

GRI CONTENT INDEX

Euronext presents its non-financial information report with reference to the Global Reporting Initiative (GRI) Standards.

We adhere to all reporting principles outlined in Section 4 of GRI 1: Foundation 2021, disclose all required information under GRI 2: General Disclosures 2021 and all relevant topic specific disclosures.

The organisation and its reporting practices

2.1. Organisational details

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.1. a	Legal Name	Name of the organisation	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8
2.1. b	Ownership and legal form	Nature of ownership and legal form	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8
2.1. c	Location of headquarters	Location of headquarters	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8
2.1. d	Countries of operations	If the organisation has reported its countries of operation elsewhere, such as in its audited consolidated financial statements or financial information filed on public record, the organization can provide a link or reference to this information	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8

2.2. Entities included in the sustainability reporting

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.2. a	Entities included in the sustainability reporting	Location of headquarters	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8 Chapter 8 Financial Statements Note 4. Group information Pages 275 and following

2.2. b	Difference with financial reporting	Specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8
2.2. c	Multiple entities	Explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; ii. whether and how the approach differs across the disclosures in this Standard and across material topics	Chapter 3 Sustainability statements Section 3.1.1.1. General basis for preparation of sustainability statements Sub-section Consolidation Page 78 Chapter 8 Financial Statements, Note 3.B Principles of consolidation and equity accounting, Pages 261-262

2.3. Reporting period

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.3. a	Reporting period and frequency	Reporting period and frequency of the sustainability reporting	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8 This report covers the fiscal year from 1st January 2024 until 31st December 2024.
2.3. b	Difference with financial reporting	Specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Chapter 3 Sustainability statements Section 3.1.1.1. General basis for preparation of sustainability statements Sub-section Consolidation Page 78 As a general rule, the scope of consolidation of the sustainability reporting aligns with that of the financial statements, except for entities acquired during 2024
2.3. c	Publication date	Publication date of the report or reported information	28/03/2025
2.3. d	Contact point	Contact point for questions about the report or reported information	esg@euronext.com ir@euronext.com

2.4. Restatement of information

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.4. a	Restatement of information	Report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements	NA

2.5. External assurance

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.5. a	External assurance	Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Section 9.3. Limited assurance report of the independent auditor on the sustainability statement Page 366
2.5. b	External assurance	if the organization's sustainability reporting has been externally assured: provide a link or reference to the external assurance report(s) or assurance statement(s); i. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. iii. describe the relationship between the organization and the assurance provider.	Section 9.3. Limited assurance report of the independent auditor on the sustainability statement Page 366 https://www.euronext.com/en/investor-relations/financial-information/news/euronext-publishes-its-2024-universal-registration

Activities and workers

2.6. Activities, value chain and other business relationships

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.6. a	Sectors in which it is active	Describe the sectors in which the organisation is active	Chapter 1 Presentation of the Group Section 1.1.3. Business Environment Page 12
2.6. b	Value chain	describe its value chain, including: i. the organization's activities,	The sustainability statement covers the full value chain, as outlined in section 3.1.2.1 of the Universal Registration Document

		products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities	Pages 84 and 85
2.6. c	Business relationships	Other relevant business relationships	NA
2.6. d	Significant changes to the organization's sectors and its supply chain	Significant changes to the information provided under a, b and c	NA

2.7. Employees

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.7. a	Information on employees	Report the total number of employees, and a breakdown of this total by gender and by region	Section 3.3. Social Section 3.3.3. Metrics Page 129
2.7. b	Information on employees	Report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region	Section 3.3. Social Section 3.3.3. Metrics Page 129
2.7. c	Information on employees	Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	Section 3.3. Social Section 3.3.3. Metrics Page 129 The total number of employees disclosed in the sustainable statements is consistent with that indicated in the note 9 of the financial statements. In this regard, the number disclosed in the financial statement is presented in terms of average FTE, while the number reported in the sustainable statements is calculated in headcount at the end of the reporting period.

2.7. d	Information on employees	Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b	Section 3.3. Social Section 3.3.3. Metrics Page 129
2.7. e	Information on employees	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods	NA

2.8. Workers who are not employees

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.8. a	Information on workers	Report the total number of workers who are not employees and whose work is controlled by the organization and describe: the most common types of worker and their contractual relationship with the organization; i. ii. the type of work they perform	NA
2.8. b	Methodology	Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	NA
2.8. c	Fluctuations	Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	NA

