

Environmental policy

The world is facing significant challenges in ensuring a sustainable future for our people and our planet. Global warming and its consequences is indisputably one of these challenges. Every organisation will have to play its own role. As a global market infrastructure, our commitment is to work to protect and uphold environmental stability, prevent climate change and conserve natural resources. In addition to our compliance with relevant environmental legislation, this policy provides guidance on our ambitions, actions and measures taken to improve our environmental performance and reduce our environmental impact. These continue to grow in pertinence as the world has entered a decisive decade for the achievement of the Paris Agreement objectives to keep the global temperature increase at well below 2 degrees compared to pre-industrial levels.

Scope

Euronext's Environmental Policy is implemented and facilitated by the Group Head of ESG and supported by all relevant departments and business lines. It is applied comprehensively, covering all of the company's activities and operations across all geographies where Euronext operates, and extending to our employees.

Commitments

As a responsible company, we are committed to playing a pivotal role in both climate change mitigation and adaptation. Our dedication to sustainability extends beyond mere compliance; it is an integral part of our core values and business strategy. This commitment is largely embedded in the "Fit for 1.5°" pillar of our Strategic Plan "Growth for Impact 2024".

Climate change mitigation

We acknowledge the impact of human activities on our planet's climate and are unwavering in our commitment to reduce our negative impacts on the climate. For Euronext, contributing to climate change mitigation means making the impacts of climate change less severe for humanity by preventing or reducing greenhouse gas emissions from our operations.

Euronext is committed to a 1.5° trajectory, validated by the SBTi. Details of our SBTi commitments and strategy can be found on our website. We strive to minimise our greenhouse gas emissions across all aspects of our operations. Our goal is not just to meet regulatory standards but to exceed them, leading the way towards a more sustainable world.

We have implemented the following initiatives to contribute to our climate change mitigation commitment:

- **Deployment of renewable energy:** We have significantly increased our use of renewable energy sources to power our facilities and data centres reducing dependence on fossil fuels. A commitment was made to continue the procurement of 100% renewable electricity for our data centres, certified through official documents, across our locations, to reduce Euronext's exposure to fossil fuels as much as possible. We aim to reach the same results for our buildings.
- **Energy efficiency measures:** We have implemented energy-efficient practices to optimise resource consumption throughout our operations. Such practices include the use of more energy-efficient modes of transport and less polluting waste-recycling measures and more energy-efficient

buildings. In addition, Euronext has implemented energy efficiency measures in the area of IT, such as decommissioning or simplifying some of its oldest data centres and migrating them to more energy-efficient data centres or cloud servers.

- **Supply chain sustainability:** We promote sustainability standards such as SBTi, to ensure our entire value chain aligns with our commitment to mitigating climate change.
- **Travel policy:** We have set a sustainable travel programme and carbon budgets for travel. We also push employees to travel by train instead of plane and to stay in locations longer when they travel in order to extract more value from each trip.

Furthermore, as part of its “Fit for 1.5°” strategy to support the European economy to curb the global increases in temperatures from pre-industrial times, Euronext is committed to developing a range of climate-related products and services that support its clients to manage their own sustainable transformation toward a low-carbon economy.

Climate change adaptation

Recognising the inevitability of climate change impacts, we are dedicated to enhancing our resilience and adaptability. Adapting to climate change refers in general terms to all processes we implement to adapt to the current and future effects of climate change. By integrating climate adaptation measures into our business practices, we aim to safeguard our operations, employees, and communities against the evolving challenges posed by climate change.

Our key initiatives to adapt our infrastructures and activities to climate change are the following:

- **Climate-resilient infrastructure:** We will design, build, and maintain our infrastructure with climate resilience in mind, taking into account potential risks such as extreme weather events and changing climate patterns. On a broader scale, Euronext strives to ensure that new buildings and IT infrastructure are designed to withstand future climate conditions. This involves implementing advanced heating, ventilation, and air-conditioning systems capable of effectively handling extreme climate incidents such as heatwaves, rainfall, flooding and wildfires.
- **Way of working:** As a service company we are able and prepared to continue to work in the event of extreme weather events and other significant disruptive events, as was experienced during the height of the Covid-19 pandemic. The avoidance of interruption to Euronext’s business demonstrated that our existing processes and business continuity practices are established, reliable and flexible, and remote working and other plans are adapted to dealing with climaterelated incidents such as extreme rainfall or flooding.
- **Supply Chain Risk Management:** Collaborating with partners, we seek to identify, assess and address climate-related risks within our supply chain to ensure the continuity of our operations.

