



INDEX RULE BOOK

Euronext France Social

Version 21-01 Effective from 22-09-2021

indices.euronext.com

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1. GENERAL

1.1 HIGHLIGHTS EURONEXT® FRANCE SOCIAL INDEX

Objective	The Euronext France Social Index is designed to provide exposure to stocks with a strong focus on social theme in France
Administrator	Euronext Paris is the Administrator of the Euronext France Social index
Supervisor	Euronext internal supervisor
Index type	Price index, Net return index, Gross return index and 3.75% decrement version on Gross return index
Index Universe	<p>The Index Universe consists of all the companies included in the SBF 120 Index at the Review Cut-Off Date.</p> <p>At reviews, the Companies included in the Index Universe are screened on disputable activity. Companies with the following characteristics as determined by V.E are not eligible:</p> <ul style="list-style-type: none"> - Controversies: companies with active controversies of severity flag critical - Tobacco: companies with 5% or more of revenues derived from the production of tobacco - Coal: companies with 25% or more of revenues derived from Coal-fuelled power generation or coal mining extraction <p>The remaining companies are eligible for inclusion.</p>
Selection basis	<p>50 stocks are selected for the index in 2 consecutive steps:</p> <ol style="list-style-type: none"> 1. Eligible companies are ranked according to their Social score, as determined by Vigeo-Eiris (VE). In case of the same score, the company with the higher free float market capitalization will be ranked higher. The 80 highest ranked companies are selected. 2. Eligible companies are then ranked by Free float market cap. The 50 highest ranked companies are selected.
Review Cut Off Date	Quarterly after the close of the first Friday of January, April, July and October.
Weighting basis	Based on Free-float market cap
Capping	5%
Review effective dates	Quarterly after the close of the second Friday of January, April, July and October
Index family	Price index; Net return index, Gross return index, 3.75% decrement Index on Gross return index
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.
Base Currency	Euro

**1.2 VERSION NOTES**

Version	Effective date	New or changed parts
21-01		First version

2. REFERENCE INFORMATION AND PUBLICATION OF INDEX LEVELS

2.1 REFERENCE TABLE

Index name	ISIN	Mnemo	Bloomberg Code	Reuters code	Base date	Base value	Publication since
Euronext France Social	FR0014005D77	FRSOP	FRSOP		01/01/2010	1000	22/09/2021
Euronext France Social NR	FR0014005D85	FRSON	FRSON		01/01/2010	1000	22/09/2021
Euronext France Social GR	FR0014005D93	FRSOG	FRSOG		01/01/2010	1000	22/09/2021
Euronext France Social Decrement 3.75%	FR0014005D69	FRSOC	FRSOC		01/01/2010	1000	22/09/2021

2.2 BASE CURRENCY

All Indices have Euro as their Base Currency.

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 France Social Index

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 main markets in each of the countries that are included in the index. 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

In the event that part of the constituents is reserved, suspended from trading or if technical problems prohibit normal trading, index values will continue to be calculated and published. For those constituent stocks that are not available for trading, the last known value will be used when determining index values.

Notwithstanding the previous paragraph Index Operations always retains the right to delay the publication of the opening level of the index. Furthermore, Index Operations always retains the right to suspend the publication of the level of the index or 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 Index Design decides otherwise.

If after the market opens the index remains in pre-opening during the entire trading session, the reference closing level of the index will be calculated on the basis of the most recent traded prices, or the most recent reference price (possibly adjusted to account for corporate actions).

The general procedures in case of index outages and other situations in which the normal provision of indices is interrupted are described in Euronext Indices Correction Policy on indices.euronext.com/index-rules.

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.

Withholding tax rate

The net dividend is calculated as the gross dividend minus the applicable withholding tax. A table detailing the percentages that are applied is available on the website of Euronext.

5.3.2 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.

6. INDEX REVIEWS

6.1 GENERAL AIM AND FREQUENCY OF REVIEWS

6.1.1 General aim of the periodical review

The general aim of the periodical review of the index is to ensure that the selection and weighting of the constituents continues to reflect the underlying market or market segment it represents.

Review frequency: Quarterly

Review Effective Date: After the market close of the second Friday of January, April, July and October.

Review Cut-Off Date: After the market close of the first Friday of January, April, July and October.

Review Announcement Date: At least two days before the Review Effective Date.

Review Weighting Announcement Date: Two days before the Review Effective Date.

6.2 REVIEW SELECTION

Step 1: Index Universe

Index Universe definition

The Index Universe consists of all the companies included in the SBF 120 index at reviews.

At reviews this means included in the reference index after the close of the Review Cut-off Date.

