

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 throughout Nasdaq's 2025 Sustainability Report and TCFD Report, and in our other publicly available documents.

GRI 2: General Disclosures		Information Links
2-1	Organizational details	2025 Sustainability Report, page 4 Amended and Restated Certificate of Incorporation of Nasdaq, Inc. 2025 Form 10-K, page 1-9
2-2	Entities included in the organization's sustainability reporting	2025 Sustainability Report, page 9 2025 Form 10-K, Exhibit 21.1
2-3	Reporting period, frequency and contact	2025 Sustainability Report, page 9 2025 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	2025 Sustainability Report, page 82
2-7	Employees	2025 Sustainability Report, page 4, 32, 76-78 2025 Form 10-K page 1-10
2-8	Workers who are not employees	2025 Sustainability Report, page 76
2-9	Governance structure and composition	2025 Sustainability Report, page 7 2026 Proxy Statement, page 11-15, 47-54
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement, page 11-17
2-11	Chair of the highest governance body	2026 Proxy Statement, page 41-42 2025 Sustainability Report, page 7
2-12	Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement, page 8-10, 30-34, 43-53 2025 Nominating & Governance Committee Charter 2025 TCFD Report, page 49
2-13	Delegation of responsibility for managing impacts	2025 Sustainability Report, page 7 2025 Nominating & Governance Committee Charter Corporate Governance Guidelines 2026 Proxy Statement, page 8-10, 30-34, 43-53
2-14	Role of the highest governance body in sustainability reporting	2026 Proxy Statement, page 34 Corporate Governance Guidelines
2-15	Conflicts of interest	Code of Ethics 2026 Proxy Statement, page 53, 116

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2-17	Collective knowledge of the highest governance body	2026 Proxy Statement , page 16, 34, 43-44
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement , page 17, 46-48 2026 Proxy Statement , page 60-107
2-20	Process to determine remuneration	2026 Proxy Statement , page 60-96
2-21	Annual total compensation ratio	2026 Proxy Statement , page 107
2-22	Statement on sustainable development strategy	2025 Sustainability Report , page 7
2-23	Policy commitments	Nasdaq Human Rights Practices Statement
		Nasdaq Environmental Practices Statement
		Supplier Code of Ethics Code of Ethics
2-24	Embedding policy commitments	2025 Sustainability Report , page 11-13 Supplier Code of Ethics Code of Ethics
		2026 Proxy Statement , page 30-34, 52-53
		2025 Sustainability Report , page 13 2026 Proxy Statement , page 52-53
2-25	Processes to remediate negative impacts	Code of Ethics Code of Ethics
		2025 Sustainability Report , page 13 2026 Proxy Statement , page 52-53
		2025 Sustainability Report , page 13
2-26	Mechanisms for seeking advice and raising concerns	2025 Sustainability Report , page 13 2026 Proxy Statement , page 52-53
2-27	Compliance with laws and regulations	2025 Form 10-K , page 31-33
2-28	Membership associations	2025 Sustainability Report , page 10
2-29	Approach to stakeholder engagement	2025 Sustainability Report , page 8
2-30	Collective bargaining agreements	2025 Sustainability Report , page 13
GRI 3: Material Topics		Information Links
3-1	Process to determine material topics	2025 Sustainability Report , page 8
3-2	List of material topics	2025 Sustainability Report , page 8, 82
GRI 201: Economic Performance		Information Links
3-3	Management of material topics: Economic Performance	2025 Form 10-K , page 17-33
201-1	Direct economic value generated and distributed	2025 Form 10-K , page 1-7
201-2	Financial implications and other risks and opportunities due to climate change	2025 TCFD Report , page 50-58 2025 Sustainability Report , page 17
		2025 Sustainability Report , page 36
201-3	Defined benefit plan obligations and other retirement plans	2026 Proxy Statement , page 101-102 2025 Form 10-K , page 16

