



INDEX RULE BOOK

**Euronext® Eurozone Diversity &
Governance 40 EW**

Version 21-01 Effective from 2nd June 2021

indices.euronext.com

Index

| | |
|---|-----------|
| 1. General | 3 |
| 1.1 Highlights Euronext® Eurozone diversity & governance 40 EW | 3 |
| 1.2 Version notes | 4 |
| 2. Reference information | 5 |
| 2.1 Reference table | 5 |
| 3. Governance and Disclaimer | 6 |
| 3.1 Indices | 6 |
| 3.2 Supervisor and Administrator | 6 |
| 3.3 Cases not covered in rules | 6 |
| 3.4 Rule book changes | 6 |
| 3.5 Liability | 6 |
| 3.6 Ownership and trademarks | 6 |
| 4. Publication | 7 |
| 4.1 Dissemination of index values | 7 |
| 4.2 Exceptional market conditions and corrections | 7 |
| 4.3 Announcement policy | 7 |
| 5. Calculation | 8 |
| 5.1 Calculation of the price index | 8 |
| 5.2 Currency conversion | 8 |
| 5.3 Total return index calculation | 8 |
| 6. Index reviews | 9 |
| 6.1 Review Frequency and Relevant Dates | 9 |
| 6.2 Selection steps | 9 |
| 7. Periodical update of weighting | 11 |
| 7.1 Weighting Factors | 11 |
| 7.2 Number of shares | 11 |
| 8. Corporate Actions | 12 |
| 8.1 Events that change the composition | 12 |

| | | |
|------------|--|-----------|
| 8.2 | Events that change the weighting factors | 14 |
| 9. | Index Calculation Formulas | 16 |
| 10. | Definitions | 18 |
| 10.1 | Review Dates | 18 |
| 10.2 | Main Listing | 18 |
| 10.3 | Free Float Factor | 18 |
| 10.4 | Vigeo-Eiris Environment Score | 19 |
| 10.5 | Vigeo-Eiris Social score | 19 |
| 10.6 | vigeo-Eiris Percentage of Women on board | 20 |
| 10.7 | Vigeo-Eiris Corporate Governance score | 20 |
| 10.8 | Vigeo-Eiris UN Global Compact principles | 21 |
| 10.9 | Vigeo-eiris Controversies assessment | 22 |
| 10.10 | LeaderXXchange Gender Diversity score | 22 |
| 11. | ESG Disclosure | 23 |

1. GENERAL

1.1 HIGHLIGHTS EURONEXT® EUROZONE DIVERSITY & GOVERNANCE 40 EW

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|----------------------------------|---|
| Objective | The Euronext Eurozone Diversity & Governance 40 EW family is designed to reflect the price level trends in the trading of shares listed in Eurozone with a focus on diversity and governance. Changes are made on a quarterly basis. |
| Administrator | Euronext Paris is the Administrator of the Euronext Eurozone Diversity & Governance 40 EW index family. |
| Supervisor | Euronext internal supervisor |
| Index Universe | The index universe consists of the 80 largest companies in terms of free float market capitalization included in the Euronext Eurozone 300 index. |
| Eligibility screening at reviews | <p>Companies deemed having the following characteristics are excluded:</p> <p>ESG screening:</p> <p>The companies will be ranked on both the Social score as well as the Environmental score as provided by Vigeo-Eiris. The 10% worst companies in terms of Social score are excluded, as well as the 10% worst companies in terms of Environmental score.</p> <p>Other ESG screenings exclude companies that:</p> <ul style="list-style-type: none"> - Are not aligned with the UN Global Compact principles - Are subject to active critical controversies - Do not disclose the percentage of women on board, based on data by Vigeo-Eiris - Do not include any woman on the board, based on data provided by Vigeo-Eiris |
| Selection basis | <p>For the eligible companies, an aggregate score is computed by summing the below elements:</p> <ul style="list-style-type: none"> - 75% of the corporate governance score as provided by Vigeo-Eiris - 25% of the gender diversity score as computed by Vigeo-Eiris based on a methodology owned by LeaderXXchange <p>Then, the eligible companies are ranked on the aggregate score.</p> <p>The 40 highest-ranking companies from the pool of eligible companies are selected.</p> |
| Number of constituents | 40 |
| Weighting basis | Equally-weighted |
| Capping | Not applicable |
| Review frequency | Quarterly, effective after the third Friday of March, June, September and December. |
| Index family | Price index; Net return index, Gross return index and Decrement 5% on Net return. |
| Trademarks | Euronext N.V. or its subsidiaries (hereinafter jointly "Euronext") owns all intellectual and other property rights to the index, including the name, the composition and the calculation of the index. Euronext® is a registered trademark of Euronext. |

