

INDEX RULE BOOK

Euronext French Employment 40 EW

Version 22-01

Effective from 6 April 2022

indices.euronext.com

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For further information in relation to Euronext Indices please contact:
index-team@euronext.com

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1. GENERAL

This document is applicable to the Euronext® French Employment 40 EW ("Index Family"), which consists of all the Indices as mentioned in the Reference Table.

The Euronext® French Employment 40 EW is designed to reflect the price level trends in the trading of shares listed in the France.

Euronext Paris is the Administrator of this Index Family. For this Index Family no Independent Supervisor is appointed.

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VERSION NOTES

Version	Effective date	New or changed parts	Reference/announcement
22-01	6 April 2022	Index launch	

2. INDEX REVIEWS

2.1 REVIEW FREQUENCY AND RELEVANT DATES

Review frequency: Annual

Review Effective Date: After the market close of the third Friday of September

Review Cut-Off Date: After the market close of the penultimate Friday August

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

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

2.2 REVIEW SELECTION

Index Universe definition

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

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

Eligibility screening

Only companies that are assigned an Humpact score are eligible for inclusion.

Selection ranking

The eligible companies are ranked by the Humpact overall score (the higher the score, the better) as provided by Humpact.

In case two companies have the same Humpact score, the company with the highest free float market cap is ranked higher.

Selection of constituents at the review

The 40 highest ranking companies are selected.

2.3 PERIODICAL WEIGHTING UPDATE

Weighting method

The index is Non-Market Capitalisation weighted, based on Equal Weight.

The weighting factors are explained in the following paragraphs.

Number of shares

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

Free Float factor

The Free float factor is not applicable for this Index family.

Capping Factor

The Capping factor is not applicable for this Index family.

3. REFERENCES

3.1 REFERENCE TABLE

Index name	Isincode	Mnemo	Bloomberg Code	Reuters code	Base date	Base value	Publication since	Index Type
Euronext French Employment 40 EW	FRESG0000454	FREMP	-	.FREMP	01/10/2020	1000	06/04/2022	Price
Euronext French Employment 40 EW NR	FRESG0000462	FREMN	-	.FREMN	01/10/2020	1000	06/04/2022	Net Return
Euronext French Employment 40 EW GR	FRESG0000470	FREMG	-	.FREMG	01/10/2020	1000	06/04/2022	Gross Return

3.2 BASE CURRENCY

The Base Currency of this index family is Euro.

3.3 PUBLICATION

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

The index is calculated based on the most recent prices of transactions concluded on the relevant markets. 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 the Euronext Markets are open for trading.

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

4. 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 French Employment 40 EW
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:	/
b) List of social factors considered:	The top 40 companies based on the Humpact Social score are selected
c) List of governance factors considered:	/
Item 6. Data and standards used.	
a) Data input. <i>(i) Describe whether the data are reported, modelled or, sourced internally or externally.</i> <i>(ii) Where the data are reported, modelled or sourced externally, please name the third party data provider.</i>	<p>Data are collected internally from 3 sources:</p> <ul style="list-style-type: none"> - Annual reports published every year by companies - Surveys sent to companies - Online sources for controversies <p>Description of "Humpact Emploi Score"</p> <ul style="list-style-type: none"> - Step 1: Humpact assesses and rates the performances of companies with its own proprietary methodology based on 50 quantitative criterias and 90 qualitative criterias. - Step 2: Each company obtains an overall score from 0 to 100. Each score is converted into a rating between 1 and 5 stars for communication, 5 stars being the best. - Step 3: Each score can be lowered according to the social controversies identified
b) Verification of data and guaranteeing the quality of those data.	Humpact represents and warrants that to the best of its knowledge the Methodology is robust and reliable, rigorous and capable of validating

<p><i>Describe how data are verified and how the quality of those data is ensured.</i></p>	<p>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 - Will inform Euronext prior to making any material change to the Methodology and will provide Euronext with the rationale for such change. <p>Humpact ensures the reliability of the data through its data collection process:</p> <ul style="list-style-type: none"> - Data collection with the maker and checker principle: each data entry is checked by another independent person. <p>Data verification post-data collection: automatic statistical checks to remove inconsistent and outlier data</p>
<p>c) Reference standards</p> <p><i>Describe the international standards used in the benchmark methodology.</i></p>	<p>The methodology behind social 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) - UN Sustainable Development Goals - ILO Conventions , including the core ones, and recommendations
<p>Information updated on:</p>	<p>06/04/2022</p>

Overview of Rulebooks and other documents applicable for Euronext Indices

The following documents, all available on or via the following link: <https://www.euronext.com/en/indices/index-rules> should be read in conjunction with this document or provide other relevant information for the reader.

BENCHMARK STATEMENT

The Benchmark Statement identifies the primary features of an index family or families of indices in the context of the EU Benchmark regulation. For ESG based indices it also contains disclosure of ESG factors and reporting of scores.

COMPLIANCE STATEMENT

The Compliance Statement provides details, for both significant and non-significant benchmarks, for which provisions the Administrator has chosen not to apply, and offers an explanation as to why it is appropriate not to apply each provision.

GOVERNANCE EURONEXT INDICES

The purpose of the 'Governance Euronext Indices' is to describe the role and responsibilities of each of the governance bodies that are part of the Benchmark Administrators of Euronext.

RULEBOOK OF EACH FAMILY OF INDICES

Each index is part of an index family that shares the basis for selection (universe) and which is managed in a comparable way. A separate rulebook is provided for each index family that will describe the specific features of that index family as well as specific elements of each index within that family.

INDEX CALCULATION AND PERIODICAL REVIEW Euronext Indices

The Methodology Euronext describes all common aspects that apply for the

- periodical reviews, and
- the calculation of indices

EURONEXT INDICES CORPORATE ACTION RULES

• treatment of corporate actions
of indices provided by Euronext Indices.

EURONEXT ESG PROVIDERS METHODOLOGIES

An overview of various methods applied by providers of ESG scorings and labels

PROCEDURES EURONEXT INDICES

These rulebooks describe the various procedures that are applied for all Euronext Indices:

- Correction Policy
- Announcement Policy
- Complaints Procedure
- Consultations Procedure
- Procedure For Cessation of Indices

RULES OF PROCEDURE INDEPENDENT SUPERVISORS

For each Independent Supervisor Euronext publishes a 'Rules of Procedure' that describes the responsibilities and composition of each Independent Supervisor.

BENCHMARK OVERSIGHT COMMITTEE CHARTER

The Benchmark Oversight Committee Charter describes the role and responsibilities of the Benchmark Oversight Committee.