



2022

# Sustainability Report

Data  
Sheet

# Environmental Data

## GHG Emissions

|                             | 2022 Emissions<br>(MT CO <sub>2</sub> e)   | 2021 Emissions<br>(MT CO <sub>2</sub> e) | 2020 Emissions<br>(MT CO <sub>2</sub> e) | Annual MT<br>Difference<br>2022 vs 2021 | Annual %<br>Difference<br>2022 vs 2021 |
|-----------------------------|--|--|--|---|--|
| <b>Scope 1:</b>             | On-Site Combustion                         | 52.5                                     | 0.5                                      | 2.7                                     | 52.0                                   |
|                             | <b>Sub-Total</b>                           | <b>52.5</b>                              | <b>0.5</b>                               | <b>2.7</b>                              | <b>52.0</b>                            |
| <b>Scope 2:</b>             | Office Space (location-based)              | 5,843                                    | 6,001                                    | 7,027                                   | (158)                                  |
|                             | Data Centers (location-based)              | 11,251                                   | 12,812 <sup>8</sup>                      | 14,638                                  | (1,561)                                |
|                             | Office Space (market-based)                | 149                                      | -  | -                                       | 149                                    |
|                             | Data Centers (market-based)                | -  | -  | -                                       | -                                      |
|                             | <b>Sub-Total (location-based)</b>          | <b>17,094</b>                            | <b>18,813<sup>8</sup></b>                | <b>21,665</b>                           | <b>(1,719)</b>                         |
| <b>Scope 3<sup>2</sup>:</b> | 1. Purchased Goods & Services <sup>3</sup> | 59,213                                   | 68,340                                   | 38,795                                  | (9,127)                                |
|                             | 2. Capital Goods <sup>3</sup>              | 6,297                                    | 3,538                                    | 10,219                                  | 2,759                                  |
|                             | 3. Fuel- & Energy-Related Activities       | 2,016                                    | 1,339 <sup>9</sup>                       | N/A                                     | 677                                    |
|                             | 5. Waste Generated in Operations           | 184                                      | 132                                      | 222                                     | 52                                     |
|                             | 6. Business Travel <sup>4</sup>            | 14,325                                   | 1,636                                    | 3,493                                   | 12,689                                 |
|                             | 7. Employee Commuting                      | 1,319                                    | 993                                      | 2,841                                   | 326                                    |
|                             | 8. Upstream Leased Assets <sup>6</sup>     | 223                                      | 859 <sup>9</sup>                         | N/A                                     | (636)                                  |
|                             | 13. Downstream Leased Assets <sup>7</sup>  | 150                                      | 169                                      | N/A                                     | (19)                                   |
|                             | 15. Investments                            | 2,931                                    | 1,870                                    | N/A                                     | 1,061                                  |
|                             | <b>Sub-Total</b>                           | <b>86,658</b>                            | <b>78,876<sup>9</sup></b>                | <b>55,570</b>                           | <b>7,782</b>                           |
| <b>TOTAL<sup>5</sup></b>    | <b>103,805</b>                             | <b>97,690<sup>8,9</sup></b>              | <b>77,238</b>                            | <b>6,115</b>                            | <b>6.3%</b>                            |

Note: All the emission data was calculated in accordance with the GHG Protocol guidelines.

1 NM: Not Meaningful. While the percentage increase in Nasdaq's Scope 1 emissions is substantial, the gross total increase in YOY emissions remains minimal. The increase is due to methodology enhancement on moving corporate card gasoline purchases from Scope 3 to Scope 1.

2 Categories 4, 9, 10, 11, 12, 14 were not included, as they are not applicable to Nasdaq's business operations.

3 Scope 3, Category 1 and Category 2 only included tangible goods and services in 2020 and Scope 3, Category 1 and Category 2 included tangible and intangible goods and services in 2021 and 2022.

4 2020 Scope 3, Category 6 travel data is limited to data provided by third party travel vendors. The data gathering process for 2021 and 2022 improved and includes data provided by third party travel vendors and by corporate card spend.

5 The total for all scopes integrates location-based Scope 2 emissions, not market-based Scope 2 emissions.

6 Upstream leased assets include emissions from operation of assets leased by the company and not included in Scope 1 and 2.

7 Downstream leased assets include emissions from operations of assets leased to other entities.

8 Our 2021 Scope 2 location-based emissions were recalculated from our prior reported 2021 Scope 2 emissions. For our 2022 and recalculated 2021 Scope 2 location-based emissions, we implemented a new, updated emissions methodology using location-specific emission factors for each of our U.S. locations, rather than a U.S. average emission factor.

9 2021 GHG emissions were recalculated to add Category 3 and Category 8 in order to align to our SBTi-approved base year.

**2022 Absolute GHG Emissions Percentage Breakdown (Market-Based)**

|                            |                                       | 2022 Emissions<br>(MT CO <sub>2</sub> e) | % of Total Emissions<br>(Market-Based) |
|----------------------------|---------------------------------------|--|--|
| <b>Scope 1</b>             | <b>Sub-Total</b>                      | <b>52.5</b>                              | <b>0.06%</b>                           |
| <b>Scope 2</b>             | <b>Sub-Total</b>                      | <b>149</b>                               | <b>0.17%</b>                           |
| <b>Scope 3<sup>1</sup></b> | 1. Purchased Goods & Services         | 59,213                                   | 68.17%                                 |
|                            | 2. Capital Goods                      | 6,297                                    | 7.25%                                  |
|                            | 3. Fuel- & Energy- related activities | 2,016                                    | 2.32%                                  |
|                            | 5. Waste Generated in Operations      | 184                                      | 0.21%                                  |
|                            | 6. Business Travel                    | 14,325                                   | 16.49%                                 |
|                            | 7. Employee Commuting                 | 1,319                                    | 1.52%                                  |
|                            | 8. Upstream Leased Assets             | 223                                      | 0.26%                                  |
|                            | 13. Downstream Leased Assets          | 150                                      | 0.17%                                  |
|                            | 15. Investments                       | 2,931                                    | 3.37%                                  |
|                            | <b>Sub-Total</b>                      | <b>86,658</b>                            | <b>99.76%</b>                          |
|                            | <b>Total Emissions</b>                | <b>86,860</b>                            | <b>100%</b>                            |

Note: All the above emission data was calculated in accordance with the GHG Protocol guidelines.