1.2 VERSION NOTES

| Version | Effective date | New or changed parts |
|---------|----------------|----------------------|
| 21-01 | 02 June 2021 | First version |

2. REFERENCE INFORMATION

2.1 REFERENCE TABLE

| Index name | ISIN Code | MNEMO | Bloomberg Code | Reuters code | Base date | Base value | Publication since | Type of index |
|---|--------------|-------|----------------|--------------|------------|------------|-------------------|---------------|
| Euronext Eurozone Diversity & Governance 40 EW | FR0014003PO7 | GOVEP | GOVEP | | 30/12/2009 | 1000 | 02/06/2021 | Price |
| Euronext Eurozone Diversity & Governance 40 EW NR | FR0014003PT6 | GOVEN | GOVEN | | 30/12/2009 | 1000 | 02/06/2021 | Net |
| Euronext Eurozone Diversity & Governance 40 EW GR | FR0014003PS8 | GOVEG | GOVEG | | 30/12/2009 | 1000 | 02/06/2021 | Gross |
| Euronext Eurozone Diversity & Governance 40 EW Decrement 5% | FR0014003PX8 | GOVEZ | GOVEZ | | 30/12/2009 | 1000 | 02/06/2021 | Decrement |

3. GOVERNANCE AND DISCLAIMER

3.1 INDICES

This rule book applies to the following indices (hereinafter “index”) owned by Euronext N.V. or its subsidiaries (hereinafter jointly “Euronext”):

- Euronext® Eurozone Diversity & Governance 40 EW

3.2 SUPERVISOR AND ADMINISTRATOR

Euronext is the supervisor (“Supervisor”) and Administrator of the index (“Administrator”). The Supervisor is responsible for monitoring the selection of constituents for the index and ensuring that the index offers a reliable and representative view of the market. The Administrator is responsible for the day-to-day management of the index and is also responsible for decisions regarding the interpretation of these rules.

3.3 CASES NOT COVERED IN RULES

In cases which are not expressly covered in these rules, operational adjustments will take place along the lines of the aim of the index. Operational adjustments may also take place if, in the opinion of the Administrator, it is desirable to do so to maintain a fair and orderly market in derivatives on this index and/or this is in the best interests of the investors in products based on the index and/or the proper functioning of the markets. The Administrator will report to the Supervisor if it took a decision about a case which is not specifically covered in the rules for comments and review.

3.4 RULE BOOK CHANGES

These rules may be supplemented, amended in whole or in part, revised or withdrawn at any time. Supplements, amendments, revisions and withdrawals may also lead to changes in the way the index is compiled or calculated or affect the index in another way. The Administrator will submit all decisions regarding supplementing, amending, revising or withdrawing these rules to the Supervisor for recommendations or approval.

3.5 LIABILITY

Euronext, the Administrator and the Supervisor are not liable for any losses resulting from supplementing, amending, revising or withdrawing the rules for the index.

The Administrator will do everything within its power to ensure the accuracy of the composition, calculation, publication and adjustment of the index in accordance with relevant rules. However, neither Euronext, nor the Administrator, nor the Supervisor are liable for any inaccuracy in index composition, share prices, calculations and the publication of the index, the information used for making adjustments to the index and the actual adjustments. Furthermore, Euronext, the Administrator and the Supervisor do not guarantee the continuity of the composition of the index, the continuity of the method of calculation of the index, the continuity of the dissemination of the index levels, and the continuity of the calculation of the index.

3.6 OWNERSHIP AND TRADEMARKS

Euronext owns all intellectual and other property rights to the index, including the name, the composition and the calculation of the index. Euronext® is a registered trademark of Euronext.

4. PUBLICATION

4.1 DISSEMINATION OF INDEX VALUES

4.1.1 Opening

The opening level is calculated using the last known prices of traded constituents or in the case of constituents that have non-traded, halted or suspended status, the previous day reference prices or estimated prices (for IPOs, buyouts and swap offers).

