

# Euronext® French Employment 40 EW Index

<b>Index</b>	<b>Euronext® French Employment 40 EW Index (FRESG0000454)</b>
<b>Benchmark</b>	<b>SBF® 120 (FR0003999481)</b>

## Objective

The Euronext® French Employment 40 EW Index is the first pillar of a broader family of indices addressing challenges around Employment. The index selects the 40 companies from the SBF 120 with the strongest positive impact on Employment in France. The methodology is based on an innovative assessment developed by Humpact, a leading French non-financial rating agency focusing on social issues. The index serves as an underlying for structured products, funds and exchange traded funds. The index rules are available on our website. Euronext acts as Supervisor. All our rulebooks can be found at:

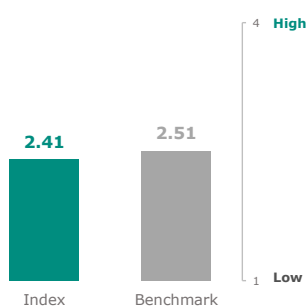
<https://live.euronext.com/en/products-indices/index-rules>.

This ESG Report provides information on ESG factors aggregated at the index level within the framework of the Benchmark Regulation (BMR), the Sustainable Finance Disclosure Regulation (SFDR) and the European Union Taxonomy Regulation. The metrics on ESG factors in this ESG Report are provided by ISS ESG, updated quarterly, and are described at:

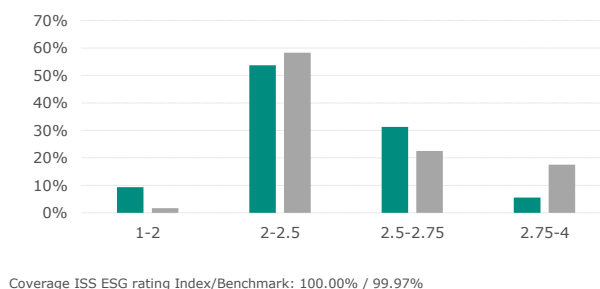
<https://live.euronext.com/en/products/indices/rules-esg-report-disclosures-definitions>.

## ESG Performance

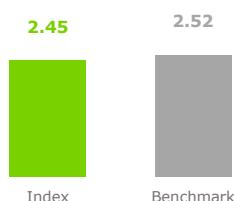
**Weighted average ESG rating**



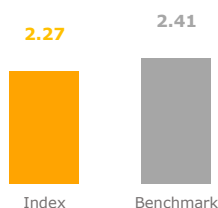
**ESG score distribution**



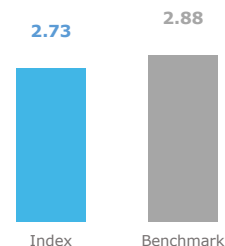
### Environmental



### Social



### Governance



ISS ESG Corporate Rating provides highly relevant, material and forward-looking environmental, social and governance (ESG) data and performance assessments. The overall analysis is graded on a twelve-point scale from 4(A+) where the company shows excellent performance to 1(D-) where the company shows poor performance or fails to demonstrate any commitment to appropriately address the topic. The rating grasps ESG risks, opportunities and impact along the entire corporate value chain, including a dedicated SDG-based component measuring positive and negative impact of products and services as well as integrating the existence and severity of controversies and violations of global norms in the topic-specific and overall assessment. Drawing on a pool of more than 700 indicators developed in house with clearly defined performance expectations and scoring models, ISS ESG sector specialists along with a dedicated in-house team of methodology experts select a set of about 100 criteria for each industry. Performance data on more than 30 ESG topics available across all industries and based on in-depth analysis of various factors :

#### ENVIRONMENT

- Climate Change Strategy
- Eco-Efficiency
- Energy Management
- Environmental Impact of Product Portfolio
- Environmental Management
- Water Risk and Impact
- And more

#### SOCIAL

- Equal Opportunities
- Freedom of Association
- Health and Safety
- Human Rights
- Product Responsibility
- Social Impact of Product Portfolio
- Supply Chain Management
- Taxes
- And more

#### GOVERNANCE

- Business Ethics
- Compliance
- Independence of the Board
- Voting Rights
- Shareholder Participation
- Remuneration
- And more

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## Environmental Indicators

ISS ESG Environmental rating provides a numeric score from 1 (D-), being poor, to 4 (A+), being high, linked to the rated entity's Environmental rating. The Environmental rating is based on an assessment of performance across key environmental metrics including energy management, water risk and impact, waste management, ecoefficiency, sector specific environmental aspects along the value chain, and other issues.

Main factors taken into account :

- Climate Change Strategy
- Energy Management
- Environmental Management
- Eco-Efficiency
- Environmental Impact of Product Portfolio
- Water Risk and Impact

### Environmental score

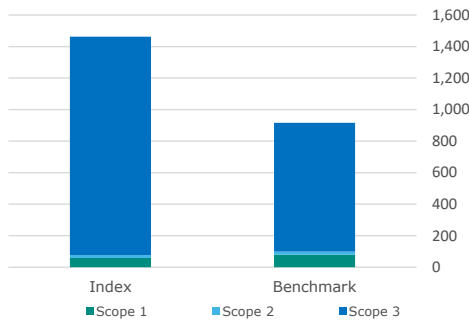


Coverage Index/Benchmark: 100.00% / 99.97%

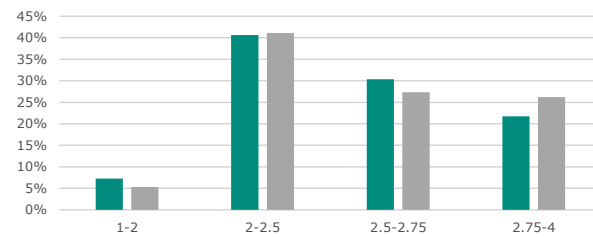
## GHG Emissions

- Carbon footprint: aggregated emissions (tCO<sub>2</sub>e) from Scopes 1, 2, and 3 per million EUR of Enterprise Value
- GHG intensity: aggregated emissions (tCO<sub>2</sub>e) from Scopes 1, 2, and 3 per million EUR of revenue