1. Categories 4, 9, 10, 11, 12, 14 were not included, as they are not applicable to Nasdaq's business operations.

**Emissions per Full-Time Employee and Emissions per Each Million of U.S. Dollars of Revenue**

| Net Revenue (in \$ million) | 2022                                |   |   | 2021                             |   |   | 2020                             |   |   |
|-----------------------------|-------------------------------------|---|---|----------------------------------|---|---|----------------------------------|---|---|
|                             | \$3,582                             |   |   | \$3,420                          |   |   | \$2,903                          |   |   |
|                             | 6,377                               |   |   | 5,814                            |   |   | 4,830                            |   |   |
|                             | Emissions (MT CO <sub>2</sub> e)    | Emissions per Employee (MT CO <sub>2</sub> e) | Emissions per \$ Million Revenue (MT CO <sub>2</sub> e) | Emissions (MT CO <sub>2</sub> e) | Emissions per Employee (MT CO <sub>2</sub> e) | Emissions per \$ Million Revenue (MT CO <sub>2</sub> e) | Emissions (MT CO <sub>2</sub> e) | Emissions per Employee (MT CO <sub>2</sub> e) | Emissions per \$ Million Revenue (MT CO <sub>2</sub> e) |
| Scope 1:                    | On-Site Combustion                  | 52.5  | 0.01  | 0.01                             | 0.5   | -   | -                                | 2.7   | -   |
|                             | <b>Sub-Total</b>                    | <b>52.5</b>                                   | <b>0.01</b>   | <b>0.01</b>                      | <b>0.5</b>                                    | <b>-</b>  | <b>-</b>                         | <b>2.7</b>                                    | <b>-</b>  |
| Scope 2:                    | Location-based                      | 17,094  | 2.68  | 4.77                             | 18,813 <sup>1</sup>                           | 3.24  | 5.50                             | 21,665  | 4.49  |
|                             | <b>Sub-Total</b>                    | <b>17,094</b>                                 | <b>2.68</b>   | <b>4.77</b>                      | <b>18,813<sup>1</sup></b>                     | <b>3.24</b>   | <b>5.50</b>                      | <b>21,665</b>                                 | <b>4.49</b>   |
| Scope 3:                    | 1. Purchased Goods & Services       | 59,213  | 9.29  | 16.53                            | 68,340  | 11.75   | 19.98                            | 38,795  | 8.03  |
|                             | 2. Capital Goods                    | 6,297   | 0.99  | 1.76                             | 3,538   | 0.61  | 1.03                             | 10,219  | 2.12  |
|                             | 3. Fuel & Energy Related Activities | 2,016   | 0.32  | 0.56                             | 1,339 <sup>2</sup>                            | 0.23  | 0.39                             | -   | -   |
|                             | 5. Waste                            | 184   | 0.03  | 0.05                             | 132   | 0.02  | 0.04                             | 222   | 0.05  |
|                             | 6. Business Travel                  | 14,325  | 2.25  | 4.00                             | 1,636   | 0.28  | 0.48                             | 3,493   | 0.72  |
|                             | 7. Employee Commute                 | 1,319   | 0.21  | 0.37                             | 993   | 0.17  | 0.29                             | 2,841   | 0.59  |
|                             | 8. Upstream Leased Assets           | 223   | 0.03  | 0.06                             | 859 <sup>2</sup>                              | 0.15  | 0.25                             | -   | -   |
|                             | 13. Downstream Leased Assets        | 150   | 0.02  | 0.04                             | 169   | 0.03  | 0.05                             | -   | -   |
|                             | 15. Investments                     | 2,931   | 0.46  | 0.82                             | 1,870   | 0.32  | 0.55                             | -   | -   |
|                             | <b>Sub-Total</b>                    | <b>86,658</b>                                 | <b>13.59</b>  | <b>24.19</b>                     | <b>78,876<sup>2</sup></b>                     | <b>13.56</b>  | <b>23.06</b>                     | <b>55,570</b>                                 | <b>11.51</b>  |
|                             | <b>TOTAL (Location-Based)</b>       | <b>103,805</b>                                | <b>16.28</b>  | <b>28.97</b>                     | <b>97,690<sup>1,2</sup></b>                   | <b>16.80</b>  | <b>28.56</b>                     | <b>77,238</b>                                 | <b>15.99</b>  |
|                             |                                     |   |   |                                  |   |   |                                  |   | <b>26.61</b>  |

Note: Scope 3, Category 1 & Category 2 included tangible and intangible goods and services in 2021. Scope 3, Category 1 & Category 2 only included tangible goods and services in 2020.

<sup>1</sup> Our 2021 Scope 2 location-based emissions were recalculated from our prior reported 2021 Scope 2 emissions. For our 2022 and recalculated 2021 Scope 2 location-based emissions, we implemented a new, updated emissions methodology using location-specific emission factors for each of our U.S. locations, rather than a U.S. average emission factor.

<sup>2</sup> 2021 GHG emissions were recalculated to add Category 3 and Category 8 in order to align to our SBTi-approved base year.

**Scope 1, Scope 2 and Scope 3 Emissions**

|                                 | Gross Emissions <sup>1</sup> (MT CO <sub>2</sub> e) |                             |               | Pre-purchased Renewable Power (MT CO <sub>2</sub> e) |                 |                 | Renewable Energy Credits (RECs) and Offset Purchases (MT CO <sub>2</sub> e) |                               |                 | Net Emissions <sup>2</sup> (MT CO <sub>2</sub> e) |          |          |
|---------------------------------|---|-----------------------------|---------------|--|-----------------|-----------------|---|-------------------------------|-----------------|---|----------|----------|
|                                 | 2022  | 2021                        | 2020          | 2022   | 2021            | 2020            | 2022  | 2021                          | 2020            | 2022  | 2021     | 2020     |
| <b>Scope 1</b>                  | 52.5  | 0.5                         | 2.7           | -  | -               | -               | (52.5)  | (0.5)                         | (2.7)           | 0   | 0        | 0        |
| <b>Scope 2 (Location-Based)</b> | 17,094  | 18,813 <sup>3</sup>         | 21,665        | (13,611)   | (14,840)        | (17,159)        | (3,483)   | (3,973) <sup>3</sup>          | (4,507)         | 0   | 0        | 0        |
| <b>Scope 3</b>                  | 86,658  | 78,876 <sup>4</sup>         | 55,570        | -  | -               | -               | (86,658)  | (78,876) <sup>4</sup>         | (55,570)        | 0   | 0        | 0        |
| <b>TOTAL</b>                    | <b>103,805</b>                                      | <b>97,690<sup>3,4</sup></b> | <b>77,238</b> | <b>(13,611)</b>                                      | <b>(14,840)</b> | <b>(17,159)</b> | <b>(90,194)</b>   | <b>(82,850)<sup>3,4</sup></b> | <b>(60,080)</b> | <b>0</b>  | <b>0</b> | <b>0</b> |