The opening index level is disseminated at the same time as the first index level.

4.1.2 Calculation and dissemination

The index is calculated based on the most recent prices of transactions concluded on the markets of reference of each stock. The level of the index is in principle published every 15 seconds. The index is calculated from 09:00 hours until Euronext Markets stop regular daytime trading on the days when Euronext Markets are open for trading.

4.1.3 Closing

The closing level is the last level disseminated on the trading day.

4.2 EXCEPTIONAL MARKET CONDITIONS AND CORRECTIONS

The Administrator retains the right to delay the publication of the opening level of the index. Furthermore, the Administrator retains the right to suspend the publication of the level of the index to mark the level of the index indicative if it believes that circumstances prevent the proper calculation of the index.

If prices are cancelled, the index will not be recalculated unless the Administrator decides otherwise.

4.3 ANNOUNCEMENT POLICY

The announcement policy is described in the Euronext Indices Announcement policy document that is available on indices.euronext.com/index-rules.

5. CALCULATION

5.1 CALCULATION OF THE PRICE INDEX

The index is calculated on a price return index basis. The calculation of the price return index is based on the current capitalization divided by the divisor. The divisor was determined on the initial capitalization base of the index and the base level. The divisor is adapted as a result of corporate actions and composition changes.

5.2 CURRENCY CONVERSION

The base currency of the index is Euro (“Base Currency”).

Share prices that are quoted in other currencies than the Base Currency will be converted to the Base Currency using the last known exchange rate observed on Reuters. Closing prices will be converted based on the most recent WM/Reuters spot rates, which are published each business day around 17:00 CET.

5.3 TOTAL RETURN INDEX CALCULATION

5.3.1 Return index

A net total return index as well as a gross total return index, is calculated and disseminated at the same frequency as the price index. The return indices are obtained by reinvesting the net and gross dividends respectively.

6. INDEX REVIEWS

6.1 REVIEW FREQUENCY AND RELEVANT DATES

The Review Cut-Off Date is after the market close of the penultimate Friday of February, May, August and November (for the quarterly reviews).

The Review Composition Announcement Date is at least two days before the Review Effective Date. Review There is no separate announcement for the reviews, so the Review Announcement Date is not applicable.

The Review Effective Date is after the market close of the third Friday of March, June, September and December.

6.2 SELECTION STEPS

6.2.1 Step 1: Index Universe

The index Universe is component of the 80 largest companies in terms of free float market capitalization included in the Euronext® Eurozone 300 Index.

At reviews this means included in the reference index after the Review Effective Date.

6.2.2 Step 2: Eligibility screening at reviews

At reviews the companies that form the index universe will be ranked on both the Social score as well as the Environmental score as provided by Vigeo-Eiris. The 10% worst companies in terms of Social score are excluded, as well as the 10% worst companies in terms of Environmental score. In case of an equal Social or Environmental score, the companies with the highest free float market capitalization will rank higher.

Additional screenings will exclude the companies with the following characteristics:

- UN Global Compact: companies that do not communicate and/or do not comply with UNGC principle
- Controversies: companies with active controversies of severity flag critical
- Women on board: companies that do not disclose the percentage of women on board, or that do not include any woman on board, based on data provided by Vigeo-Eiris

6.2.3 Step 3: Selection Ranking

For the eligible companies, an aggregate score is computed by summing the below elements:

- 75% of the corporate governance score as provided by Vigeo-Eiris
- 25% of the gender diversity score as computed by Vigeo-Eiris based on the methodology owned by LeaderXXchange

Then, the eligible companies are ranked on the aggregate score. In case of equal aggregate score, the company with the higher free float market capitalization will rank higher.

6.2.4 Step 4: Selection of constituents at the reviews

The 40 highest-ranking companies from the pool of eligible companies are selected.

7. PERIODICAL UPDATE OF WEIGHTING

7.1 WEIGHTING FACTORS

The new weightings are calculated such that each constituent will have an equal weight in the index.

7.2 NUMBER OF SHARES

For this index only the Number of Shares is relevant.

Number of shares is determined based on the closing prices observed on the closing day prior to the Review Composition Announcement Date, generally the Wednesday. Number of shares will be rounded to the nearest whole number.

