



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, 2022 to December 31, 2022.

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.	2022 Sustainability Report	3, 4
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.	2023 Proxy Statement 2022 Sustainability Report	22-38 10, 48
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.	2022 Sustainability Report	12-14
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.	Code of Ethics 2022 Sustainability Report	7 50-52
Core 5 Describe internal and external mechanisms at Nasdaq for: 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.	Code of Ethics 2022 Sustainability Report	10-13 50-52
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	2023 Proxy Statement 2022 TCFD Report 2022 Sustainability Report	33-34 11-41 59

integrate material economic, environmental and social issues, including climate change and data stewardship.

Planet		
Climate change	Information Links	Page(s)
Core 7 For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tons of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	 2022 TCFD Report  2022 Sustainability Report	38 26,77
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.	Planet: TCFD Implementation  2022 TCFD Report  2022 Sustainability Report	11, 25, 59
Nature loss	Information Links	Page(s)
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).	 2022 Sustainability Report	33
Freshwater availability	Information Links	Page(s)
Core 10 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. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	 2022 Sustainability Report	33
People		
Dignity and equality	Information Links	Page(s)
Core 11 Percentage of employees in Nasdaq per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	 2022 Sustainability Report	37, 86-88
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.	 2023 Proxy Statement  2022 Sustainability Report	60 37
Core 13 1. Ratios of standard entry level wage by gender compared to local minimum wage. 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.	 2023 Proxy Statement  2022 Sustainability Report	117-118 37
Core 14 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: a) type of operation (such as manufacturing plant) and type of supplier	 Supplier Code of Ethics  Code of Ethics  Nasdaq Human Rights Practices Statement	5 17, 33 1-4

b) countries or geographic areas with operations and suppliers considered at risk

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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>	 Nasdaq Human Rights Practices Statement  2022 Sustainability Report	3 43
Skills for the future		Information Links	Page(s)
Core 16	<ol style="list-style-type: none"> 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). 2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees). 	 2022 Sustainability Report	40
Prosperity			
Employment and wealth generation		Information Links	Page(s)
Core 17	<ol style="list-style-type: none"> 1 Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region. 	 2022 Sustainability Report	41, 89
Core 18	<ol style="list-style-type: none"> 1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: <ul style="list-style-type: none"> • Revenues • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • 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. 	 2022 Form 10-K	F-5
Core 19	<ol style="list-style-type: none"> 1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the investment strategy of Nasdaq. 2. Share buybacks plus dividend payments, supported by narrative to 	 2022 Form 10-K	1, F-8, F-32

describe the company's strategy for returns of capital to shareholders.

Community and social vitality	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.	 2022 Form 10-K  2022 Sustainability Report	F-38, F-39 92
C8 Energy		
Efficiency Metrics	Information Links	Page(s)
Core 20 Total costs related to research and development.	Prosperity: Total R&D Expenses	