Our progress on our environmental strategy and goals is reflected in our annual Universal Registration Document.

Euronext also takes responsibility for integrating climate-related factors in its Risk Management approach and governance. To this end, we follow the recommendations of the Task Force on Climatedelated Financial Disclosures (TCFD) and annually update a TCFD report, which details our risk governance and our reporting on our climate-related opportunities and risks accordingly.

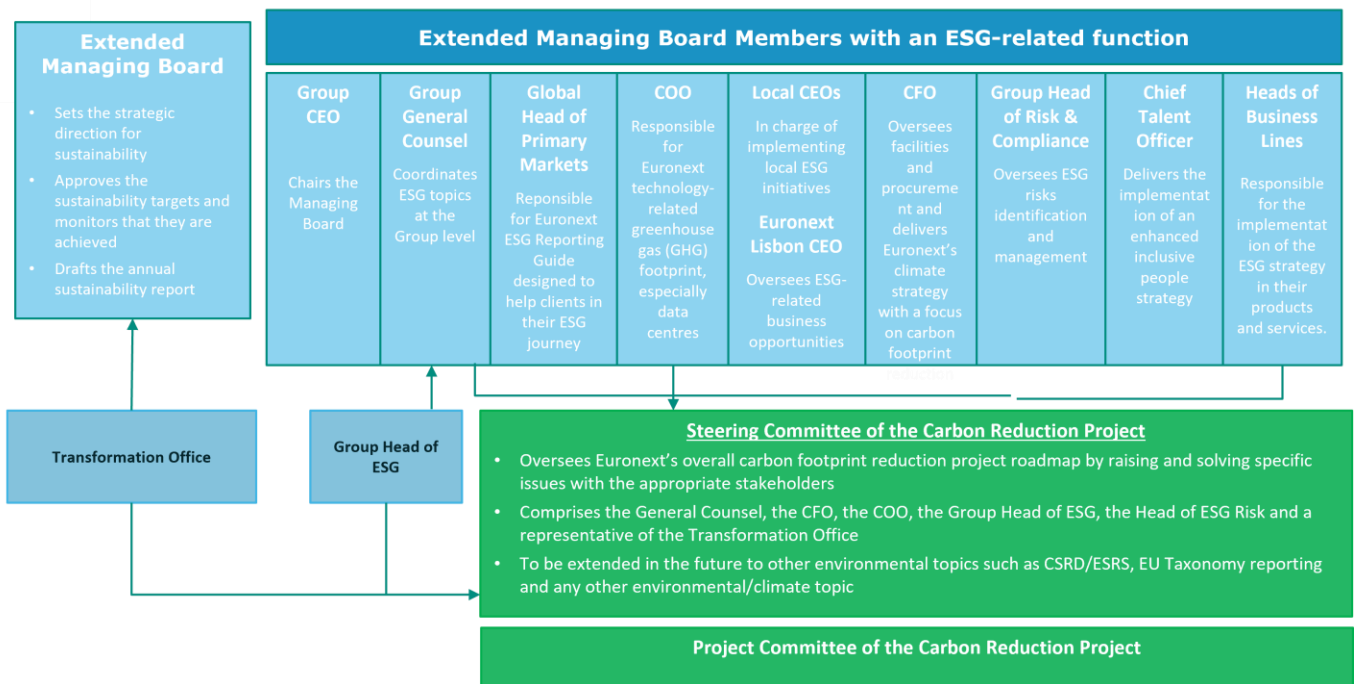
Finally, we commit to fostering dialogue and awareness on sustainability issues and our climate strategy among our workforce. Our senior management supports these initiatives and is involved in the awareness campaigns for environmental matters we engage in. In this context, we further incentivise our Managing Board members by linking 10% of their variable remuneration to ESG factors, including particularly our climate commitments.

