

Benchmark Statement

**Index: Euronext French Employment 40
EW**

Administrator: Euronext Paris

Version notes

latest version April 2022

Dates	Version notes
April-22	Initial version

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For further information in relation to Euronext Indices please contact:

index-team@euronext.com

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1. INTRODUCTION

This Benchmark Statement covers non-significant benchmarks registered via Euronext Paris as a EU Benchmark Administrator ("Administrator").

Euronext NV operates via its wholly owned subsidiaries Euronext Amsterdam N.V.(Euronext Amsterdam), Euronext Brussels S.A/N.V (Euronext Brussels), Euronext Lisbon – SGMR, SA (Euronext Lisbon), Euronext Paris S.A (Euronext Paris), The Irish Stock Exchange plc (Euronext Dublin) and Oslo Børs ASA (Oslo Børs) (collectively the "Benchmark Administrators" and individually the "Administrator") a leading benchmark and strategy index franchise that measures different segments of the Euronext and other global markets, including AEX®, BEL 20®, CAC 40®, ISEQ® and PSI®. Euronext has a long standing major interest in the management of benchmarks and indexes.

2. INDEX CHARACTERISTICS

2.1 Input Data

The indices part of this Benchmark Statement are calculated using official trade prices sourced directly and entirely from the trading platform of Euronext (OPTIQ) or the Index calculation system of Euronext in case of index levels.

None of the indices use any contributed input data.

2.2 Qualification/Classification

This Benchmark Statement concerns the following type of indices as defined by Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indexes used as benchmarks:

- Regulated data benchmarks
- The indices within the index family are classified as non-significant benchmarks; see Chapter 5
- The indices within the Euronext French Employment 40 EW index family apply ESG factors in its selection and weighting policy. See the Annex and index family rule book for explanation of the methodology.
- The rules of the Euronext French Employment 40 EW index family are published here:
[Euronext French Employment 40 EW index rulebook](#)

The complete list of ISIN codes that are part of this Benchmark family is included in chapter 5 and can be found in the public document 'List of Indices per Benchmark family' which provides all reference information.

2.3 Index Universe

More detailed information on the eligible companies per index can be found in the Rulebook of the specific index.

2.4 Changes to or Cessation of Indices

Factors, including external factors beyond the control of the administrator, may necessitate changes to, or the cessation of, the indices part of this Benchmark Statement.

Users are advised that changes to, or the cessation of, the benchmark may have an impact upon the financial contracts and financial instruments that reference the benchmark or the measurement of the performance of investment funds.

3. POLICIES

3.1 Exceptional Market Conditions

The chapter 'Exceptional Market Conditions' which is included in the Correction Policy document gives a description of the circumstances in which the administrator would lack sufficient input data to determine the benchmark in accordance with the methodology and the instances when the accuracy and reliability of the methodology used for determining the benchmark can no longer be ensured.

3.2 Correction policy

The Correction Policy describes the procedures in case of index outages and other situations in which the normal provision of indices is interrupted or if it appears that elements of the calculation are or seem to be erroneous. The Correction Policy seeks to provide further guidance on the process to be followed in various situations.

The Correction Policy is described in more detail here:

[Correction Policy](#)

3.3 Expert Judgment

The indices administered by the Administrator are derived from data sourced from regulated markets or exchanges with mandatory post-trade transparency requirements. No expert judgement is exercised apart from the normal quality assurance procedures regarding incoming data. Expert Judgment specifically and exclusively refers to exercise of discretion with respect to its use of data in determining an index in the following context:

- Expert Judgment includes extrapolating data from prior or related transactions, adjusting data for factors that might influence the quality of data such as market events or impairment of a buyer or seller's credit quality, or weighing firm bids or offers greater than a particular concluded transaction.
- Other areas of discretion, such as methodology changes, are not, for the purposes of this document, considered Expert Judgment.

3.4 Discretion

The Administrator may apply discretion to make decisions that differ from the index methodology in certain circumstances, including to avoid unnecessary turnover, excessive index changes or adjustments, or possible market disruption. If a situation occurs that is not covered by the rules or where the application of the rules could have a disruptive impact on the market, Index Design may propose a specific decision to the Independent Supervisor of the index if one exists. If no Independent Supervisor exists, the Index Panel will be consulted.