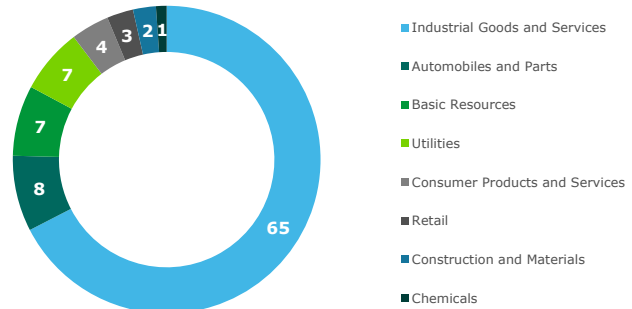
### Carbon footprint



### Environmental score distribution



### Index Top Sectors Contributions to Carbon Footprint (%)



### Carbon footprint tCO<sub>2</sub>e/Enterprise Value

### GHG intensity tCO<sub>2</sub>e/Revenue €

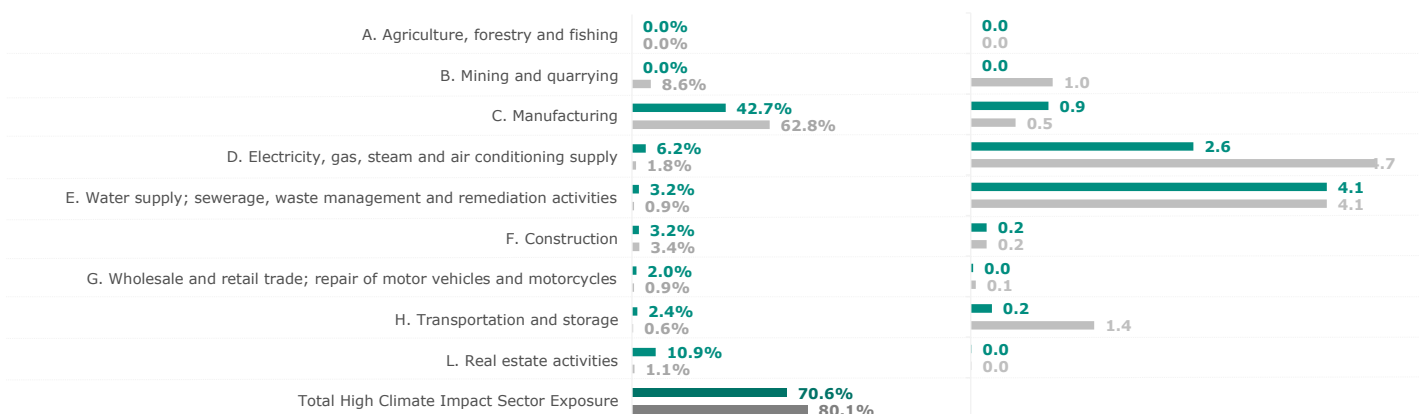
	Coverage (%) Scope 1,2,3	Estimated (%)	Estimated Trust Score	Scope 1	Scope 2	Scope 3	Total Scope 1,2,3	Coverage (%) Scope 1,2,3	Total Scope 1,2	Total Scope 1,2,3
<b>Index</b>	<b>100.0%</b>	<b>5.7%</b>	<b>0.74</b>	<b>59.0</b>	<b>17.6</b>	<b>1,385.7</b>	<b>1,462.2</b>	<b>100.0%</b>	<b>149.0</b>	<b>1,378.0</b>
<b>Benchmark</b>	<b>100.0%</b>	<b>0.6%</b>	<b>0.73</b>	<b>79.0</b>	<b>20.0</b>	<b>817.8</b>	<b>916.8</b>	<b>100.0%</b>	<b>167.1</b>	<b>1,547.5</b>
Net Performance	0.00 p	-5.05 p	0.01	25.35%	12.24%	-69.43%	-59.48%	0.00 p	10.80%	10.95%

Based on ISS ESG data, the carbon footprint scope 1,2,3 of the index is 59.48% higher than the benchmark and the GHG intensity scope 1,2,3 of the index is 10.95% lower than the benchmark. The percentage of GHG emissions reported versus estimated on GHG intensity scope 1 + 2 is 94.35% of the total weight of the index, 99.40% for the benchmark.

