

Sustainability policy

Introduction

Every organisation has to play its particular role in the transition to a sustainable society, depending on its impact and its opportunities. With a special position in the financial ecosystem, Euronext connects European economies to global capital markets, to accelerate innovation and sustainable growth with the ambition to build the leading market infrastructure in Europe and the purpose to shape capital markets for future generations.

Yet, for these efforts to matter, we need a planet that supports the very future we're working towards. Euronext is fully committed to accelerating the European trajectory towards sustainable growth, both through its own operations and through its role in empowering sustainable finance. This policy sets out our commitments which are systematically reviewed to ensure compliance with international best practices.

1. Responsibility

Euronext's Sustainability Policy is implemented and facilitated by the Group Head of ESG.

2. Scope

Euronext's ambition being to become a major player in promoting a sustainable economy, it must equip itself with the appropriate governance, strategy, and resources. In addition, Euronext must ensure that all its employees and executives are constantly trained on sustainability issues and understand the various regulatory, scientific, economic, and social developments surrounding these topics. In order for the group to adopt and maintain a business practice consistent with its ambition, Euronext has a strong governance in place.

This Policy describe Euronext's organisation to achieve its ESG commitments.

3. Reminder : ESG Commitments

Environmental

Fit for 1.5° is Euronext's commitment to developing services and products that help its business, partners, clients and the European economy in general to curb the increase in global temperatures from pre-industrial times. The Company's goal is to help ensure this increase remains below the 1.5°C target, as set out in the Paris Agreement. An integral part of the "Fit For 1.5°" climate commitment involves Euronext setting science-based quantitative climate targets that will inform in-house climate action efforts, that have been validated by the Science-Based Targets initiative ("SBTi"):

1. by 2030, Euronext will reduce its absolute Scope 1, and Scope 2 emissions by 73.5% compared to 2020;
2. by 2030, Euronext will reduce its scope 3 travel emissions by at least 46.2% compared to 2019;
3. by 2027, Euronext suppliers, representing 72% of Euronext's greenhouse gas emissions derived from purchased goods and services, must set targets on their Scope 1 and Scope 2 emissions.

Further details are outlined in our [Environmental policy](#) and in our [non-financial reporting](#).

Social

Euronext employee relations

- Euronext is committed to foster a workplace in which all employees can fully express their potential and invest in their growth and development to help them achieve their ambitions and contribute to the success and sustainability of Euronext.
- Respect and promote the human rights of all employees and contractors and all its workforce more globally and oppose to any forms of forced and child labour. More in our Human rights policy.
- Prohibit any form of discrimination, including gender, ethnicity, religion, sexual orientation, age, language, socioeconomic status, political, physical ability, experience and education. Diversity and Inclusion are embraced in every area of Euronext's people agenda. More in our [Diversity, Inclusion and Anti-Discrimination policy](#).
- Respect the right of association and recognises collective agreements. Euronext is particularly committed to social dialogue, supporting unions representation rights and facilitating worker representation bodies. More in our [Human rights policy](#).

- Euronext is committed to providing its employees with a healthy work environment where their mental and emotional well-being is respected. More in our [Health, Safety and Ways of Working policy](#).

Training and Development

- Euronext considers ESG training important for all employees to acquire the skills needed to perform the duties they are assigned
- Euronext ensure ESG training is delivered to all divisions and all employees, via workshops, online webinars and with materials that can be accessed on its platform Euronext Academy.
- On a more focused level, Euronext strategically analyses each business units needs in this regard to deliver tailored programmes that fit their needs.
- In addition, as part of the annual objective setting exercise, all Euronext managers are requested to provide an ESG objective to their team members. The annual discretionary bonuses for employees that are linked to their individual performance are also based on the achievement of their ESG objectives. All members of the Managing Board have a 10% Short Term Incentive objective linked to ESG performance.

More on our [Talent Acquisition and Development policy](#).

Community relations

Euronext Foundation: The Euronext Foundation aims to foster Euronext's support of local sustainable communities and projects across Europe in the fields of financial literacy, diversity and inclusion in finance, and marine resources. It acts as an umbrella encompassing Euronext's philanthropic and educational support via dedicated funding and volunteering initiatives to empower young people, promote sustainability, and strengthen our connections with local communities.

Encouraging Corporate Social Responsibility Participation: Through training, volunteering, charitable activities and thought leadership, Euronext employees can contribute in three main areas that are relevant to our business: financial literacy, Diversity & Inclusion in Finance and ocean protection. Different frameworks enable them to do so, including:

- All Euronext employees are encouraged to benefit from two paid volunteering days per year to engage in charity and community work through the organisations supported by the Euronext Foundation.
- Possibility for all employees to join Euronext ESG Champions and Euronext Diversity & Inclusion networks of volunteers and play a concrete role in shaping the group's strategy
- The possibility to be a mentor or professor in one the many financial literacy initiatives supported by Euronext, including the Euronext Blue Challenge organized in partnership with JA Europe.

Dialogue with shareholders and stakeholders

Maximum transparency of information are fundamental pillars for Euronext value creation. To this end, Euronext:

- Ensures that all shareholders and other parties in the financial markets are provided with equal and simultaneous information about matters that may influence the share price.
- Communications to shareholders and other parties in the financial markets are based on accurate, transparent, and timely disclosure of material information to enable them to track Euronext's activities, assess its performance and estimate its growth potential.
- In order to gather all relevant opinions, Euronext ensures channels of dialogue with its main stakeholders: employees, clients, suppliers, authorities, regulators, and supervisors.