8. CORPORATE ACTIONS

8.1 EVENTS THAT CHANGE THE COMPOSITION

Mergers and acquisitions

Acquisitions in cash

In the event of a bid in cash, the target company will be removed from the index. The removal will take place with effect after the close of the first full business day following the acceptance of the bid. If a company is removed from the index, the divisor will be adapted to maintain the index level.

Mergers and takeovers in shares

In the event of a merger, acquisition or similar situation where the bid is made in the form of shares, the constituent will be replaced by the newly formed company, provided that this company is included in the Index Universe defined in the index reviews section. The replacement will take place in line with the schedule of the transaction. The replacement of the shares of the relevant index constituent by the shares of the newly formed company will be executed on the basis of the bid ratio.

Mixed transactions

In case of a mixed bid of cash and shares the Compiler will treat the bid as a share bid if the share part amounts to at least 75% of the offer price, on the day of the publication of the terms of the offer. The replacement of the shares of the relevant index constituent by the shares of the company that continues to be traded will be executed on the basis of the bid ratio. The divisor will be adapted only for the cash part of the offer price.

Continued inclusion or specific treatments

The Compiler reserves the right to apply a specific treatment in non-standard situations including but not limited to:

- Competing bids with differing closing dates or structures;
- Offers made without the intention to gain full control.

In case of a specific treatment a separate announcement detailing the specific treatment will be issued timely to the market.

Inclusion of new companies

As a rule newly listed companies are considered for inclusion in the index at the time of the periodical index review.

Suspensions, Company distress and Delistings

Suspension

If a constituent is suspended, the Compiler will consider whether the constituent should be removed or not within five trading days. If it is decided to maintain the constituent a further reassessment date will be set. The Compiler reserves the right to take action before that date if new developments give reason to do so.

In case a constituent is removed following suspension, it will be removed from the index as soon as possible and on a day announced by the Compiler. The company will be removed from the index after the close of the markets assuming a price of zero unless the Compiler sets a different price, where possible supported by an objective source.

If it has been announced that a constituent will be delisted from the relevant market, it will be removed from the index as soon as possible and on a day announced by the Compiler. The company will be removed from the index based on either the last known price established during regular daytime trading or on a price determined by the Compiler, whereby the company may also be removed at a price of zero.

Removing assuming a price of zero implies no divisor change because of the removal. If another price is set, the divisor will change based on the removal of the value of that company from the index portfolio when applying that price.

In the event that the trading in shares is suspended, the last known price established during regular daytime trading will be used.

SPLIT UP / SPIN-OFF

In the event that a company included in the index is split up, the companies resulting from the split, including the original company where appropriate will continue to be included in the index providing it is included in the Index Universe defined in the index reviews section.

The index may then temporarily consist of fewer than, or more than the standard number of constituents until the next periodical review takes place.

For the purposes of these rules a split up is taken to mean a legal demerger, a spin-off or another situation which the Compiler deems to be similar.

In case the shareholder of the company which was originally included in the index does not automatically receive shares in a company which is created as a result of the split up, this company is considered to be a newly listed company.

The removal of any non-qualifying company resulting from a split up will take place after the close of the first day of trading in the shares of that company. If all companies resulting from the split are to be removed, the removal will take place at the close of the last trading day before the split.

In case a company resulting from the split up will not be admitted to listing on a main market in one of the countries that are included in the index, the Compiler will select an appropriate price source for the calculation of the index and the removal of the spun off company on the first trading day after the spin-off.

8.2 EVENTS THAT CHANGE THE WEIGHTING FACTORS

Dividends

Criteria for determining special dividends

The price index will be adjusted for dividends that are special.

The following criteria will be applied to decide whether a dividend should be considered a special dividend:

- a) The declaration of a company of a dividend additional to those dividends declared as part of the company's normal results and dividend reporting cycle; merely an adjustment to the timing of the declaration of a company's expected dividend would not be considered as a special dividend circumstance; or
- b) The identification of an element of a dividend paid in line with a company's normal results and dividend reporting cycle as an element that is unambiguously additional to the company's normal payment.

For the purpose of clarification, no adjustment will be made for the following situations:

1. Payment of ordinary dividends, irrespective of how they are financed;
2. Issue of redeemable shares or any other entitlement in lieu of an ordinary dividend; or
3. Unexpected increase or decrease, resumption or cessation, or change in frequency to an ordinary dividend.

