

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. References are to be considered in relation to the 2019 Universal Registration Document.

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 14
102-2	Activities, brands, products, and services	a. A description of the organization's activities b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	a. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 18 b. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 18
102-3	Location of headquarters	Location of headquarters	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 14
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 14
102-5	Ownership and legal form	Nature of ownership and legal form	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 14
102-6	Markets served	a. Markets served:	i. Chapter 1 Presentation of the Group

		<ul style="list-style-type: none"> i. geographic locations where products and services are offered ii. Sectors served iii. Types of customers and beneficiaries 	<p>Section 1.1. Company Profile Page 14</p> <p>ii. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 18</p> <p>iii. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 18</p>
102-7	Scale of the organization	<ul style="list-style-type: none"> a. Scale of the organization <ul style="list-style-type: none"> i. total number of employees ii. Total number of operations iii. Net sales iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity v. quantity of products or services provided 	<ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. Chapter 3 Section 3.2.4. Our People – 3.2.4.1. Who we are – Facts and figures Page 81 ii. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 18 iii. Chapter 1 Presentation of the Group Section 1.3. Description of the business – Strengths Page 19 iv. Chapter 7 operating and financial review Page 144 v. Chapter 1 Presentation of the Group Section 1.3. Description of the business Page 18
102-8	Information on employees and other workers	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> a-f. Chapter 3 Presentation of the Group Section 3.2.4. Our People – 3.2.4.1. Who we are – Facts and figures Page 81

		<p>c. Total number of employees by employment type (full-time and part-time), by gender.</p> <p>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.</p> <p>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).</p> <p>f. An explanation of how the data have been compiled, including any assumptions made</p>	
102-9	Supply chain	<p>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</p>	<p>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.</p> <p>The suppliers contracted with the support of Procurement are asked to comply with our Code of Conduct for Suppliers.</p> <p>For more details, see Chapter 3 - Section 3.2.2. Our Partners – 3.2.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Suppliers and Subcontractors Ethical Supply Chain</p> <p>Page 74</p>
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</p>	No change

		alteration operations (for private sector organizations). iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination	
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 13
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 3.2.5. Our Society – 3.2.5.2. Educate and engage with local community Page 92
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 3.2.2. Our Partners – – 3.2.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Memberships Page 76

Strategy

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 and its strategy for addressing sustainability	Foreword - A message from our CEO and Chairman of the Managing Board Page 2
102-15	Key impacts, risks, and opportunities	a. Description of its significant economic, environmental and social impacts, and associated challenges and opportunities	Chapter 3 Section 3.3. ESG risks considerations Page 94

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 3.2.5. Our Society – 3.2.5.2. Act ethically, with integrity and the highest standards in terms of good governance Page 89
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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 99 b. Chapter 4 – Governance Section 4.2. Management structure Page 99
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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 - Stakeholder expectations and Materiality analysis Page 61 Chapter 3 - Section 3.2.2. Our Partners Page 73
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements	As of 31st December 2019, 55.6% of Euronext employees were covered by collective bargaining agreements
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 - Stakeholder expectations and Materiality analysis Page 61
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	a. Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61

		the engagement was undertaken specifically as part of the report preparation process	
102-44	Key topics and concerns raised	<p>a. Key topics and concerns that have been raised through stakeholder engagement, including:</p> <p>i. how the organization has responded to those key topics and concerns, including through its reporting;</p> <p>ii. the stakeholder groups that raised each of the key topics and concerns</p>	<p>a.</p> <p>i. Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61</p> <p>ii. See Materiality chart Page 62</p>

Reporting Practices

102-45	Entities included in the consolidated financial statements	<p>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</p>	<p>Chapter 8 - Financial statements Page 175</p>
102-46	Defining report content and topic Boundaries	<p>a. An explanation of the process for defining the report content and the topic Boundaries.</p> <p>b. An explanation of how the organization has implemented the Reporting Principles for defining report content</p>	<p>a. b. Notes to the Consolidated Financial Statements Page 181</p>
102-47	List of material topics	<p>a. A list of the material topics identified in the process for defining report content</p>	<p>a. Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61</p>
102-48	Restatements of information	<p>a. The effect of any restatements of information given in previous reports, and the reasons for such restatements</p>	<p>Not applicable</p>

102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	This is the first year a materiality analysis has been performed. See Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61
102-50	Reporting period	a. Reporting period for the information provided	Fiscal year from 1st January 2019 until 31st December 2019
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	Registration document 2018
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 ir@euronext.com
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 Section 3.1. Value creation of Euronext - Long term Value for All our Stakeholders - Transparency and reporting Page 63
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 products and services through secure and transparent markets, in continuous collaboration with the financial community	As a stock exchange Euronext has always played a key role in bringing stakeholders together, and now more than ever they will be pivotal players in achieving global efforts	Euronext promotes an environment that encourages collaborative work, learning and innovation allowing each employee to shape his/her future and the future of the Company	Conscious of the challenges linked to climate change, to the need to reduce its greenhouse gas emissions and to manage natural resources prudently and sparingly, Euronext has fully integrated environmental issues into its activities and strategy	As a company, Euronext commit to the highest ethical and legal standards of conduct and, as a stock 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

