



■ Euronext  
■ Indices



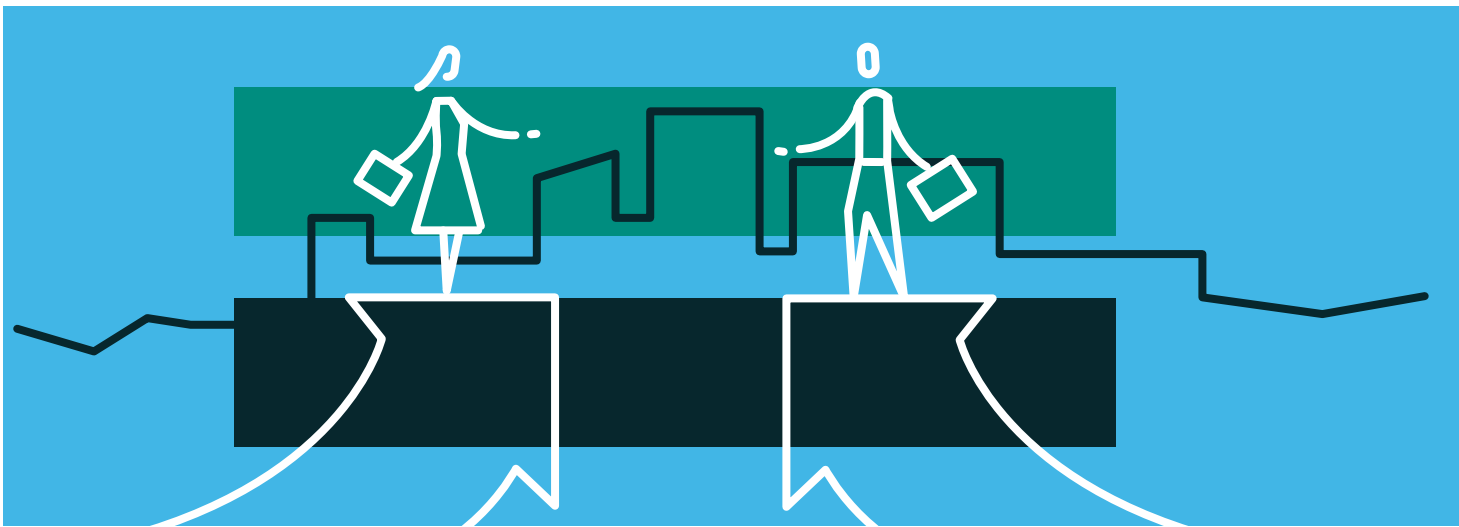
**Euronext Indices**

**Euronext Equileap  
Gender Equality  
Eurozone 100 Index**

## SDG Goal #5

# Achieve gender equality

“Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world”



United Nations Sustainable Development Goal number five set a 2030 deadline for the achievement of gender equality and the empowerment of all women and girls.

The aim of gender equality in the workplace is to achieve equal opportunities and outcomes for women and men. This will be achieved when people are able to access and enjoy equal rewards, resources and opportunities regardless of gender. This will require:

- Equal pay for work of equal or comparable value
- Removal of barriers to the full and equal participation of women in the workforce
- Access to all occupations and industries, including leadership roles, regardless of gender and elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities.

Research has shown a strong link between diversity and a company financial performance. Indeed, several research has demonstrated that companies that have a better gender diversity and inclusion achieve superior financial results.

Encouraging change

# Euronext cares about gender equality



As an official partner of the **Sustainable Stock Exchange Initiative (SSE)**, Euronext firmly commits to UN's "2030 Agenda for Sustainable Development" and thereby to the 17 Sustainable Development Goals (SDGs). Euronext has selected the SDG's that are most relevant to its impact areas, including **SDG #5 "Gender Equality"** in its strategy.

