



Post-trade made easy

Euroclear plc

Annual Report 2015

Corporate responsibility

As a financial market infrastructure, Euroclear's DNA is made up of openness, being profit moderated, and serving the public good by ensuring the efficiency of the capital markets.

Having a positive impact on the markets we serve is fundamental to our purpose, and in 2014, we set up the Corporate Responsibility programme (CR) to connect our existing CR initiatives across the group.

The CR programme is centred on four activity streams:

- Community;
- Environment;
- Marketplace; and
- Workplace.

Our CR mission is to conduct business in an ethical, responsible and sustainable way, while giving back to the wider community.

Community

The group's community partnerships, which include supporting young entrepreneurs in Europe and two schools in rural Uganda, have made a positive contribution to local communities, as well as employee engagement. For more information on Junior Achievement Europe and Build Africa, please visit jaeurope.org and build-africa.org.

Partnering with Build Africa, we have made considerable progress with our school projects in Uganda. In 2015, Euroclear provided two new classroom

blocks, new latrines, sports equipment, a new kitchen, a school garden, a library, text books and cupboards. Some of this has been made possible through staff fundraising, which raised over €25,000 for various projects. Two groups of our staff travelled to Uganda in the course of 2015 to help the school and community work towards becoming self-sustaining and to identify another school project in the same region, which we are now also supporting.

In line with our focus on education, we also partner with Junior Achievement Europe to roll out programmes across six of our locations. Through this programme, staff can volunteer in local schools to help young people gain the skills they need to thrive in the modern business environment. In 2015, over 130 employees participated in one of the Junior Achievement programmes.

We continue to support many local initiatives through our local office charity committees, putting special emphasis on projects proposed by staff members. Some of our locations also run a matching gift scheme, whereby we match staff donations to registered charities.

On 30 September 2015, Euroclear was honoured to receive a visit from the Lord Mayor of the City of London in recognition of the group's CR programme as part of his City Giving Day initiative.

Environment

As a responsible corporate citizen, we aim to reduce our impact on the environment as much as possible. Euroclear focuses on three main environmental pillars: emissions, energy, and waste. As a company we have been third party certified to the BS PAS 2060 standard for Carbon Neutrality since 2012. Since this date we have invested over €0.5 million in high standard carbon credits, which include additional social or health benefits for the local communities. Euroclear's environmental initiatives have achieved an 18% reduction in the group's carbon footprint since 2010, which was 8% above our 2015 target. A large part of these savings have been linked to our reductions in energy consumption. We commit to the EU Datacentre Code of Conduct and have reduced the energy outputs from our group datacentre by a substantial 58%.

Our waste management systems have been improved as part of a recent refurbishment of our head office in Brussels, and our London office has been a long term supporter of the City of London's, Cleaner City Award Scheme, consistently receiving annual awards since 2009.

We are currently reviewing our environmental strategy in line with the new global targets and latest scientific opinion. Our focus is to set challenging targets to ensure that

Euroclear's operations and influence contribute actively to achieving the long-term goals from COP21.

Marketplace

Long-term sustainability and professional competence are the foundations upon which Euroclear has built its leadership position over the past 45 years. Our corporate reputation, brand, client trust and public confidence in our business activities depend upon the behaviour and safeguards put in place to anticipate and correct any potential problems, internally and externally. This includes responsible procurement and adhering to strong business ethics.

We commit to protect ourselves from possible unethical practices on the part of our suppliers, thereby implicating Euroclear as part of the supply chain. We strongly encourage all providers to, where possible, improve the footprint of goods and services. Increasingly, our clients demand of us to offer responsible financial products and services, with documented proof according to industry-wide accepted standards.

We are conscious of the ever-changing business environment in which we operate, including its risks. Building and maintaining awareness to conduct our business ethically and in compliance with laws and policies is a responsibility for everyone in the group. The mandatory

biennial Compliance & Ethics test, together with the e-learning modules offered to staff throughout the year, are important building blocks for success. In 2015, 98% of staff completed the Compliance & Ethics test, with a healthy 93% pass rate.

Workplace

The workplace segment of Euroclear's CR framework is comprised of its Diversity & Inclusion programme discussed above in 'Our People', and employee well-being initiatives such as promoting optimal work-life balance. Through these programmes, we aim to create a working environment where all employees feel valued, respected, supported and fully engaged to contribute to our future success.

We are a diverse group with different working cultures, different clients, and different ways of doing business. This diversity, whether it is gender diversity, racial diversity, or just a diversity of opinions, combined with an inclusive culture where people can be themselves, helps deliver value for our clients and our business, by:

- contributing to our attractiveness as an employer and to retain talented people;
- supporting our ability to forge strong and trusted relationships with a wide variety of existing and prospective clients around the world;

- fostering innovation and creativity to strengthen our competitive advantage and business performance;
- approaching challenges from a variety of perspectives to support problem solving and risk mitigation.

Our approach to work-life balance has seen the introduction of flexible working and teleworking, providing the technology and infrastructure to support a more agile work culture. Similarly, it has supported cultural and recreational activities for the benefit of staff and their families around the world.

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