Adjustment for special dividend

The adjustment of the index takes place by a reduction of the closing price of the share in question. Subsequently the divisor will be adapted in order to maintain the index level. The adjustments will be based on gross amounts.

Ordinary dividends in shares

If a dividend is distributed in the form of shares only and if this is regarded as ordinary dividend, the return index will be reinvesting a cash equivalent of the dividend. If shareholders may choose between cash or shares the amount which is reinvested will be based on the cash option.

Conversion of dividends declared in other currencies

If a dividend for a constituent is declared in another currency than the Base Currency of the index, then the Compiler will in first instance use the Base Currency amount if investors have the option to be paid in that currency. If the dividend amount is available only in currencies that deviate from the Base Currency, the Compiler will convert the dividend amount using the reference rate for the cum-day (the business day prior to the ex-date). In principle the reference rate will be based on the foreign exchange reference rates as published daily by the ECB.

Bonus issues, stock splits and reverse stock splits

For bonus issues, stock splits and reverse stock splits, the number of shares included in the index will be adjusted in accordance with the ratio given in the corporate action. The divisor will not be changed because of this. The Compiler may regard a bonus issue as the issue of an entitlement in lieu of an ordinary dividend and therefore treat this as a dividend.

Rights issues and other rights

In the event of a rights issue an adjusted closing price will be applied as calculated by the Compiler. The index is adjusted based on the value of the rights only. The divisor will be adapted in such a way that the level of the index remains the same.

The index will be adjusted only if the rights represent a positive value.

The index will also be adjusted if a value can be attributed to a subscription right for convertible bonds, bonds with warrants or warrants with preferential rights for shareholders or similar situations. If the value cannot be attributed straightforward, the Compiler may also decide to include the detached instrument for one day and adjust the index at the close based on the closing price for that subscription right on that day.

Partial tender offers on own shares

The Compiler will adjust the divisor of the index if the premium represents more than 5% of the share price of the close on the penultimate day before the ex-date (the day prior to the last day before the ex-day). The premium is calculated as the difference between the offered price and the closing price, multiplied by the percentage of the share capital targeted in the offer. If the divisor is adjusted, the number of shares in the index will be adjusted as well.

9. INDEX CALCULATION FORMULAS

The general formula for the **price index** is:

$$I_t = \frac{\sum_{i=1}^N Q_{i,t} F_{i,t} f_{i,t} C_{i,t} X_{i,t}}{d_t}$$

Where:

- t Time of calculation
- N Number of constituent equities in index
- $Q_{i,t}$ Number of shares of equity i included in the index on day t
- $F_{i,t}$ Free Float Factor of equity i ¹
- $f_{i,t}$ Capping factor of equity i ¹
- $C_{i,t}$ Price of equity i on t
- $X_{i,t}$ Current exchange rate on t ¹
- d_t Divisor of the index on day t

The **total return index** calculation takes two steps: the first step is to transpose the announced dividend payment into index points. This is called the XD adjustment. This uses the following formula:

$$\text{XD adjustment} = \sum_{i=1}^N \frac{g_i * w_i}{d}$$

Where:

- N Number of constituent equities in index
- g_i The announced dividend per share of the i^{th} component stock (for net return index withholding tax is deducted from this dividend);
- w_i The weighting of the i^{th} component stock in the index, based on number of shares included in the index, Free Float Factor, capping factor and exchange rate;
- d Divisor of the index.

The second step of the calculation uses the figures calculated in step one (XD adjustment). The dividend is assumed to be reinvested at the close of the ex-date.

$$\text{TR}_t = \text{TR}_{t-1} \left(\frac{\text{IV}_t + \text{XD}}{\text{IV}_{t-1}} \right)$$

Where:

- TR_{t-1} : Total return index value yesterday;
- TR_t : Total return index value on t;
- IV_{t-1} : Underlying price index yesterday;
- IV_t : Underlying price index on t;

The **Decrement return index** uses the following formula:

¹ Factor is equal to 1 if not applied for the index

$$DI_t = DI_{t-1} \left(\frac{NR_t}{NR_{t-1}} - Dcr \times \frac{day}{365} \right)$$

Where:

- DI_{t-1} Decrement Return Index value on day t-1
- DI_t Decrement Return Index value on day t
- NR_{t-1} Net Return Index value on day t-1
- NR_t Net Return Index value on day t
- Dcr 5%
- day Number of calendar days between day t and day t-1

10. DEFINITIONS

10.1 REVIEW DATES

The **Review Cut-Off Date** is the date on which, after the market close, relevant data are gathered that will serve as basis for the periodical review of the index.

