

Global Reporting Initiative (GRI) Content 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 in our publicly available documents.

GRI 2: General Disclosures		Information Links
2-1	Organizational details	2023 Sustainability Report , page 5 Amended and Restated Certificate of Incorporation of Nasdaq, Inc. 2023 Form 10-K , pages 1-5
2-2	Entities included in the organization's sustainability reporting	2023 Sustainability Report , page 12 2023 Form 10-K , Exhibit 21.1
2-3	Reporting period, frequency and contact point	2023 Sustainability Report , page 12 2023 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	2023 Sustainability Report , page 108 2023 Form 10-K , pages 1-11
2-7	Employees	2023 Sustainability Report , pages 26-27, 88-91
2-8	Workers who are not employees	2023 Sustainability Report , page 89
2-9	Governance structure and composition	2023 Sustainability Report , pages 11, 36-37 2024 Proxy Statement , pages 13-53
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement , pages 13-21, 38
2-11	Chair of the highest governance body	2024 Proxy Statement , page 43
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Report , pages 11, 36-37 2024 Proxy Statement , pages 8-10, 34-38, 44-53 Nominating & ESG Committee Charter 2023 TCFD Report , pages 62-63

Global Reporting Initiative (GRI) Content Index

		Nominating & ESG Committee Charter
2-13	Delegation of responsibility for managing impacts	Corporate Governance Guidelines
		2024 Proxy Statement, pages 8-11, 34-38, 44-63
2-14	Role of the highest governance body in sustainability reporting	2024 Proxy Statement, page 38
		Corporate Governance Guidelines
		Code Of Conduct for Nasdaq and U.S. Subsidiary Boards of Directors
		By-Laws of Nasdaq, Inc.
2-15	Conflicts of interest	Duties and Obligations of Nasdaq Directors
		Code of Ethics, pages 18-19
		2024 Proxy Statement, pages 61-62, 132
		Nasdaq Legal Structure
2-16	Communication of critical concerns	Code of Ethics, pages 10-13
		2024 Proxy Statement, pages 61-62
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement, pages 17-18, 38, 47
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, pages 18-20
2-19	Remuneration policies	Nasdaq, Inc. Board Compensation Policy (Amended and Restated as of the 2020 Annual Meeting of Stockholders)
		2024 Proxy Statement, pages 65-114
2-20	Process to determine remuneration	2024 Proxy Statement, pages 65-102
2-21	Annual total compensation ratio	2024 Proxy Statement, page 114
2-22	Statement on sustainable development strategy	2023 Sustainability Report, pages 3-4
		Human Rights Practices Statement
		Environmental Practices Statement
2-23	Policy commitments	Supplier Code of Ethics
		Code of Ethics, pages 18-19

Global Reporting Initiative (GRI) Content Index

		2023 Sustainability Report, pages 38-39, 42
2-24	Embedding policy commitments	Supplier Code of Ethics
		Code of Ethics, page 9
		2024 Proxy Statement, pages 34-38, 61-62
		2023 Sustainability Report, page 39
		2024 Proxy Statement, pages 61-62
		US Listings Appeals Process
		Nordic Listings Appeals
2-25	Processes to remediate negative impacts	Clearly Erroneous Transactions Policy
		Complaints Management Policy
		Index Compliant Handling Policy
		Code of Ethics, pages 10-13
		Code of Ethics, pages 10-13
2-26	Mechanisms for seeking advice and raising concerns	2023 Sustainability Report, page 39
		2024 Proxy Statement, pages 61-62
2-27	Compliance with laws and regulations	2023 Form 10-K, pages 34-35
2-28	Membership associations	2023 Sustainability Report, pages 12, 44
2-29	Approach to stakeholder engagement	2023 Sustainability Report, pages 105-106
2-30	Collective bargaining agreements	2023 Sustainability Report, page 40
GRI 3: Material Topics		Information Links
3-1	Process to determine material topics	2023 Sustainability Report, pages 105-107
3-2	List of material topics	2023 Sustainability Report, page 105
GRI 201: Economic Performance		Information Links
3-3	Management of material topics: Economic Performance	2023 Form 10-K, pages 18-34
201-1	Direct economic value generated and distributed	2023 Form 10-K, page 5

