

## Limited Assurance for CY2025 Workforce Data Metrics For Nasdaq

April 2, 2026

KERAMIDA Inc. (KERAMIDA) was engaged by Nasdaq, Inc. (Nasdaq) to provide independent limited assurance of its social metrics related to employee workforce, turnover, and new-hire data. The data and calculations being verified cover the period of January 1, 2025, to December 31, 2025. KERAMIDA's assurance process is based on current best practice and is in accordance with ISAE 3000 (Revised).

### **STATEMENT OF INDEPENDENCE**

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

### **VERIFICATION ASSURANCE OPINION**

Based on the processes and procedures conducted, there is no evidence that the quantitative metrics are not a fair representation of the underlying data and information.

Nasdaq has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the workforce data metrics for the stated time period, scope, and level of assurance. An opinion of limited assurance was concluded.

### **KERAMIDA'S APPROACH**

The scope of work was to provide limited assurance for Nasdaq's social metrics related to employee workforce, turnover, and new-hire data.

#### *Time Period*

- January 1, 2025, to December 31, 2025

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

**TABLE 1. CY2025 WORKFORCE DATA VERIFIED BY KERAMIDA**

2025 Metrics
Global Workforce by Gender
U.S. Workforce by Race/Ethnicity
Employee Turnover
Global Workforce by Gender and Employee Type
Overall Employee Turnover Rates
Average Number of Employees
Regional Breakdown of Workforce by Gender
Workforce by Gender and Country
Workforce by Level (Gender)
Workforce by Level (Race and Ethnicity (U.S. Only))
Workforce at the Management Level
Workforce by Age (Total)
Workforce by Age (Gender)
Workforce by Age (Race and Ethnicity (U.S. Only))
Internal Hires
Hires by Age
Hires by Gender
Hires by Level
Hires by Race and Ethnicity (U.S. Only)
Local 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.

Signed by KERAMIDA Inc. on April 2, 2026:

A handwritten signature in black ink that reads 'Claudia Cozadd'.

Claudia Cozadd, M.S.  
Senior Analyst, Sustainability  
KERAMIDA Inc.

A handwritten signature in black ink that reads 'Xuqing Xiong'.

Xuqing Xiong, P.E., M.S.  
Accredited Lead GHG Verifier  
Vice President, GHG & Sustainability Data  
KERAMIDA Inc.