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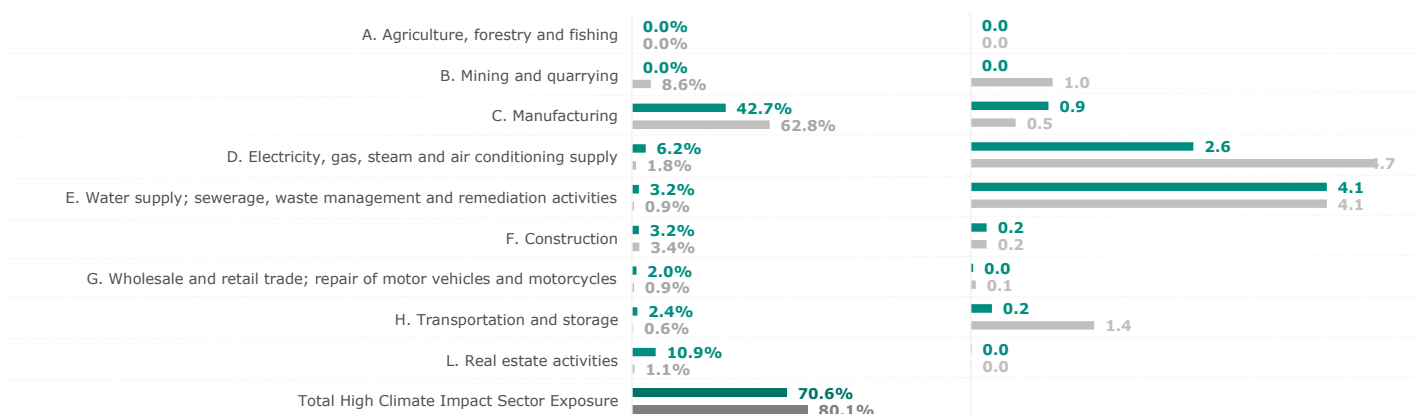
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## High Climate Impact Sectors Exposure (NACE)



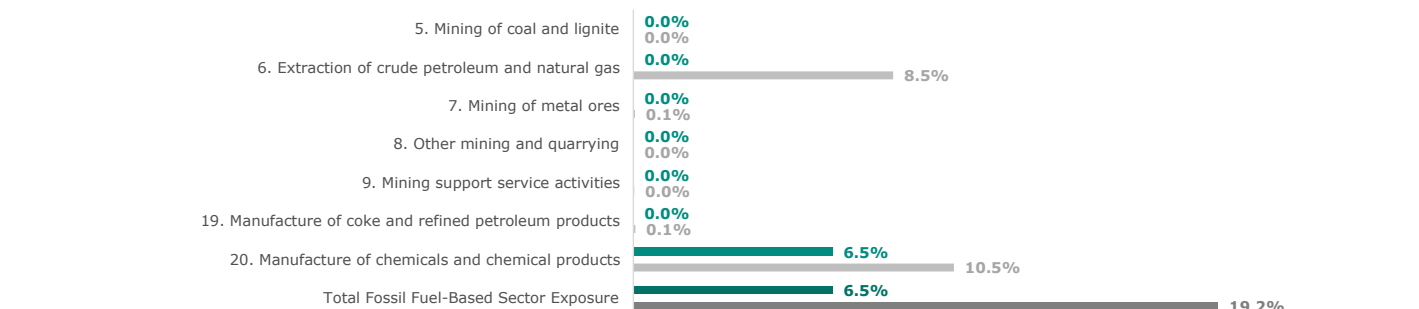
NACE Coverage Index/Benchmark: 100.00% / 100.00%

## Energy Consumption per High Climate Impact Sectors



Energy Consumption Coverage Index/Benchmark: 76.50% / 95.28%

## Fossil Fuel-Based Sectors Exposure (NACE)



NACE Coverage Index/Benchmark: 100.00% / 100.00%

	Index		Benchmark	
	Impact	Coverage	Impact	Coverage
Exposure to activities included in the environmental goods and services sector	4.1%	94.5%	1.4%	90.8%
Exposure to companies active in the fossil fuel sector	3.0%	100.0%	11.5%	100.0%
Exposure to climate-related physical risks	69.6	98.4%	62.4	99.7%
Share of energy sources used – Coal, nuclear and unclear energy sources	58.4%	80.1%	55.8%	68.9%
Share of energy sources used – Natural gas, waste-to-energy and biomass	35.2%	58.2%	40.4%	58.8%
Share of non-renewable energy consumption	89.4%	71.4%	98.3%	68.4%
Share of non-renewable energy production	0.02%	93.4%	0.06%	92.6%
Energy consumption intensity	0.8	76.5%	0.6	95.3%
Emissions to water	0.03	6.6%	0.04	22.1%
Hazardous waste ratio	0.5	15.0%	0.9	12.9%
Emissions of air pollutants	1.2	12.1%	0.4	7.9%
Water usage and recycling	11,661	57.2%	10,739	74.0%
Exposure to companies without water management policies	24.6%	71.4%	10.6%	81.0%
Non-recycled waste ratio	62.9	39.5%	8.6	53.7%
Natural species and protected areas	0.0%	100.0%	0.0%	100.0%
Activities negatively affecting biodiversity sensitive areas	0.00%	100.0%	0.00%	100.0%

► The index outperform the benchmark

► The benchmark outperform the index

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## Social Indicators

ISS ESG Social rating provides a numeric score from 1 (D-), being poor, to 4 (A+), being high, linked to the rated entity's Social rating. The Social rating is based on an assessment of performance across key social sustainability metrics, including staff and suppliers, health and safety, human rights, sector specific product responsibility, and other issues.

