

# GRI CONTENT INDEX

We report on non-financial information in accordance with the Global Reporting Initiative (GRI) Standards, option Core. The GRI Content Index is included in the annual review section of our corporate website.

## Organizational profile

GRI Standard	Disclosure title	Notes	References/Pages
102-1	Name of the organization	Name of the organization	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 16
102-2	Activities, brands, products, and services	<p>a. A description of the organization's activities</p> <p>b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets</p>	<p>a. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 24</p> <p>b. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 24</p>
102-3	Location of headquarters	Location of headquarters	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 16
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 16
102-5	Ownership and legal form	Nature of ownership and legal form	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 16
102-6	Markets served	<p>a. Markets served:</p> <p>i. geographic locations where products and services are offered</p> <p>ii. Sectors served</p> <p>iii. Types of customers and beneficiaries</p>	<p>i. Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 16</p> <p>ii. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 24</p> <p>iii. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 24</p>
102-7	Scale of the organization	<p>a. Scale of the organization</p> <p>i. total number of employees</p>	<p>a.</p> <p>i. Chapter 3 Section 3.4.3. Our People - Who we are – Facts and figures</p>

			Page 91
		ii. Total number of operations	ii. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 24
		iii. Net sales	iii. Chapter 1 Presentation of the Group Section 1.3. Description of the business – Strengths Page 24
		iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity	iv. Chapter 7 operating and financial review Page 177
		v. quantity of products or services provided	v. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 24
102-8	Information on employees and other workers	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made	a-f. Chapter 3 Presentation of the Group Section 3.6.3. Our People - Who we are – Facts and figures Page 91
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services	As a service organization, we have many suppliers that enable us to serve our clients as optimal as possible. We have an internal procurement department which is supported by the compliance department. This enables us to ensure our independence. The suppliers contracted with the support of Procurement are asked to sign our Code of Conduct for Suppliers containing ESG criteria. For more details, see Chapter 3 – Section 3.4.2.2. Our Partners - Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Suppliers and Subcontractors Ethical Supply Chain

102-10	Significant changes to the organization and its supply chain	<p>a. Significant changes to the organization's size, structure, ownership, or supply chain:</p> <p>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions.</p> <p>ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).</p> <p>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination</p>	<p>a.</p> <p>i. In 2021, Euronext N.V. pursued both its federal model and asset class expansion with the transformational acquisition of 100% of the entire issued share capital of London Stock Exchange Group Holdings Italia S.p.A., the holding company of the Borsa Italiana Group. The Transaction, which was completed on 29 April 2021, significantly enhances the scale of Euronext, diversifies its business mix into new asset classes and strengthens its post-trade activities.</p> <p>ii. Following the completion of the acquisition of the Borsa Italiana Group on 29 April 2021, CDP Equity and Intesa Sanpaolo participated in a private placement of Ordinary Shares to fund part of the purchase price of the transaction. Under the private placement, CDP Equity and Intesa Sanpaolo subscribed for 5,600,000 Ordinary Shares and 1,000,000 Ordinary Shares, respectively. In addition, on 13 May 2021, Euronext successfully completed the issuance of 30,506,294 ordinary shares through a rights offer launched on 29 April 2021. The net proceeds from the private placement and the rights offer have been used to partially refinance the acquisition of the Borsa Italiana Group.</p> <p>iii. No change</p>
102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 16
102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	Chapter 3 Section 3.4.4. Our Society – 3.4.4.2. Educate and engage with local community Page 102
102-13	Membership of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organization	Chapter 3 Section 3.4.2. Our Partners – 3.4.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships – Sustainable finance Memberships Page 90
<b>Strategy</b>			
102-14	Statement from senior decision-maker	a. Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization	Foreword - A message from our CEO and Chairman of the Managing Board Page 2

		and its strategy for addressing sustainability	
102-15	Key impacts, risks, and opportunities	a. Description of its significant economic, environmental and social impacts, and associated challenges and opportunities	Chapter 2 Section 2.1. Risks factors Page 52 Euronext recognises the importance of environmental, social and governance (“ESG”) related risks. Based on our 2021 risk analysis, no material residual (unmitigated) ESG core business risks have been identified as impacting the operations, revenues and stakeholders of the Group.  However Euronext has decided to annotate certain risk factors with a symbol indicating those which have an ESG dimension and which have been identified as such by the Group’s external stakeholders in the materiality matrix (see page 9)

### Ethics and integrity

102-16	Values, principles, standards, and norms of behavior	a. A description of the organization’s values, principles, standards, and norms of behavior	Chapter 3 section 3.1. Value creation by Euronext Page 72 Description of Euronext’s ESG mission and ambition Page 73
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### Governance