Note: Scope 2 and Scope 3 Category 8 Upstream Leased Assets emission data for 2020 & 2021 is restated, as we moved our indirect natural gas and diesel related emissions to Scope 3 to align to best practices.

1 Gross emissions before Landlord & Data center operator renewable energy supply factors are applied.

2 Net emissions after Landlord & Data center operator renewable energy supply factors and Nasdaq REC & CO purchases are applied.

3 Our 2021 Scope 2 location-based emissions were recalculated from our prior reported 2021 Scope 2 emissions. For our 2022 and recalculated 2021 Scope 2 location-based emissions, we implemented a new, updated emissions methodology using location-specific emission factors for each of our U.S. locations, rather than a U.S. average emission factor.

4 2021 GHG emissions were recalculated to add Category 3 and Category 8 in order to align to our SBTi-approved base year.

**Energy Consumption**

| Energy Consumption Within Nasdaq (MWh)   | 2022   | 2021   | 2020   |
|--|--------|--------|--------|
| Total Energy Consumption                 | 64,882 | 75,143 | 62,364 |
| Non-Renewable Fuel Consumed <sup>1</sup> | 1,173  | 1,694  | 1,242  |
| Natural Gas <sup>1</sup>                 | 1,163  | 1,676  | 1,229  |
| Diesel/gasoline <sup>1</sup>             | 10     | 17     | 13     |
| Total Electricity and Steam Consumption  | 64,868 | 70,787 | 59,900 |
| Electricity Consumption                  | 64,200 | 70,787 | 59,900 |
| Steam and Heat Consumption <sup>2</sup>  | 668    | -      | -      |
| Total Renewable Electricity Consumption  | 64,200 | 70,787 | 59,900 |
| Pre-negotiated renewable Energy & vPPAs  | 54,104 | 60,777 | 49,272 |
| Renewable Energy Certificates (RECs)     | 10,096 | 10,010 | 10,628 |
| % of Renewable Electricity               | 100%   | 100%   | 100%   |

1 Includes both direct and indirect fuels consumed.

2 Steam and heating data not available in 2021 and 2020.

## Scope 2 Electricity Consumption

| Electricity Consumption                         | 2022   | 2021   | 2020   |
|---|--------|--------|--------|
| Pre-negotiated Renewable Energy contracts (MWh) | 54,104 | 60,777 | 49,272 |
| Nasdaq purchased RECs (MWh)                     | 10,096 | 10,010 | 10,628 |
| Total electricity consumption (MWh)             | 64,200 | 70,787 | 59,900 |

In the table above:

- Percentage of total operational spending on energy (most recent reporting year): More than 5% less than 10%.
- No energy was sold in the reporting periods.
- Source of Conversion factors used: <https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php>
- Whenever possible, Nasdaq's actual energy consumption was included in the calculation; otherwise, a proportional share was determined using occupied square footage. If energy data was completely unavailable, estimates were based on office location, amenities, square footage and headcount.

## Energy Consumption Per Full-Time Employee

| Energy Intensity Ratio                                       | 2022   | 2021   | 2020   |
|--|--------|--------|--------|
| Absolute energy consumption (MWh) (Scope 1 & 2) <sup>1</sup> | 64,882 | 75,143 | 62,364 |
| Number of full-time employees <sup>2</sup>                   | 6,377  | 5,814  | 4,830  |
| Energy intensity   | 10.2   | 12.9   | 12.9   |

<sup>1</sup> Includes fuel, electricity, heating and cooling

<sup>2</sup> Employee headcount as of December 31, 2022, 2021 and 2020.

**Scope 2 Total Energy Consumption by Country**

| Country      | Total Energy Consumption<br>MWh/Year | Total Electricity Consumption<br>MWh/Year | Renewable Electricity<br>MWh/Year | % Renewable Electricity | Total Scope 2 Location<br>Based Emissions (MT CO <sub>2</sub> e) | Total Scope 2 Market Based<br>Emissions (MT CO <sub>2</sub> e) |
|--------------|--------------------------------------|---|-----------------------------------|-------------------------|--|--|
| Australia    | 1,463                                | 1,463                                     | 1,463                             | 100%                    | 950  | -  |
| Belgium      | 1                                    | 1   | 1                                 | 100%                    | -  | -  |
| Canada       | 3,778                                | 3,600                                     | 3,600                             | 100%                    | 492  | 54   |
| China        | 4                                    | 4   | 4                                 | 100%                    | 2  | -  |
| Denmark      | 351                                  | 160                                       | 160                               | 100%                    | 51   | 33   |
| Estonia      | 118                                  | 118                                       | 118                               | 100%                    | 71   | -  |
| Finland      | 167                                  | 167                                       | 167                               | 100%                    | 12   | -  |
| France       | 95                                   | 95  | 95                                | 100%                    | 5  | -  |
| Germany      | 332                                  | 332                                       | 332                               | 100%                    | 118  | -  |
| Hong Kong    | 144                                  | 144                                       | 144                               | 100%                    | 92   | -  |
| Iceland      | 108                                  | 108                                       | 108                               | 100%                    | -  | -  |
| India        | 698                                  | 698                                       | 698                               | 100%                    | 483  | -  |
| Italy        | 17                                   | 17  | 17                                | 100%                    | 5  | -  |
| Japan        | 47                                   | 47  | 47                                | 100%                    | 22   | -  |
| Latvia       | 114                                  | 114                                       | 114                               | 100%                    | 12   | -  |
| Lithuania    | 509                                  | 398                                       | 398                               | 100%                    | 73   | 19   |
| Netherlands  | 350                                  | 350                                       | 350                               | 100%                    | 110  | -  |
| Norway       | 154                                  | 154                                       | 154                               | 100%                    | 1  | -  |
| Philippines  | 215                                  | 215                                       | 215                               | 100%                    | 152  | -  |
| Singapore    | 128                                  | 128                                       | 128                               | 100%                    | 50   | -  |
| Spain        | 7                                    | 7   | 7                                 | 100%                    | 1  | -  |
| S. Korea     | 3                                    | 3   | 3                                 | 100%                    | 1  | -  |
| Sweden       | 10,310                               | 10,310                                    | 10,310                            | 100%                    | 148  | -  |
| UK           | 1,489                                | 1,489                                     | 1,489                             | 100%                    | 328  | -  |
| Ukraine      | 3                                    | 3   | 3                                 | 100%                    | 1  | -  |
| USA          | 44,263                               | 44,075                                    | 44,075                            | 100%                    | 13,914   | 43   |
| <b>Total</b> | <b>64,868</b>                        | <b>64,200</b>                             | <b>64,200</b>                     | <b>100%</b>             | <b>17,094</b>  | <b>149</b>   |