Main factors taken into account :

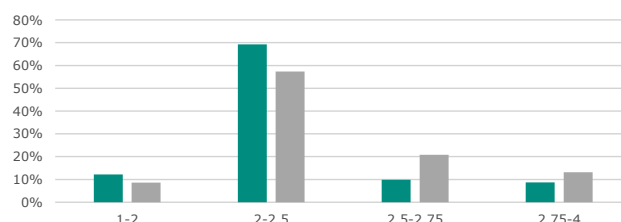
- Equal Opportunities
- Freedom of Association
- Health and Safety
- Human Rights
- Product Responsibility
- Social Impact of Product
- Supply Chain Management
- Taxes

### Social score



Coverage Index/Benchmark: 100.00% / 99.97%

### Social score distribution



0

**Companies are in Social Violations**  
**0 in benchmark**

Ag. Weight & Coverage Index/Bench: 0.0% (52.3%) / 0.0% (89.2%)



0

**Companies are in violation with UNGC or OECD guidelines**  
**1 in benchmark**

Ag. Weight & Coverage Index/Bench: 0.0% (100.0%) / 8.5% (100.0%)



3

**Companies lack of human rights policy**  
**8 in benchmark**

Ag. Weight & Coverage Index/Bench: 7.2% (100.0%) / 0.8% (100.0%)



5

**Companies lack of a supplier code of conduct**  
**13 in benchmark**

Ag. Weight & Coverage Index/Bench: 11.5% (100.0%) / 0.9% (100.0%)



1

**Company has insufficient whistleblower protection**  
**2 in benchmark**

Ag. Weight & Coverage Index/Bench: 1.9% (100.0%) / 0.1% (100.0%)



2

**Companies lack of processes and compliance mechanisms to monitor compliance with UNGC and OECD guidelines**  
**7 in benchmark**

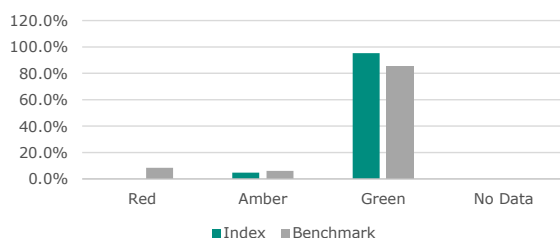
Ag. Weight & Coverage Index/Bench: 4.6% (100.0%) / 0.6% (100.0%)



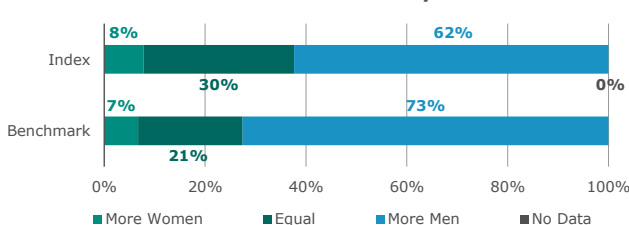
		Index		Benchmark	
		Impact	Coverage	Impact	Coverage
Controversial weapons sector exposure	🟢	6.50%	100.0%	9.63%	100.0%
Tobacco involvement exposure	🟢	0.06%	100.0%	0.23%	100.0%
Gender pay gap	🔴	10.67%	6.9%	0.42%	12.0%
Ratio of accidents, injuries, fatalities	🔴	1.00	57.3%	0.54	64.9%
Exposure to companies without workplace accident prevention policies	🔴	13.15%	100.0%	3.44%	100.0%
Exposure to companies with a lack of human rights due diligence procedures	🔴	58.28%	95.9%	44.37%	99.8%
Ratio of female to male board members		0.9	100.0%	0.8	100.0%

NBR Overall Flag: This factor assigns an overall Red (failure), Amber (credible allegations), or Green (to be established) flag to an issuer based on the issuer's link with any breaches of international standards.

### NBR Overall Flag



### Board Gender Diversity



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## Governance Indicators

ISS ESG Governance rating provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's Governance rating. The Governance rating is based on an assessment of performance across key governance metrics, including business ethics, corporate governance, and other issues.

Main factors taken into account :

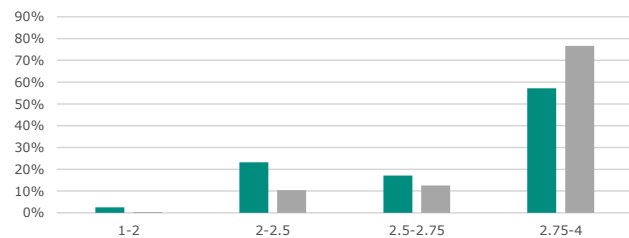
- Business Ethics
- Compliance
- Independence of the Board
- Voting Rights
- Shareholder Participation
- Remuneration

### Governance score



Coverage Index/Benchmark: 100.00% / 99.97%

### Governance score distribution



## 51%

**Board members are independent**  
**56% in benchmark**

Coverage Index/Benchmark: 100.00% / 100.00%



## 0

**Companies lack of anti-corruption and anti-bribery policies**  
**0 in benchmark**

Coverage Index/Benchmark: 100.00% / 100.00%



## 46%

**Female board members**  
**44% in benchmark**

Coverage Index/Benchmark: 100.00% / 100.00%



## 6

**Companies without carbon emission reduction initiatives**  
**33 in benchmark**

Ag. Weight & Coverage Index/Bench: 14.4% (100.0%) / 14.4% (100.0%)



## 0%

**Operate without due diligence policies (ILO 1-8)**  
**0% in benchmark**

Coverage Index/Benchmark: 100.00% / 99.97%



### Total Monetary Losses from Corruption

This factor identifies if a company discloses the monetary value of losses incurred through legal proceedings related to corruption in USD.