102-18	Governance structure	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics	a. Chapter 4 - Governance Section 4.2. Management structure Page 113 b. Chapter 3 section 3.2. ESG Governance page 75 Chapter 4 – Governance Section 4.2. Management structure Page 113
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### Stakeholder engagement

102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization	a. Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73 Chapter 3 - Section 3.4.2. Our Partners Page 87
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements	As of 31st December 2021, 70% of Euronext employees were covered by collective bargaining agreements See page 99

102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage	a. Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73
102-43	Approach to stakeholder engagement	a. The organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	a. Euronext received feedback through workshops and interviews from a wide selection of its stakeholders, especially investors, analysts and issuers, but also employees and regulators, providing valuable insights See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns	a.  i. See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73  ii. See Materiality chart Page 75

## Reporting Practices

102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization’s consolidated financial statements or equivalent documents. b. Whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report	Chapter 8 - Financial statements Page 217
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the <b>topic Boundaries</b> . b. An explanation of how the organization has implemented the <b>Reporting Principles</b> for defining report content	a. b. Notes to the Consolidated Financial Statements Page 223
102-47	List of material topics	a. A list of the <b>material topics</b> identified in the process for defining report content	a. See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73
102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	a. To allow comparison, the results of the 2020 carbon footprint have been restated including Borsa Italiana See Chapter 3 Section 3.5. Our Environment Page 104

102-49	Changes in reporting	a. Significant changes from previous <b>reporting periods</b> in the list of <b>material topics</b> and <b>topic Boundaries</b>	There is no change in the list of material topics or topic boundaries. See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73
102-50	Reporting period	a. <b>Reporting period</b> for the information provided	Fiscal year from 1 <sup>st</sup> January 2021 until 31 <sup>st</sup> December 2021
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	Registration document 2020
102-52	Reporting cycle	a. Reporting cycle	Yearly
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents	The contact point for questions regarding the report or its contents is <a href="mailto:ir@euronext.com">ir@euronext.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	a. This report has been prepared in accordance with the GRI (core option). See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73 See Chapter 3 – Section 3.3. Relevant Standards Page 76
102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made	a. b. The GRI content index specifies each of the GRI Standards used and lists all disclosures included in the report. The GRI Index may be found on the Euronext website

## Management approach

### Materiality and Boundaries (103-1)

An explanation of why the topic is material				
Markets	Partners	People	Environment	Society
As an operator of markets, Euronext drives investment in innovative, sustainable	As a stock exchange Euronext has always played a key role in bringing stakeholders together, and now	Euronext promotes an environment that encourages collaborative work, learning and	Conscious of the challenges linked to climate change, to the need to reduce its greenhouse gas	As a company, Euronext commit to the highest ethical and legal standards of conduct and, as a stock

products and services through secure and transparent markets, in continuous collaboration with the financial community with a focus on blue economy and climate change	more than ever they will be pivotal players in achieving global efforts	innovation allowing each employee to shape his/her future and the future of the Company	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.	exchange, Euronext is committed to making a positive impact on its local and global communities and will focus community activities on two topics: Financial Literacy and Blue Finance
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## Management approach (103-2)

An explanation of how the organization manages the topic				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 78	Chapter 3 - Section 3.4.2. Our Partners Page 87	Chapter 3 - Section 3.4.3. Our People Page 91	Chapter 3 - Section 3.4.5. Our Environment Page 104	Chapter 3 - Section 3.4.4. Our Society Page 99

A statement of the purpose of the management approach				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 78	Chapter 3 - Section 3.4.2. Our Partners Page 87	Chapter 3 - Section 3.4.3. Our People Page 91	Chapter 3 - Section 3.4.5. Our Environment Page 104	Chapter 3 - Section 3.4.4. Our Society Page 99

A description of it, if the management approach includes Policies				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 78	Chapter 3 - Section 3.4.2. Our Partners Page 87	Chapter 3 - Section 3.4.3. Our People Page 91	Chapter 3 - Section 3.4.5. Our Environment Page 104	Chapter 3 - Section 3.4.4. Our Society Page 99

A description of it, if the management approach includes Commitments				
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Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 78	Chapter 3 - Section 3.4.2. Our Partners Page 87	Chapter 3 - Section 3.4.3. Our People Page 91	Chapter 3 - Section 3.4.5. Our Environment Page 104	Chapter 3 - Section 3.4.4. Our Society Page 99

**A description of it, if the management approach includes Goals and targets**

Markets	Partners	People	Environment	Society
No target	No target	No target	Euronext has committed to setting science-based quantitative climate targets by signing the “Business Ambition for 1.5°C”, a campaign led by the SBT initiative: 1. By 2030, Euronext will reduce its absolute Scope 1, and market-based Scope 2 emissions by at least 42% compared to 2020 2. By 2030, Euronext will reduce its scope 3 travel emissions by at least 46.2% compared to 2019 3. By 2027, suppliers responsible for 2/3 of Euronext emissions will have set targets on Scope 1 and Scope 2 emissions aligned with the science-based targets methodology	No target