Governance

2.9. Governance structure and composition

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.9. a	Governance structure	Describe its governance structure, including committees of the highest governance body	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8 Chapter 3 Section 3.1.4. Sustainability governance Pages 90 and following
2.9. b	Governance structure	List of the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 8 Chapter 3 Section 3.1.4. Sustainability governance Pages 90 and following
2.9. c	Governance structure	Describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. Independence; iii. Tenure of members on the governance body; number of other significant positions and commitments held by each member, and the nature of the commitments; iv. V. gender; vi. Under-represented social groups; vii. Competencies relevant to the impacts of the organization; viii. Stakeholder representation	Chapter 3 Section 3.1.4. Sustainability governance Pages 90 and following Chapter 4 Section 4.3. Report of the Supervisory Board Page 167 and following

2.10 Nomination and selection of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.10. a	Nomination process	Describe the nomination and selection processes for the highest governance body and its committees	Chapter 4. Section 4.2.2. Supervisory Board Sub-section Appointment and dismissal Page 154
2.10. b	Nomination process	Describe the criteria used for nominating and selecting highest	Chapter 4. Section 4.2.2. Supervisory Board

governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.

Sub-section Appointment and dismissal
Page 154

On the Reference shareholders representation, see Section 6.4.1.
Pages 205 and following.

2.11 Chair of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.11. a	Chair	Report whether the chair of the highest governance body is also a senior executive in the organization	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section Composition and diversity of the Managing and Supervisory boards Page 90 Chapter 4 Section 4.2.2. Supervisory Board Sub-section Members of the Supervisory Board Page 155
2.11. b	Chair	if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	NA

2.12 Role of the highest governance body in overseeing the management of impacts

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.12. a	Role of the highest body	Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section The role and responsibilities of the Managing and Supervisory boards Page 91

2.12. b	Role of the highest body	Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: whether and how the highest governance body engages with stakeholders to support these processes; i. ii. how the highest governance body considers the outcomes of these processes	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section The role and responsibilities of the Managing and Supervisory boards Page 91
2.12. c	Role of the highest body	Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section The role and responsibilities of the Managing and Supervisory boards Page 91

2.13 Delegation of responsibility for managing impacts

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.13. a	Delegation	Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: whether it has appointed any senior executives with responsibility for the management of impacts; i. whether it has delegated responsibility for the management of impacts to other employees	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section The role and responsibilities of the Managing and Supervisory boards Page 91
2.13. b	Delegation	Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section The role and responsibilities of the Managing and Supervisory boards Page 91

2.14 Role of the highest governance body in sustainability reporting

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.14. a	Role of the highest body	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	<p>Chapter 3 Section 3.1.4.1 Role of managing and supervisory board Page 90</p> <p>The Managing Board is responsible for the compilation of the sustainability reporting and for the correctness of the information. Afterwards, the Supervisory Board, the highest governance body, and its Audit Committee review it as well, and the Supervisory Board subsequently approves it.</p> <p>Chapter 4 Section 4.2. Management structure Section 4.2.1. General information Sub-section Responsibility of the Universal registration document Page 153</p> <p>The Managing Board declares that the information contained in the Universal Registration Document, including the Financial Statements and the directors' report, is, to the best of its knowledge, in accordance with the facts and contains no omission likely to affect its import. The Managing Board is responsible for this Universal Registration Document.</p>
2.14. b	Role of the highest body	If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	NA

2.15 Conflicts of interests

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.15. a	Conflicts of interests	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	<p>Chapter 4 Section 4.2. Supervisory Board Section 4.2.1. General information Page 153</p> <p>Section 4.2.2. Supervisory Board Sub-section Meetings and decision-making Page 154</p>

			When new cases are discussed at Supervisory Board and Managing Board meetings, a regular conflict check is performed in accordance with the Conflict of Interest policy. Conflicted board directors, if any, will neither be allowed to attend nor to participate in such discussion.
2.15. b	Conflicts of interests	Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	Chapter 4 Section 4.2. Supervisory Board Section 4.2.1. General information Page 153 Section 4.2.2. Supervisory Board Sub-section Meetings and decision-making Page 154 When new cases are discussed at Supervisory Board and Managing Board meetings, a regular conflict check is performed in accordance with the Conflict of Interest policy. Conflicted board directors, if any, will neither be allowed to attend nor to participate in such discussion.

