



Nasdaq, Inc. has reported in accordance with the GRI Universal Standards for the period from January 1, 2022 to December 31, 2022.

GRI 1: Foundation 2021		Information Links	Page(s)	Omissions
Reporting principles applied, requirements, and use/referencing of GRI Standards.		Foundation 2021		

GRI 2: General Disclosures 2021				
The organization and its reporting practices		Information Links	Page(s)	Omissions
2-1	Organizational details	Organizational Details		
		Amended and Restated Certificate of Incorporation of Nasdaq,...		
		2022 Form 10-K	5	
		2022 Sustainability Report	4-5	
2-2	Entities included in the organization's sustainability reporting	Entities Included in the Organization's Sustainability Reporting		
		2022 Form 10-K	Exhibit 21.1	
		2022 Sustainability Report	11	
2-3	Reporting period, frequency and contact point	Reporting Period, Frequency and Contact Point		
		2022 Form 10-K	i	
		2022 Sustainability Report	11	
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	External Assurance		
		CY21 GHG Assurance Statement		
		CY20 GHG Assurance Statement		
		2022 Sustainability Report	94-95	
		CY22 Assurance Statement		
		CY22 Supplier Data		

Activities and workers		Information Links	Page(s)	Omissions
2-6	Activities, value chain and other business relationships	Activities, Value Chain and Other Business Relationships  2022 Form 10-K	1-11	
2-7	Employees	 2022 Form 10-K  2022 Sustainability Report	15-18 37, 84-85	
2-8	Workers who are not employees	 2022 Sustainability Report	85	
Governance		Information Links	Page(s)	Omissions
2-9	Governance structure and composition	 2023 Proxy Statement  2022 Sustainability Report	12-54 10, 47-48	
2-10	Nomination and selection of the highest governance body	 2023 Proxy Statement	12-21, 38	
2-11	Chair of the highest governance body	Chair of the Highest Governance Body  2023 Proxy Statement	43	
2-12	Role of the highest governance body in overseeing the management of impacts	 2023 Proxy Statement  2022 TCFD Report  2022 Nominating & ESG Committee Charter  2022 Sustainability Report	8-11, 32-38, 44-54 7-9 10, 47	
2-13	Delegation of responsibility for managing impacts	 2023 Proxy Statement  2022 Nominating & ESG Committee Charter  2022 Corporate Governance Guidelines	8-11, 32-38, 44-65	
2-14	Role of the highest governance body in sustainability reporting	 2023 Proxy Statement	37	
2-15	Conflicts of interest	Conflicts of Interest Code Of Conduct for Nasdaq and U.S. Subsidiary Boards of Dir...  By-Laws of Nasdaq, Inc. Duties and Obligations	1-2	

		 of Nasdaq Directors		
		 Nasdaq Legal Structure		
		 2023 Proxy Statement	62-63, 137	
		 Code of Ethics	18-19	
		 2022 Corporate Governance Guidelines		
2-16	Communication of critical concerns	Communication of Critical Concerns		
		 2023 Proxy Statement	62-63, 70	
		 Code of Ethics	10-13	
2-17	Collective knowledge of the highest governance body	 2023 Proxy Statement	19, 37, 48, 52	
2-18	Evaluation of the performance of the highest governance body	 2023 Proxy Statement	19-21	
2-19	Remuneration policies	Remuneration Policies		
		 Nasdaq, Inc. Board Compensation Policy (Amended and Restated...		
		 2023 Proxy Statement	67-118	
2-20	Process to determine remuneration	 2023 Proxy Statement	Page(s) 63-105	
2-21	Annual total compensation ratio	Annual Total Compensation Ratio		
		 2023 Proxy Statement	117-118	
Strategy, policies and practices		Information Links	Page(s)	Omissions
2-22	Statement on sustainable development strategy	 2022 TCFD Report	4	
		 2022 Sustainability Report	3	
2-23	Policy commitments	 Supplier Code of Ethics		
		 Nasdaq Human Rights Practices Statement		
		 Code of Ethics		
		 Nasdaq Environmental Practices Statement		
2-24	Embedding policy commitments	 Code of Ethics	9	
		 2023 Proxy Statement	33-38, 62-63	
		 Supplier Code of Ethics	3-5	
		 2022 Sustainability Report	50, 54	