Global Reporting Initiative (GRI) Content Index

201-2	Financial implications and other risks and opportunities due to climate change	2023 TCFD Report , pages 64-80 2023 Sustainability Report , page 46
201-3	Defined benefit plan obligations and other retirement plans	2023 Sustainability Report , page 33 2024 Proxy Statement , pages 82, 109
GRI 202: Market Presence		Information Links
3-3	Management of material topics: Market Presence	2023 Form 10-K , pages 2-6, 18-34
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	2023 Sustainability Report , page 26
202-2	Proportion of senior management hired from the local community	2023 Sustainability Report , page 97
GRI 203: Indirect Economic Impacts		Information Links
3-3	Management of material topics: Indirect Economic Impacts	2023 Form 10-K , pages 18-34
203-1	Infrastructure investments and services supported	2023 Form 10-K , pages 6-9
203-2	Significant indirect economic impacts	2023 Form 10-K , pages 18-34
GRI 204: Procurement Practices		Information Links
3-3	Management of material topics: Procurement Practices	Supplier Code of Ethics 2023 Sustainability Report , pages 23, 35, 46, 105
204-1	Proportion of spending on local suppliers	2023 Sustainability Report , page 35
GRI 205: Anti-Corruption		Information Links
3-3	Management of material topics: Anti-Corruption	Supplier Code of Ethics Code of Ethics , pages 23-24 2023 Sustainability Report , pages 39, 105
205-1	Operations assessed for risks related to corruption	Code of Ethics , pages 23-24 2023 Sustainability Report , pages 39, 42, 45
205-2	Communication and training about anti-corruption policies and procedures	Code of Ethics , pages 23-24 2023 Sustainability Report , pages 38-39
205-3	Confirmed incidents of corruption and actions taken	2023 Sustainability Report , page 38

Global Reporting Initiative (GRI) Content Index

GRI 206: Anti-Competitive Behavior		Information Links
3-3	Management of material topics: Anti-Competitive Behavior	2023 Form 10-K, pages 11-15 2023 Sustainability Report, page 105
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023 Form 10-K, page F-41
GRI 207: Tax		Information Links
3-3	Management of material topics: Tax	Nasdaq Public Tax Policy 2023 Sustainability Report, pages 46, 105
207-1	Approach to tax	Nasdaq Public Tax Policy
207-2	Tax governance, control, and risk management	Nasdaq Public Tax Policy 2023 Sustainability Report, page 46
207-3	Stakeholder engagement and management of concerns related to tax	Nasdaq Public Tax Policy
207-4	Country-by-country reporting	2023 Sustainability Report, page 99
GRI 302: Energy		Information Links
3-3	Management of material topics: Energy	2023 Sustainability Report, pages 18-20, 105
302-1	Energy consumption within the organization	2023 Sustainability Report, pages 18-20, 84
302-2	Energy consumption outside of the organization	2023 Sustainability Report, pages 19, 84-86
302-3	Energy intensity	2023 Sustainability Report, pages 20, 83
302-4	Reduction of energy consumption	2023 Sustainability Report, pages 18-20
GRI 303: Water and Effluents		Information Links
3-3	Management of material topics: Water and Effluents	2023 Sustainability Report, pages 24, 105
303-1	Interactions with water as a shared resource	2023 Sustainability Report, page 24
303-5	Water consumption	2023 Sustainability Report, pages 24, 87

Global Reporting Initiative (GRI) Content Index

GRI 304: Biodiversity		Information Links
3-3	Management of material topics: Biodiversity	2023 Sustainability Report , pages 24, 105
304-2	Significant impacts of activities, products and services on biodiversity	2023 TCFD Report , page 79 TNFD-Aligned Risk Assessment , page 112
GRI 305: Emissions		Information Links
3-3	Management of material topics: Emissions	2023 Sustainability Report , pages 15-23, 105
305-1	Direct (Scope 1) GHG emissions	2023 Sustainability Report , pages 17, 82
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report , pages 17, 82
305-3	Other indirect (Scope 3) GHG emissions	2023 Sustainability Report , pages 17, 82
305-4	GHG emissions intensity	2023 Sustainability Report , page 83
305-5	Reduction of GHG emissions	2023 Sustainability Report , pages 17-19, 82
GRI 306: Waste		Information Links
3-3	Management of material topics: Waste	2023 Sustainability Report , page 23
306-2	Management of significant waste-related Impacts	2023 Sustainability Report , page 23
306-3	Waste generated	2023 Sustainability Report , pages 23, 87
306-4	Waste diverted from disposal	2023 Sustainability Report , pages 23, 87
306-5	Waste directed to disposal	2023 Sustainability Report , pages 23, 87
GRI 308: Supplier Environmental Assessment		Information Links
3-3	Management of material topics: Supplier Environmental Assessment	Supplier Code of Ethics 2023 Sustainability Report , pages 23, 105
308-1	New suppliers that were screened using environmental criteria	Supplier Code of Ethics Code of Ethics , pages 33-36 2023 Sustainability Report , page 23
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Code of Ethics Code of Ethics , pages 33-36 2023 Sustainability Report , page 23

Global Reporting Initiative (GRI) Content Index

GRI 401: Employment		Information Links
3-3	Management of material topics: Employment	Human Rights Practices Statement 2023 Sustainability Report , pages 25-28, 105
401-1	New employee hires and employee turnover	2023 Sustainability Report , pages 96-97
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report , page 33
401-3	Parental leave	2023 Sustainability Report , page 98
GRI 402: Labor/Management Relations		Information Links
3-3	Management of material topics: Labor/Management Relations	Human Rights Practices Statement Code of Ethics , pages 16-17 2023 Sustainability Report , pages 38-40
402-1	Minimum notice periods regarding operational changes	2023 Sustainability Report , page 32
GRI 403: Occupational Health and Safety		Information Links
3-3	Management of material topics: Occupational Health and Safety	Commitment to Operational Health and Safety 2023 Sustainability Report , pages 34, 105
403-1	Occupational health and safety management system	Commitment to Operational Health and Safety 2023 Sustainability Report , page 34
403-2	Hazard identification, risk assessment, and incident investigation	Commitment to Operational Health and Safety
403-3	Occupational health services	Commitment to Operational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Commitment to Operational Health and Safety
403-5	Worker training on occupational health and safety	Commitment to Operational Health and Safety
403-6	Promotion of worker health	Commitment to Operational Health and Safety 2023 Sustainability Report , page 34
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Commitment to Operational Health and Safety
403-8	Workers covered by an occupational health and safety management system	2023 Sustainability Report , page 34

