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SUSTAINABLE EVENTS AND MARKETING MATERIALS POLICY

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DOCUMENT SUMMARY

Document type		Policy
Purpose of the document		Description of the way Euronext organises all corporate and marketing events and produces communication materials in an environmentally and socially responsible manner. This policy provides guidance to all employees and external partners involved in event management and the production of marketing materials. It sets out the standards for organising and delivering events in an environmentally and socially responsible way, and for minimising the environmental impact of marketing materials.
Target Audience		Employees & external partners
Classification		Public
RACI	Responsible / Document owner	Group Corporate Marketing, Communication and Business Marketing departments
	Accountable	Managing Board of Euronext N.V.
	Consulted	All relevant departments and business lines
	Informed	All Euronext Group Entities, Business Units, and Employees
Reference to related Euronext documentation		Procurement and supply chain policy Responsible marketing policy Euronext Supplier Code of Conduct Code of Business Ethics and Conduct (for data privacy and responsible behaviour)
Regulations and frameworks linked to this document		<p>Applicable environmental regulations in all geographies where Euronext operates</p> <p>Applicable data privacy laws (for the collection and processing of personal data)</p> <p>Local and international regulations on sustainable procurement and event management</p>
Review Frequency		This policy is reviewed on a regular basis, at least once a year, to ensure continued alignment with Euronext's strategy, regulatory developments and evolving best practices

VERSION CONTROL

REVISION NO./ VERSION NO.	DATE	AUTHOR	APPROVAL	CHANGE DESCRIPTION
1.0	09 02 2026	Group Corporate Marketing, Communication and Business Marketing departments	Managing Board of Euronext N.V.	First Version

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1. OBJECTIVES, OWNERSHIP AND GOVERNANCE

1.1 OBJECTIVES

Euronext is committed to organising all corporate and marketing events and producing communication materials in an environmentally and socially responsible manner. This policy provides guidance to all employees and external partners involved in event management and the production of marketing materials.

This policy sets out the standards for organising and delivering events in an environmentally and socially responsible way, and for minimising the environmental impact of marketing materials.

1.2 OWNERSHIP

The Group Corporate Marketing, Communication department and Business Marketing departments are responsible for ensuring the consistent application of this policy across all Euronext entities and events. The ESG Department provides oversight and guidance on environmental and social best practices.

1.3 GOVERNANCE OF THE POLICY

The Supervisory Board oversees the activities of the Managing Board and the general business of Euronext. ESG including ESG Policies, is addressed regularly at Supervisory Board meetings.

The Supervisory Board has four different committees (nomination and governance, audit, risk, and remuneration). Each of these has a role to play in the sustainable journey of the Group as explicitly outlined in their respective charters or in the Supervisory Board's Rules of Procedure.

The Managing Board leverages ESG expertise - including climate risk and the EU taxonomy - to embed environmental, social and governance principles into corporate decision-making. Managing Board members' responsibilities align with their terms of reference. Each sustainability topic is guided by specialized expertise, aligning skills with Euronext's material impacts, risks, and opportunities. The Managing Board conducts an annual review of all the ESG Policies and statements and approved any new or amended policies if any.

2. DETAILED DESCRIPTION

2.1 SCOPE

This policy covers:

- the selection of suppliers and materials used in events;
- catering and travel arrangements;
- diversity and inclusion practices during events (e.g. panel representation, staffing);
- goodies;
- and the production, reuse, and disposal of marketing materials.

This policy needs to be read with the Procurement and supply chain Policy. For the content of marketing or communication materials used by Euronext, we refer to the Responsible Marketing Policy. All those policies are available on Euronext website.

It applies to all events organised by Euronext, and potentially also the one organised in partnership with third parties, to the production and use of marketing materials, such as booths, printed supports, giveaways, and event-related supplies.

It is applied comprehensively, covering all of the company's activities and operations and across the value chain. It encompasses all geographies where Euronext operates and extends to our employees.

2.2 SUSTAINABLE PRACTICES

2.2.1 Sustainable Marketing Materials

Euronext applies sustainability principles to all marketing materials to minimise waste and environmental impact.

At Euronext events, if booths are needed, Euronext reuses materials or uses recycled materials wherever possible. The Group has limited the production of non-reusable equipment for events.

Euronext avoids printing. Whenever possible, brochures, flyers, or support presentations are made available via a QR code so our target audience can download and read them on their electronic devices. Generally, information is published online instead of in printed brochures. Euronext always tries to reuse marketing materials, avoiding producing printed marketing materials related to a specific event only and instead producing generic corporate marketing material if necessary.

Where applicable, Euronext no longer opts for hand-outs in event sponsorships, whether for marketing literature or giveaway items. In terms of client gifts, giveaways or event equipment such as pull-up banners, Euronext tries to source local suppliers as much as possible to limit the environmental impact of transportation to different countries.

2.2.2 Sustainable Events

Euronext integrates sustainability, diversity, and inclusiveness into all aspects of its event organisation, from planning to execution.

Euronext has transitioned many physical events to virtual formats. For events that are still held physically, guests are encouraged to use green or public transport. Euronext is gradually moving to select event locations that minimise travel for participants. Whenever possible, the presence of local Euronext representatives is preferred over colleagues travelling from abroad, to reduce the carbon footprint associated with travel.

Since the beginning of 2023, Euronext has implemented measures to ensure gender diversity on event panels and has established internal systems to monitor this.

2.2.3 Catering

Euronext has implemented several sustainable practices for catering purposes. Plastic utensils and tableware are banned, and beef is no longer served at events. The company prioritises seasonal fruits and vegetables sourced from local providers. Water refill fountains are made available during events whenever possible. Accurate estimates of numbers of participants are provided to manage quantities, and suppliers are encouraged to have "refood" policies to minimise food waste.

These practices contribute to reducing the carbon footprint of Euronext's events and promoting responsible consumption habits.

Suppliers are selected based on their own responsible policies and must sign the [Euronext Supplier Code of Conduct](#) to become partners

2.2.4 Stewards & Hostesses

Stewards and hostesses are hired to represent the company, welcome and give information to attendees. They primarily deal with the reception, support and assistance during the event itself. In this role, they represent one of the main faces of the brand.

In the past, this role was often associated with a stereotyped gender and physical appearance. Our providers are now required to offer a gender-balanced and inclusive portfolio of employees.

Euronext ensures that all event staffing decisions reflect the company's values of diversity, inclusion, and respect for all individuals.

2.2.5 Goodies

Euronext has been progressively reducing the number of corporate gifts, also known 'goodies'. The new policy, announced beginning of 2023, is "No goodies, or responsible goodies only". Responsible goodies are defined as gifts that are useful, produced responsibly, prioritising recycled and sustainable materials, and preferably produced locally.

To enhance the implementation of this policy across all Euronext geographies, an ESG Goodies Platform will be launched. This platform will feature a library of goodies considered responsible, enabling rigorous centralised stock management, waste reduction, and consistent application of the policy.

This initiative supports Euronext's commitment to waste reduction, responsible procurement, and circular economy principles.

2.2.6 Data privacy

Euronext is strongly committed to protecting the privacy of all the individuals from whom it collects personal data (e.g. its stakeholders, such as employees, clients, customers, prospects, partners and investors) and upholding their right to privacy. Euronext is transparent about how it collects and processes personal data and provide an overview of data subjects' rights in relation to personal data as well as how to exercise them. The use of personal data for marketing purposes is transparent and our target audience is able to opt in and/or opt out at any time