4. BENCHMARK STATEMENT REVIEW AND UPDATE

This Benchmark Statement will be updated whenever the information it provides is no longer correct or sufficiently precise and at least where:

- (a) there is a change in the type of the benchmark;
- (b) there is a material change in the methodology for determining the benchmark or, where the benchmark statement refers to a family of benchmarks, in the methodology for determining any benchmark within the family of benchmarks.

This Benchmark Statement will be reviewed at least once a year.

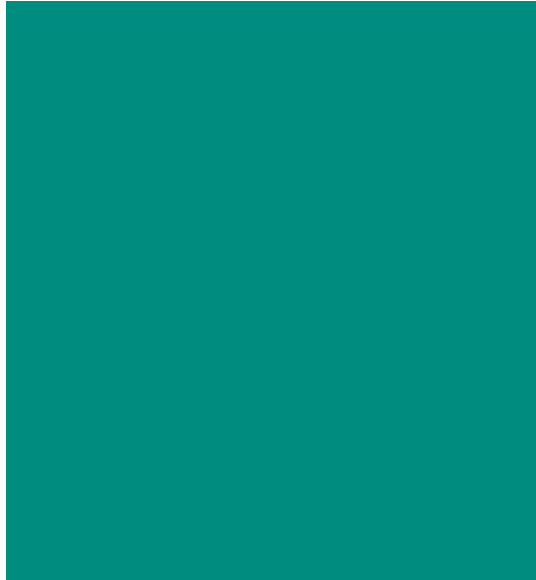
5. LIST OF INDICES

Index name	Mnemo	ISIN Code	Classification	Publication since
Euronext French Employment 40 EW	FREMP	FRESG0000454	Non-significant benchmark	06-04-22
Euronext French Employment 40 EW NR	FREMN	FRESG0000462	Non-significant benchmark	06-04-22
Euronext French Employment 40 EW GR	FREMG	FRESG0000470	Non-significant benchmark	06-04-22