## Total Energy Use Across Scope 1 and Scope 2 Categories by Country

| MWh          | 2022        |               |               | 2021       |               |               | 2020       |               |               |
|--------------|-------------|---------------|---------------|------------|---------------|---------------|------------|---------------|---------------|
|              | Scope 1     | Scope 2       | Total         | Scope 1    | Scope 2       | Total         | Scope 1    | Scope 2       | Total         |
| Australia    | -           | 1,463         | 1,463         | -          | 1,621         | 1,621         | -          | 1,573         | 1,573         |
| Belgium      | -           | 1             | 1             | -          | 17            | 17            | -          | 17            | 17            |
| Canada       | -           | 3,778         | 3,778         | -          | 3,218         | 3,218         | -          | 1,763         | 1,763         |
| China        | -           | 4             | 4             | -          | 16            | 16            | -          | 12            | 12            |
| Denmark      | -           | 351           | 351           | -          | 146           | 146           | -          | 114           | 114           |
| Estonia      | -           | 118           | 118           | -          | 118           | 118           | -          | 24            | 24            |
| Finland      | -           | 167           | 167           | -          | 193           | 193           | -          | 161           | 161           |
| France       | -           | 95            | 95            | -          | 20            | 20            | -          | 16            | 16            |
| Germany      | -           | 332           | 332           | -          | 412           | 412           | -          | 556           | 556           |
| Hong Kong    | -           | 144           | 144           | -          | 174           | 174           | -          | 174           | 174           |
| Iceland      | -           | 108           | 108           | -          | 103           | 103           | -          | 103           | 103           |
| India        | 3           | 698           | 701           | -          | 552           | 552           | -          | 652           | 652           |
| Italy        | -           | 17            | 17            | -          | 15            | 15            | -          | 3             | 3             |
| Japan        | -           | 47            | 47            | -          | 37            | 37            | -          | 30            | 30            |
| Latvia       | -           | 114           | 114           | -          | 77            | 77            | -          | 43            | 43            |
| Lithuania    | -           | 509           | 509           | -          | 357           | 357           | -          | 426           | 426           |
| Netherlands  | -           | 350           | 350           | -          | 459           | 459           | -          | 719           | 719           |
| Norway       | -           | 154           | 154           | -          | 127           | 127           | -          | 113           | 113           |
| Philippines  | -           | 215           | 215           | -          | 165           | 165           | -          | 290           | 290           |
| Singapore    | -           | 128           | 128           | -          | 186           | 186           | -          | 192           | 192           |
| Spain        | -           | 7             | 7             | -          | 8             | 8             | -          | 1             | 1             |
| S. Korea     | -           | 3             | 3             | -          | 3             | 3             | -          | 3             | 3             |
| Sweden       | -           | 10,310        | 10,310        | -          | 15,959        | 15,959        | -          | 12,654        | 12,654        |
| UK           | -           | 1,489         | 1,489         | -          | 2,332         | 2,332         | -          | 2,306         | 2,306         |
| Ukraine      | -           | 3             | 3             | -          | 12            | 12            | -          | 12            | 12            |
| USA          | 11          | 44,263        | 44,274        | 0.1        | 48,816        | 48,816        | 0.3        | 40,407        | 40,407        |
| <b>Total</b> | <b>14.0</b> | <b>64,868</b> | <b>64,882</b> | <b>0.1</b> | <b>75,143</b> | <b>75,143</b> | <b>0.3</b> | <b>62,364</b> | <b>62,364</b> |

**Waste**

| Region       | 2022 Waste and Recycling (Weight in MT) |            |                    | 2022 Waste and Recycling Emissions (MT CO <sub>2</sub> e) |            |                    | 2021 Waste and Recycling (Weight in MT) |                    | 2021 Waste and Recycling Emissions (MT CO <sub>2</sub> e) |                    | 2020 Waste and Recycling (Weight in MT) |                    | 2020 Waste and Recycling Emissions (MT CO <sub>2</sub> e) |                    |
|--------------|---|------------|--------------------|---|------------|--------------------|---|--------------------|---|--------------------|---|--------------------|---|--------------------|
|              | Incinerated                             | Landfilled | Recycled/Composted | Incinerated   | Landfilled | Recycled/Composted | Landfilled                              | Recycled/Composted | Landfilled  | Recycled/Composted | Landfilled                              | Recycled/Composted | Landfilled  | Recycled/Composted |
| Americas     | 48                                      | 114        | 108                | 21  | 59         | 9                  | 179                                     | 90                 | 29  | 12                 | 47                                      | 74                 | 14  | 2                  |
| APAC         | -                                       | 10         | 8                  | -   | 6          | 1                  | 78                                      | 31                 | 13  | 5                  | 48                                      | 38                 | 14  | 1                  |
| EMEA         | 1                                       | 71         | 106                | -   | 37         | 8                  | 23                                      | 22                 | 4   | 5                  | 37                                      | 67                 | 11  | 1                  |
| <b>Total</b> | <b>49</b>                               | <b>195</b> | <b>222</b>         | <b>21</b>   | <b>102</b> | <b>18</b>          | <b>280</b>                              | <b>143</b>         | <b>46</b>   | <b>22</b>          | <b>132</b>                              | <b>179</b>         | <b>39</b>   | <b>4</b>           |

Note: Nasdaq has implemented a program to periodically audit the waste of our key offices. Whenever possible, Nasdaq's actual waste was included in the calculation; otherwise, a proportional share was determined using occupied square footage. If waste data was completely unavailable, estimates were based on an average per square foot for waste from collected from our waste audits.

