



## World Economic Forum (WEF) Index


Nasdaq, Inc. has prepared the following index in line with the Core Stakeholder Capitalism Metrics. Reports and data are for the period from January 1, 2021 to December 31, 2021.



Principles of Governance		
Governing purpose		Information Links Page(s)
Core 1	State the purpose of Nasdaq, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	<a href="#">2021 Nasdaq Sustainability Report</a> <a href="#">Nasdaq's Purpose</a> <a href="#">2022 Proxy Statement</a> <a href="#">2021 Nasdaq GRI Index</a> 2-12
Quality of governing body		Information Links Page(s)
Core 2	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	<a href="#">2022 Proxy Statement</a> <a href="#">2021 Nasdaq GRI Index</a> 2-9
Stakeholder engagement		Information Links Page(s)
Core 3	List the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	<a href="#">2021 Nasdaq Sustainability Report</a> 15-17 <a href="#">2021 Nasdaq GRI Index</a> 2-12, 2-29, 3-2
Ethical behaviour		Information Links Page(s)
Core 4	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.  2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	<a href="#">2021 Code of Ethics</a> <a href="#">2021 Nasdaq Sustainability Report</a> 44-45 <a href="#">2021 Nasdaq GRI Index</a> 205-2, 205-3
Core 5	Describe internal and external mechanisms at Nasdaq for:	<a href="#">2021 Code of Ethics</a> 10-12 <a href="#">2021 Nasdaq Sustainability Report</a> 41-55 <a href="#">2021 Nasdaq GRI Index</a> 2-26
	1. Seeking advice about ethical and lawful behavior and organizational integrity; and	
	2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity.	
Risk and opportunity oversight		Information Links Page(s)

Core 6	Identify risk factors and opportunity disclosures that clearly identify the principal material risks and opportunities facing Nasdaq specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	 <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2022 Proxy Statement</a>	50-52
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## Planet

Climate change	Information Links	Page(s)
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Core 7	<p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 and Scope 2 emissions.</p> <p>Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	 <a href="#">2021 Nasdaq Sustainability Report</a>	21-27, 57-63
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Core 8	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	<a href="#">Planet: TCFD Implementation</a>  <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2021 TCFD Report</a>	
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Nature loss	Information Links	Page(s)
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Core 9	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	<a href="#">Planet: Land Use and Ecological Sensitivity</a>  <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2021 Nasdaq GRI Index</a>	
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Freshwater availability	Information Links	Page(s)
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Core 10	<p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.</p> <p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	 <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2021 Nasdaq GRI Index</a>	303-3,303-4,303-5
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## People

Dignity and equality	Information Links	Page(s)
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Core 11	Percentage of employees in Nasdaq per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	 <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2021 Nasdaq GRI Index</a>	31, Appendix - (Pgs. 64-7... 2-7
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Core 12	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	 <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2022 Proxy Statement</a>  <a href="#">2021 Nasdaq GRI Index</a>	32 405-2
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Core 13	1. Ratios of standard entry level wage by gender compared to local minimum wage.	 <a href="#">2022 Proxy Statement</a>	
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	2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	 <a href="#">2021 Nasdaq GRI Index</a> 202-1  <a href="#">2021 Nasdaq Sustainability Report</a>
Core 14	<p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to:</p> <p>a) type of operation (such as manufacturing plant) and type of supplier b) countries or geographic areas with operations and suppliers considered at risk</p>	 <a href="#">2021 Nasdaq Sustainability Report</a> 75  <a href="#">2021 Code of Ethics</a> 34  <a href="#">2021 Supplier Code of Ethics</a> 5  <a href="#">2021 Nasdaq GRI Index</a> 408-1b, 409-1
Health and well-being		Information Links Page(s)
Core 15	<p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.</p> <p>An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<a href="#">People: Health and Safety</a>  <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2021 Nasdaq GRI Index</a> 401-6
Skills for the future		Information Links Page(s)
Core 16	<p>1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).</p> <p>2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	 <a href="#">2021 Nasdaq Sustainability Report</a> 33  <a href="#">2021 Nasdaq GRI Index</a> 404-1
Prosperity		
Employment and wealth generation		Information Links Page(s)
Core 17	<p>1 Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.</p> <p>2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	 <a href="#">2021 Nasdaq Sustainability Report</a> Social Data Appendix  <a href="#">2021 Nasdaq GRI Index</a> 401-1
Core 18	<p>1. Direct economic value generated and distributed (EVG&amp;D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:</p> <ul style="list-style-type: none"> <li>• Revenues</li> <li>• Operating costs</li> <li>• Employee wages and benefits</li> <li>• Payments to providers of capital</li> <li>• Payments to government</li> </ul>	 <a href="#">2021 Form 10-K</a> F-44  <a href="#">2021 Nasdaq GRI Index</a> 201-1

- Community investment

2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.

Core 19	<p>1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the investment strategy of Nasdaq.</p> <p>2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>	 <a href="#">2021 Form 10-K</a>	1, F-9
Community and social vitality		Information Links	Page(s)
Core 20	Total costs related to research and development.	 <a href="#">2021 2Q Investor Presentation</a>	10

C8 Energy			
Efficiency Metrics		Information Links	Page(s)
Core 21	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	 <a href="#">2021 Nasdaq Sustainability Report</a>  <a href="#">2021 Form 10-K</a>	Governance Data Appendix