Environmental governance

A dedicated governance structure has been established to engage all relevant departments and stakeholders internally across all tiers of the Group, facilitating the adoption of an integrated strategy aimed at promptly fulfilling the outlined commitments in the Environmental Policy. To facilitate the achievement of these commitments, an Environmental Committee meets monthly, made up of key members from relevant departments. This committee offers updates, feedback and action plans or mitigation measures concerning workstreams in charge of achieving Euronext’s environmental commitments. These workstreams are tasked with identifying and managing dependencies, assessing risks and implementing mitigating actions, as well as escalating unresolved issues to the Environmental Committee. Each workstream is accountable for arranging regular meetings within its streams and sub-streams.

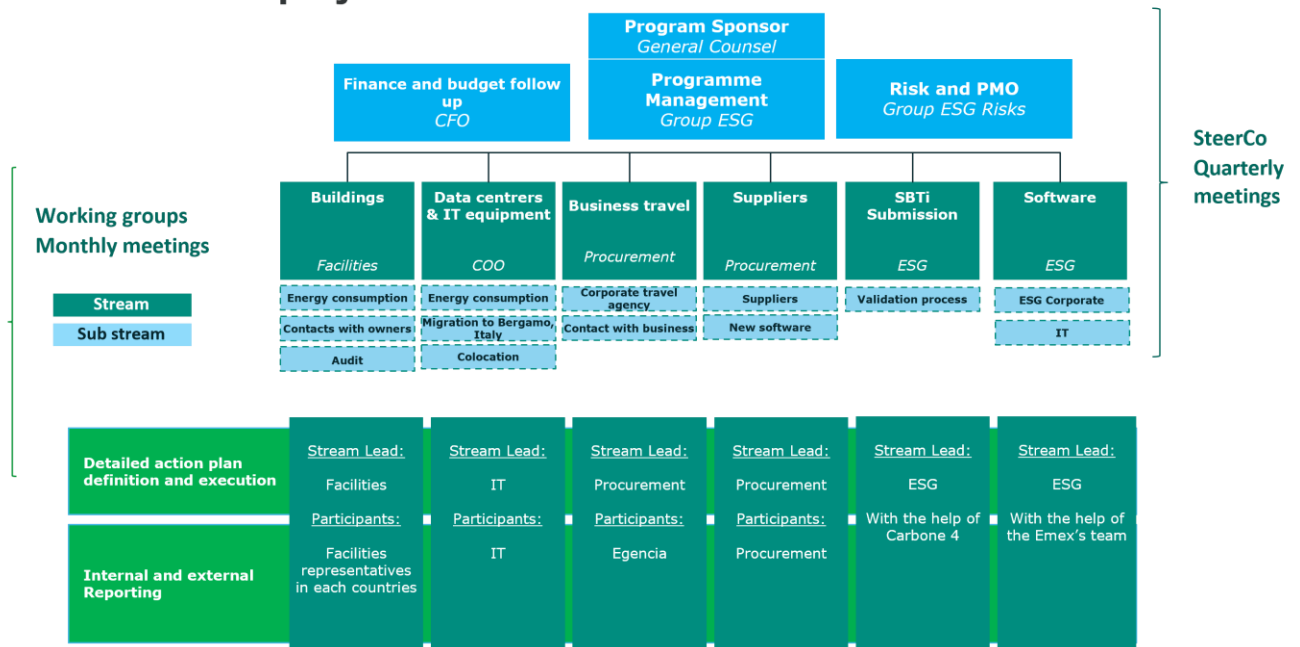
A Steering Committee, comprising the General Counsel, the CFO, the COO, the Group Head of ESG, the Head of ESG Risk and a representative of the Transformation Office, meets on at least a quarterly basis to provide oversight and decision approval. Ad hoc Steering Committees may be called as necessary. The purpose of the Steering Committee is to raise and solve specific issues with the appropriate stakeholders.