4. Governance

In order for the group to adopt and maintain a business practice consistent with its ambition, Euronext has a strong governance in place. Euronext has a two-tier governance structure composed of a Supervisory Board and a Managing Board.

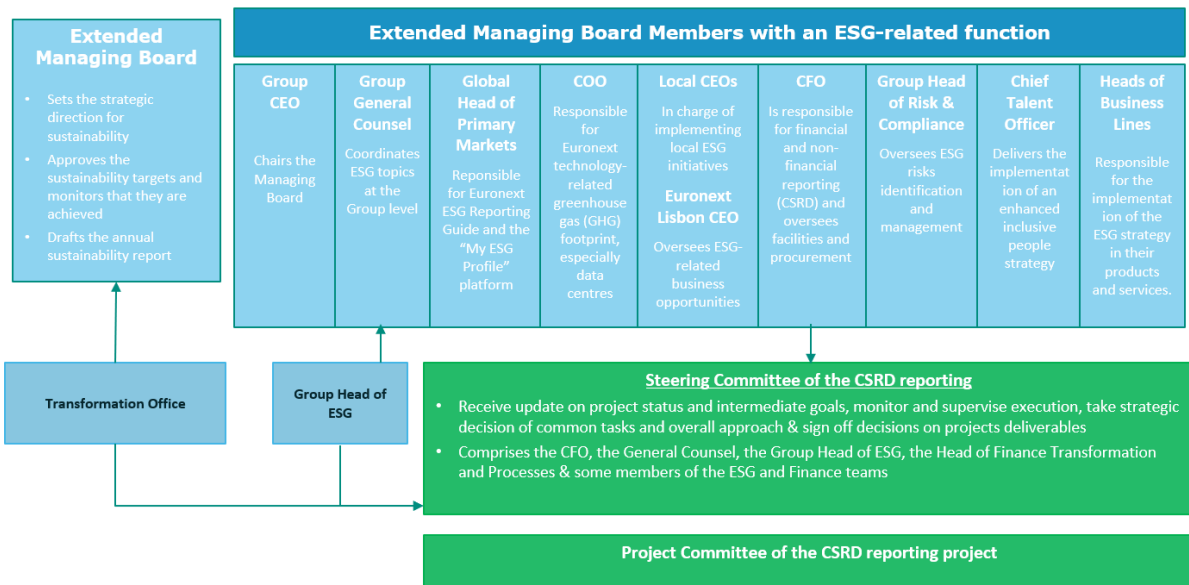
The Supervisory Board's main role is to supervise and oversee the Company's management and is chaired by an independent Supervisory Board member. The Managing Board is responsible for developing and implementing the Company's strategy, as well as assuring the day-to-day operations.

The Managing Board and the Supervisory Board have fully endorsed ESG at the core of the Euronext's "Growth for Impact 2024" strategic plan. With the help of the Group Head of ESG, the General Counsel, who is part of the

Group’s Extended Managing Board, is in charge of coordinating ESG at the Group level, making sure that all relevant departments integrate the ESG objectives into their missions. It is worth to mention that 10% of the variable remuneration (short term incentives) of the Managing Board is linked to ESG objectives.

The General Counsel ensures that ESG initiatives, impacts and challenges are high on the agenda of the Group’s Managing Board and Supervisory Board, and that the company reports on ESG related topics in a transparent way.

As specified in the diagram below, each of the committee of the Supervisory Board has a role to play in the sustainable journey.



Additionally, a dedicated governance has been implemented to facilitate Euronext’s Carbon Reduction Project (SBTi targets) to mobilise all relevant departments and stakeholders internally and at all levels of the Group, and to implement an integrated approach to ensure timely achievement of the project targets. More details can be found in the [Environmental policy](#) in this respect.

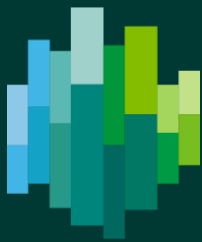
Moreover, Euronext is committed to put in place the right processes in place, implying all the needed departments and businesses, to embed ESG in the whole Group’s activities:

- **Strategy:** The Group has a clear sustainability strategy plan with precise objectives, approved by the Managing Board and Supervisory Board. The strategy is monitored on a frequent basis through key performance indicators and metrics. The group's sustainability strategy is reassessed on a regular basis to ensure that it remains aligned with the group's ambition and takes into account new developments around material sustainability-related topics that could affect Euronext's activities and stakeholders.
- **Internal audit:** All audits conducted by the internal audit team integrate an ESG section, ensuring that ESG is considered for every dimension of our business and organisation.
- **Sustainability risk management:** Sustainability risks are integrated into Euronext's risk analysis framework. The objective is to ensure that Euronext's sustainability risks are appropriately identified and that relevant controls are in place to reduce or manage them in accordance with the group's appropriate risk level. A Head of ESG risk for the group was appointed in January 2023.
- **Legal:** Euronext ensures that its sustainability approach complies with relevant international frameworks and standards such as the UN Sustainable Development Goals (SDGs), the UN Global Compact Principles, and the OECD Guidelines for Multinational Enterprises. In addition, Euronext is compliant with all local sustainability-related rules in the countries where it operates.
- **Reporting:** Euronext publicly discloses at least once a year the group's sustainability performance, in a fair, accurate and transparent manner. These disclosures include the non-financial report included in the Universal Register Document (URD) and TCFD Report. In addition to the audit on financial statements, an external audit firm reviews and provides external reasonable assurance by an independent auditor on the non-financial information published as part of the URD. Euronext's ESG Statements and Policies are available on the Euronext website and reviewed at least once a year by the Managing Board of Euronext.

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