



# Euronext Gender Equality Index

Strengthening the S in ESG investing



September 16<sup>th</sup>, 2024

# Euronext Pioneering in ESG indices

We launched our Low Carbon Index in 2008, and we've been innovating ever since

**First Low Carbon  
Europe Index**

Water and Ocean Indices  
Green Planet Indices

First CAC 40 ESG/MIB ESG/AEX  
ESG Indices First European  
Biodiversity Indices

**Biodiversity Enablers  
Index** (double materiality  
assessment)

2008

2018

2019

2020

2021

2022

2023

2024

**Climate/Environment  
Indices  
Energy Transition  
Leaders Indices**

EU PAB/CTB indices

« SBTi » indices  
« **Gender Equality  
Indices** »  
Thematic Indices  
NLP/AI based indices

French Employment  
Index

# Measuring Gender Equality



## Gender Balance in Leadership & workforce

1. Gender of CEO, CFO, Chair
2. Board of Directors
3. Executives
4. Senior Management
5. Management
6. Workforce
7. Promotion & Career Development



## Equal compensation & Work-life Balance

8. Living wage
9. Gender Pay gap
10. Parental leave
11. Flexible Work options



## Policies Promoting Gender Equality

12. Equal opportunities in Training & Career Development
13. Non-discrimination in Recruitment
14. Freedom from Violence, Abuse & Sexual Harassment
15. Safety at work
16. Human rights
17. Reduce Social Risks in Supply Chain
18. Supplier Diversity
19. Employee protection



## Commitment, Transparency & Accountability

20. Commitment to Women's Empowerment
21. Gender Audit

**48 metrics**  
**Alarm Bell exclusion**

\* Alarm Bell exclusion - Information on controversies is gathered by following news and litigation databases on a weekly basis. Controversies are then assessed, and the data is updated on a quarterly basis

# Euronext Equileap Gender Equality Eurozone 100 Index

Starting universe : Euronext Eurozone 300 index

**Review Cut-Off Date**

Annually  
Quarterly on the Alarm Bell

**Weighting Basis**

Free Float Market  
Capitalisation  
Maximum weight of 10%

## Controversial activities



Activity based exclusions and controversial activities:

- UNGC and International standards
- Controversial weapons
- Tobacco
- Coal Mining and Power generation
- Oil Sands, Shale Oil and/or Gas

## Alarm Bell Exclusion



Controversies related to the Social pillar and Gender topic.

## Liquidity Filters



3-month ADV > 5 millions EUR

## Selection Gender score



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

**Euronext  
Equileap Gender  
Eurozone 100  
Index**

# Key Takeaways

Euronext Gender Equality France 40 Index

Index with Best-in-Universe approach

In line SFDR ART 8 requirements

In line with SDG #5 – Gender Equality



This publication is for information purposes only and is not a recommendation to engage in investment activities. This publication is provided “as is” without representation or warranty of any kind. Whilst all reasonable care has been taken to ensure the accuracy of the content, Euronext does not guarantee its accuracy or completeness. Euronext will not be held liable for any loss or damages of any nature ensuing from using, trusting or acting on information provided. No information set out or referred to in this publication shall form the basis of any contract. The creation of rights and obligations in respect of financial products that are traded on the exchanges operated by Euronext’s subsidiaries shall depend solely on the applicable rules of the market operator. All proprietary rights and interest in or connected with this publication shall vest in Euronext. No part of it may be redistributed or reproduced in any form without the prior written permission of Euronext. Euronext refers to Euronext N.V. and its affiliates. Information regarding trademarks and intellectual property rights of Euronext is located at [www.euronext.com/terms-use](https://www.euronext.com/terms-use)

© 2024, Euronext N.V. - All rights reserved.



PRIVATE