Supervisory Board’s Committees				
<p>Supervisory Board</p> <ul style="list-style-type: none"> Supervises and oversees the Group ESG strategy Approves the annual report, including the ESG part of it 	<p>Nomination and Governance Committee</p> <ul style="list-style-type: none"> Oversees talent leadership and culture including the company’s diversity and inclusion initiatives Ensures that Supervisory Board members have the appropriate skills and expertise to oversee ESG risks and opportunities 	<p>Audit Committee</p> <ul style="list-style-type: none"> Supervises the reporting of financial and non-financial information and makes sure the latter is accurate, comparable, and consistent Supervises the selection process of Euronext’s external auditor, including in relation to non-financial information Monitors Euronext’s compliance with applicable laws and regulations (including ESG) 	<p>Risk Committee</p> <ul style="list-style-type: none"> Supervises and monitors Euronext’s future risk exposures including ESG risks Reviews and approves the Group’s risk management framework which covers ESG risks 	<p>Remuneration Committee</p> <ul style="list-style-type: none"> Prepares proposals for the Supervisory Board concerning the performance criteria (including ESG) to be included in the Managing Board’s remuneration



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.

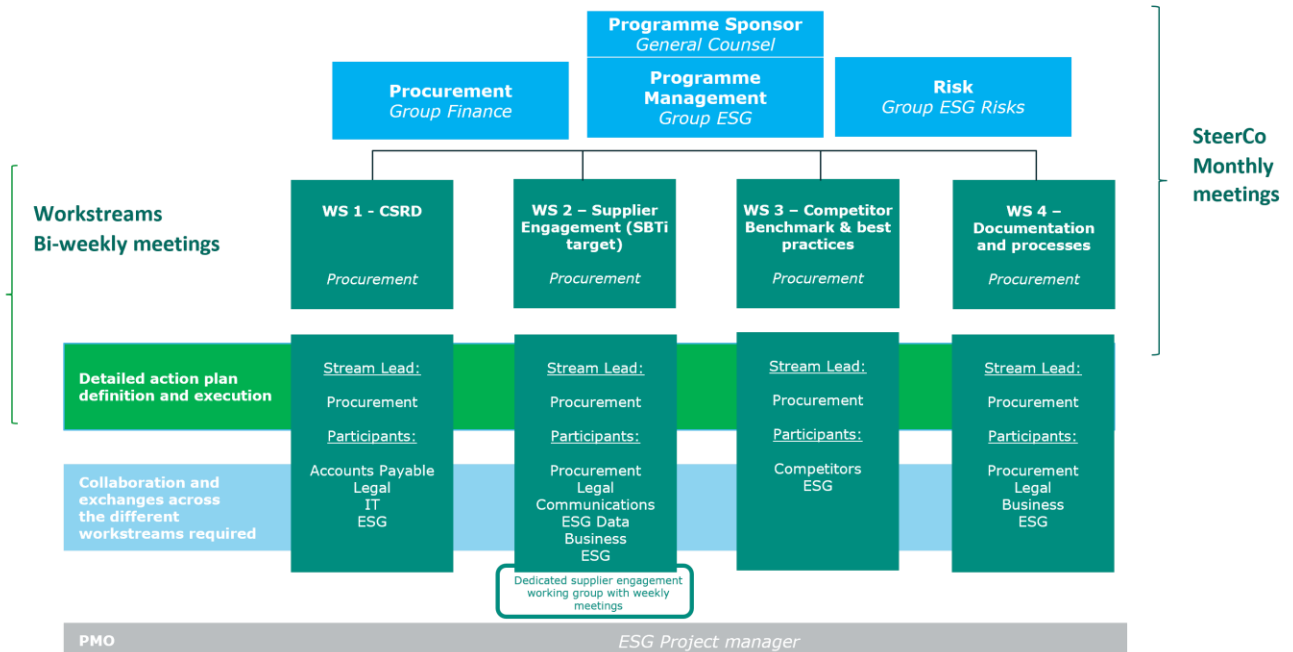
Carbon reduction project



Additionally, a dedicated project governance has been established to ensure a sustainable value chain. This involves engaging internal stakeholders from various departments, including procurement, ESG,

legal and communication. The primary objective is to strengthen supplier engagement and foster a solid commitment to sustainability. Furthermore, this initiative aligns with the attainment of Euronext's SBTi targets, especially the one related to supplier engagement.

Sustainable value chain

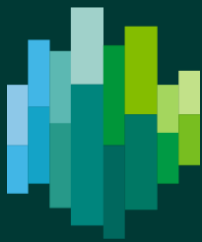


Moreover, Euronext is committed to put in place the right processes in place, implying all the needed departments and businesses, to embed ESG in the whole Group's activities:

- **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 Registration 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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