

Nasdaq, Inc. has reported in accordance with the GRI Universal Standards for the period from January 1, 2021 to December 31, 2021.

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GRI 2: General Disclosures 2021				
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2-2	Entities included in the organization's sustainability reporting	Entities Included in the Organization's Sustainability Reporting 2021 Form 10-K 2021 Nasdaq Sustainability Report	Exhibit 21.1	
2-3	Reporting period, frequency and contact point	Reporting Period, Frequency and Contact Point 2021 Form 10-K		
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2-5	External assurance	External Assurance 2021 TCFD Report CY19 GHG Assurance Statement CY20 GHG Assurance Statement CY21 GHG Assurance Statement 2021 Nasdaq Sustainability Report		
Activities and workers		Information Links	Page(s)	Omissions

2-6	Activities, value chain and other business relationships	Activities, Value Chain and other Business Relationships  2021 Form 10-K  2021 Supplier Code of Ethics  2022 Proxy Statement		
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2-13	Delegation of responsibility for managing impacts	 2022 Proxy Statement  2021 Nominating & ESG Committee Charter (Approved June 14, 2021...)  2021 Corporate Governance Guidelines (Approved June 16, 2021...)	8-9, 32-36, 40-60	
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2-16	Communication of critical concerns	 2021 Code of Ethics 9-12  2022 Proxy Statement 32-33, 108		
2-17	Collective knowledge of the highest governance body	 2022 Proxy Statement	19, 36, 43, 46	
2-18	Evaluation of the performance of the highest governance body	 2022 Proxy Statement	19-21	
2-19	Remuneration policies	Remuneration Policies Nasdaq, Inc. Board Compensation Policy (Amended and Restated...  2022 Proxy Statement		
2-20	Process to determine remuneration	Process to Determine Remuneration  Form 8-K May 2020  2022 Proxy Statement		
2-21	Annual total compensation ratio	 2022 Proxy Statement	105	
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2-22	Statement on sustainable development strategy	 2021 Nasdaq Sustainability Report  2021 TCFD Report	3, 22, 29, 41 4	
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		 Nasdaq Human Rights Practices Statement		
2-24	Embedding policy commitments	 2021 Code of Ethics		
		Nominating & ESG Committee Charter (Approved June 14, 2020)		
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2-25	Processes to remediate negative impacts	Processes to Remediate Negative Impacts		
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3-2	List of material topics	List of Material Topics	
		 2021 Nasdaq Sustainability Report	15-17
3-3	Management of Material Topics	Management of Material Topics	
		 2021 Nasdaq Sustainability Report	15-17, 22-27, 29-40, 42-5...

Economic

GRI 201: Economic Performance 2016		Information Links	Page(s)	Omissions
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		 2021 Form 10-K	F-44	
201-2	Financial implications and other risks and opportunities due to climate change	Financial Implications And Other Risks And Opportunities Due To Climate Change		
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201-3	Defined benefit plan obligations and other retirement plans	Defined Benefit Plan Obligations and Other Retirement Plans		
		 2021 Nasdaq Sustainability Report		
201-4	Financial assistance received from government	Financial Assistance Received From Government		
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202-1	Ratio of standard entry level wage by gender compared to local minimum wage	Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage		
		 2021 Nasdaq Sustainability Report	5	
202-2	Proportion of senior management hired from the local community	Proportion Of Senior Management Hired From The Local Community		
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3-3	Management of Material Topics (Indirect Economic Impacts)	Management of Material Topics: Indirect Economic Impacts  2021 Nasdaq Sustainability Report 15-17  2021 Form 10-K			
203-1	Infrastructure investments and services supported	Infrastructure Investments And Services Supported  2021 Form 10-K 6-8			
203-2	Significant indirect economic impacts	Significant Indirect Economic Impacts  2021 Form 10-K 18-32			
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Information Links	Page(s)	Omissions			
3-3	Management of Material Topics (Anti-Corruption)	Management of Material Topics: Anti-Corruption  2021 Nasdaq Sustainability Report 44-47  2021 Code of Ethics  2021 Supplier Code of Ethics			
205-1	Operations assessed for risks related to corruption	Operations Assessed for Risks Related to Corruption			
205-2	Communication and training about anti-corruption policies and procedures	Communication and Training about Anti-Corruption Policies and Procedures  2021 Code of Ethics			
205-3	Confirmed incidents of corruption and actions taken	Confirmed Incidents of Corruption and Actions Taken			
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3-3	Management of Material Topics (Anti-Competitive Behavior)	 2021 Form 10-K 11  2021 Nasdaq Sustainability Report 15-17			
206-1	Legal actions for anti-competitive behavior, anti-trust, and	Legal Actions for Anti-Competitive			

