

REFERENCE TABLE



**EU Directive Non-Financial Information and Diversity information
Reference Table 2019 to be read in conjunction with the 2019 Universal Registration Document**

Topic	Subtopic	Included (Y/N)	Reference in the 2019 RD
Business Model	NA	Y	Value Creation Model by Euronext, page 59
Relevant social and personnel matters	A description of the policies pursued	Y	Section 3.6. "Our People", page 81 <ul style="list-style-type: none"> - Develop skills and retain talents in an open culture of dialogue - Promoting diversity - Respect of the Human Rights and local labour laws
	The outcome of those policies	Y	Section 3.6. "Our People", page 81 <ul style="list-style-type: none"> - Develop skills and retain talents in an open culture of dialogue - Promoting diversity - Respect of the Human Rights and local labour laws
	Principles risks	Y	ESG risks consideration : Social, page 96
	How risks are managed	Y	Section 2.2. Control structure, page 54
	Non-financial key performance indicators	Y	<ul style="list-style-type: none"> - Develop skills and retain talents in an open culture of dialogue - Promoting diversity - Respect of the Human Rights and local labour laws
Relevant environmental matters	A description of the policies pursued	Y	Section 3.5. "Our Environment", page 77 <ul style="list-style-type: none"> - Reduce our own carbon footprint and contribute to the protection of the environment
	The outcome of those policies	Y	Section 3.5. "Our Environment", page 77 <ul style="list-style-type: none"> - Reduce our own carbon footprint and contribute to the protection of the environment
	Principles risks	Y	ESG risks consideration : Environmental, page 96
	How risks are managed	Y	Section 2.2. Control structure, page 54
	Non-financial key performance indicators	Y	<ul style="list-style-type: none"> - Consumption of Consumption of Electricity, water, gas and oil - Recycling

REFERENCE TABLE

Relevant matters with respect for human rights	A description of the policies pursued	Y	Section 3.6. "Our People", page 81 Respect of the Human Rights and local labour laws
	The outcome of those policies	Y	Section 3.6. "Our People", page 81 Respect of the Human Rights and local labour laws
	Principles risks	Y	ESG risks consideration : Social, page 96
	How risks are managed	Y	Section 2.2. Control structure, page 54
	Non-financial key performance indicators	Y	- Work councils - Social dialogue with unions
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Y	Section 3.7. "Our Society", page 90 Act ethically, with integrity and the highest standards in terms of good governance
	The outcome of those policies	Y	Section 3.7. "Our Society", page 90 - Good corporate governance - Euronext Code of Business Conduct and Ethics - Euronext Compliance Policies - Whistleblowing Program - Data Protection
	Principles risks	Y	ESG risks consideration : Governance, page 97
	How risks are managed	Y	Section 2.2. Control structure, page 54
	Non-financial key performance indicators	Y	- Euronext Compliance Policies - Data Protection
Insight into the diversity policy (executive board and supervisory board)	A description of the policies pursued	Y	Section 3.6. "Our People", page 81 Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
	The outcome of those policies	Y	See section 4.2.2.4., page 99
	Diversity targets	Y	See section 4.2.2.4., page 99
	Results of the diversity policy	Y	See section 4.2.2.4., page 99