2-25	Processes to remediate negative impacts	 US Listings Appeals Process		
		 Nordic Listings Appeals		
		 Complaints Management Policy		
		 Clearly Erroneous Transactions Policy		
		 Index Compliant Handling Policy		
		 Code of Ethics	10-13	
		 2023 Proxy Statement	62-63	
		 2022 Sustainability Report	50-51	
2-26	Mechanisms for seeking advice and raising concerns	 Code of Ethics	10-13	
		 2023 Proxy Statement	62-63	
		 2022 Sustainability Report	50-51	
2-27	Compliance with laws and regulations	 2022 Form 10-K	F-34-35	
2-28	Membership associations	Membership Associations		
		 2022 Sustainability Report	11, 56	
Stakeholder engagement		Information Links	Page(s)	Omissions
2-29	Approach to stakeholder engagement	 2022 Sustainability Report	14	
2-30	Collective bargaining agreements	Collective Bargaining Agreements		
		 2022 Sustainability Report	51	

GRI 3: Material Topics 2021

Disclosures on material topics		Information Links	Page(s)	Omissions
3-1	Process to determine material topics	 2022 Sustainability Report	12-13	
3-2	List of material topics	 2022 Sustainability Report	12-13	
3-3	Management of Material Topics	 2022 Sustainability Report	12-13	

Economic

GRI 201: Economic Performance 2016		Information Links	Page(s)	Omissions
3-3	Management of material topics (Economic Performance)	 2022 Form 10-K	19	

201-1	Direct economic value generated and distributed	Direct Economic Value Generated And Distributed  2022 Form 10-K	F-5	
201-2	Financial implications and other risks and opportunities due to climate change	 2022 TCFD Report  2022 Sustainability Report	12-42 59	
201-3	Defined benefit plan obligations and other retirement plans	Defined Benefit Plan Obligations and Other Retirement Plans  2022 Sustainability Report	43	
201-4	Financial assistance received from government	Financial Assistance Received From Government		
GRI 202: Market Presence 2016		Information Links	Page(s)	Omissions
3-3	Management of material topics (Market Presence)	 2022 Form 10-K	4-6, 19	
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	 2022 Sustainability Report	37	
202-2	Proportion of senior management hired from the local community	Proportion Of Senior Management Hired From The Local Community		
GRI 203: Indirect Economic Impacts 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Indirect Economic Impacts)	 2022 Form 10-K	19-34	
203-1	Infrastructure investments and services supported	 2022 Form 10-K	6-8	
203-2	Significant indirect economic impacts	Significant Indirect Economic Impacts  2022 Form 10-K	19-34	
GRI 204: Procurement Practices 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Procurement Practices)	 Supplier Code of Ethics  2022 Sustainability Report	1-6 12-13, 32, 45, 60	
204-1	Proportion of spending on local suppliers	Proportion Of Spending On Local Suppliers		
GRI 205: Anti-Corruption 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Anti-Corruption)	 Supplier Code of Ethics  Code of Ethics  2022 Sustainability Report	3 23-25 12-13, 51	
205-1	Operations assessed for risks related to corruption	Operations Assessed for Risks Related to Corruption  Code of Ethics	23-25	

		 2022 Sustainability Report	51	
205-2	Communication and training about anti-corruption policies and procedures	Communication and Training about Anti-Corruption Policies and Procedures  Code of Ethics  2022 Sustainability Report	7 50-51	
205-3	Confirmed incidents of corruption and actions taken	Confirmed Incidents of Corruption and Actions Taken		
GRI 206: Anti-Competitive Behavior 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Anti-Competitive Behavior)	 2022 Form 10-K  2022 Sustainability Report	11-15 12-13	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices		
GRI 207: Tax 2019		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Tax)	Management of Material Topics: Tax  Nasdaq Public Tax Policy  2022 Sustainability Report	12-13, 60	
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  Nasdaq Public Tax Policy		
207-4	Country-by-country reporting	 2022 Sustainability Report	92	
Environmental				
GRI 302: Energy 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Energy)	 2022 TCFD Report  2022 Sustainability Report	38-39, 47 12-13, 27-29	
302-1	Energy consumption within the organization	 2022 TCFD Report  2022 Sustainability Report	47 28, 79	
302-2	Energy consumption outside of the organization	 2022 TCFD Report	47	

