

## **Diversity, Inclusion and Anti-discrimination policy**

Euronext is a multinational financial market infrastructure company born from the coming together of market exchange activities in Belgium, France, Italy, the Netherlands, Norway, Portugal and Ireland, as well as the Danish, Italian, Norwegian and Portuguese central securities depositories, and clearing activities. The federal governance model is central to its organisation, and naturally creates an environment where people of diverse cultures and backgrounds collaborate and drive the organisation forward. Our employees are spread across our offices in 18 countries.

Our long-standing commitment to diversity is entrenched in our corporate values, Unity, Agility, Energy, Integrity and Accountability, particularly that of “Unity” which encompasses three main elements:

- We respect and value the people we work with.
- We are unified through a common purpose.
- We embrace diversity and strive for inclusion. Diversity at Euronext includes gender, ethnicity, religion, sexual orientation, age, language, socioeconomic status, physical ability, experience and education.

Creating an environment where diversity is recognised, valued and can flourish, not only benefits Euronext’s employees but also the success of the business. Euronext firmly believes that a wide array of perspectives and approaches promotes innovation and creativity, and enables us to better understand and address the needs of our customers, strengthening our client-centric approach and reputation.

### **Scope and Responsibility**

Euronext’s Diversity, Inclusion and anti-Discrimination Policy is implemented and owned by the Chief Talent Officer and supported by all relevant departments and business lines.

It is applied comprehensively, covering all of the company’s activities, operations and encompasses all geographies.

### **Gender diversity**

Euronext is committed to achieving balanced gender representation on its Supervisory Board and Managing Board with at least 30% of seats occupied by each gender. For all of its recruitments across the Group, while complying with local legislation and regulation, Euronext will select the best candidates based on merit and objective criteria and take into consideration the benefits of a diverse talent pool. Euronext fully recognises that it is also by recruiting, developing and retaining women in the Euronext workforce, and in the wider business community, that we will be able to promote more women to senior positions. All our people practices support this objective.

### **In general**

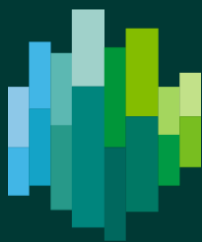
Euronext commits to ensuring an inclusive environment for all forms of diversity by:

- promoting diversity and inclusion both internally and in the wider community through training, communication, and corporate social responsibility (CSR) initiatives;

- attracting, retaining and developing a diverse array of talents by continuously improving its recruitment, development and retention policies;
- complying with the legislation and regulations applicable to Euronext in all locations where it is present and conducts business.

In order to reinforce diversity and inclusion, concrete improvement actions are implemented with input from managers and employees. Progress is reviewed regularly by the management bodies and action plans are subsequently updated to reflect new actions and objectives. Euronext also has a clear and unambiguous anti-discrimination policy. Discriminatory behaviour and language, whether from managers or employees, is strictly prohibited under any and all circumstances. Employees are encouraged to report any serious breaches through the company's whistleblowing channels, and of course can also refer to their HR Business Partner

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