

Sustainability Accounting Standards Board (SASB) Index

SASB Standards help companies disclose relevant sustainability information to their investors. As part of the International Sustainability Standards Board (ISSB) of the IFRS Foundation, the SASB Standards identify the sustainability-related risks and opportunities most likely to affect an entity's cash flows, access to finance, and cost of capital over the short, medium, or long term and the disclosure topics and metrics that are most likely to be useful to investors. We report according to the Securities & Market Exchange Sector Standard and have incorporated sections from the Software & IT Services Standard where applicable to our business.

Employee, Employee Engagement, Diversity & Inclusion		Information Links
TC-SI-330a.2	Employee engagement as a percentage.	2024 Sustainability Report, page 16
TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees.	2024 Sustainability Report, page 12, 73-76
TC-SI-330a.3	Percentage of racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	2024 Sustainability Report, page 12, 73-76
Product Design & Lifecycle Management		Information Links
		2024 Sustainability Report, page 79
FN-EX-410a.1	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility.	US Oversight - Market Watch
		European Surveillance Disciplinary Processes
FN-EX-410a.2	Percentage of trades generated from automated trading systems.	2024 Sustainability Report, page 79
FN-EX-410a.3	Description of alert policy regarding timing and nature of public release of information.	Nasdaq Listing Rules - 5250
FN-EX-410a.4	Description of policy to encourage or require listed entities to publicly disclose environmental, social, and governance (ESG) information.	Nasdaq Initial Listing Guide
Business Ethics & Competitive Behaviour		Information Links
FN-EX-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations.	2024 Form 10-K, page F-41
		Code of Ethics
FN-EX-510a.2	Discussion of processes for identifying and assessing conflicts of interest.	Code of Ethics

Systemic Risk Management		Information Links
FN-EX-550a.1	(1) Number of significant market disruptions and (2) duration of downtime.	2024 Sustainability Report , page 79
FN-EX-550a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected.	2024 Sustainability Report , page 79
FN-EX-550a.3	Description of efforts to prevent technology errors, security breaches, and market disruptions.	Information Protection & Privacy Practices

Activity Metrics		Information Links
FN-EX-000.A	Average daily number of trades executed, by product or asset class.	2024 Sustainability Report , page 79
FN-EX-000.B	Average daily volume traded, by product or asset class.	2024 Sustainability Report , page 79