2.16 Communication of critical concerns

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.16. a	Critical concerns	Describe whether and how critical concerns are communicated to the highest governance body	Chapter 3 Section 3.4. Governance Section 3.4.2.3. Prevention and detection of corruption and bribery Sub-section Addressing allegations Page 127
2.16. b	Critical concerns	Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Chapter 3 Section 3.4. Governance Section 3.4.3. Metrics and targets Page 128

2-17 Collective knowledge of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.17. a	Collective knowledge	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Chapter 3 Section 3.1.4.1. The role of the administrative, management and supervisory bodies Sub-section The role and responsibilities of the Managing and Supervisory boards

2-18 Evaluation of the performance of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.18. a	Evaluation	Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people.	Chapter 4 Section 4.3.4. Board evaluation Page 169
2.18. b	Evaluation	Report whether the evaluations are independent or not, and the frequency of the evaluations.	Chapter 4 Section 4.3.4. Board evaluation Page 169
2.18. c	Evaluation	Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	Chapter 4 Section 4.3.4. Board evaluation Page 169

2-19 Remuneration policies

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.19. a	Remuneration policies	Describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits	Chapter 4 Section 4.3.7. Report Remuneration committee Page 170 Chapter 4 Section 4.4. Remuneration Report of the Remuneration committee Page 171
2.19. b	Remuneration policies	Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the	Chapter 3 Section 3.1.4.4. Integration of sustainability-related performance in incentive schemes Page 93 Chapter 4 Section 4.3.7. Report Remuneration committee

economy, environment, and people
 Page 170
 Chapter 4
 Section 4.4. Remuneration Report of the Remuneration committee
 Page 171

2-20 Process to determine remuneration

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.20. a	Remuneration	Describe the process for designing its remuneration policies and for determining remuneration, including: whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; i. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; ii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives	Chapter 4 Section 4.3.7. Report Remuneration committee Page 170 Chapter 4 Section 4.4. Remuneration Report of the Remuneration committee Page 171
2.20. b	Remuneration	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Chapter 4 Section 4.3.7. Report Remuneration committee Page 170 Chapter 4 Section 4.4. Remuneration Report of the Remuneration committee Page 171

2-21 Annual total compensation ratio

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.21. a	Compensation ratio	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual	Chapter 3 Section 3.3.3.2.4. Remuneration metrics Page 121

		total compensation for all employees(excluding the highest-paid individual)	
2.21. b	Compensation ratio	Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	Chapter 3 Section 3.3.3.2.4. Remuneration metrics Page 121
2.21. c	Compensation ratio	Report contextual information necessary to understand the data and how the data has been compiled	Chapter 3 Section 3.3.3.2.4. Remuneration metrics Page 121

Strategy

2-22 Statement on sustainable development strategy

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.22. a	Sustainable strategy	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Chapter 3 Section 3.1.2. Strategy Pages 79 and following

2-23 Policy commitments

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.23. a	Policy commitments	Describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments	Chapter 3 Section 3.1.3.4. Policies adopted to manage material sustainability matters Page 90 https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements

		<p>stipulate conducting due diligence;</p> <p>iii. whether the commitments stipulate applying the precautionary principle;</p> <p>iv. whether the commitments stipulate respecting human rights</p>	
2.23. b	Policy commitments	<p>Describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment</p>	<p>Chapter 3 Section 3.1.3.4. Policies adopted to manage material sustainability matters Page 90</p> <p>https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</p>
2.23. c	Policy commitments	<p>Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this</p>	<p>https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</p>
2.23. d	Policy commitments	<p>Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level</p>	<p>Managing Board</p> <p>https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</p>
2.23. e	Policy commitments	<p>Report the extent to which the policy commitments apply to the organization's activities and to its business relationships</p>	<p>Chapter 3 Section 3.1.3.4. Policies adopted to manage material sustainability matters Page 90</p> <p>https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</p>
2.23. f	Policy commitments	<p>Describe how the policy commitments are communicated to workers, business partners, and other relevant parties</p>	<p>Chapter 3 Section 3.1.3.4. Policies adopted to manage material sustainability matters Page 90</p> <p>https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</p> <p>Chapter 3 Section 3.3.2.1. Policies related to own workforce Page 113</p>

2-24 Embedding policy commitments

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.24. a	Sustainable strategy	Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: how it allocates responsibility to implement the commitments across different levels within the organization; i. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; ii. iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	Chapter 3 Section 3.1.3.4. Policies adopted to manage material sustainability matters Page 90 https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements

2-25 Processes to remediate negative impacts

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.25. a	Remediate negative impacts	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	Chapter 3 Section 3.1.3. Impacts, risk and opportunity management Pages 87 and following
2.25. b	Policy commitments	Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in	Chapter 3 Section 3.3.2.2. Processes for engaging with own workers and workers' representatives about impacts Page 113 Section 3.3.2.3. Processes to remediate negative impacts and channels for own workers to raise concerns Page 114
2.25. c	Policy commitments	Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to	Chapter 3 Section 3.3.2.3. Processes to remediate negative impacts and channels for own workers to raise concerns Page 114

2.25. d	Policy commitments	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	Chapter 3 Section 3.4. Governance Page 124 Section 3.4.2.2. Corporate culture and business conduct Sub-section Business conduct policies Page 126
2.25. e	Policy commitments	Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	Chapter 3 Section 3.4. Governance Page 124 Section 3.4.2.2. Corporate culture and business conduct Sub-section Business conduct policies Page 126