**A description of it, if the management approach includes Responsibilities**

Markets	Partners	People	Environment	Society
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With the help of a newly appointed Head of Group ESG, the General Counsel, part of the Group's extended Managing Board, is in charge of coordinating ESG at the Group level	With the help of a newly appointed Head of Group ESG, the General Counsel, part of the Group's extended Managing Board, is in charge of coordinating ESG at the Group level	With the help of a newly appointed Head of Group ESG, the General Counsel, part of the Group's extended Managing Board, is in charge of coordinating ESG at the Group level	With the help of a newly appointed Head of Group ESG, the General Counsel, part of the Group's extended Managing Board, is in charge of coordinating ESG at the Group level	With the help of a newly appointed Head of Group ESG, the General Counsel, part of the Group's extended Managing Board, is in charge of coordinating ESG at the Group level
The 2021 targets for STI consist of the following two objectives for the Group CEO and the other members of the Managing Board: <ul style="list-style-type: none"> <li>achievement of M&amp;A Strategy and Integration milestones;</li> <li>deployment and implementation of ESG roadmap and initial ESG initiatives.</li> </ul>	The 2021 targets for STI consist of the following two objectives for the Group CEO and the other members of the Managing Board: <ul style="list-style-type: none"> <li>achievement of M&amp;A Strategy and Integration milestones;</li> <li>deployment and implementation of ESG roadmap and initial ESG initiatives</li> </ul>	The 2021 targets for STI consist of the following two objectives for the Group CEO and the other members of the Managing Board: <ul style="list-style-type: none"> <li>achievement of M&amp;A Strategy and Integration milestones;</li> <li>deployment and implementation of ESG roadmap and initial ESG initiatives</li> </ul>	The 2021 targets for STI consist of the following two objectives for the Group CEO and the other members of the Managing Board: <ul style="list-style-type: none"> <li>achievement of M&amp;A Strategy and Integration milestones;</li> <li>deployment and implementation of ESG roadmap and initial ESG initiatives</li> </ul>	The 2021 targets for STI consist of the following two objectives for the Group CEO and the other members of the Managing Board: <ul style="list-style-type: none"> <li>achievement of M&amp;A Strategy and Integration milestones;</li> <li>deployment and implementation of ESG roadmap and initial ESG initiatives</li> </ul>

A description of it, if the management approach includes Specific actions, such as processes, projects, programs and initiatives				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 78	Chapter 3 - Section 3.4.2. Our Partners Page 87	Chapter 3 - Section 3.4.3. Our People Page 91	Chapter 3 - Section 3.4.5. Our Environment Page 104	Chapter 3 - Section 3.4.4. Our Society Page 99

### Evaluation of the management approach

An explanation of how the organization evaluates the management approach, including the mechanisms for evaluating the effectiveness of the management approach				
Markets	Partners	People	Environment	Society

The ESG team works in close cooperation with the business to develop new initiatives aligned with the Group Strategic Plan, and with the communication and investor relations teams	All ESG initiatives are captured by the Strategic Plan Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team	All ESG initiatives are captured by the Strategic Plan Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team	All ESG initiatives are captured by the Strategic Plan Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team	All ESG initiatives are captured by the Strategic Plan Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team
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**An explanation of how the organization evaluates the management approach, including the results of the evaluation of the management approach**

Markets	Partners	People	Environment	Society
See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 73

**An explanation of how the organization evaluates the management approach, including any related adjustments to the management approach**

Markets	Partners	People	Environment	Society
KPI n°1 to n°3 related to the organisation of trusted, fair, transparent and orderly markets, page 78 KPI n°4 KPI consisting of calculating the percentage of	KPI n°5 and 6 related to the NPS and to the number of suppliers signing the Code of conduct for suppliers, page 89	KPI n°7 on the number of woman at the SLT level Page 97	KPI n°11 on the carbon footprint reduction and use of energy, page 104	KPI n°8 on the use of the whistleblowing mechanism Page 101 KPI n°9 and 10 on the percentage of training in GDPR for new joiners, and personal data breaches Page 101

revenues attached to ESG products and services offered by Euronext compared to its overall revenues Page 81				
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## Topic Specific disclosures

### Our markets

201-1	Direct economic value generated and distributed	<p>a. Direct economic value generated and distributed (EVG&amp;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:</p> <ul style="list-style-type: none"> <li>i. Direct economic value generated: revenues;</li> <li>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</li> <li>iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.</li> </ul> <p>b. Where significant, report EVG&amp;D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	a. b. Chapter 8 - Financial statements Page 217
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### Our Partners