Index		Benchmark	
Impact	Coverage	Impact	Coverage

0

6.9%

0

0.5%

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## Principal Adverse Sustainability Impacts

	Mandatory Indicators	Index			Benchmark		
		Impact [year n]	Impact [year n-1]	Coverage [year n]	Impact [year n]	Impact [year n-1]	Coverage [year n]
<b>1</b>	GHG emissions Scope 1	▶ 59.0	63.8	100.0%	79.0	84.2	100.0%
	GHG emissions Scope 2	▶ 17.6	17.7	100.0%	20.0	19.2	100.0%
	GHG emissions Scope 3	▶ 1385.7	1444.8	100.0%	817.8	784.7	100.0%
	Total GHG emissions	▶ 1462.2	1526.3	100.0%	916.8	888.1	100.0%
<b>2</b>	Carbon footprint	▶ 1462.2	1526.3	100.0%	916.8	888.1	100.0%
<b>3</b>	Greenhouse gas (GHG) intensity	▶ 1378.0	1614.9	100.0%	1547.5	1639.8	100.0%
<b>4</b>	Exposure to companies active in the fossil fuel sector	▶ 3.0%	3.0%	100.0%	11.5%	10.3%	100.0%
<b>5</b>	Share of energy sources used – Coal, nuclear and unclear energy sources	▶ 58.4%	58.4%	80.1%	55.8%	44.9%	68.9%
	Share of energy sources used – Natural gas, waste-to-energy and biomass	▶ 35.2%	26.3%	58.2%	40.4%	31.7%	58.8%
	Share of non-renewable energy consumption	▶ 89.4%	75.1%	71.4%	98.3%	72.4%	68.4%
	Share of non-renewable energy production	▶ 2.3%	2.3%	93.4%	5.5%	5.4%	92.6%
<b>6</b>	Energy consumption intensity	▶ 0.82	1.92	76.5%	0.57	1.37	95.3%
<b>7</b>	Activities negatively affecting biodiversity sensitive areas	▶ 0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
<b>8</b>	Emissions to water	▶ 0.03	0.25	6.6%	0.04	0.03	22.1%
<b>9</b>	Hazardous waste ratio	▶ 0.51	0.55	15.0%	0.93	0.89	12.9%
<b>10</b>	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	▶ 0.0%	0.0%	100.0%	8.5%	8.5%	100.0%
<b>11</b>	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	▶ 4.6%	10.2%	100.0%	0.6%	1.1%	100.0%
<b>12</b>	Gender pay gap	▶ 10.7%	15.8%	6.9%	0.4%	0.2%	12.0%
<b>14</b>	Controversial weapons sector exposure	▶ 6.5%	6.5%	100.0%	9.6%	9.6%	100.0%

Impact [year n-1] provide factors based on the current composition mapped with year n-1 ISS ESG data.

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## Principal Adverse Sustainability Impacts

Additional Indicators	Index			Benchmark		
	Impact [year n]	Impact [year n-1]	Coverage [year n]	Impact [year n]	Impact [year n-1]	Coverage [year n]
Emissions of air pollutants	▶ 1.24	1.14	12.1%	0.43	0.47	7.9%
Investing in companies without carbon emission reduction initiatives	▶ 14.4%	25.3%	100.0%	14.4%	18.5%	100.0%
Water usage and recycling	▶ 11,661	191,202	57.2%	10,739	285,045	74.0%
Investments in companies without water management policies	▶ 24.6%	24.6%	71.4%	10.6%	14.5%	81.0%
Non-recycled waste ratio	▶ 62.86	80.94	39.5%	8.64	11.50	53.7%
Natural species and protected areas	▶ 0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Investments in companies without workplace accident prevention policies	▶ 13.2%	31.8%	100.0%	3.4%	9.4%	100.0%
Rate of accidents	▶ 99.6%	133.4%	57.3%	53.8%	52.4%	64.9%
Lack of a supplier code of conduct	▶ 11.5%	17.0%	100.0%	0.9%	1.5%	100.0%
Insufficient whistleblower protection	▶ 1.9%	1.9%	100.0%	0.1%	0.0%	100.0%
Excessive CEO pay ratio	-	-	0.0%	-	-	0.0%
Lack of a human rights policy	▶ 7.2%	10.4%	100.0%	0.8%	1.1%	100.0%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	▶ 0.0%	0.0%	100.0%	0.1%	0.1%	100.0%
Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	▶ 0	0	100.0%	0	0	100.0%

Impact [year n-1] provide factors based on the current composition mapped with year n-1 ISS ESG data.

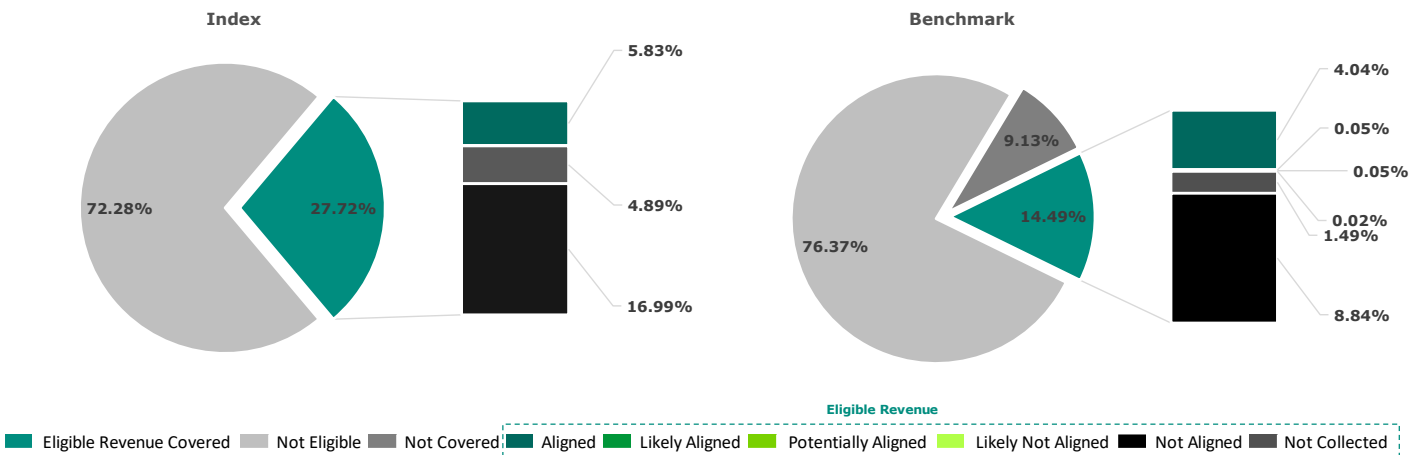
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## EU Taxonomy Alignment

