

ESG FAQs

Frequently Asked Questions

November 2019

Human Capital Management

What is the scope of the company's employee stock ownership plan (ESOP) or employee stock purchase plan (ESPP)?

Nasdaq's annual equity plan provides for the issuance of our equity securities to all employees with one year of service. Employees in certain of our locations are ineligible due to local securities laws and regulations. In jurisdictions where participation in the ESPP is permitted, all of our employees may participate. As of 9/30/2019, 99% of the company's employee population is eligible.

What is the scope of support for degree programs and certifications?

Nasdaq has a tuition reimbursement policy that allows for attending a degree-related program of study at an accredited institution. Nasdaq also fully funds technical and professional certification training and testing.

Does the company partner with education institutions to develop or deliver joint training programs for staff?

We do not have a current partnership with educational institutions. Our bespoke content is internally created and facilitated by experts in the fields of adult and professional education.

Does the company provide job-specific development training?

Yes, Nasdaq provides access to a number of job-specific e-learning opportunities including:

- LinkedIn Learning;
- Intuition Financial training
- PluralSight IT training
- A Cloud Guru
- B2B Sales Accelerator professional sales training

Does the company provide managerial or leadership development training?

Nasdaq Leadership & Development's Listed Leader Program is a 2-tier, 10 session program for leaders at all levels of the organization. In addition, we provide access to a manager-only online resource, Jhana, providing situation-specific, just-in-time content for leaders throughout the firm.

Does the company's benefits cover all employees?

Nasdaq's programs are designed to not only promote work/life balance but also allow employees to be able to focus on their busy professional and personal lives. The plans and programs are comprehensive, and are available to all regular full time and part time employees who work 20 or more hours per week.

Is over 90% of the company's workforce local?

Yes. Nasdaq operates a robust Global Headcount and Workforce planning exercise annually aligned with our people and location strategy, and is adjusted on an as needed basis through regular review to incorporate attrition levels, replacement hires, new projects. In conjunction with the business, we create job specifications and post our roles through our ATS system (Workday) to our internal job board, external career boards, social media sites and diversity groups. Across all our experienced hiring globally, at least 90% of our hires are made with locally sourced talent.

Environmental

Does the company have programs or actions to capture GHG emissions?

Nasdaq calculates its Greenhouse Gas emissions in CO₂e, which considers all six of the Kyoto Protocol greenhouse gases:

- Carbon Dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs)
- Sulphur hexafluoride (SF₆)

Nasdaq achieved Carbon Neutrality for 2018, affectively reducing its GHG emissions to 0 MT CO₂e and is currently in the process of calculating it's 2019 carbon footprint and will take step to again achieve carbon neutrality for 2019.

Does the company have other initiatives (e.g. carbon offsets) with respect to programs or actions to reduce the emissions intensify of core operations?

For 2018, Nasdaq purchased Renewable Energy Certificates ("RECs") and carbon offsets to achieve Carbon Neutrality.

As such, Nasdaq's 2018 Carbon Emissions were:

Scope 1:

Net Emissions (MT CO₂e): 0

Scope 2:

Net Emissions after RECs applied (MT CO₂e): 0

Scope 3:

Net Emissions after offsets are applied (MT CO₂e): 0

Nasdaq is currently in the process of calculating its 2019 carbon footprint and will take steps to again achieve carbon neutrality for 2019.

Does the company have programs or actions to reduce future energy consumption (e.g. demand-side management programs)?

Nasdaq has a number of programs and new applications in place that all work together to reduce its consumption of Energy and also other materials.

These include:

- Where possible, Nasdaq leases office space in buildings with Green/Energy certifications.
- Similarly, when possible Nasdaq strives for Green Building certifications (e.g. LEED) for new construction projects, which reduces energy consumption and emissions and was just awarded LEED Gold certification for its new 10th Floor Client Experience Center at Nasdaq's Global Headquarters in New York.
- Quality lighting, sensors and controls are installed throughout the Nasdaq office spaces to automatically turn off the office space lights to save on electricity and LED lighting is being installed in all new office interior fit outs.
- Nasdaq is rolling out new Video Conferencing technology, Zoom, in an effort to reduce the need for Business Travel.
- Nasdaq is working at implementing a new program to remove single use items from office pantries globally to reduce the amount of waste being generated.
- A new Procure to Pay system, Coupa, was installed at Nasdaq that requires electronic invoices, which reduces print/scan demand and eliminates paper waste with physical invoices.
- DocuSign has been rolled out and is used enterprise wide to electronically send and execute contracts and other documents. This greatly reduces the need to print, mail and scan documents which greatly affects Nasdaq's carbon footprint.