The **Review Composition Announcement Date** is the date on which, after the close, the full details are announced regarding the index composition that will come into effect after the review effective date. This includes numbers of shares, free float factors and capping factors of all companies included in the new index portfolio.

The **Review Effective Date** is the date on which, after the market close, the changes relating to the periodical review are being effectuated in the index portfolio.

10.2 MAIN LISTING

If a company is admitted to listing in more than one market or if it is admitted in various forms of listings, a main listing is determined based on the 12 months turnover, turnover since a corporate action, the country of incorporation and the listing perceived or presented as primary (not an order of priority).

As a rule only the main listing of the company is eligible for index inclusion. Mono-holdings, companies having as unique activity a direct or indirect participation in another company within the universe, are regarded as a form of listing of that company.

10.3 FREE FLOAT FACTOR

The Free Float Factor is the percentage representing all listed securities of the selected line of the relevant company eligible for index inclusion (as described in section 5.2), minus any shareholdings that are considered non-free float. The Free Float Factor is based on public information available on the Review Cut-Off Date. The Free Float Factor will be rounded to the nearest 5%.

The following shareholdings are considered non-free float (based on public information available on the Review Cut-Off Date):

- Any single shareholder who holds 5% or more of the listed securities in the selected line eligible for index inclusion, with the exception of collective entities or pension funds.

Collective entities are those entities that fulfill all the following criteria:

- i. are open for investment to investors or tradable on the market; and
- ii. have a diversified portfolio; and
- iii. have an open-ended structure.

Collective entities include mutual funds and other open end-funds.

- Collective entities or pension funds that hold 5% or more of the listed securities in the selected line eligible for index inclusion and are represented in any governing body of the company in question.
- Parties acting in concert that collectively hold 5% or more of the listed securities in the selected line eligible for index inclusion.

- Employee shareholding plans, employee pension plans, individual employees, management or members of the board of directors of the relevant company when their cumulative shareholding is 5% or more of the listed securities in the selected line eligible for index inclusion.
- Shares held by the relevant company that represent 5% or more of the listed securities in the selected line eligible for index inclusion (e.g. treasury shares).

10.4 VIGEO-EIRIS ENVIRONMENT SCORE

The Environment score is based on a 2-step approach:

Step 1: Vigeo-Eiris assesses and rates the performances of companies according to the Equitics® methodology. The Environmental pillar gathers all the criteria that are linked to the environment:

- From an internal management perspective (e.g. Minimising the Environmental impacts from Energy use, waste management, Management of local pollution, etc.)
- From a supply chain perspective (Integration of Environmental factors in the supply chain)
- From a product safety perspective (eg: for the Oil & Gas sectors, the driver C&S1.1 is tagged as “Environmental” because oil and gas are two dangerous fossil fuels and therefore upstream and downstream operations can lead to safety hazards such as explosion or fire and have irreversible impacts on the surrounding ecosystems)

The Environment pillar score takes into account the following criterions:

- Environmental strategy and eco-design
- Pollution prevention and control (soil, accident)
- Development of green products and services
- Protection of biodiversity
- Protection of water resources
- Minimising environmental impacts from energy use
- Management of atmospheric emissions
- Waste management
- Management of local pollution
- Management of environmental impacts from transportation
- Management of environmental impacts from the use and disposal of products/services
- Integration of environmental factors in the supply chain

Step2: Each issuer is assigned an overall score out of 100 (the higher the better)

10.5 VIGEO-EIRIS SOCIAL SCORE

The Social pillar gathers all of the Equitics© sustainability criteria that pertain to the company’s social impacts providing a comprehensive overview of its managerial approach. The content of this pillar integrates the analysis of Human Resources, Human Rights, Community Involvement and Business Behaviour issues.

The company's strategic approach to Human Resources;

- The Promotion of Social dialogue,
- The Responsible Management of Reorganisations,
- Career Management,
- The Improvement of Health & Safety.

The company's respect of Human Rights;

- Fundamental Human Rights in society,
- Fundamental Labour Rights in the workforce,
- Non-Discrimination and the promotion of Diversity.