The EU Taxonomy Alignment report evaluates a portfolio's levels of alignment against the six climate and environmental related objectives set out by the regulatory text, by determining investee companies' involvement in Taxonomy eligible economic activities, quantifying the respective revenues from these activities, and subsequently applying the three technical assessment steps of Substantial Contribution, Do No Significant Harm, and Minimum Social Safeguards. Currently, only the first two objectives are covered: Climate Change Mitigation and Climate Change Adaptation.

### All Objectives EU Taxonomy Alignment

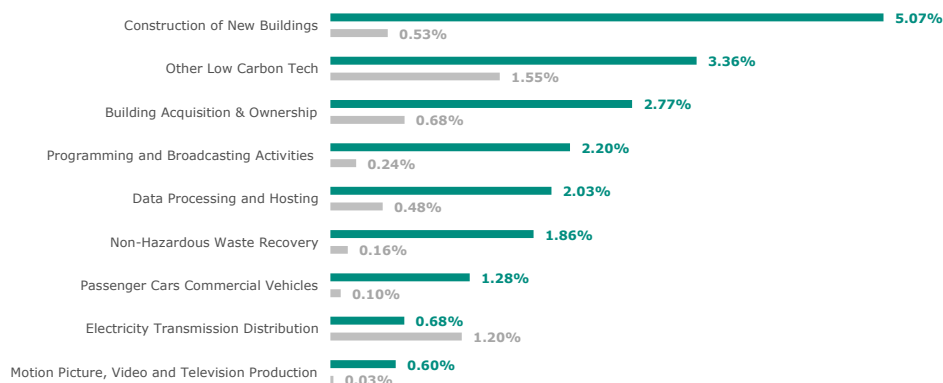


Activity Type	Eligible Revenue	Not Eligible Revenue	Aligned Revenue	Aligned Revenue (Y-1)	Likely Aligned Revenue	Potentially Aligned Revenue	Likely Not Aligned Revenue	Not Aligned Revenue	Alignment Not Collected
Green	11.64%	88.36%	3.50%	-	0.00%	0.00%	0.00%	6.48%	0.00%
	2.57%	88.51%	0.81%	-	0.05%	0.05%	0.02%	1.58%	0.00%
Enabling	8.53%	91.47%	1.90%	-	0.00%	0.00%	0.00%	6.58%	0.00%
	8.78%	82.30%	3.01%	-	0.00%	0.00%	0.00%	4.91%	0.00%
Transition	4.24%	95.76%	0.22%	-	0.00%	0.00%	0.00%	3.93%	0.00%
	2.48%	88.60%	0.13%	-	0.00%	0.00%	0.00%	2.34%	0.00%
Overall	27.72%	72.28%	5.83%	-	0.00%	0.00%	0.00%	16.99%	4.89%
	14.49%	76.37%	4.04%	-	0.05%	0.05%	0.02%	8.84%	1.49%

### Top constituents of the index by Overall Taxonomy Alignment

Company	Total Eligible Activity Revenue	Total Aligned Revenue	Total Likely Aligned Revenue	Total Potentially Aligned Revenue	Index Weight
ALTAREA	98.00%	44.00%	Not Collected	Not Collected	1.9%
ICADE	98.20%	38.90%	Not Collected	Not Collected	2.2%
VEOLIA ENVIRON.	47.40%	33.10%	Not Collected	Not Collected	3.2%
COVIVIO	78.50%	21.70%	Not Collected	Not Collected	2.2%
VINCI	42.00%	20.00%	Not Collected	Not Collected	3.2%
EIFFAGE	45.80%	16.70%	Not Collected	Not Collected	2.8%
ENGIE	25.00%	15.00%	Not Collected	Not Collected	3.0%
STMICROELECTRONICS	38.00%	9.00%	Not Collected	Not Collected	3.2%
NEXITY	84.70%	8.60%	Not Collected	Not Collected	1.6%
ALD	64.80%	8.00%	Not Collected	Not Collected	2.0%

### Top Eligible Activities of the Index (%)

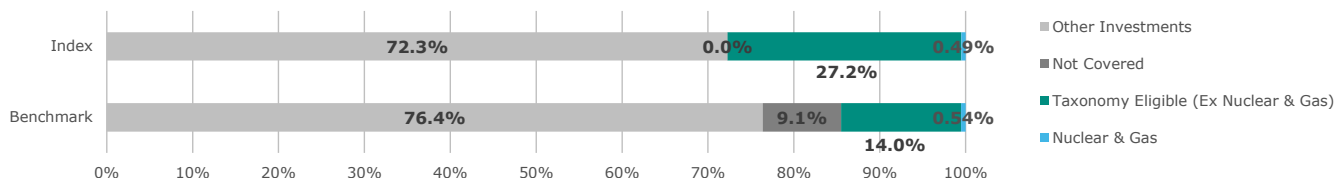




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## Eligibility Breakdown - Nuclear & Gas