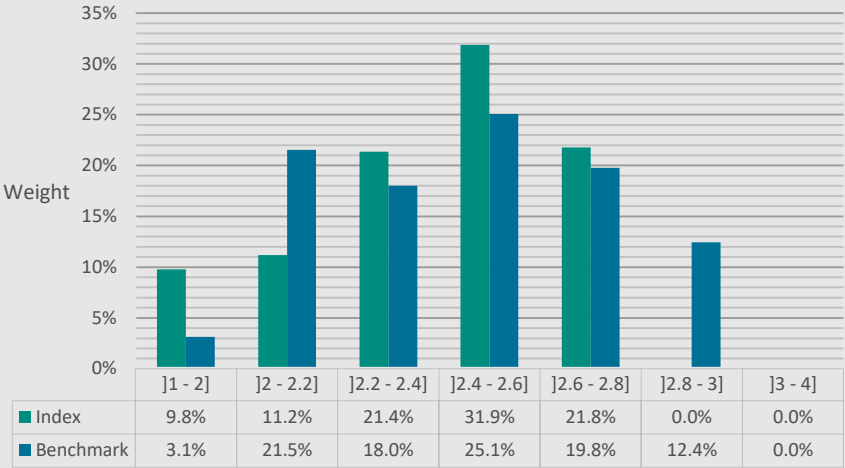
6. CLIMATE-RELATED DISCLOSURES

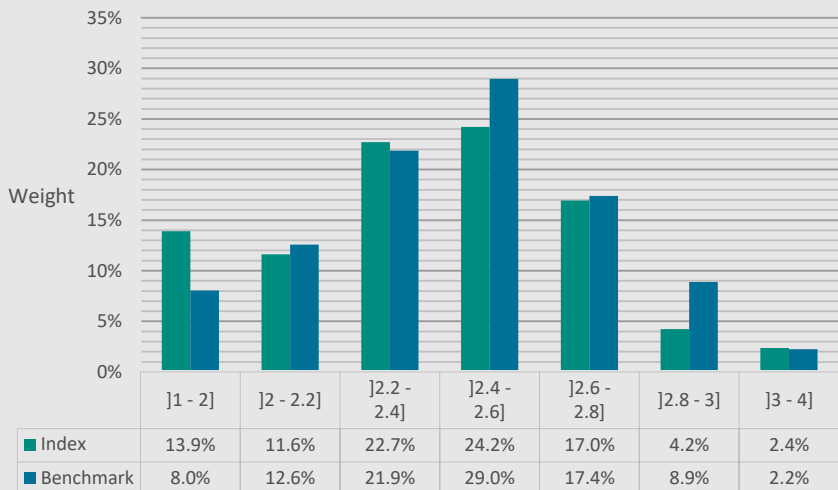
SECTION 1 – CONSIDERATION OF ESG FACTORS

Item 1. Name of the benchmark administrator	Euronext Paris		
Item 2. Type of benchmark or family of benchmarks <i>Choose the relevant underlying asset from the list provided in Annex II.</i>	Equity Benchmark		
Item 3. Name of the benchmark or family of benchmarks	Euronext French Employment 40 EW		
Item 4. Are there in the portfolio of the benchmark administrator any EU Climate Transition Benchmarks, EU Paris-aligned Benchmarks, benchmarks that pursue ESG objectives or benchmarks that take into account ESG factors?	Yes		
Item 5. Does the benchmark or family of benchmarks pursue ESG objectives?	Yes		
Item 6. Where the response to Item 5 is positive, provide below the details (score) in relation to the ESG factors listed in Annex II for each family of benchmarks at aggregated level. The ESG factors shall be disclosed at an aggregated weighted average value at the level of the family of benchmarks.			
c) List of social factors	Selection: • Top 40 Humpact Score identifying the companies with the strongest positive impact on employment		
Item 7. Where the response to Item 5 is positive, provide below the details (score) for each benchmark, in relation to the ESG factors listed in Annex II, depending on the relevant underlying asset concerned. Alternatively, all of this information may be provided in the form of a hyperlink to a website of the benchmark administrator included in the benchmark statement. The information on the website shall be easily available and accessible. Benchmark administrators shall ensure that information published on their website remains available for five years. The score of the ESG factors shall not be disclosed for each constituent of the benchmark, but shall be disclosed at an aggregated weighted average value of the benchmark.			
a) List of combined ESG factors			
Weighted average ESG rating of the benchmark (expressed by a value ranging from 1 to 4, higher is better)	ESG rating	Weighted Average	Coverage
	Euronext French Employment 40 EW Index	2.38	96.0%
	SBF 120 Index	2.43	100.0%



