

REFERENCE TABLE



EU Directive Non-Financial Information and Diversity information - Reference Table 2020

Topic	Subtopic	Included (Y/N)	Reference in the 2020 RD
Business Model	NA	Y	See Section 1.3 Description of the business (page 22) See Value Creation Model by Euronext (page 64)
Relevant social and personnel matters	A description of the policies pursued	Y	See Section 3.4.2. Our Partners (page 71) See Section 3.4.3. "Our People" (page 73) See Section 3.4.4 Our society (page 74)
	The outcome of those policies	Y	See Section 3.4.2. Our Partners (page 71) See Section 3.4.3. "Our People" (page 73) See Section 3.4.4 Our society (page 74)
	Principles risks	Y	See Section 2.1 Hierarchy of risk factors (page 48). The Operational risks include social risks (Cyber security risk & employees risk). In addition, see Section 3.5 on ESG Risks consideration (page 78) ESG Risk are described including social.
	How risks are managed	Y	See Section 2.2 (page 54) Mitigation measures (Cyber security risk & employees risk). In addition, see Section 3.5 on ESG Risks consideration (page 78) ESG Risk are described including social.
	Non-financial key performance indicators	Y	See page 66 listing the ESG KPI's See Section 3.6.3. (page 93)
Relevant environmental matters	A description of the policies pursued	Y	See Section 3.4.5. "Our Environment" (page 77) See Section 3.6.5 Our environment (page 103)
	The outcome of those policies	Y	See Section 3.4.5. "Our Environment" (page 77) See Section 3.6.5 Our environment (page 103)
	Principles risks	Y	See Section 3.5 on ESG Risks consideration (page 78) ESG Risk are described including environmental. Also on page 67 - 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.
	How risks are managed	Y	See Section 3.4.5. "Our Environment" (page 77) See Section 3.5 on ESG Risks consideration (page 78) ESG Risk are described including environmental.

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	Non-financial key performance indicators	Y	See page 66 listing the ESG KPI's See Section 3.6.5. (page 1033)
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 66) and in Section 3.4.3 “our people”. 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. Respect of the Human Rights and local labour laws (page 73) See Section 3.4.2.2. (page 72) “suppliers and subcontractors ethical supply chain” See Section 3.5 ESG risks considerations (page 78)
			Privacy: See Section 3.4.4.1. (page 76) states Euronext Code of Business Conduct and Ethics & Data Protection
	The outcome of those policies	Y	Human Rights: See Section 3.6.3.3. respect the Human rights and local labour laws & Number of local Work Council sessions held in 2020 (page 99) See Section 3.6.2.: Percentage of suppliers signing the Code of conduct (page 91)
			Privacy: See Section 3.6.4 (Page 100) on data privacy: the KPI “GDPR training employees” & “Personal Data breaches”
	Principles risks	Y	Human Rights: See Section 3.5 on ESG Risks consideration (page 78) Privacy: See Section 2.1: 'Cyber Security Risk is mentioned on page 51 and 55 See Section 3.4.4.1. (page 76) - Data protection
	How risks are managed	Y	Human Rights: See Section 3.1 Value creation by Euronext (page 64) “respect for human rights and local labor laws” are mentioned as key issue

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			See Section 3.4.2.2. (page 72) "suppliers and subcontractors ethical supply chain", human rights is mentioned.
			Privacy: See Section 2.1: 'Cyber Security Risk (page 51) See Section 3.4.4.1. (page 76) - Data protection
	Non-financial key performance indicators	Y	Human Rights: - See Section 3.6.3.3. (Page 99) respect the Human rights and local labour laws & Number of local Work Council sessions held in 2020 - See Section 3.6.2.: Percentage of suppliers signing the Code of conduct (page 91) Privacy: - See Section 3.6.4 (Page 100) on data privacy: the KPI "GDPR training employees" & "Personal Data breaches" - See Section 3.4.4.1. (page 76) - Data protection.
Relevant matters with respect to anti-corruption and bribery			See Section 2.3.1.3 Corporate Compliance – Code of Conduct and Ethics (page 60)
	A description of the policies pursued	Y	See Section 3.4.4.1 Act ethically , with integrity and the highest standards in terms of good governance (page 74). The code of Business conduct and ethics is described which addresses anti-bribery See Section 3.5 on ESG Risks consideration (page 78) - Anti-bribery policy is described
	The outcome of those policies	Y	See Section 3.1: the KPI: Number of suppliers having signed the Code of conduct & Use of the Whistleblowing process See Section 3.6.2.: Percentage of suppliers signing the Code of conduct (page 91) See section 3.6.4. the KPI: Use of the Whistle-blower mechanism (page 101)
	Principles risks	Y	See Section 2.1 includes and explains compliance risks and specifically 'regulatory and liabilities risk' (page 53)
	How risks are managed	Y	See Section 2.1 includes and explains compliance risks and specifically 'regulatory and liabilities risk' (page 53)

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			See also Section 2.3.1.3 Corporate Compliance – Code of Conduct and Ethics (page 60) describing how the risks are managed.
	Non-financial key performance indicators	Y	See Section 3.1: the KPI: Number of suppliers having signed the Code of conduct & Use of the Whistleblowing process See Section 3.6.2.: Percentage of suppliers signing the Code of conduct (page 91) See section 3.6.4. the KPI: Use of the Whistle-blower mechanism (page 101)
Insight into the diversity policy (executive board and supervisory board)	A description of the policies pursued	Y	See Section 4.2.2. 'supervisory board' (page 114), See Section 4.2.3 'managing board (page 118) See Section 3.4.3. "Our People" (page 73) and 3.6.3. "Our People", page 93 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 114), See Section 4.2.3 'managing board (page 118) See Section 3.4.3. "Our People" (page 73) and 3.6.3. "Our People", page 93 Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
	Diversity targets	Y	See Section 4.2.2. 'supervisory board' (page 114), See Section 4.2.3 'managing board (page 118) See Section 3.4.3. "Our People" (page 73) and 3.6.3. "Our People", page 93 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 114), See Section 4.2.3 'managing board (page 118) See Section 3.4.3. "Our People" (page 73) and 3.6.3. "Our People", page 93 Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance