



## Sustainability Accounting Standards Board (SASB) Index

We are reporting according to the Securities & Market Exchange Sector Standard. We have also incorporated sections from the Software & IT Services Standard where applicable to our business. We will continue to align our reporting as this changes over time.

Unless otherwise noted, this document covers all of Nasdaq Inc., and its subsidiaries. Data covers the period from January 1, 2021 to December 31, 2021. All references to dollars are to US dollars. All references to GRI reporting are to the Global Reporting Initiative (GRI) Standards.

### Human Capital

Employee Engagement, Diversity & Inclusion		Information Links	Page(s)
TC-SI-330a.2	Employee engagement as a percentage.	<a href="#">Employee Engagement</a> <a href="#">2021 Nasdaq Sustainability Report</a>	35

TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees.	<a href="#">Employee Representation - Gender</a> <a href="#">2021 Nasdaq Sustainability Report</a>	Appendix - (Pgs. 64-70)
TC-SI-330a.3	Percentage of racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	<a href="#">Employee Representation - Race/Ethnicity</a> <a href="#">2021 Nasdaq Sustainability Report</a>	Appendix - (Pgs. 64-70)

### Business Model & Innovation

Product Design & Lifecycle Management		Information Links	Page(s)
FN-EX-410a.1	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility.	<a href="#">Market Halts and Volatility</a> <a href="#">US Oversight - Market Watch</a> <a href="#">European Surveillance Disciplinary Processes</a>	
FN-EX-410a.2	Percentage of trades generated from automated trading systems.	<a href="#">Automated Trading</a>	
FN-EX-410a.3	Description of alert policy regarding timing and nature of public release of information.	<a href="#">Alert Policy Discussion</a> <a href="#">Nasdaq Listing Rules - 5250</a>	
FN-EX-410a.4	Description of policy to encourage or require listed companies to publicly disclose environmental, social, and governance (ESG) information.	<a href="#">ESG for Listed Companies Policy</a> <a href="#">Nasdaq Initial Listing Guide</a> <a href="#">Nasdaq Diversity Proposal</a>	

### Leadership & Governance

Business Ethics & Competitive Behavior	Information Links	Page(s)
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FN-EX-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations.	Financial Industry Litigation
FN-EX-510a.2	Discussion of processes for identifying and assessing conflicts of interest.	Managing Conflicts of Interest Discussion  2021 Code of Ethics 14-19
Systemic Risk Management		Information Links Page(s)
FN-EX-550a.1	(1) Number of significant market disruptions and (2) duration of downtime.	Market Disruptions
FN-EX-550a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected.	Data Breaches - Systemic Risk Management
FN-EX-550a.3	Description of efforts to prevent technology errors, security breaches, and market disruptions.	Nasdaq maintains an Information Security team that is responsible for Information Security Policies, including implementing preventative controls for security breaches.

Activity Metrics		Information Links	Page(s)
FN-EX-000.A	Average daily number of trades executed, by product or asset class.	Daily Trades	
FN-EX-000.B	Average daily volume traded, by product or asset class.	Daily Volume Traded	