

REFERENCE TABLE



EU Directive Non-Financial Information and Diversity information - Reference Table 2023

Topic	Subtopic	Included (Y/N)	Reference in the 2023 URD
Business Model	NA	Y	See Section 1.3 Description of the business (page 29) See Section 3.1. Value Creation Model by Euronext (page 83)
Relevant social and personnel matters	A description of the policies pursued	Y	See Section 3.4.2. "Our Partners" (page 98) See Section 3.4.3. "Our People" (page 102) See Section 3.4.4 "Our Society" (page 111)
	The outcome of those policies	Y	See Section 3.4.2. "Our Partners" (page 98) See Section 3.4.3. "Our People" (page 102) See Section 3.4.4 "Our Society" (page 111)
	Principles risks	Y	See Section 2.1 Hierarchy of risk factors (page 59). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate material business risks that have an ESG dimension and link to the key ESG issues as identified by the Group's external stakeholders in the Group ESG materiality matrix.
	How risks are managed	Y	See Section 2.2 (pages 69 and 70) Mitigation measures (Cyber security risk & employees risk).
	Non-financial key performance indicators	Y	See Section 3.5. on page 122 listing all the ESG KPI's.
	Relevant environmental matters	A description of the policies pursued	Y
The outcome of those policies		Y	See Section 3.4.5. "Our Environment" (page 117)
Principles risks		Y	See Section 2.1 Hierarchy of risk factors (page 59). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate material business risks that have an ESG dimension and link to the key ESG issues as identified by the Group's external stakeholders in the Group ESG materiality matrix. See also page 92 and 117 which refer to the Task Force on Climate-related Financial Disclosures ("TCFD"). The TCFD report contains a description of the principal physical and transition climate risks. The TCFD report is available on Euronext's website (section non-financial information).
How risks are managed		Y	See Section 3.4.5. "Our Environment" (page 117)

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			See Section 2.1 Hierarchy of risk factors (page 59). The risk factors annotated with a reference symbol indicate material business risks that have an ESG dimension and link to the key ESG issues as identified by the Group’s external stakeholders in the Group ESG materiality matrix.
	Non-financial key performance indicators	Y	See Section 3.5. on page 122 listing all the ESG KPI’s See Section 3.4.5. (page 117)
Relevant matters with respect for human rights	Materiality	Y	Human Rights is included as a Key issue in Section 3.1 “value creation by Euronext” in the Matrix of Materiality issue (page 85) and in Section 3.4.3 “our people” (page 102 and especially page 107). As privacy can also be identified as a Human rights issue we also take this into account in our assessment.
	A description of the policies pursued	Y	Human Rights: See Section 3.4.3.3. Respect the human rights and local labour laws (page 107) See Section 3.4.2.2. Maintain an ongoing dialogue with multi-stakeholder partnerships (page 98) - “suppliers and subcontractors ethical supply chain” Privacy: See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance (page 111)
	The outcome of those policies	Y	Human Rights: See Section 3.4.3.3. Respect of the human rights and local labour laws & Number of local Work Council sessions held in 2023 (page 109) See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 99) Privacy: See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - the KPI “GDPR training employees” & “Personal Data breaches” (page 113)
	Principles risks	Y	Human Rights: See Section 2.1 Hierarchy of risk factors (page 59). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate material business risks that have an ESG dimension and link to the key ESG issues as identified by the Group’s external stakeholders in the Group ESG materiality matrix.

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			<p>Privacy: See Section 2.1 Hierarchy of risk factors (page 57). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate material business risks that have an ESG dimension and link to the key ESG issues as identified by the Group's external stakeholders in the Group ESG materiality matrix.</p>
	How risks are managed	Y	<p>Human Rights: See Section 3.1. Value Creation Model by Euronext (page 83) "respect for human rights and local labor laws" is mentioned as a key issue See See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 99) "suppliers and subcontractors ethical supply chain", human rights is mentioned.</p> <p>Privacy: See Section 2.1: 'Cyber Security Risk (page 64) See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - Data protection (page 113)-</p>
	Non-financial key performance indicators	Y	<p>Human Rights: - See Section 3.4.3.3. Respect of the human rights and local labour laws & Number of local Work Council sessions held in 2023 (page 109) - See Section 3.4.2.2. Maintain an ongoing dialogue with multi-stakeholder partnerships (page 98) - "suppliers and subcontractors ethical supply chain"</p> <p>Privacy: - See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - the KPI "GDPR training employees" & "Personal Data breaches" (page 111).</p>
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Y	<p>See Section 2.3. Control Framework (page 72) describing how the risks are managed. See Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance (page 111). The compliance policies and the code of Business conduct and ethics are described and address namely anti-bribery topic. See Section 2.1 Hierarchy of risk factors (page 59).</p>

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	The outcome of those policies	Y	See Section 3.4.2.2. Number of suppliers having signed the Code of conduct (page 99) and see Section 3.4.4.1. Use of the Whistleblowing process (page 112).
	Principles risks	Y	See Section 2.1 includes and explains 'regulatory and liabilities risk' (page 66)
	How risks are managed	Y	See Section 2.1 includes and explains 'regulatory and liabilities risk' (page 66) See Section 2.3. Control Framework (page 72) describing how the risks are managed.
	Non-financial key performance indicators	Y	See Section 3.4.2.2. Number of suppliers having signed the Code of conduct (page 99) and see Section 3.4.4.1. Use of the Whistleblowing process (page 112).
Insight into the diversity policy (executive board and supervisory board)	A description of the policies pursued	Y	See Section 4.2.2. 'supervisory board' (page 137), See Section 4.2.3 'managing board' (page 142) See Section 3.4.3.2. "Our People" – Promote diversity and inclusion (page 105) See as well the ESG Policies and statements including "Diversity, inclusion and anti-discrimination: https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements
	The outcome of those policies	Y	See Section 4.2.2. 'supervisory board' (page 137), See Section 4.2.3 'managing board' (page 142) See Section 3.4.3.2. "Our People" – Promote diversity and inclusion (page 105) See as well the ESG Policies and statements including "Diversity, inclusion and anti-discrimination: https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements
	Diversity targets	Y	See Section 4.2.2. 'supervisory board' (page 137), See Section 4.2.3 'managing board' (page 142) See Section 3.4.3.2. "Our People" – Promote diversity and inclusion (page 105) See as well the ESG Policies and statements including "Diversity, inclusion and anti-discrimination: https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements
	Results of the diversity policy	Y	See Section 4.2.2. 'supervisory board' (page 137), See Section 4.2.3 'managing board' (page 142) See Section 3.4.3.2. "Our People" – Promote diversity and inclusion (page 105) See as well the ESG Policies and statements including "Diversity, inclusion and anti-discrimination: https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements

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