2-26 Mechanisms for seeking advice and raising concerns

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.26. a	Raising concerns	Describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct	Chapter 3 Section 3.4. Governance Page 124 Section 3.4.2.2. Corporate culture and business conduct Sub-section Business conduct policies Page 126

2-27 Compliance with laws and regulations

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.27. a	Compliance with law and regulations	Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred	Chapter 3 Section 3.4.3.1. Confirmed incidents of corruption or bribery Page 128 Chapter 3 Section 3.6.2.3 Governance Data Page 144
2.27. b	Compliance with law and regulations	Report the total number and the monetary value of fines for instances of noncompliance with	Chapter 3 Section 3.4.3.1. Confirmed incidents of corruption or bribery Page 128

		laws and regulations that were paid during the reporting period, and a breakdown of this total by: fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; i. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	
2.27. c	Compliance with law and regulations	Describe the significant instances of non-compliance	NA
2.27. d	Compliance with law and regulations	Describe how it has determined significant instances of non-compliance	NA

2-28 Membership associations

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.28. a	Membership	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	<p>Euronext's memberships are outlined on our website: ESG and sustainability Euronext</p> <p>Through our memberships and active participation, we foster dialogue by contributing to and engaging in local, national, and global initiatives. We are involved in and/or affiliated with various initiatives and organizations, such as:</p> <ul style="list-style-type: none"> • Net Zero Financial Service Providers Alliance (NZFSPA) • Principles for Responsible Investment (PRI) • Sustainable Stock Exchanges Initiative (SSE) • UN Global Compact (UNGC) • Sustainable Trading • Federation of European Securities Exchanges (FESE)

Stakeholder engagement

2-29 Approach to stakeholder engagement associations

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.29. a	Stakeholder engagement approach	Describe its approach to engaging with stakeholders, including: i. the	Chapter 3 Section 3.1.2.2. Interests and views of stakeholders

categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders

Pages 86 and following

2-30 Collective bargaining agreements

GRI Standard	Disclosure title	Notes	References/Pages in the 2024 Registration document
2.30. a	Collective bargaining agreements	Report the percentage of total employees covered by collective bargaining agreements	Chapter 3 Section 3.3.3.4.1. Collective bargaining coverage and social dialogue - Consultation and participation rights of workers Pages 121 and 122
2.30. b	Collective bargaining agreements	For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	Chapter 3 Section 3.3.3.4.1. Collective bargaining coverage and social dialogue - Consultation and participation rights of workers Page 122

Material topics

An explanation of why the topic is material						
E		S			G	
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
<p>Conscious of the challenges linked to climate change, to the need to reduce its greenhouse gas emissions and to manage natural resources prudently and sparingly, Euronext has launched its new strategic plan “Growth for Impact 2024”. This new sustainability strategy focuses on accelerating climate action both in the Euronext operations and through the role it plays in empowering sustainable finance across all its markets.</p>	<p>As an operator of markets, Euronext drives investment in innovative, sustainable products and services through secure and transparent markets, in continuous collaboration with the financial community with a focus on climate change</p>	<p>Euronext has a firm commitment to combatting discrimination and harassment linked to any diversity criteria. In compliance with local regulations, all countries where Euronext operates are equipped with group and local appropriate grievance escalation and investigation processes. This is facilitated by Euronext’s Whistleblowing policy and process in place. Additionally, the annual group employee survey further monitors the progress of diversity and inclusion</p>	<p>Euronext has a defined training need collection process, embedded within its performance management framework. Managers and employees are prompted to specify the training they need to undertake during the year. This training need analysis aligns with the broader training group roadmap, ensuring a systematic approach to anticipating upskilling and business training needs</p>	<p>Euronext is equipped to comply with local regulations on working conditions topics, ensuring best market practices. Euronext also ensures to provide a regular channel of employee communication and representation. Euronext’s annual Compensation Review Process contributes to work on gender pay gap improvement. Regular Town Halls, internal meetings, work councils, and agreements signed with unions serve as mechanisms to monitor concrete actions through ongoing dialogue with the workforce. They also support social dialogue, uphold freedom of association, and monitors the absence of related litigation</p>	<p>As a company, Euronext commit to the highest ethical and legal standards of conduct and, as a stock exchange, Euronext is committed to making a positive impact on its local and global communities</p>	<p>Euronext’s actual and positive material impact on corporate culture affects employees, business partners, customers, and communities. This impact is driven by behaviours that uphold the highest ethical and legal standards, supported by effective policies, training, and other initiatives that promote ethical business conduct. Euronext builds a united, multicultural, diverse and inclusive team. Euronext relies on strong values that play a key role in shaping the its mission, behaviour and corporate culture</p>