ESG SCORE DISTRIBUTION



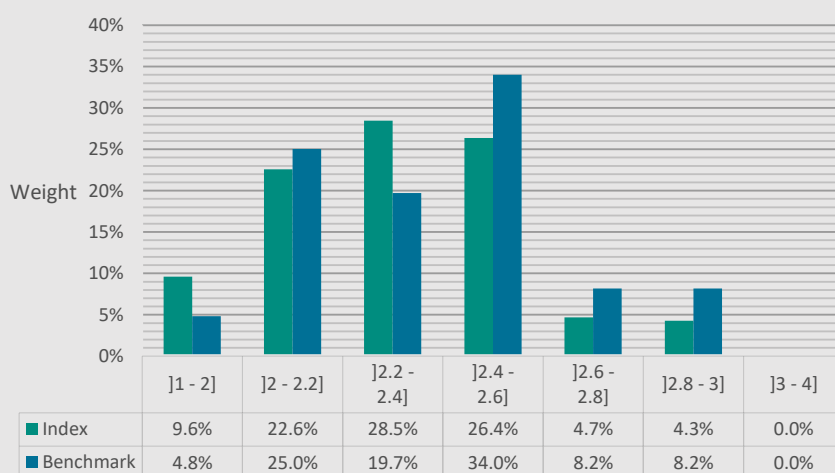
b) List of environmental factors																											
Weighted average environmental rating of the benchmark (expressed by a value ranging from 1 to 4, higher is better)	Environmental rating	Weighted Average	Coverage																								
	Euronext French Employment 40 EW Index	2.37	96.0%																								
	SBF 120 Index	2.42	100.0%																								
	<div>ENVIRONMENTAL SCORE DISTRIBUTION</div>  <table><thead><tr><th></th><th>]1 - 2]</th><th>]2 - 2.2]</th><th>]2.2 - 2.4]</th><th>]2.4 - 2.6]</th><th>]2.6 - 2.8]</th><th>]2.8 - 3]</th><th>]3 - 4]</th></tr></thead><tbody><tr><td>Index</td><td>13.9%</td><td>11.6%</td><td>22.7%</td><td>24.2%</td><td>17.0%</td><td>4.2%</td><td>2.4%</td></tr><tr><td>Benchmark</td><td>8.0%</td><td>12.6%</td><td>21.9%</td><td>29.0%</td><td>17.4%</td><td>8.9%</td><td>2.2%</td></tr></tbody></table>]1 - 2]]2 - 2.2]]2.2 - 2.4]]2.4 - 2.6]]2.6 - 2.8]]2.8 - 3]]3 - 4]	Index	13.9%	11.6%	22.7%	24.2%	17.0%	4.2%	2.4%	Benchmark	8.0%	12.6%	21.9%	29.0%	17.4%	8.9%	2.2%
]1 - 2]]2 - 2.2]]2.2 - 2.4]]2.4 - 2.6]]2.6 - 2.8]]2.8 - 3]]3 - 4]																			
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Benchmark	8.0%	12.6%	21.9%	29.0%	17.4%	8.9%	2.2%																				
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain. The score is expressed on a scale 0-100 where a low score indicates high risk, and a high score indicates low risk.	Climate-related physical risks	Weighted Average	Coverage																								
	Euronext French Employment 40 EW Index	73	94.2%																								
	SBF 120 Index	61	99.8%																								
Degree of exposure of the portfolio to the sector in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council (including the oil, gas, mining and transportation sectors, are sectors that highly contribute to climate change) as a percentage of the total weight in the portfolio (expressed in %, represents the sum of the weights)	NACE Sections A to H + L	Weight	Coverage																								
	Euronext French Employment 40 EW Index	75.0%	96.0%																								
	SBF 120 Index	78.3%	100.0%																								
Greenhouse gas (GHG) intensity (scope 1&2) of the benchmark (expressed as a weighted average, the unit is in tons of CO2e per million EUR of revenue)	GHG intensity	Weighted Average	Coverage																								
	Euronext French Employment 40 EW Index	217.12	96.0%																								
	SBF 120 Index	195.91	100.0%																								

Percentage of GHG emissions reported versus estimated (based on full coverage)	GHG reported vs. estimated	%	
	Euronext French Employment 40 EW Index	97.4%	
	SBF 120 Index	94.2%	
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006 including Mining of coal and manufacture of chemicals, are sectors that highly contribute to climate change (expressed in %, represents the sum of the weights)	NACE Divisions 5 to 9 +19 & 20	Weight	Coverage
	Euronext French Employment 40 EW Index	18.0%	96.0%
	SBF 120 Index	17.4%	100.0%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council (expressed in %, represents the sum of the weights)	Environmental goods and services sector	Weight	Coverage
	Euronext French Employment 40 EW Index	-	0.0%
	SBF 120 Index	-	0.0%

c) List of social factors

Weighted average social rating of the benchmark (expressed by a value ranging from 1 to 4, higher is better)	Social rating	Weighted Average	Coverage
	Euronext French Employment 40 EW Index	2.29	96.0%
	SBF 120 Index	2.37	100.0%

