

## Sustainability Accounting Standards Board (SASB) Index

SASB Standards help companies disclose relevant sustainability information to their investors. As part of the International Sustainability Standards Board (ISSB) of the IFRS Foundation, the SASB Standards identify the sustainability-related risks and opportunities most likely to affect an entity's cash flows, access to finance and cost of capital over the short, medium or long term and the disclosure topics and metrics that are most likely to be useful to investors. We report according to the Securities & Market Exchange Sector Standard and have incorporated sections from the Software & IT Services Standard where applicable to our business.

<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>		<b>Information Links</b>
TC-SI-330a.2	Employee engagement as a percentage.	<a href="#">2023 Sustainability Report</a> , page 32
TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees.	<a href="#">2023 Sustainability Report</a> , pages 26-27, 92-93
TC-SI-330a.3	Percentage of racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	<a href="#">2023 Sustainability Report</a> , pages 26-27, 92-94
<b>Promoting Transparent &amp; Efficient Capital Markets</b>		<b>Information Links</b>
FN-EX-410a.1	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility.	<a href="#">2023 Sustainability Report</a> , page 100
FN-EX-410a.3	Description of alert policy regarding timing and nature of public release of information.	<a href="#">US Oversight - Market Watch</a> <a href="#">European Surveillance Disciplinary Processes</a>
FN-EX-410a.4	Description of policy to encourage or require listed entities to publicly disclose environmental, social, and governance (ESG) information.	<a href="#">Nasdaq Listing Rules - 5250</a> <a href="#">ESG for Listed Companies Policy</a> <a href="#">Nasdaq Initial Listing Guide</a> <a href="#">Nasdaq Board Diversity Rule</a>
<b>Managing Conflicts of Interest</b>		<b>Information Links</b>
FN-EX-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations.	<a href="#">2023 Form 10-K</a> , page F-41
FN-EX-510a.2	Discussion of processes for identifying and assessing conflicts of interest.	<a href="#">Code of Ethics</a> , pages 18-19
<b>Managing Business Continuity &amp; Technology Risks</b>		<b>Information Links</b>
FN-EX-550a.1	(1) Number of significant market disruptions and (2) duration of downtime.	<a href="#">2023 Sustainability Report</a> , page 100
FN-EX-550a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected.	<a href="#">2023 Sustainability Report</a> , page 100
FN-EX-550a.3	Description of efforts to prevent technology errors, security breaches, and market disruptions.	<a href="#">Information Protection &amp; Privacy Practices</a>
<b>Activity Metrics</b>		<b>Information Links</b>
FN-EX-000.A	Average daily number of trades executed, by product or asset class.	<a href="#">2023 Sustainability Report</a> , page 100
FN-EX-000.B	Average daily volume traded, by product or asset class.	<a href="#">2023 Sustainability Report</a> , page 100