An explanation of how the organization manages the topic						
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Chapter 3 Section 3.2.2.2 Strategy Pages 98 to 100	Chapter 3 Section 3.2.3.2.2 Actions and resources in place Pages 107 - 108	Chapter 3 Section 3.3.2.4. Taking action on material impacts on own workforce Pages 115 to 117	Chapter 3 Section 3.3.2.4. Taking action on material impacts on own workforce Pages 117 - 118	Chapter 3 Section 3.3.2.4. Taking action on material impacts on own workforce Page 118	Chapter 3 Section 3.4.2.3 Prevention and detection of corruption and bribery Pages 126 to 128	Chapter 3 Section 3.4.2.2 Corporate culture and business conduct, Pages 125 - 126
A statement of the purpose of the management approach						
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Chapter 3 Section 3.2.2.2 Strategy, Pages 98 to 100	Chapter 3 Section 3.2.3.1.1 Material impacts, risks and opportunities and their interaction with strategy and business model, Page 106-107	Chapter 3 Section 3.3.1.2 Material impacts, risks and opportunities and their interaction with strategy and business model Page 111	Chapter 3 Section 3.3.1.2 Material impacts, risks and opportunities and their interaction with strategy and business model Page 111	Chapter 3 Section 3.3.1.2 Material impacts, risks and opportunities and their interaction with strategy and business model Page 111	Chapter 3 Section 3.4.1 The role of the administrative, supervisory and management bodies Page 125	Chapter 3 Section 3.4.2.2 Corporate culture and business conduct, Page 125 - 126
A description of it, if the management approach includes Policies						
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Chapter 3 Section 3.2.2.3.1 Policies related to climate change mitigation and adaptation Page 100	Chapter 3 Section 3.2.3.2.1 Policies Page 107	Chapter 3 Section 3.3.2.1 Policies related to own workforce Page 113	Chapter 3 Section 3.3.2.1 Policies related to own workforce Page 113	Chapter 3 Section 3.3.2.1 Policies related to own workforce Page 113	Chapter 3 Section 3.4.2.2 Business conduct policies Page 126	Chapter 3 Section 3.4.2.2 Corporate culture and business conduct Pages 125 - 126

A description of it, if the management approach includes Commitments						
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Fit for 1.5° Euronext strategy Page 105	Euronext has not yet established measurable outcome-oriented targets for sustainable products and services. However, the company aims to set these targets by 2025 Page 109	Euronext has not yet established measurable outcome-oriented targets for Diversity and Inclusion. However, the company aims to set these targets by 2025 Page 109	Euronext has not yet established measurable outcome-oriented targets for Training and Development. However, the company aims to set these targets by 2025 Page 109	Euronext has not yet established measurable outcome-oriented targets for Working Conditions. However, the company aims to set these targets by 2025 Page 109	Euronext has not yet established measurable outcome-oriented targets for Corruption and Bribery. However, the Company aims to set these targets by 2025 Page 128	Euronext has not yet established measurable outcome-oriented targets for Corporate Culture. However, the Company aims to set these targets by 2025 Page 128
An explanation of how the organization evaluates the management approach, including the mechanisms for evaluating the effectiveness of the management approach						
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Chapter 3 Section 3.2.2.1. Governance Page 98	Chapter 3 Section 3.2.3.3.3 Tracking effectiveness of policies and actions Page 109	Chapter 3 Section 3.3.3.5 Tracking effectiveness of policies and actions Page 122	Chapter 3 Section 3.3.3.5 Tracking effectiveness of policies and actions Page 122	Chapter 3 Section 3.3.3.5 Tracking effectiveness of policies and actions Page 122	Chapter 3 Section 3.4.3.2 Tracking effectiveness of policies and actions, page 128	Chapter 3 Section 3.4.3.2 Tracking effectiveness of policies and actions, page 128
An explanation of how the organization evaluates the management approach, including the results of the evaluation of the management approach						

Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Chapter 3 Section 3.2.2.1. Governance Page 98	Chapter 3 Section 3.2.3.3.3 Tracking effectiveness of policies and actions Page 109	Chapter 3 Section 3.3.3.5 Tracking effectiveness of policies and actions Page 122	Chapter 3 Section 3.3.3.5 Tracking effectiveness of policies and actions Page 122	Chapter 3 Section 3.3.3.5 Tracking effectiveness of policies and actions Page 122	Chapter 3 Section 3.4.3.2 Tracking effectiveness of policies and actions, page 128	Chapter 3 Section 3.4.3.2 Tracking effectiveness of policies and actions, page 128
An explanation of how the organization evaluates the management approach, including any related adjustments to the management approach						
Climate change	Sustainable Products and Services, including training	Diversity and Inclusion	Training and Development	Working Conditions	Corruption and Bribery	Corporate Culture
Chapter 3 Section 3.2.2.4. Metrics and targets Page 101	Chapter 3 Section 3.2.3.3. Metrics and targets Pages 108-109	Chapter 3 Section 3.3.3.2. Diversity and inclusion Pages 120-121	Chapter 3 Section 3.3.3.3. Training and development Page 121	Chapter 3 Section 3.3.3.4. Working conditions Page 121	Chapter 3 Section 3.4.3.1. Confirmed incidents of corruption or bribery Page 128	Chapter 3 Section 3.4.3.1. Confirmed incidents of corruption or bribery Page 128

Topic Specific disclosures

Economic Performance

201-1. a	Direct economic value generated and distributed	Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.	Chapter 8 – Financial statements Page 253 – 345
201-1. b	Direct economic value generated and distributed	Direct economic value generated Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Chapter 8 - Financial statements Page 253 – 345
201-2. a	Financial implications and other risks and opportunities due to climate change	Risks and opportunities posed by climate change that have the potential to generate substantive	Chapter 2 Section 2.2.2. Second line of defence Section 2.2.2.1. Risk Management Page 69

changes in operations, revenue, or expenditure, including: a description of the risk or opportunity and its classification as either physical, regulatory, or other; i. ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity

Chapter 3
Section 3.2.2.2.2. Material impacts, risks and opportunities and their interaction with strategy and business model
Page 99

Chapter 3
Section 3.2.2.3.2 Actions and resources in relation to climate change policies
Page 100

Market Presence

202-1. a

Ratios of standard entry level wage by gender compared to local minimum wage

When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.

Chapter 3
Section 3.3.3.4.2 Adequate wages
Page 122

202-1. b

Ratios of standard entry level wage by gender compared to local minimum wage

When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage

Chapter 3
Section 3.3.3.4.2 Adequate wages
Page 122

Anti-corruption

205-1. a	Operations assessed for risks related to corruption	Total number and percentage of operations assessed for risks related to corruption.	Chapter 3 Section 3.4.2.3 Prevention and detection of corruption and bribery Pages 126-127
205-1. b	Operations assessed for risks related to corruption	Significant risks related to corruption identified through the risk assessment.	Chapter 3 Section 3.4.2.3 Prevention and detection of corruption and bribery Pages 126-127
205-2. a	Communication and training about anti-corruption policies and procedures	Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	Chapter 3 Section 3.4.2.4 Training and awareness Page 127
205-2. b	Communication and training about anti-corruption policies and procedures	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	Chapter 3 Section 3.4.2.4 Training and awareness Page 127
205-2. c	Communication and training about anti-corruption policies and procedures	Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Chapter 3 Section 3.4.2.4 Training and awareness Page 127

205-2. d	Communication and training about anti-corruption policies and procedures	Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	Chapter 3 Section 3.4.2.4 Training and awareness Page 127
205-2. e	Communication and training about anti-corruption policies and procedures	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Chapter 3 Section 3.4.2.4 Training and awareness Page 127
205-3. a	Confirmed incidents of corruption and actions taken	Total number and nature of confirmed incidents of corruption.	Chapter 3 Section 3.4.3.1 Confirmed incidents of corruption or bribery Page 128
205-3. b	Confirmed incidents of corruption and actions taken	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Chapter 3 Section 3.4.3.1 Confirmed incidents of corruption or bribery Page 128
205-3. d	Confirmed incidents of corruption and actions taken	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Chapter 3 Section 3.4.3.1 Confirmed incidents of corruption or bribery Page 128

Anti-competitive behavior

206-1. a	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	Chapter 3 Appendix 2 Section 3.6.2.3 Governance Data – cases of anti-competition Page 144
----------	---	--	--

206-1. b	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Main outcomes of completed legal actions, including any decisions or judgements.	NA
Tax			
207-1	Approach to tax	A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; how the approach to tax is linked to the business and sustainable development strategies of the organization.	Tax policy available on the Euronext website: https://www.euronext.com/en/about/empowering-sustainable-growth/euronext-esg-policies-statements
207-2. a	Tax governance, control, and risk management	A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated.	Tax policy available on the Euronext website: https://www.euronext.com/en/about/empowering-sustainable-growth/euronext-esg-policies-statements