Euronext is also committed to achieving balanced gender representation on its Supervisory Board and Managing Board. For all of its recruitments across the Group, while complying with local legislation and regulation, Euronext will select the best candidates based on merit and objective criteria and take into consideration the benefits of a diverse talent pool. Euronext fully recognises this also by recruiting, developing, and retaining women in the Euronext workforce and in the wider business community and we will be able to promote more women to senior positions. All our people practices support this objective. Gender equality through business operations and value chains means better talent, higher productivity, more customers and a stronger bottom line.

# Measuring Gender Equality

**Equileap** – Gender Equality score provider of Euronext ESG Gender Equality index assesses a company's commitment to gender equality from its boardroom to its supply chain and is inspired by the UN Women's Empowerment principles. Gender equality score is generated based on 19 criteria that are divided into 4 categories (see below), which are considered critical in assessing company performance in gender equality. The maximum score that a company can obtain is 100 and scores are expressed as percentage of 100.

## CATEGORY A

Gender Balance in Leadership & Workforce



1. Board of Directors
2. Executives
3. Senior Management/Management
4. Workforce
5. Promotion & Career Development

## CATEGORY B

Equal Compensation & Work-life Balance



6. Living wage
7. Gender Pay Gap
8. Parental Leave
9. Flexible Work options

## CATEGORY C

Policies Promoting Gender Equality



10. Training & Career Development
11. Recruitment Strategy
12. Freedom from Violence, Abuse & Sexual
13. Safety at work
14. Human rights
15. Social Supply chain
16. Supplier Diversity
17. Employee protection

## CATEGORY D

Commitment, Transparency & Accountability



18. Commitment to Women's Empowerment
19. Audit

This scorecard is reviewed on a regular basis by the data provider.

## Alarm Bell exclusion

**Equileap** monitors class actions, individual cases and official rulings dealing with sexual harassment, gender discrimination in the company, and gender discrimination in its marketing and advertising.

On top of the **Gender score**, assignment of an **Alarm Bell** to a company when, within the past 2 years, it has had:

- A legal judgement or an official ruling regarding gender discrimination or sexual harassment against the company or an employee, or
- Two or more legal cases, or one class action, that have been settled against a company or an employee regarding gender discrimination or sexual harassment, or
- Two or more legal judgements or official rulings regarding gender discriminatory practices in a company's marketing and advertising.

Information on controversies is gathered by following news and litigation databases on a weekly basis. Controversies are then assessed and the data is updated on a quarterly basis.

# Introducing our new Gender Equality Index

## The Euronext Equileap Gender Equality Eurozone 100 Index



**Euronext Equileap Gender Equality Eurozone index** is designed to offer exposure to Eurozone companies that have demonstrated a strong role in improving gender equality.

We have collaborated with Equileap to design an index with a comprehensive filtering process. Companies are selected on their Gender Equality score based on four categories:

- Gender balance in Leadership and Workforce
- Equal compensation & Work-life Balance
- Policies promoting Gender Equality
- Commitment, Transparency & Accountability

Activity based exclusions, UNGC compliance and controversial activities exclusion are also part of the index methodology. The eligible companies are ranked by decreasing order on the Equileap Scorecard. **The 100 highest ranking eligible Companies** in terms of Equileap Scorecard are selected.

### Starting universe

300 companies in the Euronext Eurozone 300 index

#### Activity based exclusions and controversial activities

- UNGC and International standards
- Controversial Weapons
- Tobacco
- Coal Mining and power generation
- Oil Sands, Shale Oil and/or Gas

#### Alarm bell exclusion

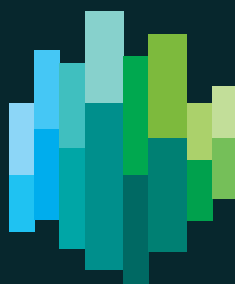
Controversies related to the Social pillar and Gender topic

#### Liquidity filter Issuer capping at 10%

#### The highest ranking in terms of Equileap Scorecard

#### Free Float Market Capitalization weighting

### Euronext Equileap Gender Equality Eurozone 100 Index



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**SUSTAINABLE GROWTH**

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