Step 2: Eligibility screening at reviews

At reviews, the Companies included in the Index Universe are screened on disputable activity. Companies with the following characteristics as determined by V.E are not eligible:

- Controversies: companies with active controversies of severity flag critical
- Tobacco : companies with 5% or more of revenues derived from the production of tobacco
- Coal: companies with 25% or more of revenues derived from Coal-fuelled power generation or coal mining extraction .

In case no exact percentage of involvement is computed, but only a range of involvement (e.g [20% - 33%] involvement in Coal mining extraction), the upper bound will be taken into account.

The Euronext ESG Providers Methodologies document gives a detailed background on various scoring methodologies.

Step 4: Selection of constituents at the reviews

50 stocks are selected for the index in 2 consecutive steps:

1. Eligible companies are ranked according to their Social score, as determined by Vigeo-Eiris (VE). In case of the same score, the company with the higher free float market capitalization will be ranked higher. The 80 highest ranking companies are selected.
2. Eligible companies are then ranked by Free float market cap. The 50 highest ranking companies are selected.

The free float market capitalization is calculated using the free float factor and number of shares used in the calculation of the starting universe, the SBF 120 at Review Cut-off Date.

6.3 WEIGHTING

Weighting method

The index is Free Float Market Capitalization weighted.

The Weighting Factors are explained in the following paragraphs.

Number of shares

At each review, the number of shares included in the index will be updated and then will be used in the calculation of the starting universe, the SBF 120 Index, at Review Cut-off Date, taking into account adjustments due to Corporate Actions that might occur between the Review Cut-Off Date and the Review Composition Announcement Date.

Free Float factor

The Free Float Factor will be updated, at each review, and then will be used in the calculation of the starting index universe, SBF 120 index, at the Review Cut-Off Date.

Capping Factor

A maximum weighting of 5% is applied to each index constituent at the reviews. The assessment and new capping coefficients are based on the Review Composition Announcement Date.

6.4 ADJUSTMENTS TO THE OUTCOME OF THE REVIEW

In the event of a takeover or other corporate action, the Administrator will change the selection up to the Review Composition Announcement Date. The administrator will not change the outcome of the reviews for events that happen after the Review Composition Announcement Date. Corporate actions happening before the Review Effective Date will lead to an update of the new composition in line with the Corporate Actions rules according to chapter 7.1.

At reviews, if a constituent of the current composition or the upcoming composition is suspended at the Review Composition Announcement Date, the weighting and effective dates are postponed once by 2 weeks.



If the suspension lasts more than 2 weeks, the stock will be treated in line with the Corporate Actions Rules according to chapter 7.

7. CORPORATE ACTIONS

7.1 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.

7.2 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 (Free Float Market cap weighted)

In the event of a rights issue the new shares will be included in the index on the ex-date of the rights issue and an adjusted closing price will be applied as calculated by Index Operations. The adjustment will be made based on the shares currently in the index. The divisor will be adapted in such a way that the level of the index remains the same.

The new shares are only added if less than 0.4 share is issued for every share that is currently held and if the new shares are fungible with the existing line of shares (e.g. no dividend disadvantage). Otherwise the index is adjusted based on the value of the rights only.

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, Index Design 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.

8. 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 index** uses the following formula:

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

$$DI_t = DI_{t-1} \left(\frac{GR_t}{GR_{t-1}} - Dcrt * \frac{day}{365} \right) \quad \text{Where:}$$

DI_{t-1} : Decrement index value previous calculation date;

DI_t : Decrement index value on t;

GR_{t-1} : Gross return index value previous calculation date;

GR_t : Gross return index value on t;

$Dcrt$: 3.75%

day : number of calendar days between index business day t-1 and t

9. DEFINITIONS

9.1 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. DATA PARTNER DEFINITIONS

10.1 ESG SCORE

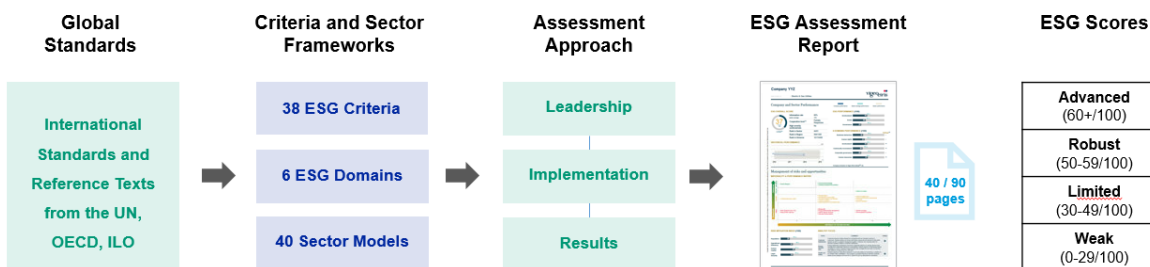
Step 1:

Vigeo-Eiris assesses and rates the performances of companies according the Equitics® methodology based on 38 criteria, divided in to six key areas of corporate environmental, social and governance responsibility, namely:

- **Environment:** Protection, safeguard, prevention of attacks on the environment, implementation of an adequate managerial strategy, ecodesign, protection of biodiversity and reasonable control of environmental impacts on the overall life cycle of products and services.
- **Human Rights:** Respect of trade unions’ freedom and promotion of collective negotiation, non-discrimination and promotion of equality, eradication of banned working practices, and prevention of inhumane or humiliating treatments.
- **Human Resources:** Constant improvement of industrial relations, career development, as well as quality of working conditions.
- **Community Involvement:** Contribution to economic and social development of the territories of establishment and their human communities, concrete commitment in favor of the control of societal impacts of products and services, transparent and participative contribution to causes of general interest .
- **Business Behaviour:** Taking into account clients’ rights and interests, integration of social and environmental standards both in the process of selection of suppliers and in the overall supplying chain, efficient prevention of corruption, and respect of competition laws.
- **Corporate Governance :** Efficiency and integrity, insurance of both independence and effectiveness of the Board of Directors, effectiveness and efficiency of audit and control systems, and in particular inclusion of social responsibility risks, respect of shareholders’ rights and most of all of the minorities, transparency and moderation in executive remuneration.

Step2 – Overall score

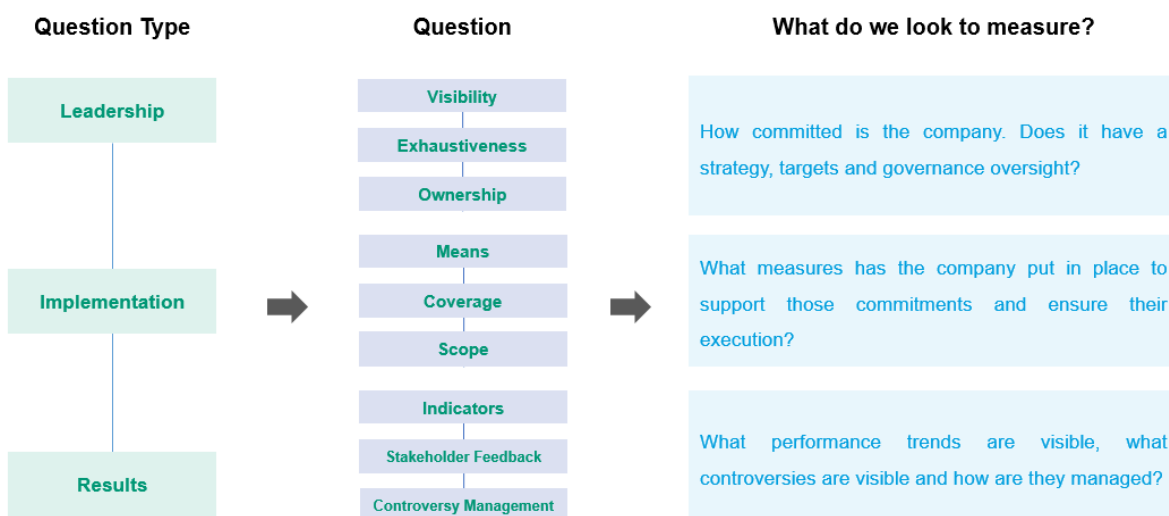
- Each issuer is assigned an overall score out of 100 (the higher the better) which is a weighted and consolidated score of all sustainability factors in a given sector



Vigeo’s methodology is customized by sector and, to a certain extent, by company, to reflect sector-specific ESG risks and opportunities. Of the 38 sustainability criteria in the ESG rating framework, approximately 20-25 are evaluated for a given sector. The weight assigned to each sustainability criteria, for a given sector, corresponds to a number from 0 to 3, based on 3 criteria:

- i. Nature: the nature of the criteria i.e. the contribution of that criteria to the general interest of society and stakeholders. This will be consistent across all sectors.
- ii. Exposure: the vulnerability of stakeholders to a criterion. This will be sector specific.
- iii. Corporate Risk: the type of risk a criterion exposes a company to: human capital; operational efficiency; reputation; legal security. This will be sector specific

The global ESG scores are the weighted average of the scores obtained by the company regarding 3 managerial pillars on the criteria activated by sector: Leadership (how the company is committed toward the criteria assesses), Implementation (what are the means and measures taken to implement policies & commitments) & Results (what performance the company has toward each sustainability driver)



