



## Appendix 3 (article 3.1, paragraph 1)

### VEOLIA ENVIRONNEMENT European Works Council

#### Scope and allocation of seats

Total workforce on 31/12/2004:

bands:  
 500 to 5000 employees: 1 seat  
 5001 to 50 000 employees: 1 additional seat  
 50 001 employees and over: 3 additional seats

Country	Water	Waste	Energy Services	Management	Transportation	VESA	Total 2004	% of workforce	No. of seats
Germany	7.864	497	3.061	3.578			15.000	7,91%	2
Belgium	237	1.432	28	956			2.653	1,40%	1
Denmark	396		824	2.371			3.591	1,89%	1
Spain	285	1.934	25	1.620			3.864	2,04%	1
Estonia		414		171			585	0,31%	1
Finland	33			736			769	0,41%	1
France	28.176	18.976	33.111	25.837	392		106.492	56,16%	5
Hungary	1.702	615	370	3			2.690	1,42%	1
Ireland	112	277	231	171			791	0,42%	1
Italy	1.010	2.897	2				3.909	2,06%	1
Lithuania		1.539					1.539	0,81%	1
Norway		9	1.112	1.248			2.369	1,25%	1
Netherlands	89	495		3.253			3.837	2,02%	1
Poland	174	1.382	317	1.438			3.311	1,75%	1
Portugal	282	371	469	23			1.145	0,60%	1
Czech Republic	5.555	2.754	1.992	2.220			12.521	6,60%	2
Romania	2.742	916					3.658	1,93%	1
UK	1.917	2.858	5.634				10.409	5,49%	2
Slovakia		404	456				860	0,45%	1
Slovenia				761			761	0,40%	1
Sweden	59	921	80	7.797			8.857	4,67%	2
	50.574	37.770	47.632	44.386	392		189.611	100,00%	29