

UN Global Compact Communication of Progress

The UNGC is a strategic initiative that helps companies align their business activities and strategies with ten universally recognized principles in the areas of human rights, labor standards, environmental protection and the fight against corruption. The table below summarizes where our responses to these disclosures can be found throughout Nasdaq's Sustainability Report and TCFD Report, and in our publicly available documents.

Human Rights Principles		Information Links
1	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	2024 Sustainability Report, page 22 Human Rights Practices Statement
2	Principle 2: Businesses should make sure that they are not complicit in human rights abuses	2024 Sustainability Report, page 22 Human Rights Practices Statement
Labor Principles		Information Links
3	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	2024 Sustainability Report, page 22 Supplier Code of Ethics
4	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor	2024 Sustainability Report, page 22 Human Rights Practices Statement Modern Slavery Statement Code of Ethics Supplier Code of Ethics
5	Principle 5: Businesses should uphold the effective abolition of child labor.	2024 Sustainability Report, page 22 Human Rights Practices Statement Code of Ethics Supplier Code of Ethics

6	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	2024 Sustainability Report , page 11, 20-22 Human Rights Practices Statement Code of Ethics Supplier Code of Ethics
Environmental Principles		Information Links
7	Principle 7: Businesses should support a precautionary approach to environmental challenges.	2024 TCFD Report , page 52 2024 Sustainability Report , page 28-34, 86 Environmental Practices Statement
8	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	2024 TCFD Report , page 52 2024 Sustainability Report , page 28-34, 86 Environmental Practices Statement
9	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	2024 TCFD Report , page 54-65 2024 Sustainability Report , page 28-34, 40-42 Environmental Practices Statement
Anti-Corruption Principles		Information Links
10	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	2024 Sustainability Report , page 20-21 Code of Ethics Supplier Code of Ethics