**Water**

| Region       | 2022 Water Consumption <sup>1,2</sup> |                                  | 2022 Water Emissions |                                  | 2021 Water Consumption <sup>1,2</sup> |                                  | 2021 Water Emissions |                                  | 2020 Water Consumption <sup>1,2</sup> |                                  | 2020 Water Emissions |                                  |
|--------------|---------------------------------------|----------------------------------|----------------------|----------------------------------|---------------------------------------|----------------------------------|----------------------|----------------------------------|---------------------------------------|----------------------------------|----------------------|----------------------------------|
|              | Water (Kiloliters)                    | Emissions (MT CO <sub>2</sub> e) | Water (Kiloliters)   | Emissions (MT CO <sub>2</sub> e) | Water (Kiloliters)                    | Emissions (MT CO <sub>2</sub> e) | Water (Kiloliters)   | Emissions (MT CO <sub>2</sub> e) | Water (Kiloliters)                    | Emissions (MT CO <sub>2</sub> e) | Water (Kiloliters)   | Emissions (MT CO <sub>2</sub> e) |
| Americas     | 20,857                                | 23                               | 27,967               | 34                               | 83,260                                | 20                               |                      |                                  |                                       |                                  |                      |                                  |
| APAC         | 4,213                                 | 4                                | 4,728                | 6                                | 9,832                                 | 2                                |                      |                                  |                                       |                                  |                      |                                  |
| EMEA         | 14,105                                | 16                               | 19,046               | 23                               | 30,178                                | 7                                |                      |                                  |                                       |                                  |                      |                                  |
| <b>Total</b> | <b>39,175</b>                         | <b>43</b>                        | <b>51,741</b>        | <b>63</b>                        | <b>123,270</b>                        | <b>29</b>                        |                      |                                  |                                       |                                  |                      |                                  |

<sup>1</sup> For Nasdaq office space water consumption, where the only data available was aggregated for the entire building, the Nasdaq portion of the water was calculated based on the percentage of Nasdaq occupied space within the building. Where no water consumption data at all could be obtained for a Nasdaq office location, data was calculated using assumptions based on the number of employees, the square footage of the office, the infrastructure within the building and the green certification for the building (if applicable).

<sup>2</sup> For Nasdaq datacenter water consumption, where only data aggregated from the operator was available, the Nasdaq portion of the water was calculated based on the percentage of racks within the datacenter occupied by Nasdaq. Where no water consumption data could be obtained for a Nasdaq datacenter location, data was calculated using assumptions based on the number of racks occupied by Nasdaq, the infrastructure within the building and the green certification for the building (if applicable).

# Social Data

Unless otherwise indicated, social data tables exclude employees of non-wholly owned consolidated subsidiaries.

## Global Workforce by Gender

| Global Workforce (excluding Verafin)         | 2022         | 2021         | 2020         |
|--|--------------|--------------|--------------|
| Male   | 63.3%        | 63.9%        | 64.9%        |
| Female                                       | 36.4%        | 35.9%        | 34.9%        |
| Undisclosed                                  | 0.3%         | 0.1%         | 0.2%         |
| Non-Binary                                   | -            | -            | -            |
| <b>Total number of employees<sup>1</sup></b> | <b>5,448</b> | <b>5,038</b> | <b>4,830</b> |

| Global Workforce (including Verafin)         | 2022         | 2021         | 2020       |
|--|--------------|--------------|------------|
| Male   | 63.7%        | 64.6%        | N/A        |
| Female                                       | 36.0%        | 35.3%        | N/A        |
| Undisclosed                                  | 0.3%         | 0.1%         | N/A        |
| Non-Binary                                   | -            | -            | N/A        |
| <b>Total number of employees<sup>1</sup></b> | <b>6,377</b> | <b>5,814</b> | <b>N/A</b> |

Note: Totals may not add up to 100% due to rounding to the closest tenth decimal point.

1 Total includes employees of non-wholly owned consolidated subsidiaries excluded from percentage calculations.

**Global Workforce by Gender**

| Global Workforce by Employee Type                       | 2022         | 2021 <sup>1</sup> | 2020         |
|---|--------------|-------------------|--------------|
| Full-time male employees                                | 4,019        | 3,202             | 3,116        |
| Full-time female employees                              | 2,258        | 1,775             | 1,652        |
| Full-time undisclosed employees                         | 16           | 3                 | 11           |
| Full-time non-binary employees                          | 2            | 1                 | -            |
| Total number of full-time employees                     | 6,295        | 4,981             | 4,779        |
| Part-time male employees                                | 33           | 25                | 20           |
| Part-time female employees                              | 33           | 32                | 31           |
| Total number of part-time employees                     | 66           | 57                | 51           |
| Employees of non-wholly owned consolidated subsidiaries | 16           | NR                | -            |
| <b>Total employees</b>                                  | <b>6,377</b> | <b>5,038</b>      | <b>4,830</b> |

Note: Data on this page uses the traditional gender categories of male and female as required in our reports to the U.S. government. Nasdaq's reporting in this manner does not represent our position on the issue and we deeply respect that gender is not binary.

<sup>1</sup> Excludes Verafin employees (acquired in February 2021).

