

Nasdaq's Commitment to Occupational Health and Safety

Effective December, 2025

Nasdaq is committed to providing our employees, contractors and office visitors with a healthy and safe work environment.

Our commitment to a healthy and safe work environment includes the following:

- Nasdaq designs and implements our processes and conducts business activities with consideration of occupational health and safety (OH&S), using a management system approach to limit hazards and reduce OH&S risks to prevent work-related injury and illnesses. We strive for continual improvement of our OH&S management system. These commitments apply to all of Nasdaq's global operations. Additional guidelines, policies and procedures may be adopted as necessary to supplement this Commitment statement.
- Nasdaq's OH&S system structure is informed by ISO45001, recognized as the world's international standard for occupational health and safety. When our own requirements are more stringent than the applicable laws and regulations, we will operate to these higher standards.
- For each office location, Nasdaq completes an annual physical security assessment to assess workplace safety and security and conducts semi-annual assessments to ensure appropriate office access. Nasdaq internal and external auditors execute workplace health and safety audits throughout the year.
- Nasdaq's Workplace Safety Committee manages a framework to track, monitor and resolve workplace safety incidents while assisting with workplace safety training. Nasdaq expects every employee, contractor and visitor to follow all relevant health and safety guidance, and to report workplace injuries and unsafe conditions in a timely manner. If an employee, contractor or visitor experiences a work-related injury or illness, they should seek medical assistance as quickly as possible and then promptly report the matter to Nasdaq's People Team and local office staff. Nasdaq will promptly investigate the incident and remediate any safety issues that may exist.
- Nasdaq provides annual workplace safety training to all Nasdaq employees and contractors. We encourage all employees to participate in the development and review of our OH&S programs and we consider their suggestions in decision-making processes that affect workplace health and safety.
- Nasdaq has systems in place to manage emergency situations in all our global locations. These procedures are accessible to all employees on our internal intranet. Nasdaq uses a comprehensive emergency alert and notification system installed on all Nasdaq-issued computers and mobile devices to provide Nasdaq employees and contractors with real-time support during safety and security incidents.
- Nasdaq's Global Head of Real Estate, Security and Facilities oversees Nasdaq's Workplace Safety Committee, which governs the implementation of our OH&S management.

By making these commitments, we continuously strive to achieve a world-class health and safety culture that is fully supported at all levels of our Company.

This *Commitment to Occupational Health and Safety* is reviewed annually by the Workplace Safety Committee and the Nominating & Governance Committee of the Nasdaq Board of Directors. It applies to all Nasdaq employees and contractors and is made available to Nasdaq's workforce on the Nasdaq intranet, and to our shareholders and the public on Nasdaq's website.