



**EURONEXT SECURITIES**

# **Policy Gender & Diversity**

23 FEBRUARY 2023

**/ MILAN**

## Document Summary

Policy ref	Defines the approach to diversity in the MT Board, not including diversity in relation to employees of the Euronext Group		
Policy Summary	This policy is aimed at ensuring representation of the underrepresented gender in the management body according to Article 27 (4) of Regulation n. 909/2014.		
Scope			
Document status	For Board Approval		
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Executive Responsible	Board Members	Policy Owner	HR Italy
Approval(s)	Consiglio di Amministrazione di Monte Titoli	Approval date(s)	25 May 2022 23 February 2023

## Version Control

Date	Version	Summary of Changes
23.02.2021	0.2	Target Date
25.05.2022	0.3	Target Date
23.02.2023	0.4	Target Date

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## 1.0 Policy Objectives

EN Securities has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on the Board of directors of EN Securities ("Board"). Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater gender diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available. EN Securities aims to grow the number of women performing senior roles and to create programs that prepare women to assume senior roles within the business

## 2.0 Governance

This policy is prepared by the non-executive member of EN Securities Board of Directors and is approved by the EN Securities Board of Directors.

The non-executive members of the management body **decides on a target** for the representation of the under-represented gender.

The target, a summary of the policy and its implementation is made public through (financial statement) and EN Securities website (governance section).

## 3.0 Implementation

- The Board will ensure to have at least two female candidates at the next Board renewal and/or to explain how and when the diversity target will be achieved

- The Board will delegate the Chairman and the Vice Chairman to propose one or more candidates suitable for this appointment, with the support of internal and external advisors if needed

## 4.0 Target

At the date of adoption of the Policy, the Board will commit to have at least 30% of women

## 5.0 Monitoring

The Board will acknowledge the achievement of the commitment or the adoption of an alternative proposal to achieve the diversity target on an annual basis and at the due date.



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