countries, including Cyprus, Finland, France, Italy, the Netherlands, Poland, Portugal, Saudi Arabia, Spain, the United Kingdom and the United States, Saur provides essential drinking water treatment and distribution, wastewater treatment and intelligent water management services for local authorities and industry.

www.saur.com