207-2. b	Tax governance, control, and risk management	A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax.	Tax policy available on the Euronext website: https://www.euronext.com/en/about/empowering-sustainable-growth/euronext-esg-policies-statements
207-3. a	Stakeholder engagement and management of concerns related to tax	A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.	Tax policy available on the Euronext website: https://www.euronext.com/en/about/empowering-sustainable-growth/euronext-esg-policies-statements
Energy			
302-1. b	Energy consumption within the organization	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Chapter 3 Section 3.2.2.4.2. Energy consumption and mix Page 103
302-1. c	Energy consumption within the organization	In joules, watt-hours or multiples, the total: i. electricity consumption	Chapter 3 Section 3.2.2.4.2. Energy consumption and mix Page 103 Electricity: 18,868 MWh among which 86% is renewable
302-1. e	Energy consumption within the organization	Total energy consumption within the organization, in joules or multiples	Chapter 3 Section 3.2.2.4.2. Energy consumption and mix Page 103 Electricity: 21,916 MWh

302-1. f	Energy consumption within the organization	Standards, methodologies, assumptions, and/or calculation tools used.	Chapter 3 Section 3.2.2.4.1. Carbon footprint calculation methodology Page 101
<p>In 2024, Euronext transitioned from the Bilan Carbone methodology to apply exclusively the GHG Protocol, a globally recognised framework that enhances alignment with international standards. While methodological changes can sometimes introduce inconsistencies, the company has conducted a thorough assessment before implementation, running both methodologies in parallel to ensure comparability. The results confirmed that despite minor technical differences, the overall carbon footprint remained stable, with no material impact on its emissions reporting. This validation reinforced Euronext's confidence in the transition, ensuring that its reported emissions will continue to be comparable with past methodology. Euronext has adopted a new carbon footprint calculation tool, enhancing the robustness of emissions tracking and data processing. The tool utilises the Greenhouse Gas Protocol methodology and incorporates the latest Global Warming Potential (GWP) values from the Sixth Assessment Report (AR6), ensuring that emissions calculations remain accurate and aligned with the latest scientific data.</p>			

Emissions

305-1. a	Direct (Scope 1) emissions	GHG	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Page 104
305-1. c	Direct (Scope 1) emissions	GHG	Biogenic CO2 emissions in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Sub section Biogenic Emissions Reporting Page 104
305-1. d	Direct (Scope 1) emissions	GHG	Base year for the calculation, if applicable, including:	Chapter 3 Non-CSR: Fit for 1.5° Euronext strategy Page 105

				<ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. 	
305-1. e	Direct (Scope 1) GHG emissions			Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Page 101
305-1. f	Direct (Scope 1) GHG emissions			Consolidation approach for emissions; whether equity share, financial control, or operational control.	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Sub-section Scope Page 102
305-1. g	Direct (Scope 1) GHG emissions			Standards, methodologies, assumptions, and/or calculation tools used.	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Page 101
305-2. a	Energy indirect (scope 2) GHG emissions			Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Page 104
305-2. b	Energy indirect (scope 2) GHG emissions			If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Page 104
305-2. d	Energy indirect (scope 2) GHG emissions			<p>Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that 	Chapter 3 Non-CSR: Fit for 1.5° Euronext strategy Page 105

			triggered recalculations of base year emissions.	
305-2. e	Energy indirect (scope 2) GHG emissions	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Page 101	Euronext has adopted a new carbon footprint calculation tool, enhancing the robustness of emissions tracking and data processing. The tool utilises the Greenhouse Gas Protocol methodology and incorporates the latest Global Warming Potential (GWP) values from the Sixth Assessment Report (AR6), ensuring that emissions calculations remain accurate and aligned with the latest scientific data.
305-2. f	Energy indirect (scope 2) GHG emissions	Consolidation approach for emissions; whether equity share, financial control, or operational control.	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Sub-section Scope Page 102	
305-2. g	Energy indirect (scope 2) GHG emissions	Standards, methodologies, assumptions, and/or calculation tools used	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Page 101	
305-3. a	Other indirect (scope 3) emissions	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Page 104	
305-3. c	Other indirect (scope 3) emissions	Biogenic CO2 emissions in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Sub section Biogenic Emissions Reporting Page 104	
305-3. d	Other indirect (scope 3) emissions	Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Page 104	

305-3. e	Other indirect (scope 3) emissions	Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	Chapter 3 Non-CSR: Fit for 1.5° Euronext strategy Page 105
305-3. f	Other indirect (scope 3) emissions	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Page 101
305-3. g	Other indirect (scope 3) emissions	Standards, methodologies, assumptions, and/or calculation tools used	Chapter 3 Section 3.2.2.4.1 Carbon Footprint calculation methodology Page 101
305-4. a	GHG emissions intensity	GHG emissions intensity ratio for the organization.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Sub-section GHG intensity Page 104
305-4. b	GHG emissions intensity	Organization-specific metric (the denominator) chosen to calculate the ratio.	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Sub-section GHG intensity Page 104
305-4. c	GHG emissions intensity	Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Sub-section GHG intensity Page 104
305-4. d	GHG emissions intensity	Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all..	Chapter 3 Section 3.2.2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions Sub-section GHG intensity Page 104

