

REFERENCE TABLE



EU Directive Non-Financial Information and Diversity information - Reference Table 2022

Topic	Subtopic	Included (Y/N)	Reference in the 2022 RD
Business Model	NA	Y	See Section 1.3 Description of the business (page 25) See Value Creation Model by Euronext (page 78)
Relevant social and personnel matters	A description of the policies pursued	Y	See Section 3.4.2. "Our Partners" (page 90) See Section 3.4.3. "Our People" (page 94) See Section 3.4.4 Our society (page 106)
	The outcome of those policies	Y	See Section 3.4.2. "Our Partners" (page 90) See Section 3.4.3. "Our People" (page 94) See Section 3.4.4 Our society (page 106)
	Principles risks	Y	See Section 2.1 Hierarchy of risk factors (page 57). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.
	How risks are managed	Y	See Section 2.2 (page 66) Mitigation measures (Cyber security risk & employees risk).
	Non-financial key performance indicators	Y	See Section 3.5. on page 112 listing the ESG KPI's
Relevant environmental matters	A description of the policies pursued	Y	See Section 3.4.5. "Our Environment" (page 110)
	The outcome of those policies	Y	See Section 3.4.5. "Our Environment" (page 110)
	Principles risks	Y	See Section 2.1 Hierarchy of risk factors (page 57). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension. Also on page 83 - Task Force on Climate-related Financial Disclosures ("TCFD") is described. The report contains a description of the principal risks and for more detail reference is made to the TCFD report on Euronext's website (section non-financial information).
	How risks are managed	Y	See Section 3.4.5. "Our Environment" (page 110) See Section 2.1 Hierarchy of risk factors (page 57). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.

REFERENCE TABLE



	Non-financial key performance indicators	Y	See Section 3.5. on page 112 listing the ESG KPI's See Section 3.4.5. (page 110)
Relevant matters with respect for human rights	Materiality	Y	Human Rights is included as a Key issue in Section 3.1 “value creation by Euronext” in the Matrix of Materiality issue (page 81) and in Section 3.4.3 “our people” (page 94). As privacy can also be identified as a Human rights issue we also take this into account in our assessment.
	A description of the policies pursued	Y	Human Rights: See Section 3.4.3.3. Respect the human rights and local labour laws (page 104) See Section 3.4.2.2. Maintain an ongoing dialogue with multi-stakeholder partnerships (page 90) - “suppliers and subcontractors ethical supply chain” Privacy: See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance (page 106)
	The outcome of those policies	Y	Human Rights: See Section 3.4.3.3. Respect of the human rights and local labour laws & Number of local Work Council sessions held in 2021 (page 104) See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 91) Privacy: See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - the KPI “GDPR training employees” & “Personal Data breaches” (page 107)
	Principles risks	Y	Human Rights: See Section 2.1 Hierarchy of risk factors (page 57). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension. Privacy: See Section 2.1 Hierarchy of risk factors (page 57). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.
	How risks are managed	Y	Human Rights: See Section 3.1 Value creation by Euronext (page 78) “respect for human rights and local labor laws” are mentioned as key issue

REFERENCE TABLE



			<p>See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 91) “suppliers and subcontractors ethical supply chain’, human rights is mentioned.</p> <p>Privacy: See Section 2.1: 'Cyber Security Risk (page 61)</p> <p>See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - Data protection (page 107)-</p>
	Non-financial key performance indicators	Y	<p>Human Rights:</p> <ul style="list-style-type: none"> - See Section 3.4.3.3. Respect of the human rights and local labour laws & Number of local Work Council sessions held in 2021 (page 104) - See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 91) <p>Privacy:</p> <ul style="list-style-type: none"> - See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - the KPI “GDPR training employees” & “Personal Data breaches” (page 107).
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Y	<p>See Section 2.3. Control Framework (page 69) describing how the risks are managed.</p> <p>See Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance (page 106). The code of Business conduct and ethics is described which addresses anti-bribery topic.</p> <p>See Section 2.1 Hierarchy of risk factors (page 57).</p>
	The outcome of those policies	Y	<p>See Section 3.4.2.2. the KPI n°6 Number of suppliers having signed the Code of conduct & Section 3.4.4.1. KPI n°8: Use of the Whistleblowing process</p>
	Principles risks	Y	<p>See Section 2.1 includes and explains 'regulatory and liabilities risk' (page 57)</p>
	How risks are managed	Y	<p>See Section 2.1 includes and explains 'regulatory and liabilities risk' (page 57)</p> <p>See Section 2.3. Control Framework (page 69) describing how the risks are managed.</p>
	Non-financial key performance indicators	Y	<p>See Section 3.4.2.2. the KPI n°6 Number of suppliers having signed the Code of conduct & Section 3.4.4.1. KPI n°8: Use of the Whistleblowing process</p>
Insight into the diversity policy (executive board)	A description of the policies pursued	Y	<p>See Section 4.2.2. 'supervisory board' (page 125),</p> <p>See Section 4.2.3 'managing board (page 130)</p> <p>See Section 3.4.3.2. “Our People” – Furthering Euronext’s commitment to enhance diversity and fight against discrimination (page 101)</p>

REFERENCE TABLE



and supervisory board)		Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
The outcome of those policies	Y	See Section 4.2.2. 'supervisory board' (page 125), See Section 4.2.3 'managing board (page 130) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity and fight against discrimination (page 101) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
Diversity targets	Y	See Section 4.2.2. 'supervisory board' (page 125), See Section 4.2.3 'managing board (page 130) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity and fight against discrimination (page 101) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
Results of the diversity policy	Y	See Section 4.2.2. 'supervisory board' (page 125), See Section 4.2.3 'managing board (page 130) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity and fight against discrimination (page 101) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance