

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

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

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

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

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

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

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

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



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3-3	Management of material topics: Child Labor	<a href="#">Human Rights Practices Statement</a>
		<a href="#">Code of Ethics</a> , pages 38-40
		<a href="#">2023 Sustainability Report</a> , pages 39-40
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Human Rights Practices Statement</a>
		<a href="#">Supplier Code of Ethics</a>
		<a href="#">Code of Ethics</a> , pages 32-33
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GRI 409: Forced or Compulsory Labor		Information Links
3-3	Management of material topics: Forced or Compulsory Labor	<a href="#">Human Rights Practices Statement</a>
		<a href="#">Supplier Code of Ethics</a>
		<a href="#">Code of Ethics</a> , pages 32-33
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Supplier Code of Ethics</a>
		<a href="#">Code of Ethics</a> , pages 32-33
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GRI 410: Security Practices		Information Links
3-3	Management of material topics: Security Practices	<a href="#">Information Protection &amp; Privacy Practices</a>
		<a href="#">2023 Sustainability Report</a> , pages 41-43, 105
410-1	Security personnel trained in human rights policies or procedures	<a href="#">2023 Sustainability Report</a> , pages 38-39
GRI 413: Local Communities		Information Links
3-3	Management of material topics: Local Communities	<a href="#">2023 Nasdaq Foundation Annual Report</a>
		<a href="#">2023 Sustainability Report</a> , pages 58-59, 105
		<a href="#">2023 Nasdaq Impact Snapshot</a>

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