10.2 E, S AND G SCORES

- **Global assessment:** Vigeo Eiris defines social responsibility as a managerial commitment towards the legitimate rights, interests and expectations of a company’s stakeholders with a view to continuously improve performance and risk management
- **Focus on Social:** VE’s Social assessment provides insight into a company's capacity to manage the risks and opportunities faced in relation to two key stakeholders: the labour force, and the wider society in which it interacts. Composed of up to 19 criteria, assessments are tailored at sector level to ensure their materiality
- **Focus on Governance:** VE’s Governance assessment provides insight into a company's capacity to manage the risks and opportunities faced in relation to its corporate governance and business ethics responsibilities. Composed of up to 7 criteria, assessments are tailored at sector level to ensure their materiality.

- **Focus Environmental:** VE’s Environment assessment provides insight into a company’s capacity to manage the risks and opportunities gathers in all the criteria that are linked to the Environment, from an internal management perspective, a supply chain perspective and from a product safety perspective

The Environment, Social and Governance score are the weighted average of the criteria that are affected to each pillar as described in the following table :

Environment	Social	Governance
Environmental Strategy	Social Dialogue	Anti-Corruption
Accidental Pollution	Employee Participation	Anti-Competition
Green Products	Reorganization	Lobbying
Biodiversity	Career Management	Board of Directors
Animal Testing	Remuneration	Audit & Internal Controls
Water	Health & Safety	Shareholders
Energy	Working Hours	Executive Remuneration
Atmospheric Emissions	Information to Customers	Product Safety (G)
Waste	Customer Relations	
Local Pollution	Supplier Relations	
Transportation	Social Standards in the Supply Chain	
Use & Disposal of Products	Social & Economic Development	
Environmental Standards in the Supply Chain	Societal Impacts of Products & Services	
	Philanthropy	
	Fundamental Human Rights	
	Fundamental Labour Rights	
	Non-Discrimination	
	Child & Forced Labour	
	Product Safety (S)	

10.3 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

10.4 CONTROVERSIAL ACTIVITIES SCREENING

V.E's Controversial Activities Screening (CAS) product provides clients with reliable and up to date information on companies' involvement in controversial activities. Companies are screened on an annual basis against 17 controversial activity areas containing a total of 63 criteria differentiating between production and distribution activities.

The 17 areas of screening are :

Alcohol; Animal Welfare; Cannabis; Chemicals of concern; Civilian Firearms; Fossil Fuel Industry; Coal; Unconventional Oil & Gas; Gambling; Genetic Engineering; High interest rate lending; Human Embryonic Stem Cells; Military; Nuclear Power; Pornography; Reproductive Medicine; Tobacco.

For each of the area V.E provides an overall level of involvement for the area (No Involvement, Minor, Major); V.E also provides involvement by criterion (% of revenue derived, exact or tranches, Binary values; type of products and services provided, ...)

11. ESG DISCLOSURES

EXPLANATION OF HOW ESG FACTORS ARE REFLECTED IN THE KEY ELEMENTS OF THE BENCHMARK METHODOLOGY	
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 France Social
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>Companies are excluded from the universe if</p> <ul style="list-style-type: none"> • Revenue involvement equal or above 25% in Coal Mining as determined by Vigeo as determined by Vigeo-Eiris • Revenue involvement equal or above 25% in Coal Fuelled Power generation as determined by Vigeo-Eiris
b) List of social factors considered:	<p>Companies are excluded from the universe if:</p> <ul style="list-style-type: none"> • Revenue derived from the production of tobacco equal or above 5%, as determined by Vigeo-Eiris <p>Companies are ranked and selected for inclusion according to:</p> <ul style="list-style-type: none"> • Social score as determined by Vigeo-Eiris
c) List of governance factors considered:	<p>Companies are excluded from the universe if:</p> <ul style="list-style-type: none"> • Facing active Critical Controversies as determined by Vigeo-Eiris
Item 6. Data and standards used.	
a) Data input. <i>(i) Describe whether the data are reported, modelled or, sourced internally or externally.</i>	<p>Vigeo Eiris provides:</p> <ul style="list-style-type: none"> • Social score • Revenue involvement in Coal Mining

<p><i>(ii) Where the data are reported, modelled or sourced externally, please name the third party data provider.</i></p>	<ul style="list-style-type: none"> • Revenue involvement in Coal Fuelled Power generation • Revenue derived from the production of tobacco <p>Vigeo-Eiris: Section 10 provides detailed definitions</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>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) • 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 • TFCO recommendations • Paris Agreement (UNFCCC)
<p>Information updated on:</p>	<p>21/09/2021</p>