GRI 207: Tax 2019		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Tax)	Management of Material Topics: Tax  2021 Nasdaq Sustainability Report  Nasdaq Public Tax Policy	55	
207-1	Approach to tax	Approach to Tax		
207-2	Tax governance, control, and risk management	Tax Governance, Control, and Risk Management		
207-3	Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement and Management of Concerns Related to Tax		
207-4	Country-by-country reporting	Country-by-Country Reporting		

Environmental

GRI 301: Materials 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Materials)	 2021 Nasdaq Sustainability Report		Not Applicable. Nasdaq does not identify this topic to be of significant business or stakeholder impact; our facilities, operations, products, and services are not directly relevant to the aims of this disclosure. We reserve the right to modify this analysis—and perhaps disclose more data—if new information becomes known.
GRI 302: Energy 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Energy)	Management of Material Topics: Energy  2021 Nasdaq Sustainability Report  2021 TCFD Report	15-17, 21-27	
302-1	Energy consumption within the organization	Energy Consumption Within the Organization  2021 Nasdaq Sustainability Report  2021 TCFD Report	21-27, 57-63	
302-2	Energy consumption outside of the organization	Energy Consumption Outside of the Organization		

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302-3	Energy intensity	Energy Intensity  2021 Nasdaq Sustainability Report  2021 TCFD Report	21-27, 57-63	
302-4	Reduction of energy consumption	 2021 Nasdaq Sustainability Report  2021 TCFD Report		Unavailable. Nasdaq does not currently measure this, other than office consolidation strategies that have resulted in reductions to Nasdaq's overall carbon footprint. We plan to publish reduction targets via the Science Based Targets initiative in 2022 and monitor progress to these goals. Refer to our TCFD report for a detailed discussion on this topic.
302-5	Reductions in energy requirements of products and services	No Information Available		Not Applicable. This is not applicable as Nasdaq does not manufacture/sell any physical products.
GRI 303: Water and Effluents 2018		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Water and Effluents)	Management of Material Topics: Water and Effluents		
303-1	Interactions with water as a shared resource	Interactions With Water as a Shared Resource  2021 Nasdaq Sustainability Report	15-17, 22, 27, 60-61	
303-2	Management of water discharge-related impacts	No Information Available		Not Applicable. Nasdaq does not manufacture items or operate any manufacturing facilities. Nasdaq therefore does not have a meaningful impact on water discharge or quality, with the exception to our office space and datacenter domestic water consumption and

			waste that we mitigate and reduce via operational sustainable initiatives and carbon neutralization mechanisms.	
303-3	Water withdrawal	No Information Available	Not Applicable. Nasdaq does not manufacture items or operate any manufacturing facilities. Nasdaq therefore does not have a meaningful impact on water discharge or quality, with the exception to our office space and datacenter domestic water consumption and waste that we mitigate and reduce via operational sustainable initiatives and carbon neutralization mechanisms.	
303-4	Water discharge	No Information Available	Not Applicable. Nasdaq does not manufacture items or operate any manufacturing facilities. Nasdaq therefore does not have a meaningful impact on water discharge or quality, with the exception to our office space and datacenter domestic water consumption and waste that we mitigate and reduce via operational sustainable initiatives and carbon neutralization mechanisms.	
303-5	Water consumption	Water Consumption  2021 Nasdaq Sustainability Report	22, 27, 60-61	
GRI 305: Emissions 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Emissions)	Management of Material Topics: Emissions  2021 Nasdaq Sustainability Report  2021 TCFD Report	15-17, 21-27, 57-63	
305-1	Direct (Scope 1) GHG emissions	Direct (Scope 1) GHG Emissions		

		 2021 Nasdaq Sustainability Report 21-27, 57-63  2021 TCFD Report	
305-2	Energy indirect (Scope 2) GHG emissions	Energy Indirect (Scope 2) GHG Emissions  2021 Nasdaq Sustainability Report 21-27, 57-63  2021 TCFD Report	
305-3	Other indirect (Scope 3) GHG emissions	Other Indirect (Scope 3) GHG Emissions  2021 Nasdaq Sustainability Report 21-27, 57-63  2021 TCFD Report	
305-4	GHG emissions intensity	GHG Emissions Intensity  2021 Nasdaq Sustainability Report 21-27, 57-63  2021 TCFD Report	
305-5	Reduction of GHG emissions	Reduction Of GHG Emissions  2021 Nasdaq Sustainability Report 21-27, 57-63  2021 TCFD Report	
305-6	Emissions of ozone-depleting substances (ODS)	No Information Available	Not Applicable. Not applicable as Nasdaq strictly leases commercial office space within existing buildings or rack space within data centers and does not conduct or operate any manufacturing. Therefore we do not emit ozone depleting substances (trichlorofluoromethane)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	No Information Available	Not Applicable. Not applicable as Nasdaq strictly leases commercial office space within existing buildings or rack space within data centers and does not conduct or operate any manufacturing. Therefore we do not meaningfully emit any SOx, NOx, NMVOC
GRI 306: Waste 2020		Information Links	Page(s)
			Omissions