NR: Not Reported

| Number of Employees by Employment Type                           | 2022 <sup>1</sup> | 2021 <sup>2</sup> | 2020 <sup>2</sup> |
|--|-------------------|-------------------|-------------------|
| Permanent contract – male employees                              | 4,052             | 3,227             | 3,136             |
| Permanent contract – female employees                            | 2,291             | 1,807             | 1,683             |
| Permanent contract – undisclosed employees                       | 16                | 3                 | 11                |
| Permanent contract – non-binary employees                        | 2                 | 1                 | -                 |
| <b>Total permanent contract employees</b>                        | <b>6,361</b>      | <b>5,038</b>      | <b>4,830</b>      |
| Fixed-term or temporary contract – male employees <sup>3</sup>   | 14                | 13                | 81                |
| Fixed-term or temporary contract – female employees <sup>3</sup> | 12                | 12                | 49                |
| <b>Total fixed-term or temporary contract employees</b>          | <b>26</b>         | <b>25</b>         | <b>130</b>        |

<sup>1</sup> Includes Verafin employees.

<sup>2</sup> Excludes Verafin employees.

<sup>3</sup> Fixed term or temporary contract employees are employed for a limited period of time.

**Regional Breakdown of Workforce**

| Regional Breakdown of Workforce              | 2022 <sup>1</sup> | 2021 <sup>1</sup> | 2020         |
|--|-------------------|-------------------|--------------|
| Americas – male                              | 2,251             | 2,037             | 1,459        |
| Americas – female                            | 1,260             | 1,094             | 776          |
| <b>Total number of Americas employees</b>    | <b>3,520</b>      | <b>3,131</b>      | <b>2,235</b> |
| EMEA – male                                  | 1,134             | 1,133             | 1,129        |
| EMEA – female                                | 613               | 596               | 573          |
| <b>Total number of EMEA employees</b>        | <b>1,751</b>      | <b>1,729</b>      | <b>1,702</b> |
| Asia – male                                  | 667               | 583               | 548          |
| Asia – female                                | 418               | 365               | 334          |
| <b>Total number of Asia employees</b>        | <b>1,090</b>      | <b>948</b>        | <b>882</b>   |
| <b>Total number of undisclosed employees</b> | <b>16</b>         | <b>5</b>          | <b>11</b>    |
| <b>Total number of non-binary employees</b>  | <b>2</b>          | <b>1</b>          | <b>-</b>     |

<sup>1</sup> Includes Verafin employees.

**U.S. Workforce by Racial Ethnicity**

| Racial Ethnicity Breakdown | 2022  | 2021  | 2020  |
|----------------------------|-------|-------|-------|
| White                      | 64.6% | 65.4% | 66.6% |
| Asian                      | 16.1% | 16.5% | 16.2% |
| Black                      | 7.9%  | 7.5%  | 7.4%  |
| Hispanic                   | 5.7%  | 5.8%  | 5.1%  |
| Two or More                | 2.8%  | 2.1%  | 2.0%  |
| Pacific Islander           | 0.3%  | 0.2%  | 0.1%  |
| Native American            | 0.1%  | 0.2%  | 0.1%  |
| Undisclosed                | 2.6%  | 2.4%  | 2.3%  |

Note: The U.S. reporting on Race and Ethnicity follows the U.S. Department of Labor's EEO-1 reporting standards. The races and ethnicities reported are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races and White. Please note that totals may not add up to 100% due to rounding to the closest tenth decimal point.

**Gender by Level**

| Career Level <sup>1</sup> | 2022   |       |             |            | 2021   |       |             |            | 2020   |       |             |
|---------------------------|--------|-------|-------------|------------|--------|-------|-------------|------------|--------|-------|-------------|
|                           | Female | Male  | Undisclosed | Non Binary | Female | Male  | Undisclosed | Non Binary | Female | Male  | Undisclosed |
| Executive                 | 23.7%  | 76.3% | -           | -          | 24.2%  | 75.8% | -           | -          | 23.8%  | 75.7% | 0.5%        |
| Senior                    | 30.8%  | 69.3% | 0.4%        | -          | 30.3%  | 69.4% | 0.3%        | -          | 29.4%  | 70.4% | 0.2%        |
| Mid                       | 36.7%  | 63.3% | 0.3%        | -          | 35.2%  | 64.7% | -           | 0.1%       | 32.9%  | 67.0% | 0.1%        |
| Entry                     | 40.8%  | 59.2% | 0.4%        | 0.1%       | 40.6%  | 59.3% | 0.1%        | -          | 42.4%  | 57.1% | 0.5%        |

Note: Totals may not add up to 100% due to rounding to the closest tenth decimal point.

1 Calculations exclude employees of Verafin and Metrio.

**Gender by Age**

|             | 2022           |             |               | 2021           |             |         | 2020           |             |               |
|-------------|----------------|-------------|---------------|----------------|-------------|---------|----------------|-------------|---------------|
|             | Under 30 Years | 30-50 Years | Over 50 Years | Under 30 Years | 30-50 Years | Over 50 | Under 30 Years | 30-50 Years | Over 50 Years |
| Male        | 21.5%          | 62.4%       | 16.1%         | 19.2%          | 62.9%       | 17.9%   | 22.2%          | 60.5%       | 17.3%         |
| Female      | 26.0%          | 60.9%       | 13.1%         | 25.9%          | 59.7%       | 14.4%   | 29.9%          | 55.9%       | 14.2%         |
| Undisclosed | 50.0%          | 43.8%       | 6.3%          | 33.3%          | 33.3%       | 33.3%   | NR             | NR          | NR            |
| Non-Binary  | -              | 100.0%      | -             | -              | 100.0%      | -       | NR             | NR          | NR            |

Note: Totals may not add up to 100% due to rounding to the closest tenth decimal point.

NR: Not Reported

**Gender at the Managerial Level (U.S. Only)**

Manager is defined by a Nasdaq regular employee with at least one direct report.

|   | 2022   |       |             |            | 2021   |       |             |            | 2020   |       |             |
|---|--------|-------|-------------|------------|--------|-------|-------------|------------|--------|-------|-------------|
|   | Female | Male  | Undisclosed | Non-binary | Female | Male  | Undisclosed | Non-binary | Female | Male  | Undisclosed |
| Managerial  | 38.9%  | 61.1% | -           | -          | 35.6%  | 64.4% | -           | -          | 31.4%  | 68.5% | 0.1%        |
| Management-level employees in revenue generating functions <sup>1</sup> |        |       |             |            | 2022   |       |             |            | 2021   |       |             |
|   |        |       |             |            | Female |       | Male        |            | Female |       | Male        |
| Management-level employees in revenue generating functions <sup>1</sup> |        |       |             |            | 49.7%  |       | 50.3%       |            | 39.1%  |       | 60.9%       |