The company's approach to Community Involvement;

- The Promotion of local social and economic development,
- Management of the Societal Impacts of a company's products and services,
- Corporate Philanthropy.

And in terms of corporate Business Behaviour:

- Product Safety,
- Information to Customers,
- Responsible Customer relations,
- Sustainable Contractual Relations with Suppliers,
- The Integration of Labour Standards in the Supply Chain.

10.6 VIGEO-EIRIS PERCENTAGE OF WOMEN ON BOARD

It is computed as the number of women having a seat at the board of director divided by the total number of directors.

10.7 VIGEO-EIRIS CORPORATE GOVERNANCE SCORE

Each issuer is assigned an overall Social and Governance score out of 100 (the higher the better) which is a averaged score of the social and the governance scores defined here below.

In building the methodology, Vigeo-Eiris teams have undertaken reviews of both broad international governance recommendations as well as the national corporate governance codes specific to a range of countries. The themes and questions comprising the methodology reflect subjects that represent points of convergence across these various codes. That is, the analysis focuses on those subjects that form an international consensus as being elements of effective Corporate Governance

Within the Corporate Governance pillar score, there are **seven underlying criteria** that structure the assessment framework and build the Responsible Corporate Governance Score:

- CGV 1.1: Responsible Board Practice and Organisation.
- CGV 2.1: Audit and Internal Controls.
- CGV 3.1: Shareholder's Rights.
- CGV 4.1: Responsible Executive Remuneration.
- C&S 3.1 : Prevention of corruption
- C&S 3.2 : Prevention of anti-competitive practices
- C&S 3.3 : Transparency and integrity of influence strategies and practices

In addition to the traditional themes of Corporate Governance that are addressed throughout national codes, Vigeo-Eiris analyses themes specific to CSR, notably:

- The allocation of responsibilities over CSR issues
- The inclusion of CSR issues in the board's agenda
- The Diversity of the board including CSR expertise
- Training provided to directors on CSR issues
- The inclusion of CSR risks in the company's internal controls system
- The management of CSR risks
- The quality of the company's reporting on CSR issues
- The presentation of CSR strategy to shareholders and investors
- The management's support of shareholder resolutions on CSR themes
- The links between executive remuneration and performance on CSR
- The internal consistency of compensation policies (vertical comparability)

The inclusion of these elements in addition to the more traditional ones allows the evaluation of Responsible Corporate Governance to reflect both the established legitimate interests of shareholders as well as the interests of the company's broader stakeholder base. A more detailed document showcasing the underlying principles that have shaped the Responsible Corporate Governance methodology is available on request at governance_index@vigeo.com.

10.8 VIGEO-EIRIS UN GLOBAL COMPACT PRINCIPLES

Companies with any involvement in production of key parts or full weapon systems for munitions of landmines or cluster munition) as identified by Vigeo-Eiris are excluded.

Companies with any involvement in production of tobacco as identified by Vigeo-Eiris are excluded.

Companies identified as critical controversies with regards to the 4 pillars (Environment, Labour rights, Human rights, corruption) are excluded for 4 years.

10.9 VIGEO-EIRIS CONTROVERSIES ASSESSMENT

Vigeo-Eiris analyses the impact of controversies on stakeholders and the company using the framework defined by the Office of High Commissioner of the United Nations Human Rights (analyses of the scale, scope and irremediable character of the impact). V.E analyses controversies towards its severity (company and stakeholder level), its frequency and the reactivity of the company that faces the corresponding allegation.

The Severity of a controversy is thus considered critical when related to fundamental issue, with adverse and large-scale impact on the company's and stakeholder's interest

10.10 LEADERXXCHANGE GENDER DIVERSITY SCORE

LeaderXXchange is a purpose-driven firm that delivers innovative and actionable solutions to promote diversity and sustainability in governance, leadership & investment.

The Gender Diversity score is computed by Vigeo-Eiris and the methodology is owned by LeaderXXchange.