Management approach (103-2)

An explanation of how the organization manages the topic				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.2.1. Our markets Page 64	Chapter 3 - Section 3.2.2. Our Partners Page 72	Chapter 3 - Section 3.2.3. Our People Page 77	Chapter 3 - Section 3.2.4. Our Environment Page 81	Chapter 3 - Section 3.2.5. Our Society Page 89
A statement of the purpose of the management approach				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.2.1. Our markets Page 64	Chapter 3 - Section 3.2.2. Our Partners Page 72	Chapter 3 - Section 3.2.3. Our People Page 77	Chapter 3 - Section 3.2.4. Our Environment Page 81	Chapter 3 - Section 3.2.5. Our Society Page 89
A description of it, if the management approach includes Policies				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.2.1. Our markets Page 64	Chapter 3 - Section 3.2.2. Our Partners Page 72	Chapter 3 - Section 3.2.3. Our People Page 77	Chapter 3 - Section 3.2.4. Our Environment Page 81	Chapter 3 - Section 3.2.5. Our Society Page 89

A description of it, if the management approach includes Commitments				
Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.2.1. Our markets Page 64	Chapter 3 - Section 3.2.2. Our Partners Page 72	Chapter 3 - Section 3.2.3. Our People Page 77	Chapter 3 - Section 3.2.4. Our Environment Page 81	Chapter 3 - Section 3.2.5. Our Society Page 89
A description of it, if the management approach includes Goals and targets				
Markets	Partners	People	Environment	Society
No target	No target	No target	No target	No target
A description of it, if the management approach includes Responsibilities				
Markets	Partners	People	Environment	Society
General Counsel	General Counsel	General Counsel	General Counsel	General Counsel
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 3.2.1. Our markets Page 64	Chapter 3 - Section 3.2.2. Our Partners Page 72	Chapter 3 - Section 3.2.3. Our People Page 77	Chapter 3 - Section 3.2.4. Our Environment Page 81	Chapter 3 - Section 3.2.5. Our Society Page 89

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 Task Force 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 Couns and the ESG Task Force	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 Couns and the ESG Task Force	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 Couns and the ESG Task Force	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 Couns and the ESG Task Force

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 - Stakeholder expectations and Materiality analysis Page 61	See Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61	See Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61	See Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61	See Chapter 3 - Section 3.1. Value creation of Euronext - Stakeholder expectations and Materiality analysis Page 61
An explanation of how the organization evaluates the management approach, including any related adjustments to the management approach				
Markets	Partners	People	Environment	Society
No KPI yet	No KPI yet	No KPI yet	No KPI yet	No KPI yet

Topic Specific disclosures

Our markets

201-1	Direct economic value generated and distributed	<p>a. Direct economic value generated and distributed (EVG&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"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<p>a. b. Chapter 8 - Financial statements Page 175</p>
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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 3.2.2. Our Partners – 3.2.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Suppliers and Subcontractors Ethical Supply Chain Page 74
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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 3.2.4. Our People Page 85
405-1	Diversity of governance bodies and 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 3.2.4. Our People – 3.2.4.2. Promoting diversity Page 86

Our Environment

302-1	Energy consumption within the organization	<p>The reporting organization shall report the following information:</p> <p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples the total:</p> <p>i. electricity consumption</p> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	a. b. e. and f. Chapter 3 – section 3.2.3. Our Environment Consumption of Electricity, Gas, Water and Oil Page 79
303-5	Water consumption	a. Total water consumption from all areas in megaliters.	a. Chapter 3 – section 3.2.3. Our Environment Consumption of Electricity, Gas, Water and Oil Page 79
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>	a. d. and e. Chapter 3 – section 3.2.3. Our Environment Consumption of Electricity, Gas, Water and Oil Page 79

		<ul style="list-style-type: none"> ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. 	
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Our Society

205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment 	<ul style="list-style-type: none"> a. b. Chapter 3 Section 3.3. ESG risks considerations Page 94
413	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; 	<ul style="list-style-type: none"> v. ESG Chapter 3 – Section 3.2.5. Our Society- 3.2.5.2. Educate and engage with our local community Page 92

		<ul style="list-style-type: none">iv. local community development programs based on local communities' needs;v. stakeholder engagement plans based on stakeholder mapping;vi. broad based local community consultation committees and processes that include vulnerable groups;vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;viii. formal local community grievance processes	
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