414-1	New suppliers that were screened using social criteria	a. Percentage of new suppliers that were screened using social criteria	Chapter 3 - Section 3.4.2. Our Partners – 3.4.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Suppliers and Subcontractors Ethical Supply Chain Page 89
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## Our People

404-1	Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category	Chapter 3, Section 3.6.3. Our People – Fostering learning & development Page 96
405-1	Diversity of governance bodies among employees	a. 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). b. 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).	a. b. Chapter 3, Section 3.6.3. Our People – Furthering Euronext's commitment to enhance diversity Page 97

## Our Environment

302-1	Energy consumption within the organization	The reporting organization shall report the following information: a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption e. Total energy consumption within the organization, in joules or multiples.	a. Fuel/Oil (for buildings and vehicles): 62 495 liters  c. Electricity: 8 568 438 kWh  e. Gas: 970 627 kWh
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		f. Standards, methodologies, assumptions, and/or calculation tools used.	f. Euronext's carbon footprint is estimated with the Bilan Carbone methodology. The Bilan Carbone is the reference carbon inventory methodology in France, which is compliant with ISO 14064; GHG Protocol and Directive No.2003/87/EU
303-5	Water consumption	a. Total water consumption from all areas in megaliters.	a. 19,082 megaliters
305-1	Direct (Scope 1) GHG emissions	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	a. d. and e. Chapter 3 - Section 3.6.5. Our Environment Calculation of Euronext's carbon footprint Page 104
305-2	Energy indirect (scope 2) GHG emissions	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p>	a. d. and e. Chapter 3 - Section 3.6.5. Our Environment Calculation of Euronext's carbon footprint Page 104

		<p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	
305-3	Other indirect (scope 3) emissions	<p>Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	a. d. and e. Chapter 3 - Section 3.6.5. Our Environment Calculation of Euronext's carbon footprint Page 104
305-5	Reduction of GHG emission	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1),</p>	a. Chapter 3 - Section 3.6.5. Our Environment Reducing the group's impact Page 104

energy indirect (Scope 2), and/or other indirect (Scope 3).  
 e. Standards, methodologies, assumptions, and/or calculation tools used.

## Our Society

205-1	Operations assessed for risks related to corruption	<p>a. Total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment</p>	<p>a. b.</p> <p>Chapter 2 - Section 2.3. Control framework describing the Euronext risk management process</p> <p>Chapter 3 – Section 3.4.4. Our Society - Euronext's process includes an internal audit department, supported by external firms, when necessary, to audit specific items, providing an independent and objective assurance on the organisation's governance, risk management and internal control. In 2021, 50 assignments on various domains, including information technology, business entities and support functions, have been conducted - Page 100</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>The reporting organization shall report the following information:</p> <p>a. 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.</p> <p>b. 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.</p> <p>c. 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.</p> <p>d. Total number and percentage of governance body members that</p>	<p>a. to e.</p> <p>Chapter 3 – Section 3.4.4. Our Society – Whistleblowing programme - Page 100</p> <p>Chapter 3 – Section 3.4.4. Our Society – Data Protection - Page 101</p>

		<p>have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	
205-3	Confirmed incidents of corruption and actions taken	<p>The reporting organization shall report the following information:</p> <p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	<p>a. b. Chapter 3 – Section 3.4.4. Our Society – Whistleblowing programme - There has been two whistleblower reports received in 2021 that have been handled in accordance with the applicable policy and procedure, and have been reported to the Company’s Audit Committee - Page 100</p> <p>d. No public legal case regarding corruption has been identified in 2021.</p>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>The reporting organization shall report the following information:</p> <p>a. 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.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments</p>	<p>a. b. No legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <p>i. complaints received from outside parties and substantiated by the organization;</p> <p>ii. complaints from regulatory bodies.</p> <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	<p>a. Chapter 3 – Section 3.4.4. Our society – Data protection Page 101</p>



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413	Operations with local community engagement, impact assessments, and development programs	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <ul style="list-style-type: none"> <li>i. social impact assessments, including gender impact assessments, based on participatory processes;</li> <li>ii. environmental impact assessments and ongoing monitoring;</li> <li>iii. public disclosure of results of environmental and social impact assessments;</li> <li>iv. local community development programs based on local communities' needs;</li> <li>v. stakeholder engagement plans based on stakeholder mapping;</li> <li>vi. broad based local community consultation committees and processes that include vulnerable groups;</li> <li>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</li> <li>viii. formal local community grievance processes</li> </ul>	v. Chapter 3 – Section 3.4.4.2. - Educate and engage with our local community Page 102
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