It is computed as the weighted aggregation of the 7 below indicators as provided by Vigeo-Eiris:

- Diversity Policy
- Quantitative targets
- Diversity Initiatives
- Percentage of women on board
- Percentage of women in the C-suite
- Percentage of women in management
- Trend of percentage of women

11. ESG DISCLOSURE

| EXPLANATION OF HOW ESG FACTORS ARE REFLECTED IN THE KEY ELEMENTS OF THE BENCHMARK METHODOLOGY | |
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| Item 1. Name of the benchmark administrator. | Euronext Paris |
| Item 2. Type of benchmark | Equity Benchmark |
| Item 3. Name of the benchmark or family of benchmarks. | Euronext Eurozone Diversity & Governance 40 EW Index |
| Item 4. Does the benchmark methodology for the benchmark or family of benchmarks take into account ESG factors? | Yes |
| Item 5. If the response to Item 4 is positive, please find below the ESG factors that are taken into account in the benchmark methodology and how they are used for selection, weighting and exclusion | |
| a) List of environmental factors considered: | <p>Environment score as provided by Vigeo-Eiris</p> <p>Exclusion:</p> <p>The companies that form the index universe will be ranked on the Environmental score, as provided by Vigeo-Eiris. The 10% worst companies are excluded</p> |
| b) List of social factors considered: | <p>Social score as provided by Vigeo-Eiris</p> <p>Exclusion:</p> <p>The companies that form the index universe will be ranked on the Social score, as provided by Vigeo-Eiris. The 10% worst companies are excluded</p> <p>Percentage of women on board, as provided by Vigeo-Eiris</p> <p>Exclusion:</p> <p>The companies that do not disclose any information on the percentage of women on board, or that do not include any woman on board, based on the data provided by Vigeo-Eiris, are excluded.</p> |
| c) List of governance factors considered: | <p>Corporate Governance score as provided by Vigeo-Eiris</p> <p>Selection:</p> <p>An aggregate score is computed for the eligible companies. The aggregate score is the computed by using 75% of the corporate governance score as provided by Vigeo-Eiris.</p> |

| | |
|---|--|
| | <p>Gender diversity score as provided by LeaderXXchange</p> <p>Selection:</p> <p>An aggregate score is computed for the eligible companies. The aggregate score is the computed by using 25% of the gender diversity score as computed by Vigeo-Eiris based on a methodology owned by LeaderXXchange.</p> |
| <p>Item 6. Data and standards used.</p> | |
| <p>a) Data input.</p> <p><i>(i) Describe whether the data are reported, modelled or, sourced internally or externally.</i></p> <p><i>(ii) Where the data are reported, modelled or sourced externally, please name the third party data provider.</i></p> | <p>Vigeo-Eiris: Section 10 provide detailed definitions of:</p> <ul style="list-style-type: none"> • Environment score • Social score • Corporate governance score • United Nations Global Compact (UNGC) screening • Controversies assessment • Percentage of women on board <p>LeaderXXchange: Section 10 provides a detailed definition of the Gender diversity score.</p> <p>Please refer to section 10 for detailed methodology</p> |
| <p>b) Verification of data and guaranteeing the quality of those data.</p> <p><i>Describe how data are verified and how the quality of those data is ensured.</i></p> | <p>As the Gender diversity score is based on data provided by Vigeo Eiris, the below answer refers to Vigeo-Eiris only.</p> <p>Vigeo-Eiris represents and warrants that to the best of its knowledge the Methodology is robust and reliable, rigorous and capable of validating and verifying including, but not limited to, the following:</p> <ul style="list-style-type: none"> • shall promptly correct any errors made in its computations of the Data and inform Euronext thereof, immediately. • periodically review the Methodology • has clear written rules identifying how and when discretion may be exercised when deviating from the methodology • will inform Euronext prior to making any material change to the Methodology and will provide Euronext with the rationale for such change. |
| <p>c) Reference standards</p> <p><i>Describe the international standards used in the benchmark methodology.</i></p> | <p>Vigeo-Eiris: the methodology behind ESG performance indicators and the assessment of controversies severity is based on the following international standards:</p> <ul style="list-style-type: none"> • Global Reporting Initiative (GRI) |



| | |
|--|---|
| | <ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises, and sectorial guidance • G20/OECD recommendations on Corporate governance • UN Conventions and recommendations, • UN Global Compact Principles • UN Sustainable Development Goals • ILO Conventions, including the core ones, and recommendations • TFCF recommendations • Paris Agreement (UNFCCC) |
| | <p style="text-align: right;">June 2nd 2021</p> |

Information updated on:

June 2nd 2021