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POLICY ON GENDER & DIVERSITY ("DIVERSITY POLICY")

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DOCUMENT SUMMARY

Document type		Policy
Purpose of the document		To promote a balanced representation of qualifications, expertise, gender and other diversifying factors in the Board of Directors collectively
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Classification		Public
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	Informed	N/A
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Regulations linked to this document		Central Securities Depository Regulation (CSDR) (EU) 909/2014, art. 27

VERSION CONTROL

REVISION NO./ VERSION NO.	DATE	AUTHOR	APPROVAL	CHANGE DESCRIPTION
01.01	5 July 2022	Legal	Board of Directors	Policy updated due to migration into the Euronext Group.

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1. OBJECTIVES, OWNERSHIP AND GOVERNANCE

1.1 OBJECTIVES

Background

According to CSDR art. 27 (4), the management body (the "Board of Directors") shall be composed of suitable members of sufficiently good reputation with an appropriate mix of skills, experience and knowledge of the entity and of the market. The non-executive members of the management body shall decide on a target for the representation of the under-represented gender in the management body and prepare a policy on how to increase the number of the under-represented gender in order to meet that target.

Objectives

The objective for the Diversity Policy ("Policy") for the Board of Directors of Euronext Securities Oslo (the "Company") is to promote a balanced representation of qualifications, expertise, gender and other diversifying factors in the Board of Directors.

The Policy also includes the non-executive members of the Board of Directors' policy and targets in relation to the under-represented gender in the Board of Directors.

1.2 SCOPE AND OWNERSHIP

1. Scope

The Policy supports compliance with CSDR and any local regulatory and legal requirements, and concerns the composition of Company's Board of Directors.

The Policy supports and complies with the Euronext Diversity Policy.

2. Ownership

Legal is responsible for maintaining the Policy and to obtain approval from the Board of Directors, if the Policy is amended.

Compliance shall monitor that this Policy is implemented and report non-compliance with the Policy to Board of Directors.

1.3 GOVERNANCE

1. Responsibility and tasks of the Board of Directors in connection with this policy

The Board of Directors are responsible for defining the requirements on representation of qualifications, expertise, gender and other diversifying factors in the Company.

2. Reporting on this policy

This Policy shall be made public.

Diversity Policy

The composition of the Board of Directors diversity of qualifications, expertise and gender will be reported on in conjunction with the Company's annual report.

Legal will ensure an annual performance evaluation of the Board of Directors. On this basis, a recommendation concerning any measures to replace or expand the expertise of the Board of Directors will be made by the Board of Directors.

Risk & Compliance shall on annual basis report back to Board of Directors on compliance with this Policy.

2. DETAILED DESCRIPTION

The Board of Directors supports the commitments, recognitions and goals set out in the Euronext Group Diversity Policy. The Euronext Group Diversity Policy has the following wording:



EURONEXT DIVERSITY POLICY

Euronext is a multinational financial markets company born from the coming together of market exchange activities in Belgium, France, the Netherlands, Portugal, the United Kingdom and Ireland. The federal governance model is central to its organisation, and naturally creates an environment where people of diverse cultures and backgrounds collaborate and drive the organisation forward. Our employees are spread across the 6 core European markets and offices in 8 additional countries in Europe, North America, and Asia.

Our long-standing commitment to diversity is entrenched in our Corporate values, particularly that of "Unity" which encompasses three main elements:

- We respect and value the people we work with
- We are unified through a common purpose
- We embrace diversity and strive for inclusion

Diversity at Euronext includes gender, ethnicity, religion, sexual orientation, age, language, socioeconomic status, physical ability, experience and education. Creating an environment where diversity is recognised, valued and can flourish, not only benefits Euronext's employees but also the success of the business. Euronext firmly believes that a wide array of perspectives and approaches promotes innovation and creativity, and enables us to better understand and address the needs of our customers, strengthening our client-centric approach and reputation.

Gender diversity

Euronext is committed to achieving balanced gender representation on its Supervisory Board and Managing Board with at least 30% of seats occupied by each gender.

For all of its recruitments across the Group, while complying with local legislation and regulation, Euronext will select the best candidates based on merit and objective criteria and take into consideration the benefits of a diverse talent pool.

Euronext fully recognises that it is also by recruiting, developing and retaining women in the Euronext workforce, and in the wider business community, that we will be able to promote more women to senior positions. All our people practices support this objective.

In general

Euronext commits to ensuring an inclusive environment for all forms of diversity by:

- promoting diversity and inclusion both internally and in the wider community through training, communication, and CSR initiatives
- attracting, retaining and developing a diverse array of talents by continuously improving its recruitment, development and retention policies
- complying with the legislation and regulations applicable to Euronext in all locations where it is present and conducts business

In order to reinforce diversity and inclusion, concrete improvement actions are implemented with input from managers and employees. Progress is reviewed regularly by the management bodies and action plans are subsequently updated to reflect new actions and objectives.

Euronext also has a clear and unambiguous anti-discrimination policy. Discriminatory behaviour and language, whether from managers or employees, is strictly prohibited under any and all circumstances. Employees are encouraged to report any serious breaches through the company's whistleblowing channels, and of course can also refer to his or her HR Business Partner.

Approved by Euronext Managing Board on 12 February, 2018

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In order to ensure compliance with CSDR, local legislation and regulation, as well as the Euronext Group Diversity Policy the following is set out:

Competence profile of the Board of Directors

The Board of Directors' policy is to have a balanced composition of the members of the Board of Directors that closely reflects and supports the Company's strategic ambitions at all times. The competence profile of the Board of Directors includes competences and qualifications of a personal, professional and market-related nature.

The goals and policy concerning the under-represented gender

The non-executive members of the Board of Directors has decided on a target which follows the gender requirements set-out in the Norwegian Public limited Liability companies Act, section 6-11, being:

- 2-3 members: Both genders shall be represented
- 4-5 members: Each gender shall be represented by at least two
- 6-8 members: Each gender shall be represented by at least three
- 9 members: Each gender shall be represented by at least 4
- 10 or more members: Each gender shall be represented by at least 40 per cent.

The Board of Directors shall ensure to comply with such target.

In case the target is no longer met the Board of Directors delegate to the Chairman to propose one or more candidates, as applicable, suitable for election to the Board of Directors.

3. REASSESSMENT OF THE POLICY

The Board of Directors will reassess its target and composition of its members on the recommendation of Euronext N.V., or upon request from a member of the Board of Directors.