

Global Reporting Initiative (GRI) Index

The GRI Standards represent global best practices for reporting publicly on a range of economic, environmental, and social impacts. The table below summarizes where responses to the GRI disclosures can be found throughout Nasdaq's Sustainability Report and TCFD Report, and in our publicly available documents.

GRI 2: General Disclosures		Information Links
2-1	Organizational details	2024 Sustainability Report , page 5
		Amended and Restated Certificate of Incorporation of Nasdaq, Inc.
		2024 Form 10-K , page 1-6
2-2	Entities included in the organization's sustainability reporting	2024 Sustainability Report , page 9
		2024 Form 10-K , Exhibit 21.1
2-3	Reporting period, frequency and contact	2024 Sustainability Report , page 9
		2024 Form 10-K , page i
2-4	Restatements of information	Nasdaq does not have any negative impacts to report resulting from restatements of information given in previous sustainability reports.
2-5	External assurance	2024 Sustainability Report , page 89
2-7	Employees	2024 Sustainability Report , page 6, 12, 73-74
		2024 Form 10-K , page 1-10
2-8	Workers who are not employees	2024 Sustainability Report , page 73
2-9	Governance structure and composition	2024 Sustainability Report , page 8
		2025 Proxy Statement , page 11-15
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement , page 11-18
2-11	Chair of the highest governance body	2025 Proxy Statement , page 40
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report , page 8
		2025 Proxy Statement , page 8-10, 31-35, 44-53
		2025 Nominating & Governance Committee Charter
		2024 TCFD Report , page 52
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Report , page 8
		2025 Nominating & Governance Committee Charter
		Corporate Governance Guidelines
		2025 Proxy Statement , page 8-10, 31-35, 44-53

GRI 2: General Disclosures		Information Links
2-14	Role of the highest governance body in sustainability reporting	2025 Proxy Statement, page 35
		2024 Sustainability Report, page 8
2-15	Conflicts of interest	Corporate Governance Guidelines
		Code Of Conduct for Nasdaq and U.S. Subsidiary Boards of Directors
		By-Laws of Nasdaq, Inc.
		Duties and Obligations of Nasdaq Directors
		Code of Ethics
		2025 Proxy Statement, page 53, 119
2-16	Communication of critical concerns	Code of Ethics
		2025 Proxy Statement, page 53
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement, page 16, 35, 44-45
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement, page 17, 45-47
2-19	Remuneration policies	Nasdaq, Inc. Board Compensation Policy (Amended and Restated as of the 2020 Annual Meeting of Stockholders)
		2025 Proxy Statement, page 60-108
2-20	Process to determine remuneration	2025 Proxy Statement, page 60-96
2-21	Annual total compensation ratio	2025 Proxy Statement, page 108
2-22	Statement on sustainable development strategy	2024 TCFD Report, page 3-4
		2024 Sustainability Report, page 3-4
2-23	Policy commitments	Nasdaq Human Rights Practices Statement
		Nasdaq Environmental Practices Statement
		Supplier Code of Ethics
		Code of Ethics
2-24	Embedding policy commitments	2024 Sustainability Report, page 20-21, 24
		Supplier Code of Ethics
		Code of Ethics
		2025 Proxy Statement, page 31-35, 52-53

GRI 2: General Disclosures		Information Links
2-25	Processes to remediate negative impacts	2024 Sustainability Report, page 21
		2025 Proxy Statement, page 52-53
		US Listings Appeals Process
		Nordic Listings Appeals
		Clearly Erroneous Transactions Policy
		Complaints Management Policy
		Index Compliant Handling Policy
		Code of Ethics
2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics
		2024 Sustainability Report, page 21
		2025 Proxy Statement, page 52-53
2-27	Compliance with laws and regulations	2024 Form 10-K, page 32-33
2-28	Membership associations	2024 Sustainability Report, page 9
2-29	Approach to stakeholder engagement	2024 Sustainability Report, page 87
2-30	Collective bargaining agreements	2024 Sustainability Report, page 22
GRI 3: Material Topics		Information Links
3-1	Process to determine material topics	2024 Sustainability Report, page 86
3-2	List of material topics	2024 Sustainability Report, page 86
GRI 201: Economic Performance		Information Links
3-3	Management of material topics: Economic Performance	2024 Form 10-K, page 17-32
201-1	Direct economic value generated and distributed	2024 Form 10-K, page 2-6
201-2	Financial implications and other risks and opportunities due to climate change	2024 TCFD Report, page 54-65
		2024 Sustainability Report, page 27
201-3	Defined benefit plan obligations and other retirement plans	2024 Sustainability Report, page 17
		2025 Proxy Statement, page 102-103
GRI 202: Market Presence		Information Links
3-3	Management of material topics: Market Presence	2024 Form 10-K, page 2-6, 17-32
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	2024 Sustainability Report, page 12
202-2	Proportion of senior management hired from the local community	2024 Sustainability Report, page 77
GRI 203: Indirect Economic Impacts		Information Links
3-3	Management of material topics: Indirect Economic Impacts	2024 Form 10-K, page 17-32