## Exposure to Companies Subject to NFRD

	EU NFRD	Non EU Non NFRD	NFRD	Non NFRD	Eligible NACE Sector (%)
Financial	0.0%	0.0%	0.0%	0.0%	0.0%
Non-Financial	53.2%	0.0%	53.2%	3.3%	56.5%
Overall	53.2%	0.0%	53.2%	3.3%	56.5%

## EU Taxonomy Alignment Considering Different Type of Issuers

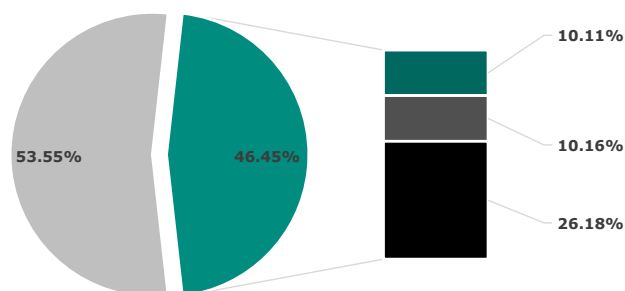
	Eligible	Aligned	Likely Aligned
Overall portfolio	27.7%	5.8%	0.0%
NFRD only	27.5%	5.7%	0.0%
Non NFRD	0.2%	0.1%	0.0%

# EU Taxonomy Alignment - CapEx

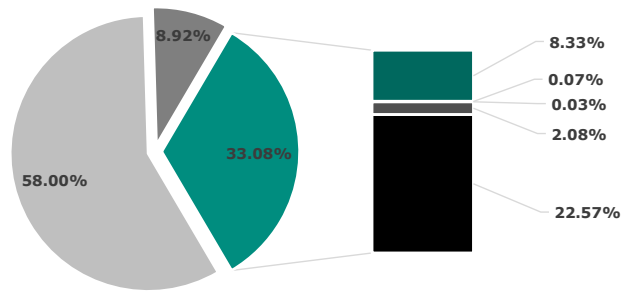
## Eligible Capital Expenditure Overview

This factor identifies all Taxonomy Eligible Capital Expenditure relating to the issuer in question, and the percentage figure of company capital expenditure associated with each Eligible activity. It then shows a granular breakdown for all of the results produced by the model at each technical step of the assessment process (substantial contribution, do no significant harm and minimum social safeguards check). Finally, an overall alignment result is provided, aggregating the results from each individual step of the process.

Index



Benchmark



Eligible CapEx

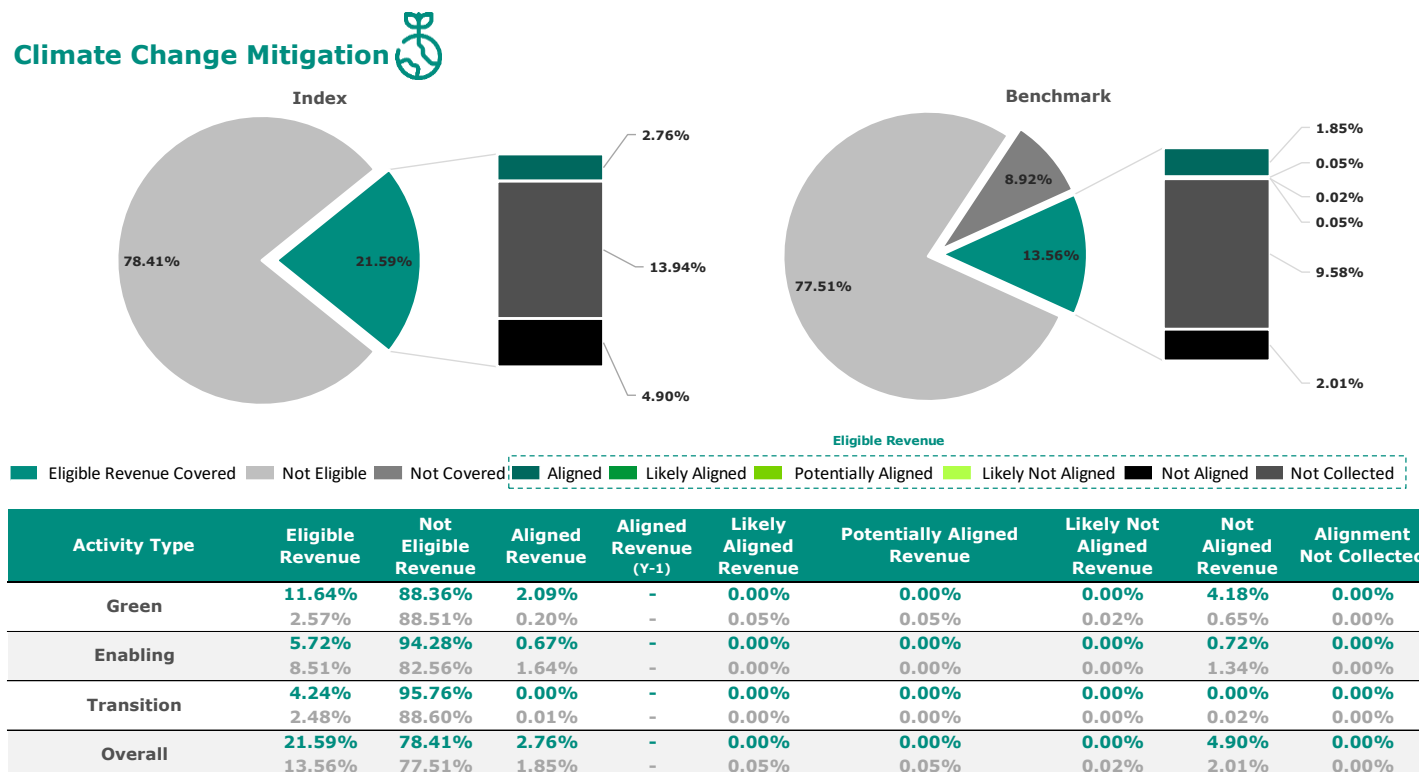
Eligible CapEx Covered Not Eligible Not Covered Aligned Likely Aligned Potentially Aligned Likely Not Aligned Not Aligned Not Collected

