

World Economic Forum (WEF) Index

Below is our alignment with the World Economic Forum's Core Stakeholder Capitalism Metrics. The table below summarizes where responses to these disclosures can be found throughout Nasdaq's Sustainability Report and TCFD Report, and in our publicly available documents.

Principles of Governance		
Governing purpose		Information Links
Core 1	State the purpose of Nasdaq, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders	2024 Sustainability Report , page 5
Quality of governing body		Information Links
Core 2	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	2025 Proxy Statement , page 19-31 <hr/> 2024 Sustainability Report , page 8
Stakeholder engagement		Information Links
Core 3	List the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	2024 Sustainability Report , page 86
Ethical behavior		Information Links
Core 4	<ol style="list-style-type: none"> 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. <ol style="list-style-type: none"> a. Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b. Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption. 	2024 Sustainability Report , pages 20-21, 87 <hr/> Code of Ethics

Principles of Governance

	Describe internal and external mechanisms at Nasdaq for:	2024 Sustainability Report , page 20-21
Core 5	1. Seeking advice about ethical and lawful behavior and organizational integrity; and	
	2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity.	Code of Ethics
Risk and opportunity oversight		Information Links
Core 6	Identify risk factors and opportunity disclosures that clearly identify the principal material risks and opportunities facing Nasdaq specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	2025 Proxy Statement , page 31-32
		2024 Form 10-K , page 17-34
		2024 TCFD Report , pages 64-65
		2024 Sustainability Report , page 26

Planet

Climate change		Information Links
Core 7	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tons of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions.	2024 TCFD Report , pages 52-65
	Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	2024 Sustainability Report , page 30-31, 80
Core 8	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	2024 TCFD Report , pages 52-65
		2024 Sustainability Report , page 27, 29
Nature loss		Information Links
Core 9	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	2024 Sustainability Report , page 38
Freshwater availability		Information Links
Core 10	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	2024 Sustainability Report , page 38
	Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	

People

Dignity and equality		Information Links
Core 11	Percentage of employees in Nasdaq per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	2024 Sustainability Report , page 12, 73-76

People

Core 12	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	2024 Sustainability Report , page 12
Core 13	<ol style="list-style-type: none"> Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO. 	2025 Proxy Statement , page 108
Core 14	<p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to:</p> <ol style="list-style-type: none"> type of operation (such as manufacturing plant) and type of supplier countries or geographic areas with operations and suppliers considered at risk 	2024 Sustainability Report , page 22 Human Rights Practices Statement Modern Slavery Statement Code of Ethics Supplier Code of Ethics

Health and well-being

		Information Links
Core 15	<p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.</p> <p>An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers</p>	2024 Sustainability Report , page 18 Human Rights Practices Statement

Skills for the future

		Information Links
Core 16	<ol style="list-style-type: none"> Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees). 	2024 Sustainability Report , page 13

Prosperity

		Information Links
Core 17	<ol style="list-style-type: none"> Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region. 	2024 Sustainability Report , page 73, 77

Prosperity

Core 18	<ol style="list-style-type: none">1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:<ul style="list-style-type: none">• Revenues• Operating costs• Employee wages and benefits• Payments to providers of capital• Payments to government• Community investment2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	2024 Form 10-K , page F-5
Core 19	<ol style="list-style-type: none">1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the investment strategy of Nasdaq.2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders	2024 Form 10-K , pages 1, F-8, F-32
Community and social vitality		Information Links
Core 21	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	2024 Form 10-K , pages F-38, F-39 2024 Sustainability Report , page 78