SOCIAL SCORE DISTRIBUTION

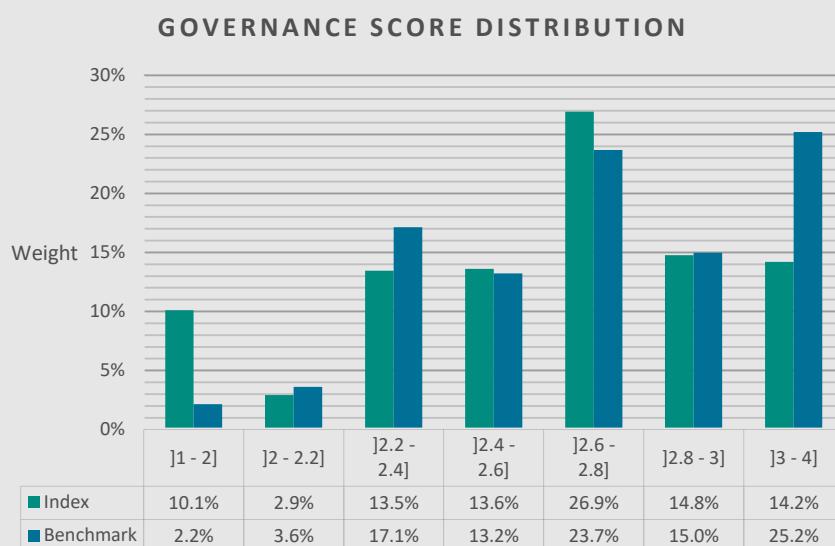


International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'	<ul style="list-style-type: none"> •Controversial weapons: Indicates companies with verified or potential involvement in controversial weapons (biological, chemical and nuclear weapons, cluster munitions, anti-personnel mines, depleted uranium). •Anti-personnel mines: Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on Their Destruction. •Biological weapons: Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction. •Chemical weapons: Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction. •Cluster munitions: Convention on Cluster Munitions. •Nuclear weapons: Treaty on the Non-Proliferation of Nuclear Weapons and the International Court of Justice's Advisory Opinion on the Legality of the Threat or Use of Nuclear Weapons as well as the Treaty on the Prohibition of Nuclear Weapons. 		
Weighted average percentage of index constituents in the controversial weapons sector (sum of weights of companies with verified involvement)	Controversial weapons sector	Weight	Coverage
	Euronext French Employment 40 EW Index	3.6%	100.0%
	SBF 120 Index	6.4%	100.0%
Weighted average percentage of index constituents in the tobacco sector (sum of weights of companies with >= 10% tobacco revenue share)	Tobacco sector	Weight	Coverage
	Euronext French Employment 40 EW Index	0.0%	96.0%
	SBF 120 Index	0.0%	100.0%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all index constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law	Social violations	Count	%
	Euronext French Employment 40 EW Index	0	0.0%
	SBF 120 Index	0	0.0%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	Companies without due diligence policies	Weight	Coverage
	Euronext French Employment 40 EW Index	0.0%	96.0%
	SBF 120 Index	0.1%	100.0%
Weighted average gender pay gap. The value is the percentage by which women's salaries are lower than men's. A negative value indicates a higher female salary.	Gender pay gap	Weighted Average	Coverage
	Euronext French Employment 40 EW Index	9.0%	3.9%
	SBF 120 Index	0.3%	4.8%

	Female board member %	Weighted Average	Coverage
Weighted average percentage of female board members	Euronext French Employment 40 EW Index	45.9%	96.0%
	SBF 120 Index	45.6%	99.9%
	Incident rate	Weighted Average	Coverage
Weighted average ratio of accidents, injuries, fatalities. The factor evaluates the company employee's total recordable incident rate, normalized by 200,000 hours worked.	Euronext French Employment 40 EW Index	-	0%
	SBF 120 Index	-	0%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws	no sufficient availability of data yet		

d) List of governance factors

	Governance rating	Weighted Average	Coverage
Weighted average governance rating of the benchmark (expressed by a value ranging from 1 to 4, higher is better)	Euronext French Employment 40 EW Index	2.62	96.0%
	SBF 120 Index	2.73	100.0%



	Independent board member %	Weighted Average	Coverage
Weighted average percentage of board members who are independent	Euronext French Employment 40 EW Index	49.6%	96.0%
	SBF 120 Index	54.7%	99.9%
	Female board member %	Weighted Average	Coverage
Weighted average percentage of female board members	Euronext French Employment 40 EW Index	45.9%	96.0%
	SBF 120 Index	45.6%	99.9%
Hyperlink to the information on ESG	The ESG factors are described in the rulebook that is available here:		Index Rules