GRI 202: Market Presence		Information Links
3-3	Management of material topics: Market Presence	2025 Form 10-K, page 1-7, 17-33
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	2025 Sustainability Report, page 32
202-2	Proportion of senior management hired from the local community	2025 Sustainability Report, page 79
GRI 203: Indirect Economic Impacts		Information Links
3-3	Management of material topics: Indirect Economic Impacts	2025 Form 10-K, page 17-33
203-1	Infrastructure investments and services supported	2025 Form 10-K, page 7-9
203-2	Significant indirect economic impacts	2025 Form 10-K, page 17-33
GRI 204: Procurement Practices		Information Links
3-3	Management of material topics: Procurement Practices	Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 17
GRI 205: Anti-Corruption		Information Links
3-3	Management of material topics: Anti-corruption	Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 8, 13
205-1	Operations assessed for risks related to corruption	Code of Ethics 2025 Sustainability Report, page 13, 16-17
205-2	Communication and training about anti-corruption policies and procedures	Code of Ethics 2025 Sustainability Report, page 12-13
205-3	Confirmed incidents of corruption and actions taken	2025 Sustainability Report, page 13
GRI 206: Anti-Competitive Behavior		Information Links
3-3	Management of material topics: Anti-competitive Behavior	2025 Form 10-K, page 10-14 2025 Sustainability Report, page 8, 12
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2025 Sustainability Report, page 12
GRI 207: Tax		Information Links
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207-1	Approach to tax	Nasdaq Public Tax Policy
207-2	Tax governance, control, and risk management	Nasdaq Public Tax Policy 2025 Sustainability Report, page 16
207-3	Stakeholder engagement and management of concerns related to tax	Nasdaq Public Tax Policy
207-4	Country-by-country reporting	2025 Sustainability Report, page 69
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302-2	Energy consumption outside of the organization	2025 Sustainability Report, page 23, 72-74

GRI 302: Energy		Information Links
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302-4	Reduction of energy consumption	2025 Sustainability Report, page 26-27
GRI 303: Water and Effluents		Information Links
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303-5	Water consumption	2025 Sustainability Report, page 29, 75
GRI 304: Biodiversity		Information Links
3-3	Management of material topics: Biodiversity	2025 TCFD Report, TNFD-Aligned Risk Assessment, page 64
304-2	Significant impacts of activities, products and services on biodiversity	2025 TCFD Report, TNFD-Aligned Risk Assessment, page 64
GRI 305: Emissions		Information Links
3-3	Management of material topics: Emissions	2025 Sustainability Report, page 18-28
305-1	Direct (Scope 1) GHG emissions	2025 Sustainability Report, page 20, 71
305-2	Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report, page 20, 71
305-3	Other indirect (Scope 3) GHG emissions	2025 Sustainability Report, page 21, 71
305-4	GHG emissions intensity	2025 Sustainability Report, page 24, 72
305-5	Reduction of GHG emissions	2025 Sustainability Report, page 22-28
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306-2	Management of Significant Waste-related Impacts	2025 Sustainability Report, page 28
306-3	Waste generated	2025 Sustainability Report, page 75
306-4	Waste diverted from disposal	2025 Sustainability Report, page 75
306-5	Waste directed to disposal	2025 Sustainability Report, page 75
GRI 308: Supplier Environmental Assessment		Information Links
3-3	Management of material topics: Supplier Environmental Assessment	Supplier Code of Ethics 2025 Sustainability Report, page 8, 28
308-1	New suppliers that were screened using environmental criteria	Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 28
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 28
GRI 401: Employment		Information Links
3-3	Management of material topics: Employment	Nasdaq Human Rights Practices Statement 2025 Sustainability Report, page 8, 30
401-1	New employee hires and employee turnover	2025 Sustainability Report, page 35, 76, 79

