

INDEX RULE BOOK

Euronext Equileap Gender Equality Eurozone 100

Version 23-01

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indices.euronext.com

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Index

1. General		2
Version notes	Error! Bookmark not defined.	
2. Index reviews		3
2.1 Review frequency and relevant dates	3	
2.2 Review Selection	3	
2.3 Periodical Weighting Update	4	
3. References		4
3.1 Reference Table	6	
3.2 Base currency	6	
3.3 Publication	6	
4. ESG Disclosures		7

1. GENERAL

This document is applicable to the Euronext Equileap Gender Equality Eurozone 100 ("Index Family"), which consists of all the Indices as mentioned in the Reference Table.

The Euronext Equileap Gender Equality Eurozone 100 is designed to reflect the price level trends in the trading of shares listed in Paris.

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

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Version	Effective date	New or changed parts	Reference/announcement
22-01	17-11-2022	Index launch	
23-01	11-10-2023	Clarification Quarterly Universe	

2. INDEX REVIEWS

2.1 REVIEW FREQUENCY AND RELEVANT DATES

Review frequency: Quarterly, January being the Annual review

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

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

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

Review Weighting Date: Three trading days before the Review Effective Date.

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

2.2 REVIEW SELECTION

Step 1: Index Universe

Index Universe definition

The Index Universe consists of the Companies included in the Euronext Eurozone 300[®] index; at reviews this means included after the Review Effective Date.

Step 2: Eligibility screening at reviews

Annual review

From the index universe, the Companies with the following characteristics are not eligible:

- 3-month Average Daily Traded Value < EUR 5 millions
- Companies that have been assigned an Alarm Bell by Equileap

The following criteria; as determined by ISS ESG:

- **Breaches of international standards:**

Exclusion topic	Exclusion criteria	ISS-ESG Field Name
Breaches of international standards	Flagged "Red"	NBSOverallFlag

- **Controversial Weapons:**

Exclusion topic	Exclusion criteria	ISS-ESG Field Name
Biological Weapons	Flagged "Red"	BiologicalWeaponsOverallFlag
Chemical Weapons	Flagged "Red"	ChemicalWeaponsOverallFlag
Nuclear Weapons	Flagged "Red"	NuclearWeaponsOverallFlag
Nuclear Weapons Outside NPT	Flagged "Red"	NuclearWeaponsNonNPTOverallFlag
Cluster Munitions	Flagged "Red"	ClusterMunitionsOverallFlag

Depleted Uranium	Flagged "Red"	DepletedUraniumOverallFlag
Anti-personnel Mines	Flagged "Red"	APMinesOverallFlag

- **Energy & Extractives + Sector-Based Screening:**

Exclusion topic	Exclusion criteria	ISS-ESG Field Name
Coal Mining and Power Gen - Maximum Percentage of Revenues (%)	Derived turnover \geq 1%	CoalMiningAndPowGenRevShareMax
Oil Sands - Production Maximum Percentage of Revenues (%)	Derived turnover > 0%	OilSandsProdMaxRev
Shale Oil and/or Gas - Involvement Tie	Flagged "Production"	ShaleOilGasInvolvement
Tobacco - Production Maximum Percentage of Revenues (%)	Derived turnover > 0%	TobaccoProdMaxRev

ISS ESG provides research datapoints related to ESG, UNGC compliance and controversial activities involvement.

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

Quarterly Review

Companies being on the Alarm Bell list of Equileap will be excluded from the current universe.

Step 3: Selection Ranking

Annual review

The eligible Companies are ranked by decreasing order on the Equileap Scorecard as assigned by Equileap. In case of an equal score the Company with the highest free float market capitalisation will rank higher.

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

Quarterly Review

The ranking is not applicable for the quarterly review

Step 4: Selection of constituents at the reviews

Annual review

The 100 highest ranking eligible Companies in terms of Equileap Scorecard are selected.

Quarterly Review

Current constituents that fail to meet the eligibility screenings as defined at the Quarterly Review will be removed from the Index.

2.3 PERIODICAL WEIGHTING UPDATE

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 with the number of shares listed on the Review Cut-Off Date, taking into account adjustments due to Corporate Actions.

Free Float factor

The Free Float Factor is determined based on the Review Cut-Off Date.

Capping Factor

A maximum weighting of 10% is applied to each index constituent at the reviews. The assessment and new capping coefficients are based on the Review Weighting Date.

