

REFERENCE TABLE



EU Directive Non-Financial Information and Diversity information - Reference Table 2021

Topic	Subtopic	Included (Y/N)	Reference in the 2021 RD
Business Model	NA	Y	See Section 1.3 Description of the business (page 24) See Value Creation Model by Euronext (page 72)
Relevant social and personnel matters	A description of the policies pursued	Y	See Section 3.4.2. Our Partners (page 87) See Section 3.4.3. “Our People” (page 91) See Section 3.4.4 Our society (page 99)
	The outcome of those policies	Y	See Section 3.4.2. Our Partners (page 87) See Section 3.4.3. “Our People” (page 91) See Section 3.4.4 Our society (page 99)
	Principles risks	Y	See Section 2.1 Hierarchy of risk factors (page 52). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.
	How risks are managed	Y	See Section 2.2 (page 61) Mitigation measures (Cyber security risk & employees risk).
	Non-financial key performance indicators	Y	See Section 3.5. on page 105 listing the ESG KPI’s
Relevant environmental matters	A description of the policies pursued	Y	See Section 3.4.5. “Our Environment” (page 104)
	The outcome of those policies	Y	See Section 3.4.5. “Our Environment” (page 104) See Section 2.1 Hierarchy of risk factors (page 52). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.
	Principles risks	Y	Also on page 76 - Task Force on Climate-related Financial Disclosures (“TCFD”) is described. The report contains a description of the principal risks and for more detail reference is made to the TCFD report on Euronext’s website.
	How risks are managed	Y	See Section 3.4.5. “Our Environment” (page 104) See Section 2.1 Hierarchy of risk factors (page 52). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.
	Non-financial key performance indicators	Y	See Section 3.5. on page 105 listing the ESG KPI’s See Section 3.4.5. (page 104)

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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 75) and in Section 3.4.3 “our people” (page 91). 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 of the Human Rights and local labour laws (page 98) See Section 3.4.2.2. Maintain an ongoing dialogue with multi-stakeholder partnerships (page 88) - “suppliers and subcontractors ethical supply chain”	
The outcome of those policies	Y	Privacy: See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance (page 99) 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 2021 (page 98) See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 89) 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 101)	
Principles risks	Y	Human Rights: See Section 2.1 Hierarchy of risk factors (page 52). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension. Privacy: See Section 2.1 Hierarchy of risk factors (page 52). The Operational risks include social risks (Cyber security risk & employees risk). The risk factors annotated with a reference symbol indicate business risks that have an ESG dimension.	
How risks are managed	Y	Human Rights:	

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			<p>See Section 3.1 Value creation by Euronext (page 75) “respect for human rights and local labor laws” are mentioned as key issue</p> <p>See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 89) “suppliers and subcontractors ethical supply chain’, human rights is mentioned.</p> <p>Privacy: See Section 2.1: 'Cyber Security Risk (page 61)</p> <p>See Section 3.4.4.1. Act ethically with integrity and the highest standards in terms of good governance - Data protection (page 101)-</p>
	Non-financial key performance indicators	Y	<p>Human Rights:</p> <ul style="list-style-type: none"> - See Section 3.4.3.3. Respect of the Human Rights and local labour laws & Number of local Work Council sessions held in 2021 (page 98) - See Section 3.4.2.2.: Percentage of suppliers signing the Code of conduct (page 89) <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 101).</p>
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Y	<p>See Section 2.3. Control compliance (page 64) describing how the risks are managed.</p> <p>See Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance (page 99). The code of Business conduct and ethics is described which addresses anti-bribery topic.</p> <p>See Section 2.1 Hierarchy of risk factors (page 52).</p>
	The outcome of those policies	Y	See Section 3.4.2.2. the KPI n°6 Number of suppliers having signed the Code of conduct & Section 3.4.4.1. KPI n°8: Use of the Whistleblowing process
	Principles risks	Y	See Section 2.1 includes and explains 'regulatory and liabilities risk' (page 52)
			See Section 2.1 includes and explains 'regulatory and liabilities risk' (page 52)
	How risks are managed	Y	See Section 2.3. Control compliance (page 64) describing how the risks are managed.

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	Non-financial key performance indicators	Y	See Section 3.4.2.2. the KPI n°6 Number of suppliers having signed the Code of conduct & Section 3.4.4.1. KPI n°8: Use of the Whistleblowing process
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 114), See Section 4.2.3 'managing board' (page 119) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity (page 97) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
	The outcome of those policies	Y	See Section 4.2.2. 'supervisory board' (page 114), See Section 4.2.3 'managing board' (page 119) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity (page 97) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
	Diversity targets	Y	See Section 4.2.2. 'supervisory board' (page 114), See Section 4.2.3 'managing board' (page 119) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity (page 97) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance
	Results of the diversity policy	Y	See Section 4.2.2. 'supervisory board' (page 114), See Section 4.2.3 'managing board' (page 119) See Section 3.4.3.2. "Our People" – Furthering Euronext's commitment to enhance diversity (page 97) Promoting diversity: https://www.euronext.com/en/investor-relations/corporate-governance