

Social Dialogue Policy

Euronext is committed to social dialogue, supporting employees representation rights and facilitating worker representation bodies.

Euronext is also committed to respecting the right to collective bargaining, in accordance with local laws of the countries where its employees are located. Euronext does not interfere with the activities of those organisations as we consider them to be extremely important to promote a social dialogue between management and employees. Euronext is convinced that employees that join unions or representative bodies can play an active role in improving their workplace and have a positive impact on work conditions. Protecting this aspect of workers' fundamental rights is essential and is part of Euronext's sustainable goals. Euronext is committed to comply with the International Labor Organization (ILO) principles and is ensuring that freedom of association is respected in accordance with these international regulations and with local laws where our employees are located.

Euronext is committed to manage any organisation change in a responsible manner, respecting all needed regulations in the concerned countries, and involving worker representation bodies depending on the countries where the employees are located and leveraging on European body where needed. Ensuring a regular social dialogue allows all involved stakeholders to anticipate potential employment impact, and to take the best measures depending on the context.

Scope and Responsibility

Euronext's Social Dialogue Policy is implemented and owned by the Chief Talent Officer and supported by all relevant departments and business lines.

It is applied comprehensively, covering all of the company's activities, operations and encompasses all geographies.

Implementation plan

In accordance with local laws and regulations, local works councils are set in Italy, France, the Netherlands, Portugal (Porto), Norway and Denmark. The works councils represent Euronext employees, are informed and/or consulted on economic, financial, social and organisational matters, and complement collective or national labour negotiations according to the local law.

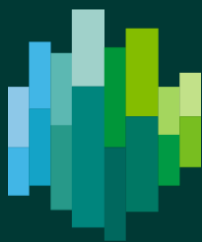
Currently, 80% of Euronext employees are covered by collective agreements in Italy, France, Norway, the Netherlands, Belgium, Portugal and Denmark. For the remaining 20% in smaller locations or legal entities, employee dialogue is organised by the local teams.

The Company has also set up a social dialogue committee at the European level, including every EEA country. European staff representatives are informed on economic, financial, social and strategic Group matters.

Should Euronext need to perform any important organisation change, the management is committed to enter into a constructive dialogue with the appropriate worker representatives bodies, depending on the location impacted. Euronext will take all measures to anticipate employment impact, take possible mobilities, training and knowledge transfers measures. Depending on the context and the need, possible individual additional measures will be considered e.g. training, outplacement... .

Euronext pays a specific attention to do a good use on non-regular employment type (temporary, fixed term); and will limit its use to legal reasons (e.g. replacement of maternity or long-term illness, specific and temporary workload increase)

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