GRI 203: Indirect Economic Impacts		Information Links
203-1	Infrastructure investments and services supported	2024 Form 10-K, page 6-9
203-2	Significant indirect economic impacts	2024 Form 10-K, page 17-32
GRI 204: Procurement Practices		Information Links
3-3	Management of material topics: Procurement Practices	Supplier Code of Ethics
		Code of Ethics
		2024 Sustainability Report, page 27
GRI 205: Anti-Corruption 2016		Information Links
3-3	Management of material topics: Anti-corruption	Supplier Code of Ethics
		Code of Ethics
		2024 Sustainability Report, page 21, 86
205-1	Operations assessed for risks related to corruption	Code of Ethics
		2024 Sustainability Report, page 21, 24, 26
205-2	Communication and training about anti-corruption policies and procedures	Code of Ethics
		2024 Sustainability Report, page 20-21
205-3	Confirmed incidents of corruption and actions taken	2024 Sustainability Report, page 21
GRI 206: Anti-Competitive Behavior		Information Links
3-3	Management of material topics: Anti-competitive Behavior	2024 Form 10-K, page 10-14
		2024 Sustainability Report, page 86
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2024 Sustainability Report, page 20
GRI 207: Tax		Information Links
3-3	Management of material topics: Tax	Nasdaq Public Tax Policy
207-1	Approach to tax	Nasdaq Public Tax Policy
207-2	Tax governance, control, and risk management	Nasdaq Public Tax Policy
		2024 Sustainability Report, page 27
207-3	Stakeholder engagement and management of concerns related to tax	Nasdaq Public Tax Policy
207-4	Country-by-country reporting	2024 Sustainability Report, page 78
GRI 302: Energy		Information Links
3-3	Management of material topics: Energy	2024 Sustainability Report, page 32-34, 86
302-1	Energy consumption within the organization	2024 Sustainability Report, page 32-34, 81
302-2	Energy consumption outside of the organization	2024 Sustainability Report, page 33, 81-83

GRI 302: Energy		Information Links
302-3	Energy intensity	2024 Sustainability Report, page 81
302-4	Reduction of energy consumption	2024 Sustainability Report, page 34, 36
GRI 303: Water and Effluents		Information Links
3-3	Management of material topics: Water and Effluents	2024 Sustainability Report, page 38
303-1	Interactions with water as a shared resource	2024 Sustainability Report, page 38
303-5	Water consumption	2024 Sustainability Report, page 38, 84
GRI 304: Biodiversity		Information Links
3-3	Management of material topics: Biodiversity	2024 Sustainability Report, page 68
304-2	Significant impacts of activities, products and services on biodiversity	2024 TCFD Report, TNFD-Aligned Risk Assessment, page 68
GRI 305: Emissions		Information Links
3-3	Management of material topics: Emissions	2024 Sustainability Report, page 28-30, 32-36, 86
305-1	Direct (Scope 1) GHG emissions	2024 Sustainability Report, page 30, 80
305-2	Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report, page 30, 80
305-3	Other indirect (Scope 3) GHG emissions	2024 Sustainability Report, 30-31, 80
305-4	GHG emissions intensity	2024 Sustainability Report, page 81
305-5	Reduction of GHG emissions	2024 Sustainability Report, page 32-35
GRI 306: Waste		Information Links
3-3	Management of material topics: Waste	2024 Sustainability Report, page 37
306-2	Management of Significant Waste-related Impacts	2024 Sustainability Report, page 37
306-3	Waste generated	2024 Sustainability Report, page 37, 84
306-4	Waste diverted from disposal	2024 Sustainability Report, page 37, 84
306-5	Waste directed to disposal	2024 Sustainability Report, page 37, 84
GRI 308: Supplier Environmental Assessment		Information Links
3-3	Management of material topics: Supplier Environmental Assessment	Supplier Code of Ethics 2024 Sustainability Report, page 37-38, 86
308-1	New suppliers that were screened using environmental criteria	Supplier Code of Ethics Code of Ethics 2024 Sustainability Report, page 37-38

