

Limited Assurance for 2024 Social Metrics For Nasdaq

March 21, 2025

KERAMIDA Inc. (KERAMIDA) was engaged by Nasdaq, Inc. (Nasdaq) to provide independent limited assurance of its social metrics related to employee workforce, turnover, hire and parental leave data. The data and calculations being verified cover the period of January 1, 2024, to December 31, 2024. KERAMIDA's verification process is based on current best practice and is in accordance with ISAE 3000.

Statement of Independence

KERAMIDA affirms our independence from Nasdaq and is free from bias and conflicts of interest related to the assurance of social data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is sufficient evidence that the social data summaries are a fair representation of the actual social data and information.

Nasdaq has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the social metrics for the stated time period, scope and level of assurance. An opinion of limited assurance was concluded based on KERAMIDA's verification.

KERAMIDA's Approach

The scope of work was to provide limited assurance for the verification of Nasdaq's social performance metrics related to employee workforce, turnover, hire and parental leave data.

Time Period

- January 1, 2024, to December 31, 2024

Level of Assurance

- Limited

KERAMIDA's Methodology and Procedure

Procedure performed during the verification

- Interviews with key personnel involved in the process of data collection, compiling, calculating, and preparing the social data tables. All meetings were conducted virtually.
- Assessed the data management systems and protocols by:
 - Conducting assurance procedures to assess the accuracy of data collected and reported; and
 - Understanding the calculation approach and methods.

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- A variety of re-calculation procedures to confirm stated quantities.
- Evaluated the reasonableness of any assumptions used in support of disclosures.

Table 1. Data Verified by KERAMIDA

Metric
Global Workforce by Gender
U.S. Workforce by Racial Ethnicity
Global Workforce by Gender and Employee Type
Number of Employees by Gender and Employment Type
Average Number of Employees
Regional Breakdown of Workforce by Gender
2024 Workforce by Gender and Country
Gender by Level
Gender at the Managerial Level
Level by Race and Ethnicity (U.S. Only)
Race and Ethnicity at the Managerial Level (U.S. Only)
Workforce by Age
Gender by Age
Race and Ethnicity by Age (U.S. Only)
Employee Turnover
New and Internal Hires
Employees with Disabilities (U.S. Only)

This verification statement, including the opinion expressed herein, is provided to Nasdaq and is solely for the benefit of Nasdaq in accordance with the terms of our agreement.



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