305-5. a	Reduction of GHG emission	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	Chapter 3 Section 3.2.2.3.2 Actions and resources in relation to climate change policies Pages 101-102 Please also refer to Euronext's transition plan: Euronext Transition Plan 2024
305-5. c	Reduction of GHG emission	Base year or baseline, including the rationale for choosing it.	Chapter 3 Non-CSR: Fit for 1.5° Euronext strategy Page 105
305-5. d	Reduction of GHG emission	Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Chapter 3 Section 3.2.2.3.2 Actions and resources in relation to climate change policies Pages 101-102 Please also refer to Euronext's transition plan: Euronext Transition Plan 2024
305-5. e	Reduction of GHG emission	Standards, methodologies, assumptions, and/or calculation tools used	Chapter 3 Section 3.2.2.3.2 Actions and resources in relation to climate change policies Pages 101-102 Please also refer to Euronext's transition plan: Euronext Transition Plan 2024

Supplier Environmental Assessment

308-1. a	New suppliers that were screened using environmental criteria	Percentage of new suppliers that were screened using environmental criteria	Chapter 3 Section 3.2.2.3.2 Actions and resources in relation to climate change policies Pages 101-102 Please also refer to Euronext's transition plan: Euronext Transition Plan 2024
----------	---	---	--

Employment

401-1. a	New employee hires and employee turnover	Total number and rate of new employee hires during the reporting period, by age group, gender region	Chapter 3 3.6.2.2 Social Data - Newly hired employees Page143
401-1. b	New employee hires and employee turnover	Total number and rate of employee turnover during	Chapter 3 Section 3.3.3.1.5 Staff turnover as of 31st December 2024

the reporting period, by age group, gender and region Page120

401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others.	<ul style="list-style-type: none"> i. Chapter 3 Section 3.3.3.2.4. Remuneration metrics Page 121 ii. Chapter 3 Section 3.3.2.1. Policies related to own workforce Page 113 iii. Chapter 3 Section 3.3.2.4. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions Page 115 iv. Chapter 3 Section 3.3.2.4. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions Page 115 v. Chapter 8 Note 30 Post-employment benefits, Page 303
403-6. b	Promotion of worker health	A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	<ul style="list-style-type: none"> Chapter 3 Section 3.3.2.1 Policies related to own workforce Sub-section Working conditions Page 113

Training and Education

404-1. a	Average hours of training per year per employee	Average hours of training that the organization's employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> i. gender; ii. employee category 	<ul style="list-style-type: none"> Chapter 3, 3.6.2.2 Social Data – Training, page 144 3.3.3.3 Training and Development, page 121
404-2. a	Programs for upgrading employee skills and transition	Type and scope of programs implemented and assistance provided to upgrade employee skills.	<ul style="list-style-type: none"> Chapter 3, 3.6.2.2 Social Data – Training programme, page 144

	assistance programs		
404-3. a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	Chapter 3, 3.3.3.3 Training and Development, page 121

Diversity and Equal Opportunities

405-1. a	Diversity of governance bodies and employees	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Chapter 4 4.2.2 Supervisory board, page 157 4.2.3 Managing board, page 160
405-1. b	Diversity of governance bodies and employees	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Chapter 3 3.3.3.2 Diversity and Inclusion, page 120 3.3.3.1.2 Employee headcount by gender as of 31st December 2024, page 119
405-2. a	Ratio of basic salary and remuneration of women to men	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Chapter 3, 3.3.3.2.4 Remuneration metrics Page 121

Freedom of Association and Collective Bargaining

407-1 b	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	Chapter 3 3.3.2.4. Working Conditions Page 118
---------	--	---	--

Public policy

415-1. a	Political contributions	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	Chapter 3, Section 3.4.4. Our Society, page 116 No political donation
415-1. b	Political contributions	If applicable, how the monetary value of in-kind contributions was estimated.	NA

Customer Privacy

418-1. a	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies.	Chapter 3 3.6.2.3 Governance Data, data breaches Page 144
418-1. b	Substantiated complaints concerning breaches of customer privacy and losses of customer data	b. Total number of identified leaks, thefts, or losses of customer data.	Chapter 3 3.6.2.3 Governance Data, data breaches Page 144
418-1. c	Substantiated complaints concerning breaches of customer privacy and losses of customer data	c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	Chapter 3 3.6.2.3 Governance Data, data breaches Page 144