Global Reporting Initiative (GRI) Content Index

403-9	Work-related injuries	2023 Sustainability Report , page 34
403-10	Work-related ill health	2023 Sustainability Report , page 34
GRI 404: Training and Education		Information Links
3-3	Management of material topics: Training and Education	2023 Sustainability Report , pages 28-29, 105
404-1	Average hours of training per year per employee	2023 Sustainability Report , page 29
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report , pages 28-29
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Sustainability Report , page 30
GRI 405: Diversity and Equal Opportunity		Information Links
3-3	Management of material topics: Diversity and Equal Opportunity	2023 Sustainability Report , pages 25-28, 105
405-1	Diversity of governance bodies and employees	2023 Sustainability Report , pages 36, 92-94
405-2	Ratio of basic salary and remuneration of women to men	2023 Sustainability Report , page 26
GRI 406: Non-Discrimination		Information Links
3-3	Management of material topics: Non-Discrimination	Human Rights Practices Statement Code of Ethics , pages 16-17 2023 Sustainability Report , pages 38-39
406-1	Incidents of discrimination and corrective actions taken	2023 Sustainability Report , page 100
GRI 407: Freedom of Association and Collective Bargaining		Information Links
3-3	Management of material topics: Freedom of Association and Collective Bargaining	2023 Sustainability Report , pages 40, 105
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Code of Ethics 2023 Sustainability Report , page 40

Global Reporting Initiative (GRI) Content Index

GRI 408: Child Labor

3-3 Management of material topics: Child Labor

Information Links

[Human Rights Practices Statement](#)

[Code of Ethics](#), pages 38-40

[2023 Sustainability Report](#), pages 39-40

408-1 Operations and suppliers at significant risk for incidents of child labor

[Human Rights Practices Statement](#)

[Supplier Code of Ethics](#)

[Code of Ethics](#), pages 32-33

[2023 Sustainability Report](#), pages 39-40

GRI 409: Forced or Compulsory Labor

3-3 Management of material topics: Forced or Compulsory Labor

Information Links

[Human Rights Practices Statement](#)

[Supplier Code of Ethics](#)

[Code of Ethics](#), pages 32-33

[2023 Sustainability Report](#), pages 39, 105

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

[Supplier Code of Ethics](#)

[Code of Ethics](#), pages 32-33

[2023 Sustainability Report](#), page 39

GRI 410: Security Practices

3-3 Management of material topics: Security Practices

Information Links

[Information Protection & Privacy Practices](#)

[2023 Sustainability Report](#), pages 41-43, 105

410-1 Security personnel trained in human rights policies or procedures

[2023 Sustainability Report](#), pages 38-39

GRI 413: Local Communities

3-3 Management of material topics: Local Communities

Information Links

[2023 Nasdaq Foundation Annual Report](#)

[2023 Sustainability Report](#), pages 58-59, 105

[2023 Nasdaq Impact Snapshot](#)

Global Reporting Initiative (GRI) Content Index

413-1	Operations with local community engagement, impact assessments, and development programs	2023 Nasdaq Foundation Annual Report 2023 Sustainability Report, pages 58-59 2023 Nasdaq Impact Snapshot
413-2	Operations with significant actual and potential negative impacts on local communities	2023 Nasdaq Foundation Annual Report 2023 Sustainability Report, pages 58-59 2023 Nasdaq Impact Snapshot
GRI 414: Supplier Social Assessment		Information Links
3-3	Management of material topics: Supplier Social Assessment	Supplier Code of Ethics 2023 Sustainability Report, pages 25, 46, 105
414-1	New suppliers that were screened using social criteria	Human Rights Practices Statement Supplier Code of Ethics Code of Ethics, pages 33-36 2023 Sustainability Report, pages 25, 46
414-2	Negative social impacts in the supply chain and actions taken	Supplier Code of Ethics 2023 Sustainability Report, pages 25, 46
GRI 415: Public Policy		Information Links
3-3	Management of material topics: Public Policy	Public Policy Advocacy 2023 Sustainability Report, pages 44, 105
415-1	Political contributions	Public Policy Advocacy 2023 Sustainability Report, page 44
GRI 418: Customer Privacy		Information Links
3-3	Management of material topics: Customer Privacy	Nasdaq Privacy Statement Information Protection & Privacy Practices 2023 Sustainability Report, page 43
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Nasdaq Privacy Statement Information Protection & Privacy Practices 2023 Sustainability Report, page 43