306-1	Waste generation and significant waste-related impacts	No Information Available	Not Applicable. Not applicable to Nasdaq. Nasdaq leases commercial office space and data center space. Nasdaq does not conduct or operate any manufacturing or generate, transport or associate with any hazardous waste. Nasdaq has not been involved in or has not been responsible for any hazardous waste spills in 20210.	
306-2	Management of significant waste-related impacts	Management of Significant Waste-related Impacts		
306-3	Waste generated	Waste Generated		
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306-4	Waste diverted from disposal	Waste Diverted from Disposal		
		 2021 Nasdaq Sustainability Report	27, 60	
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306-5	Waste directed to disposal	Waste Directed to Disposal		
		 2021 Nasdaq Sustainability Report	27, 60	
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GRI 308: Supplier Environmental Assessment 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Supplier Environmental Assessment)	Management of Material Topics: Supplier Environmental Assessment		
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308-1	New suppliers that were screened using environmental criteria	New Suppliers that were Screened Using Environmental Criteria		
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308-2	Negative environmental impacts in the supply chain and	Negative Environmental Impacts in the		

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Social

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3-3	Management of Material Topics (Employment)	Nasdaq Human Rights Practices Statement  2021 Nasdaq Sustainability Report	15-17, 29-40	
401-1	New employee hires and employee turnover	New Employee Hires and Employee Turnover  2021 Nasdaq Sustainability Report	28-39	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees		
401-3	Parental leave	Parental Leave  2021 Nasdaq Sustainability Report	Appendix - (Pg. 64-70)	
GRI 402: Labor Management Relations 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Labor/Management Relations)	Management of Material Topics: Labor/Management Relations  2021 Nasdaq Sustainability Report		
402-1	Minimum notice periods regarding operational changes	Minimum Notice Periods Regarding Operational Changes		
GRI 403: Occupational Health and Safety 2018		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Occupational Health and Safety)	Management of Material Topics: Occupational Health and Safety  2021 Nasdaq Sustainability Report		
403-1	Occupational health and safety management system	Occupational Health and Safety Management System		
403-2	Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Investigation		
403-3	Occupational health services	All sensitive health related information is held confidentially within the benefits department.		
403-4	Worker participation, consultation, and communication on occupational health and safety	Worker Participation, Consultation, and Communication on Occupational Health and Safety		

403-5	Worker training on occupational health and safety	Worker Training on Occupational Health and Safety		
403-6	Promotion of worker health	Promotion of Worker Health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships  2021 Code of Ethics		
GRI 404: Training and Education 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Training and Education)	 2021 Nasdaq Sustainability Report  2021 Form 10-K  2022 Proxy Statement	15-17, 32-33, 44-45 16 52, 57	
404-1	Average hours of training per year per employee	Average Hours of Training Per Year Per Employee  2021 Nasdaq Sustainability Report	33	Unavailable. Our newly acquired Learning Management System only has data starting with fFall of 2019. A full year view will be available on Learning and development consumption rates in Q2 of 2022by end of 2020.
404-2	Programs for upgrading employee skills and transition assistance programs	Programs for Upgrading Employee Skills and Transition Assistance Programs  2021 Nasdaq Sustainability Report	32-33	
404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of Employees Receiving Regular Performance and Career Development Reviews  2021 Nasdaq Sustainability Report	32	
GRI 405: Diversity and Equal Opportunity 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Diversity and Equal Opportunity)	 2021 Nasdaq Sustainability Report  2022 Proxy Statement	15-17, 20-40	
405-1	Diversity of governance bodies and employees	Diversity of Governance Bodies and Employees  2021 Nasdaq Sustainability Report	43, Appendix - (Pgs. 64-7...	
405-2	Ratio of basic salary and remuneration of women to men	Ratio of Basic Salary and		

