

## **Health, safety and ways of working policy**

Euronext's purpose is to shape capital markets for future generations. What makes Euronext special is its role in supporting the financial ecosystem, its state-of-the-art technology, but also its unique and talented multicultural teams, living out the Group's values of Unity, Agility, Energy, Integrity and Accountability. Euronext always looks to improve its health and safety measures, adapting them to a changing world.

The Company is committed to providing all employees and others who are on Company property with a safe and healthy work environment. Accordingly, all employees comply with all health and safety laws and regulations as well as Company policies governing health and safety.

As a socially responsible company, Euronext is committed to providing its employees with a healthy work environment where their mental and emotional well-being is respected. Euronext ensures to offer workplace conditions and ways of working that favour a strong capacity for collaboration, fostering the best working environment for performance and innovation.

### **Implementation plan:**

#### **Health and safety**

Euronext ensures to provide a working environment that complies with the latest requirements and that all our buildings and workplace infrastructure are maintained in a safe condition. We also appoint and train people on local regulations, to take on special health and safety responsibilities, such as first responders, facilities teams, and where applicable security officers.

All employees and managers are responsible for immediately reporting accidents, injuries and unsafe equipment, practices or conditions to a designated person. Monitoring of those accidents allows the prevention of any re-occurrence. Furthermore, the nature of Euronext's business activity prevents its employees from being exposed to major physical occupational risk.

Euronext aims at improving the health and well-being of employees at work. These initiatives aim to help employees build resilience and preserve their physical and mental health.

Monitoring of absenteeism supports Euronext to ensure of the concrete results of its Health & Safety policies.

#### **Ways of working**

Euronext proposes various flexible working schemes to adapt to all stages of life and avoid any diversity-related form of discrimination. Euronext offers the possibility to work from home on a voluntary basis, for up to two days per week on average. In line with its federal model and matrix organisation, remote working possibilities may vary according to location and function. Euronext remains convinced that office-based work is still useful in order to reinforce teamwork, innovation and creativity, and that this is even more the case in a period of integration and change.

Flexible working hours and/or part-time options are also offered to staff, where possible and depending on local regulations, and within the context of each role, to accommodate employees and allow them to best perform their role considering their individual circumstances.

Euronext ensures that it dedicates specific measures to all care givers and notably for employees in their parental role. Euronext is committed to enable all its employees to care for and bond with a new-born or a newly adopted child and as such respects and encourages parental leave in each location in conformance with local regulations.

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