1 Calculations exclude employees of Verafin and Metrio.

|  | 2022   |       | 2021   |       |
|--|--------|-------|--------|-------|
|  | Female | Male  | Female | Male  |
| Management-level employees in STEM related fields <sup>1</sup> | 15.0%  | 85.0% | 18.0%  | 82.0% |

1 Calculations exclude employees of Verafin and Metrio.

**Race and Ethnicity at the Managerial Level (U.S. Only)**

| Race & Ethnicity | 2022  | 2021  | 2020  |
|------------------|-------|-------|-------|
| White            | 73.7% | 76.4% | 76.2% |
| Asian            | 10.7% | 9.9%  | 9.4%  |
| Black            | 6.2%  | 5.1%  | 3.9%  |
| Hispanic         | 4.1%  | 4.4%  | 3.6%  |
| Two or More      | 2.6%  | 2.0%  | 1.9%  |
| Pacific Islander | 0.2%  | 0.2%  | -     |
| Native American  | 0.3%  | 0.2%  | -     |
| Undisclosed      | 2.3%  | 1.8%  | 5.1%  |

Note: Totals may not add up to 100% due to rounding to the closest tenth decimal point

**Seniority by Race and Ethnicity (U.S. Only)**

| Race & Ethnicity <sup>1</sup> | 2022      |        |       |       | 2021      |        |       |       | 2020      |        |       |       |
|-------------------------------|-----------|--------|-------|-------|-----------|--------|-------|-------|-----------|--------|-------|-------|
|                               | Executive | Senior | Mid   | Entry | Executive | Senior | Mid   | Entry | Executive | Senior | Mid   | Entry |
| White                         | 84.6%     | 71.8%  | 64.0% | 57.6% | 85.9%     | 71.0%  | 65.3% | 57.7% | 88.9%     | 72.8%  | 66.3% | 57.6% |
| Asian                         | 6.0%      | 15.3%  | 17.9% | 16.4% | 5.2%      | 14.4%  | 18.1% | 18.6% | 5.2%      | 14.9%  | 17.6% | 19.0% |
| Black                         | 4.0%      | 4.7%   | 7.1%  | 12.2% | 3.0%      | 4.6%   | 6.8%  | 11.1% | 2.2%      | 3.7%   | 6.7%  | 11.6% |
| Hispanic                      | 2.7%      | 4.5%   | 5.9%  | 7.2%  | 3.7%      | 4.9%   | 5.8%  | 6.2%  | 1.5%      | 4.0%   | 5.4%  | 5.3%  |
| Two or More                   | 0.7%      | 1.3%   | 2.2%  | 3.0%  | 0.7%      | 2.0%   | 1.6%  | 3.3%  | 0.7%      | 2.2%   | 1.5%  | 3.4%  |
| Pacific Islander              | 0.7%      | -      | 0.3%  | 0.3%  | 0.7%      | -      | 0.3%  | -     | 0.7%      | -      | 0.3%  | -     |
| Native American               | -         | 0.5%   | -     | 0.2%  | -         | 0.3%   | 0.2%  | 0.2%  | -         | -      | 0.1%  | 0.2%  |
| Undisclosed                   | 1.3%      | 1.8%   | 2.7%  | 3.2%  | 0.7%      | 2.9%   | 1.9%  | 2.9%  | 0.7%      | 2.5%   | 2.1%  | 3.0%  |

Note: Totals may not add up to 100% due to rounding to the closest tenth decimal point.

<sup>1</sup> Calculations exclude employees of Verafin and Metrio.

**Race and Ethnicity by Age (U.S. Only)**

| Race & Ethnicity | Under 30 Years | 30-50 Years | Over 50 Years |
|------------------|----------------|-------------|---------------|
| White            | 62.5%          | 62.8%       | 71.4%         |
| Asian            | 15.9%          | 17.4%       | 12.7%         |
| Black            | 6.9%           | 8.2%        | 8.5%          |
| Hispanic         | 8.7%           | 4.9%        | 4.6%          |
| Two or More      | 3.2%           | 3.0%        | 1.6%          |
| Pacific Islander | 0.4%           | 0.2%        | 0.4%          |
| Native American  | -              | 0.2%        | -             |
| Not disclosed    | 2.5%           | 3.2%        | 0.8%          |

Note: Totals may not add up to 100% due to rounding to the closest tenth decimal point.

**Employees Who Received Both a Performance Rating and Written Comments on their Performance**

| Employee Category | 2022              |                     |                    | 2021 |        |       | 2020 |        |       |
|-------------------|-------------------|---------------------|--------------------|------|--------|-------|------|--------|-------|
|                   | Male <sup>1</sup> | Female <sup>1</sup> | Total <sup>1</sup> | Male | Female | Total | Male | Female | Total |
| Workforce         | 90%               | 90%                 | 90%                | 93%  | 94%    | 93%   | 86%  | 86%    | 86%   |

1 Calculation includes full-time, regular employees hired prior to October 1, 2022; excludes Verafin and Metrio employees.

Note: Review is optional for VP level employee and above.

**Average Number of Training Hours**

| Training <sup>1</sup>                         | 2022    | 2021   | 2020   |
|---|---------|--------|--------|
| Average number of training hours              | 19.4    | 17.2   | 15.3   |
| Average amount per employee spent on training | \$320   | \$320  | \$280  |
| Total hours of employee training              | 103,083 | 86,423 | 72,950 |

1 Includes full-time regular employees; excludes Verafin and Metrio employees.

**Employee Turnover**

| Overall Employee Turnover Rates | 2022 <sup>1</sup> | 2021  | 2020 |
|---------------------------------|-------------------|-------|------|
| Voluntary                       | 11.0%             | 11.5% | 7.0% |
| Involuntary                     | 2.2%              | 6.1%  | 5.5% |

<sup>1</sup> Calculations exclude 907 Verafin employees due to internal timing of data integration.

| Employee Voluntary and Involuntary Turnover Rates by Gender | 2022 <sup>1</sup> | 2021  |
|---|-------------------|-------|
| Male  | 13.1%             | 14.5% |
| Female  | 13.2%             | 14.8% |
| Undisclosed   | 8.3%              | 38.5% |
| Non-binary  | -                 | -     |