Remuneration of Women to Men

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GRI 406: Non-Discrimination 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Non-Discrimination)	Management of Material Topics: Non-Discrimination  Nasdaq Human Rights Practices Statement  2021 Nasdaq Sustainability Report	15-17	
406-1	Incidents of discrimination and corrective actions taken	Incidents of Discrimination and Corrective Actions Taken		
GRI 407: Freedom of Association and Collective Bargaining 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Freedom of Association and Collective Bargaining)	No Information Available		Not Applicable. Nasdaq does not consider this a material topic for the purposes of sustainability reporting. It is Nasdaq's policy to comply with the provisions of the Fair Labor Standards Act (U.S.) and state and local wage laws. The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, record keeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk  2021 Nasdaq Sustainability Report		
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GRI 408: Child Labor 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Child Labor)	Management of Material Topics: Child Labor  2021 Nasdaq Sustainability Report  2021 Code of Ethics	15-17, 44-47	
408-1	Operations and suppliers at significant risk for incidents of	Operations and Suppliers at Significant		

GRI 409: Forced or Compulsory Labor 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Forced or Compulsory Labor)	2017 UK Modern Slavery Act Statement URL 2021 Code of Ethics 2021 Supplier Code of Ethics 2021 Nasdaq Sustainability Report	15-17	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor 2021 Code of Ethics		
GRI 410: Security Practices 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Security Practices)	Management of Material Topics: Security Practices Information Protection & Privacy Practices 2021 Nasdaq Sustainability Report	15-17, 47-49	
410-1	Security personnel trained in human rights policies or procedures	Security Personnel Trained in Human Rights Policies or Procedures		
GRI 411: Rights of Indigenous Peoples 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Rights of Indigenous Peoples)	No Information Available		Not Applicable. While Nasdaq supports fundamental human rights, both inside and outside our company, we have not identified this to be a material topic for the purposes of our reporting. We reserve the right to modify this analysis—and disclose more data, the extent applicable or necessary—if new information becomes known.
411-1	Incidents of violations involving rights of indigenous peoples	Incidents of Violations Involving Rights of Indigenous Peoples		
GRI 413: Local Communities 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Local Communities)	Management of Material Topics: Local Communities 2021 Nasdaq Sustainability Report	15-17	

413-1	Operations with local community engagement, impact assessments, and development programs	Operations with Local Community Engagement, Impact Assessments, and Development Programs  2021 Nasdaq Sustainability Report	36	
413-2	Operations with significant actual and potential negative impacts on local communities	Operations with Significant Actual and Potential Negative Impacts on Local Communities  2021 Form 10-K	29-30	
GRI 414: Supplier Social Assessment 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Supplier Social Assessment)	Management of Material Topics: Supplier Social Assessment  2021 Supplier Code of Ethics  2021 Nasdaq Sustainability Report	15-17, 26, 40, 52	
414-1	New suppliers that were screened using social criteria	New Suppliers that were Screened Using Social Criteria  Nasdaq Human Rights Practices Statement  2021 Code of Ethics		
414-2	Negative social impacts in the supply chain and actions taken	Negative Social Impacts in the Supply Chain and Actions Taken  2021 Nasdaq Sustainability Report	40	
GRI 415: Public Policy 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Public Policy)	 Public Policy Advocacy  2021 Nasdaq Sustainability Report	15-17, 49	
415-1	Political contributions	Political Contribution  Public Policy Advocacy  2021 Nasdaq Sustainability Report	49	
GRI 416: Customer Health and Safety 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Customer Health and Safety)	No Information Available		Not Applicable. Nasdaq does not consider this topic to be material for purposes of sustainability reporting.
416-1	Assessment of the health and safety impacts of product and service categories	Assessment of the Health and Safety Impacts of Product and Service Categories		Not Applicable. Nasdaq does not produce and physical products or do any

				manufacturing that requires physical labor
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services		Not Applicable. Nasdaq does not produce and physical products or services that require compliance with regulations and voluntary codes concerning the health and safety impacts of products and services.
GRI 417: Marketing and Labeling 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Marketing and Labeling)	Management of Material Topics: Marketing and Labeling  2021 Nasdaq Sustainability Report		Not Applicable. Nasdaq has not identified this topic as material for purposes of sustainability disclosure.
417-1	Requirements for product and service information and labeling	No Information Available		Not Applicable. Nasdaq does not manufacture or sell physical products. None of Nasdaq's services are subject to any labeling requirements.
417-2	Incidents of non-compliance concerning product and service information and labeling	No Information Available		Not Applicable. Nasdaq provides services and technology to large enterprises and other businesses and does not deliver goods or services that are subject to mandatory labeling requirements or codes.
417-3	Incidents of non-compliance concerning marketing communications	Incidents of Non-Compliance Concerning Marketing Communications		
GRI 418: Customer Privacy 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Customer Privacy)	Information Protection & Privacy Practices  2021 Nasdaq Sustainability Report	15-17, 47-49	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data  Nasdaq Privacy Statement  Information Protection & Privacy Practices		