3. REFERENCES

3.1 REFERENCE TABLE

Index name	Isincode	Mnemo	Bloom- berg Code	Reuters code	Base date	Base value	Publication since	Index Type
Euronext Equileap Gender Equality Eurozone 100	FRESG0000991	EQGEP	-	-	03-09-2012	1000	17-11-2022	Price
Euronext Equileap Gender Equality Eurozone 100 NR	FRESG0001007	EQGEN	-	-	03-09-2012	1000	17-11-2022	Net Return
Euronext Equileap Gender Equality Eurozone 100 GR	FRESG0001015	EQGEG	-	-	03-09-2012	1000	17-11-2022	Gross Return

3.2 BASE CURRENCY

The Base Currency of this index family is Euro.

3.3 PUBLICATION

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 and disseminated from 09:00 hours until Euronext Markets stop regular daytime trading on the days when Euronext Markets are open for trading except on days when all markets that are included in the index are closed.

The official opening level is the first level published.

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 Equileap Gender Equality Eurozone 100 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>ISS ESG</p> <ul style="list-style-type: none"> • Oil Sand • Fossil Fuel Involvement factors • Controversial weapons factors • UNGC factors / NBS Overall flag • Tobacco Involvement factors <p>The Equileap Gender Diversity (EGD) Score is calculated based on 19 criteria across Four categories:</p> <ul style="list-style-type: none"> - Gender Balance in Leadership & Workforce - Equal Compensation & Work Life Balance - Policies Promoting Gender Equality - Commitment, Transparency & Accountability
b) List of social factors considered:	Please refer to the Item 5 a)
c) List of governance factors considered:	Please refer to the Item 5 a)
Item 6. Data and standards used.	
<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>ISS ESG provides :</p> <p>NBS OVERALL FLAG</p> <p>This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's link with any breaches of international standards.</p> <p>ANTI-PERSONNEL MINES - OVERALL FLAG:</p> <p>This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any anti-personnel mines program.</p> <p>BIOLOGICAL WEAPONS - OVERALL FLAG</p> <p>This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any biological weapons program.</p>

CHEMICAL WEAPONS – OVERALL FLAG

This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any chemical weapons program.

CLUSTER MUNITIONS – OVERALL FLAG

This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any cluster munitions program.

DEPLETED URANIUM – OVERALL FLAG

This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any depleted uranium program.

NUCLEAR WEAPONS OUTSIDE NPT – OVERALL FLAG

Nuclear Weapons Outside NPT - Overall Flag: This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any nuclear weapons program outside of the Non-Proliferation Treaty (NPT)

NUCLEAR WEAPONS INSIDE NPT - OVERALL FLAG

This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's involvement in any nuclear weapons programme inside of the Non-Proliferation Treaty (NPT)

OIL SANDS - PRODUCTION MAXIMUM PERCENTAGE OF REVENUES (%)

This factor provides the maximum percentage of revenues for the company's involvement in the extraction and processing of oil sands for the most recent fiscal year period.

COAL MINING AND POWER GEN - MAXIMUM PERCENTAGE OF REVENUES (%)

This factor provides the maximum percentage of recent-year revenues for the issuer's involvement in both coal mining, including thermal and metallurgical coal, and the generation of electric power using coal. The maximum percentage of revenues values are based on the best available data, which may include reported revenues, reported percentage of revenues, or estimated revenues based on available information.

TOBACCO - PRODUCTION MAXIMUM PERCENTAGE OF REVENUES (%)

This factor identifies the maximum percentage value of revenue derived from involvement in the production of tobacco.

Equileap data input:

The Equileap Scorecard was the result of the extensive deliberation and engagement of an Expert Review Committee, which included practitioners and

	<p>policy experts in the fields of women's rights, academia, sustainable investment, and business. The result was the identification of 19 Criteria, divided into 4 Categories, which were considered critical in assessing company performance in gender equality. The Equileap Scorecard is reviewed on a regular basis by the Equileap team.</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>ISS ESG 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>Equileap:</p> <p>All companies are assessed and evaluated using the same scoring methodology. The Equileap Scorecard is sector and country agnostic and is used to assess all industries and countries, enabling comparisons. It is a holistic composition that falls under a human rights framework for all genders.</p>
<p>c) Reference standards</p> <p><i>Describe the international standards used in the benchmark methodology.</i></p>	<p>Equileap. Refer to item 6. a)</p>
<p>Information updated on:</p>	<p>17/11/2022</p>