GRI 401: Employment		Information Links
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Sustainability Report, page 36
401-3	Parental leave	2025 Sustainability Report, page 79
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		Nasdaq Human Rights Practices Statement
3-3	Management of material topics: Labor/Management Relations	Code of Ethics
		2025 Sustainability Report, page 8, 35
402-1	Minimum notice periods regarding operational changes	2025 Sustainability Report, page 35
GRI 403: Occupational Health and Safety		Information Links
3-3	Management of material topics: Occupational Health and Safety	Nasdaq's Commitment to Occupational Health and Safety
		2025 Sustainability Report, page 8, 37
403-1	Occupational health and safety management system	Nasdaq's Commitment to Occupational Health and Safety
		2025 Sustainability Report, page 37
403-2	Hazard identification, risk assessment, and incident investigation	Nasdaq's Commitment to Occupational Health and Safety
403-3	Occupational health services	Nasdaq's Commitment to Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Nasdaq's Commitment to Occupational Health and Safety
403-5	Worker training on occupational health and safety	Nasdaq's Commitment to Occupational Health and Safety
403-6	Promotion of worker health	Nasdaq's Commitment to Occupational Health and Safety
		2025 Sustainability Report, page 37
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Nasdaq's Commitment to Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	2025 Sustainability Report, page 37
403-9	Work-related injuries	2025 Sustainability Report, page 37
403-10	Work-related ill health	2025 Sustainability Report, page 37
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3-3	Management of material topics: Training and Education	2025 Sustainability Report, page 8, 12, 33
404-1	Average hours of training per year per employee	2025 Sustainability Report, page 33
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report, page 33-34
404-3	Percentage of employees receiving regular performance and career development reviews	2025 Sustainability Report, page 34
GRI 405: Diversity and Equal Opportunity		Information Links
3-3	Management of material topics: Diversity and Equal Opportunity	2025 Sustainability Report, page 8, 30
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405-2	Ratio of basic salary and remuneration of women to men	2025 Sustainability Report, page 32

GRI 406: Non-Discrimination		Information Links
3-3	Management of material topics: Non-discrimination	Nasdaq Human Rights Practices Statement Code of Ethics 2025 Sustainability Report, page 8, 30
406-1	Incidents of discrimination and corrective actions taken	2025 Sustainability Report, page 70
GRI 407: Freedom of Association and Collective Bargaining		Information Links
3-3	Management of material topics: Freedom of Association and Collective Bargaining	2025 Sustainability Report, page 8, 13
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Code of Ethics 2025 Sustainability Report, page 13
GRI 408: Child Labor		Information Links
3-3	Management of material topics: Child Labor	Nasdaq Human Rights Practices Statement Code of Ethics 2025 Sustainability Report, page 8
408-1	Operations and suppliers at significant risk for incidents of child labor	Nasdaq Human Rights Practices Statement Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 13
GRI 409: Forced or Compulsory Labor		Information Links
3-3	Management of material topics: Forced or Compulsory Labor	Nasdaq Human Rights Practices Statement Modern Slavery Transparency Statement Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 8
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Code of Ethics Code of Ethics Modern Slavery Transparency Statement 2025 Sustainability Report, page 13
GRI 410: Security Practices		Information Links
3-3	Management of material topics: Security Practices	Information Protection & Privacy Practices 2025 Sustainability Report, page 8
410-1	Security personnel trained in human rights policies or procedures	2025 Sustainability Report, page 12
GRI 413: Local Communities		Information Links
3-3	Management of material topics: Local Communities	2025 Nasdaq Foundation Annual Report 2025 Sustainability Report, page 8, 38-39 2025 Nasdaq Impact Report

GRI 413: Local Communities		Information Links
413-1	Operations with local community engagement, impact assessments, and development programs	2025 Nasdaq Foundation Annual Report 2025 Sustainability Report, page 38-39 2025 Nasdaq Impact Report
413-2	Operations with significant actual and potential negative impacts on local communities	2025 Nasdaq Foundation Annual Report 2025 Sustainability Report, page 38-39 2025 Nasdaq Impact Report
GRI 414: Supplier Social Assessment		Information Links
3-3	Management of material topics: Supplier Social Assessment	Supplier Code of Ethics Nasdaq Human Rights Practices Statement Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 17, 28
414-1	New suppliers that were screened using social criteria	Supplier Code of Ethics Code of Ethics 2025 Sustainability Report, page 17, 28
414-2	Negative social impacts in the supply chain and actions taken	Supplier Code of Ethics 2025 Sustainability Report, page 17, 28
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