Activity Type	Eligible Revenue	Not Eligible Revenue	Aligned Revenue	Aligned Revenue (Y-1)	Likely Aligned Revenue	Potentially Aligned Revenue	Likely Not Aligned Revenue	Not Aligned Revenue	Alignment Not Collected
Overall									
Index	46.45%	53.55%	10.11%	-	0.00%	0.00%	0.00%	26.18%	10.16%
Benchmark	33.08%	58.00%	8.33%	-	0.07%	0.03%	0.00%	22.57%	2.08%

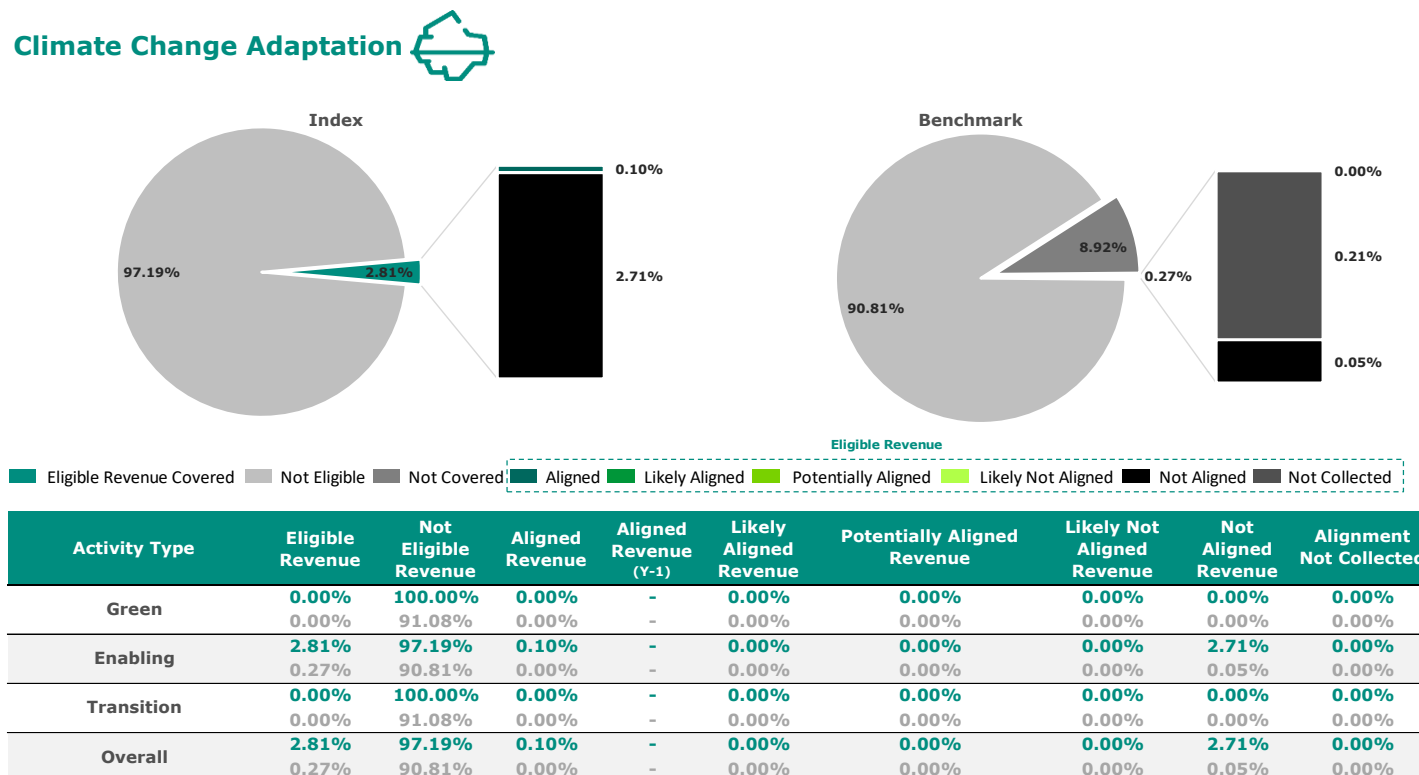
# Euronext® French Employment 40 EW Index

Index	Euronext® French Employment 40 EW Index (FRESG0000454)
Benchmark	SBF® 120 (FR0003999481)

## Climate Change Mitigation



## Climate Change Adaptation



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