		 2022 Sustainability Report	28, 79-82	
302-3	Energy intensity	 2022 TCFD Report	39	
		 2022 Sustainability Report	29, 78	
302-4	Reduction of energy consumption	 2022 TCFD Report	38-40, 47	
		 2022 Sustainability Report	27, 79	
GRI 303: Water and Effluents 2018		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Water and Effluents)	 2022 Sustainability Report	12-13, 33	
303-1	Interactions with water as a shared resource	 2022 Sustainability Report	33	
303-5	Water consumption	 2022 Sustainability Report	33, 83	
GRI 304: Biodiversity 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Biodiversity)	 2022 Sustainability Report	12-13, 33	
GRI 305: Emissions 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Emissions)	Management of Material Topics: Emissions		
		 2022 Sustainability Report	12-13, 24-32	
		 2022 TCFD Report	24-25	
305-1	Direct (Scope 1) GHG emissions	 2022 TCFD Report	38	
		 2022 Sustainability Report	26, 77	
305-2	Energy indirect (Scope 2) GHG emissions	 2022 TCFD Report	38	
		 2022 Sustainability Report	26, 77	
305-3	Other indirect (Scope 3) GHG emissions	 2022 TCFD Report	38	
		 2022 Sustainability Report	26, 77	
305-4	GHG Emissions Intensity	 2022 TCFD Report	39, 47	
		 2022 Sustainability Report	78	
305-5	Reduction of GHG emissions	 2022 TCFD Report	38	

		 2022 Sustainability Report	26-28, 77		
GRI 306: Waste 2020		Information Links	Page(s)	Omissions	
3-3	Management of Material Topics (Waste)	Management of Material Topics: Waste			
		 2022 Sustainability Report	31		
306-2	Management of significant waste-related impacts	 2022 Sustainability Report	31		
306-3	Waste generated	 2022 Sustainability Report	31, 83		
		 2022 TCFD Report	38		
306-4	Waste diverted from disposal	 2022 Sustainability Report	31, 83		
306-5	Waste directed to disposal	 2022 Sustainability Report	31, 83		
GRI 308: Supplier Environmental Assessment 2016		Information Links	Page(s)	Omissions	
3-3	Management of Material Topics (Supplier Environmental Assessment)	 2022 TCFD Report	25		
		 Supplier Code of Ethics	4		
		 2022 Sustainability Report	12-13, 32		
308-1	New suppliers that were screened using environmental criteria	New Suppliers that were Screened Using Environmental Criteria			
		 Code of Ethics	33-34		
		 Supplier Code of Ethics	4		
		 2022 Sustainability Report	32		
308-2	Negative environmental impacts in the supply chain and actions taken	Negative Environmental Impacts in the Supply Chain and Actions Taken			
		 Code of Ethics	33-34		
		 Supplier Code of Ethics	4		
		 2022 Sustainability Report	32		
Social					
GRI 401: Employment 2016		Information Links	Page(s)	Omissions	
3-3	Management of Material Topics (Employment)	 Nasdaq Human Rights Practices Statement	1-3		
		 2022 Sustainability Report	12-13, 38		

401-1	New employee hires and employee turnover	 2022 Sustainability Report	41, 89	
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  2022 Sustainability Report	43	
401-3	Parental leave	Parental Leave  2022 Sustainability Report	91	
GRI 402: Labor Management Relations 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Labor/Management Relations)	 2022 Sustainability Report	12-13, 51	
		 Code of Ethics	17	
		 Nasdaq Human Rights Practices Statement	1-4	
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)	 Nasdaq Human Rights Practices Statement	3	
		 2022 Sustainability Report	12-13	
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	It is important to ensure that all health and safety representatives receive appropriate training on Occupational Health Risks, escalation efforts, and hazards. We will encourage awareness through appropriate communications and awareness training to support the ongoing achievement of our health and safety management system.		
403-6	Promotion of worker health	Promotion of Worker Health		
403-7	Prevention and mitigation of occupational health and safety impacts	Prevention and Mitigation of Occupational		

directly linked by business relationships

Health and Safety Impacts Directly Linked
by Business Relationships

403-8	Workers covered by an occupational health and safety management system	Workers Covered by an Occupational Health and Safety Management System		Not Applicable.
GRI 404: Training and Education 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Training and Education)	 2022 Sustainability Report	12-13, 40, 50	
404-1	Average hours of training per year per employee	 2022 Sustainability Report	40	
404-2	Programs for upgrading employee skills and transition assistance programs	 2022 Sustainability Report	40	
404-3	Percentage of employees receiving regular performance and career development reviews	 2022 Sustainability Report	38-39	
GRI 405: Diversity and Equal Opportunity 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Diversity and Equal Opportunity)	 2022 Sustainability Report	12-13, 35-36	
405-1	Diversity of governance bodies and employees	 2022 Sustainability Report	37, 48, 86-87	
405-2	Ratio of basic salary and remuneration of women to men	 2022 Sustainability Report	37	
GRI 406: Non-Discrimination 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Non-Discrimination)	 Nasdaq Human Rights Practices Statement	1-4	
		 Code of Ethics	16	
		 2022 Sustainability Report	12-13, 35-36	
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
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	 Supplier Code of Ethics	3	
		 2022 Sustainability Report	51	
GRI 408: Child Labor 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Child Labor)	 Code of Ethics	17, 33-34	
		 Nasdaq Human Rights Practices Statement	1-4	
		 2022 Sustainability Report	12-13, 51-52	

408-1	Operations and suppliers at significant risk for incidents of child labor	Operations and Suppliers at Significant Risk for Incidents of Child Labor  Supplier Code of Ethics 3-6  2022 Sustainability Report 51-52, 60  Nasdaq Human Rights Practices Statement 1-4  Code of Ethics 33-34		
GRI 409: Forced or Compulsory Labor 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Forced or Compulsory Labor)	 Supplier Code of Ethics 3-6  Code of Ethics 17, 33-34  Nasdaq Human Rights Practices Statement 1-4  2022 Sustainability Report 12-13, 51-52		
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  Code of Ethics 17, 33-34  Supplier Code of Ethics 3-6  2022 Sustainability Report 51-52, 60		
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 1-3  2022 Sustainability Report 12-13, 53-55		
410-1	Security personnel trained in human rights policies or procedures	Security Personnel Trained in Human Rights Policies or Procedures		
GRI 413: Local Communities 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Local Communities)	 2022 Sustainability Report 74-75  2022 Nasdaq Foundation Annual Report 4-20  2022 Nasdaq Impact Snapshot 1		
413-1	Operations with local community engagement, impact assessments, and development programs	 2022 Sustainability Report 74-75 2022 Nasdaq		

		 Foundation Annual Report	4-20	
		 2022 Nasdaq Impact Snapshot	1	
413-2	Operations with significant actual and potential negative impacts on local communities	 2022 Sustainability Report	74-75	
		 2022 Nasdaq Impact Snapshot	1	
		 2022 Nasdaq Foundation Annual Report	4-20	
GRI 414: Supplier Social Assessment 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Supplier Social Assessment)	 Supplier Code of Ethics	4-5	
		 2022 Sustainability Report	12-13, 45, 60	
414-1	New suppliers that were screened using social criteria	 Nasdaq Human Rights Practices Statement	1-4	
		 Code of Ethics	33-34	
		 Supplier Code of Ethics	1-6	
		 2022 Sustainability Report	45 ,60	
414-2	Negative social impacts in the supply chain and actions taken	 Supplier Code of Ethics	4-5	
		 2022 Sustainability Report	45, 60	
GRI 415: Public Policy 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Public Policy)	 Public Policy Advocacy		
		 2022 Sustainability Report	12-13, 56	
415-1	Political contributions	 Public Policy Advocacy		
		 2022 Sustainability Report	56	
GRI 418: Customer Privacy 2016		Information Links	Page(s)	Omissions
3-3	Management of Material Topics (Customer Privacy)	 Information Protection & Privacy Practices	1-3	
		 Nasdaq Privacy Statement		
		 2022 Sustainability Report	12-13, 55	

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](#) 1-3