factors for each benchmark	The metrics on ESG factors in this benchmark statement are described in:	Climate Related Disclosure Definition
Item 8. Data and standards used		
a) Description of data sources used to provide information on the ESG factors in the benchmark statement	<p>The ESG Corporate Rating provides highly relevant, material and forwardlooking environmental, social and governance data and performance assessments. The ESG Corporate Rating universe covers approximately 10,000 issuers, including :</p> <ul style="list-style-type: none"> • full coverage of major stock indices of developed and emerging markets, • coverage of small and mid-cap indices in developed markets, • important non-listed bond issuers. <p>A company's ESG performance is assessed with a standard set of crosssectoral indicators complemented by sector-specific ones in order to address its material ESG challenges. An Analyst Opinion complements each ESG Corporate Rating, providing a qualitative summary and analysis of central rating results in three dimensions: Sustainability Opportunities, Sustainability Risks and Governance. To ensure high quality analyses, indicators, rating structures, and results are regularly reviewed by an internal Methodology Board. In addition, methodology and results are regularly discussed with an external Rating Committee, which consists of highly recognized ESG experts.</p> <p>The scope of ISS ESG Norm-Based Research is aligned with the Principles of the U.N. Global Compact and the OECD Guidelines for Multinational Enterprises. These globally endorsed standards translate obligations established in international norms into expectations of what constitutes Responsible Business Conduct. Principles of international law referenced and translated for business in leading global frameworks for Responsible Business Conduct include the following:</p> <ul style="list-style-type: none"> • Human rights (among others): <ul style="list-style-type: none"> -The International Covenant on Civil and Political Rights (ICCPR) -The International Covenant on Economic, Social and Cultural Rights (ICESCR) -The Geneva Conventions • Labour rights: <ul style="list-style-type: none"> -International Labour Organization (ILO) Conventions • Environmental standards (among others): <ul style="list-style-type: none"> -The Rio Declaration on Environment and Development -The Convention on Biological Diversity -The UN Framework Convention on Climate Change -The Paris Agreement • Anti-corruption standards: <ul style="list-style-type: none"> -The UN Convention against Corruption 	
b) Reference standards	<p>Normative frameworks:</p> <ul style="list-style-type: none"> • UN Global Compact • OECD Guidelines • UN Guiding Principles • UN Sustainable Development Goals • ILO Conventions • Paris Agreement • ICCPR and ICESCR • Convention on Biological Diversity 	

SECTION 2 – ADDITIONAL DISCLOSURE REQUIREMENTS FOR EU CLIMATE TRANSITION AND EU PARIS-ALIGNED BENCHMARKS

Item 9. Where a benchmark is labelled as 'EU Climate Transition Benchmark' or 'EU Paris-aligned Benchmark', benchmark administrators shall also disclose the following information (yearly update)

a) forward-looking year-on-year decarbonisation trajectory based on Carbon intensity per euro of Enterprise Value provided by Carbone 4	not applicable
b) degree to which the IPCC decarbonisation trajectory (1,5°C with no or limited overshoot) has been achieved on average per year since creation	not applicable
c) overlap between those benchmarks and their investable universe, as defined in Article 1, point (e), of Commission Delegated Regulation (EU) 2020/1818 (1), using the active share at asset level.	not applicable

SECTION 3 – DISCLOSURE OF THE ALIGNMENT WITH THE OBJECTIVES OF THE PARIS AGREEMENT

Item 10. By the date of application of this Regulation, for significant equity and bond benchmarks, EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks, benchmark administrators shall also disclose the following information.

By 31 December 2021, benchmark administrators shall, for each benchmark or, where applicable, each family of benchmarks, disclose the following information

a) Does the benchmark align with the target of reducing carbon emissions or the attainment of the objectives of the Paris Agreement	No
b) the temperature scenario, in accordance with international standards, used for the alignment with the target of reducing GHG emissions or attaining of the objectives of the Paris Agreement	not applicable
c) the name of the provider of the temperature scenario used for the alignment with the target of reducing GHG emissions or the attainment of the objectives of the Paris Agreement	not applicable
d) the methodology used for the measurement of the alignment with the temperature scenario	not applicable
e) the hyperlink to the website of the temperature scenario used	not applicable
Date on which information has last been updated and reason for the update	April 2022: Initial version