

Contacts Media

Amsterdam +31 20 721 4133
Dublin +33 1 70 48 24 45
Milan +39 02 72 42 62 12
Paris +33 1 70 48 24 45

Brussels +32 2 620 15 50
Lisbon +351 210 600 614
Oslo +47 41 69 59 10

Contact Investor Relations

+33 1 70 48 24 27

Euronext launches gender equality indices

- **The Euronext Equileap Gender Equality Eurozone 100 and Euronext Equileap Gender Equality France 40 indices offer exposure to companies with strong gender equality performance**
- **Euronext Equileap Gender Equality France 40 is the first national gender index**

Amsterdam, Brussels, Dublin, Lisbon, Milan, Oslo and Paris – 29 November 2022 – Euronext today announced the launch of the Euronext Equileap Gender Equality Eurozone 100¹ and Euronext Equileap Gender Equality France 40² indices. These gender equality indices are the first pillars of a broader family of indices addressing challenges around gender balance in the workplace.

In response to the UN's Sustainable Development Goal (SDG) #5 "Gender Equality", these indices have been developed by Euronext leveraging on Equileap's Scorecard and Alarm Bell list to help market participants invest in listed companies committed to improving gender diversity and to respond to the increasing demand for Social thematic investments. The index methodology also applies activity-based exclusions, UNGC compliance and controversial activities exclusion.

The companies included in the indices are selected based on their gender equality score across four different categories:

- gender balance in leadership and workforce
- equal compensation and work-life balance
- policies promoting gender equality
- commitment, transparency and accountability.

The gender equality score provider for these indices, Equileap, assesses each company's commitment to gender equality from its boardroom to its supply chain, and is inspired by the UN Women's Empowerment principles. Euronext is one of the leading ESG index providers in Europe. Since 2021, Euronext has launched over 30 new ESG indices covering new categories to invest in, including broad ESG considerations, specific themes such as PAB, CTB, Biodiversity, Hydrogen, Water and Social as well as launching ESG versions of our national benchmark indices, the AEX ESG in Amsterdam and the OBX ESG in Oslo, following the successful launch of the MIB ESG in Milan and the CAC 40 ESG in Paris.

As an official partner of the Sustainable Stock Exchanges Initiative, Euronext firmly commits to the UN's "2030 Agenda for Sustainable Development" and thereby to the 17 Sustainable

¹ Includes 100 Eurozone companies that have demonstrated a strong role in improving gender equality.

² Includes 40 French companies that have demonstrated a strong role in improving gender equality.

Development Goals ("SDGs"). Euronext has selected the SDGs that are most relevant to its impact areas, including SDG 5 Gender Equality, in its strategy.

Camille Leca, Head of ESG at Euronext, commented: *"The launch of these indices is representative of Euronext's corporate culture and values. Our company is diverse and inclusive by nature, and we see all forms of diversity as a key success factor of our federal model. We constantly innovate in our products and services offering to meet investors' strong demand and need to carry out their ESG transition. As a market infrastructure, our role is to propose products for direct investment in ESG projects and, in this case, companies leading the way in gender equality performance."*

Diana van Maasdijk, CEO at Equileap, said: *"We are proud to partner with Euronext to create indices that allow investors to align their portfolios with their values by tracking companies that meet both gender equality and ESG criteria. It appears that high-performing companies with the drive to do the right thing when it comes to addressing gender equality at work apply the same ethos to other key ESG criteria. Investors looking to create a better society with equal opportunities for women at work can now use these indices to back high-quality, high-performing companies."*

CONTACTS MEDIA – mediateam@euronext.com

Aurélie Cohen (Europe)	+33 1 70 48 24 45	parispressooffice@euronext.com
Marianne Aalders (Amsterdam)	+31 20 721 41 33	maalders@euronext.com
Pascal Brabant (Brussels)	+32 2 620 15 50	pbrabant@euronext.com
Sandra Machado (Lisbon)	+351 210 600 614	smachado@euronext.com
Andrea Monzani (Europe/Milan/Rome)	+39 02 72 42 62 13	Italypressooffice@euronext.com
Cathrine Lorvik Segerlund (Oslo)	+47 41 69 59 10	clsegerlund@euronext.com
Sarah Mound (Paris, Dublin)	+33 1 70 48 24 45	smound@euronext.com

ANALYSTS & INVESTORS – ir@euronext.com

Aurélie Cohen	+33 1 70 48 24 27	ir@euronext.com
Clément Kubiak	+33 1 70 48 26 33	ir@euronext.com

About Euronext

Euronext is the leading pan-European market infrastructure, connecting European economies to global capital markets, to accelerate innovation and sustainable growth. It operates regulated exchanges in Belgium, France, Ireland, Italy, the Netherlands, Norway and Portugal. With close to 2,000 listed equity issuers and around €5.7 trillion in market capitalisation as of end September 2022, it has an unmatched blue chip franchise and a strong diverse domestic and international client base. Euronext operates regulated and transparent equity and derivatives markets, one of Europe's leading electronic fixed income trading markets and is the largest centre for debt and funds listings in the world. Its total product offering includes Equities, FX, Exchange Traded Funds, Warrants & Certificates, Bonds, Derivatives, Commodities and Indices. The Group provides a multi-asset clearing house through Euronext Clearing, and custody and settlement services through Euronext Securities central securities depositories in Denmark, Italy, Norway and Portugal. Euronext also leverages its expertise in running markets by providing technology and managed services to third parties. In addition to its main regulated market, it also operates a number of junior markets, simplifying access to listing for SMEs.

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