



Diversity Policy for the Board of Directors

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Version 2.1

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1. Introduction

1.1. Background

The Diversity Policy for ID2S' Board of Directors describes ID2S' objective to promote sufficient diversity in the qualifications and expertise of the members of the Board of Directors, including on the nomination of new members of the Board of Directors. This also includes ID2S' policy and targets in relation to the gender that is under-represented in the Board of Directors.

1.2. Delineation

The Diversity Policy concerns initially the composition of ID2S' Board of Directors. It does not concern diversity among Corporate Officers, managers or the employees in general, which is in any case recommended.

1.3. Related regulation

CSDR of EU 909/2014 – Article 27 related to senior management, management body and shareholders

2. Diversity in the Board of Directors

ID2S promotes diversity in the Board of Directors composition, including gender diversity, since this is a key element to ensure sufficient mix of skills, professional expertise and experience to be able to undertake ID2S activities and the related risks.

In addition, diversity helps to support ID2S competitive situation.

Diversity in the Board of Directors encompasses both gender, knowledge, professional expertise, experience, sector background and other significant skills in the composition of the Board of Directors.

Furthermore, it aims also at ensuring the achievement of results, international experience, and knowledge of the capital markets infrastructures, including CSD market insight, regulatory insight, experience in transformation management, intercultural and managerial skills.

2.1. Competence profile of the Board of Directors

The competence profile of the Board of Directors includes competences and qualifications of a personal, professional and market-related nature. The competence profile of the Board of Directors is managed and adjusted by the Board of Directors itself.

2.2. The Board of Directors' target and policy concerning the under-represented gender

The Board of Directors' target is to achieve a composition that closely reflects and supports ID2S' strategic ambitions.

The Board of Directors has set the gender diversity target at a 40%/60% representation of women and men among the Board of Directors.

The Board of Directors has to ensure that on the annual nomination of candidates to ID2S' Board of Directors an adequate number of candidates of both genders is appointed to meet the required gender distribution, safeguarding on the other hand the Board of Directors' collective knowledge, professional expertise and experience.

2.3. Monitoring and reporting

The composition of the Board of Directors, including changes related to gender diversity and diversity of qualifications and expertise, are reported in the annual report of ID2S, as well as the criteria that have been taken into account for any new appointments. In addition, the result of the performance evaluation for ID2S' Board of Directors will be reported.

This Procedure is available on the ID2S website.

2.4. Re-assessment of the policy

The Board of Directors annually re-assesses its composition in the context of the appointment of new members. The Board of Directors ensures an annual performance evaluation for the members of the Board of Directors on the basis of dialogue and the setting of measurable criteria for diversity in the Board of Directors, including gender diversity and the achievement of the Board of Directors' target of gender diversity in the Board of Directors. On this basis, a decision concerning any measures to replace or expand the competences of the Board of Directors will be made.

The CCO must assess annually the respect of the present policy by the Board of Directors.