GRI 308: Supplier Environmental Assessment		Information Links
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Code of Ethics
		Code of Ethics
		2024 Sustainability Report , page 37-38
GRI 401: Employment		Information Links
3-3	Management of material topics: Employment	Nasdaq Human Rights Practices Statement
		2024 Sustainability Report , page 11-12, 86
401-1	New employee hires and employee turnover	2024 Sustainability Report , page 15, 73, 77
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report , page 17
401-3	Parental leave	2024 Sustainability Report , page 76
GRI 402: Labor/Management Relations		Information Links
3-3	Management of material topics: Labor/Management Relations	Nasdaq Human Rights Practices Statement
		Code of Ethics
		2024 Sustainability Report , page 16, 86
402-1	Minimum notice periods regarding operational changes	2024 Sustainability Report , page 16
GRI 403: Occupational Health and Safety		Information Links
3-3	Management of material topics: Occupational Health and Safety	Nasdaq's Commitment to Operational Health and Safety
		2024 Sustainability Report , page 18, 86
403-1	Occupational health and safety management system	Nasdaq's Commitment to Operational Health and Safety
		2024 Sustainability Report , page 18
403-2	Hazard identification, risk assessment, and incident investigation	Nasdaq's Commitment to Occupational Health and Safety
403-3	Occupational health services	Nasdaq's Commitment to Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Nasdaq's Commitment to Occupational Health and Safety
403-5	Worker training on occupational health and safety	Nasdaq's Commitment to Occupational Health and Safety
403-6	Promotion of worker health	Nasdaq's Commitment to Occupational Health and Safety
		2024 Sustainability Report , page 18
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Nasdaq's Commitment to Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report , page 18
403-9	Work-related injuries	2024 Sustainability Report , page 18
403-10	Work-related ill health	2024 Sustainability Report , page 18

GRI 404: Training and Education		Information Links
3-3	Management of material topics: Training and Education	2024 Sustainability Report , page 13, 15, 86
404-1	Average hours of training per year per employee	2024 Sustainability Report , page 13
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report , page 13-14
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report , page 14
GRI 405: Diversity and Equal Opportunity		Information Links
3-3	Management of material topics: Diversity and Equal Opportunity	2024 Sustainability Report , page 11-12, 86
405-1	Diversity of governance bodies and employees	2024 Sustainability Report , page 12, 19, 73-76
405-2	Ratio of basic salary and remuneration of women to men	2024 Sustainability Report , page 12
GRI 406: Non-Discrimination		Information Links
3-3	Management of material topics: Non-discrimination	Nasdaq Human Rights Practices Statement
		Code of Ethics
		2024 Sustainability Report , page 11, 86
406-1	Incidents of discrimination and corrective actions taken	2024 Sustainability Report , page 79
GRI 407: Freedom of Association and Collective Bargaining		Information Links
3-3	Management of material topics: Freedom of Association and Collective Bargaining	2024 Sustainability Report , page 86
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Code of Ethics
		2024 Sustainability Report , page 22
GRI 408: Child Labor		Information Links
3-3	Management of material topics: Child Labor	Nasdaq Human Rights Practices Statement
		Code of Ethics
		2024 Sustainability Report , page 86
408-1	Operations and suppliers at significant risk for incidents of child labor	Nasdaq Human Rights Practices Statement
		Supplier Code of Ethics
		Code of Ethics
		2024 Sustainability Report , page 22

GRI 409: Forced or Compulsory Labor		Information Links
3-3	Management of material topics: Forced or Compulsory Labor	Nasdaq Human Rights Practices Statement
		Modern Slavery Statement
		Supplier Code of Ethics
		Code of Ethics
		2024 Sustainability Report, page 86
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Code of Ethics
		Code of Ethics
		Modern Slavery Statement
		2024 Sustainability Report, page 22
GRI 410: Security Practices		Information Links
3-3	Management of material topics: Security Practices	Information Protection & Privacy Practices
		2024 Sustainability Report, page 86
410-1	Security personnel trained in human rights policies or procedures	2024 Sustainability Report, page 20
GRI 413: Local Communities		Information Links
3-3	Management of material topics: Local Communities	2024 Nasdaq Foundation Annual Report
		2024 Sustainability Report, page 49-50, 86
		2024 Nasdaq Impact Snapshot
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Nasdaq Foundation Annual Report
		2024 Sustainability Report, page 49-50
		2024 Nasdaq Impact Snapshot
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Nasdaq Foundation Annual Report
		2024 Sustainability Report, page 49-50
		2024 Nasdaq Impact Snapshot

GRI 414: Supplier Social Assessment		Information Links
3-3	Management of material topics: Supplier Social Assessment	Supplier Code of Ethics
414-1	New suppliers that were screened using social criteria	Nasdaq Human Rights Practices Statement
		Supplier Code of Ethics
		Code of Ethics
		2024 Sustainability Report, page 27, 37-38
414-2	Negative social impacts in the supply chain and actions taken	Supplier Code of Ethics
		2024 Sustainability Report, page 27, 37-38
GRI 415: Public Policy		Information Links
3-3	Management of material topics: Public Policy	Public Policy Advocacy
415-1	Political contributions	Public Policy Advocacy
GRI 418: Customer Privacy		Information Links
3-3	Management of material topics: Customer Privacy	Nasdaq Privacy Statement
		Information Protection & Privacy Practices
		2024 Sustainability Report, page 86
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Nasdaq Privacy Statement
		Information Protection & Privacy Practices
		2024 Sustainability Report, page 25