<sup>1</sup> Calculations exclude 907 Verafin employees due to internal timing of data integration.

| Employee Voluntary and Involuntary Turnover Rates by Employee Level | 2022 <sup>1</sup> | 2021  |
|---|-------------------|-------|
| Executive   | 7.6%              | 11.8% |
| Senior  | 6.3%              | 10.3% |
| Mid   | 12.4%             | 12.9% |
| Entry   | 20.1%             | 23.2% |

<sup>1</sup> Calculations exclude 907 Verafin employees due to internal timing of data integration.

| Employee Voluntary and Involuntary Turnover Rates by Race & Ethnicity (U.S. Only) | 2022  | 2021  |
|---|-------|-------|
| White   | 12.5% | 14.3% |
| Asian   | 13.9% | 14.1% |
| Black   | 12.1% | 21.7% |
| Hispanic  | 14.8% | 17.7% |
| Two or More   | 12.8% | 22.2% |
| Pacific Islander  | -     | 20.0% |
| Native American   | -     | 50.0% |
| Undisclosed   | 9.1%  | 30.6% |

**New and Internal Hires**

|  | 2022  | 2021  |
|--|-------|-------|
| Percentage of open positions filled by internal hires <sup>1</sup> | 21.3% | 16.1% |

<sup>1</sup> Calculations exclude Verafin employees.

|                | 2022  | 2021  |
|----------------|-------|-------|
| Under 30 years | 51.9% | 50.2% |
| 30-50 years    | 44.6% | 43.7% |
| Over 50 years  | 3.5%  | 6.1%  |

<sup>1</sup> Calculations exclude Verafin employees.

|             | 2022  | 2021  |
|-------------|-------|-------|
| Male        | 58.9% | 58.4% |
| Female      | 40.6% | 41.5% |
| Undisclosed | 0.5%  | 0.1%  |
| Non-binary  | -     | NR    |

NR: Not Reported

<sup>1</sup> Calculations exclude Verafin employees.

|           | 2022  | 2021  |
|-----------|-------|-------|
| Executive | 1.2%  | 1.2%  |
| Senior    | 4.7%  | 6.0%  |
| Mid       | 47.2% | 46.2% |
| Entry     | 46.9% | 45.6% |

<sup>1</sup> Calculations exclude Verafin employees.

|                  | 2022  | 2021  |
|------------------|-------|-------|
| White            | 62.8% | 57.5% |
| Asian            | 15.0% | 16.2% |
| Black            | 8.8%  | 9.9%  |
| Hispanic         | 7.6%  | 8.8%  |
| Two or More      | 2.9%  | 3.1%  |
| Pacific Islander | 0.2%  | 0.2%  |
| Native American  | -     | 0.2%  |
| Undisclosed      | 2.7%  | 4.2%  |

<sup>1</sup> Calculations exclude Verafin employees.

**Parental Leave (U.S. Only)**

|  | 2022  | 2021  | 2020  |
|--|-------|-------|-------|
| Female employees who were entitled to paid parental leave  | 881   | 785   | 746   |
| Male employees who were entitled to paid parental leave  | 1,433 | 1,378 | 1,362 |
| Undisclosed and non-binary employees who were entitled to paid parental leave  | 8     | 2     | 2     |
| Female employees who took paid parental leave  | 43    | 35    | 26    |
| Male employees who took paid parental leave  | 50    | 47    | 30    |
| Female employees who returned to work after paid parental leave ended  | 43    | 32    | 26    |
| Male employees who returned to work after paid parental leave ended  | 50    | 45    | 30    |
| Female employees who returned to work after paid parental leave ended who were still employed 12 months after their return to work | 42    | 29    | 26    |
| Male employees who returned to work after paid parental leave ended who were still employed 12 months after their return to work   | 48    | 40    | 29    |
| Return to work and retention rates of female employees who returned to work after leave  | 98%   | 83%   | 100%  |
| Return to work and retention rates of male employees who returned to work after leave  | 96%   | 85%   | 97%   |

# Governance Data

## Board Diversity Matrix

(As of April 28, 2023)

| Total Number of Directors               |  | 10     |      |            |             |
|---|--|--------|------|------------|-------------|
| Part I: Gender Identity                 |  | Female | Male | Non-Binary | Undisclosed |
| Directors                               |  | 4      | 6    | -          | -           |
| Part II: Demographic Background         |  |        |      |            |             |
| African American or Black               |  | 1      | 1    | -          | -           |
| Alaskan Native or Native American       |  | -      | -    | -          | -           |
| Asian                                   |  | -      | -    | -          | -           |
| Hispanic or Latinx                      |  | -      | -    | -          | -           |
| Native Hawaiian or Pacific Islander     |  | -      | -    | -          | -           |
| White                                   |  | 3      | 5    | -          | -           |
| Two or More Races or Ethnicities        |  | -      | -    | -          | -           |
| LGBTQ+                                  |  | -      | -    | -          | -           |
| Did Not Disclose Demographic Background |  | -      | -    | -          | -           |

**Tax Transparency**

|                      | <b># of Employees</b> | <b>Revenue from Third-Party Sales (in Millions)</b> | <b>Profit/Loss Before Tax (in Millions)</b> | <b>Corporate Income Tax Paid on a Cash Basis, Net of Refund (in Millions)</b> |
|----------------------|-----------------------|---|---|---|
| Australia            | 276                   | 125   | 43  | 13  |
| Belgium              | 3                     | -   | -   | -   |
| Canada               | 1,205                 | 241   | (49)  | (2)   |
| Denmark              | 42                    | 51  | 41  | 8   |
| Estonia              | 20                    | 6   | 2   | -   |
| Finland              | 57                    | 43  | 27  | 7   |
| France               | 6                     | -   | -   | -   |
| Germany              | 9                     | -   | -   | -   |
| Hong Kong            | 51                    | -   | 1   | -   |
| Iceland              | 20                    | 12  | 6   | 1   |
| India                | 431                   | -   | 4   | 1   |
| Italy                | 6                     | -   | -   | -   |
| Japan                | 14                    | -   | -   | -   |
| S. Korea             | 4                     | 1   | -   | -   |
| Latvia               | 19                    | 3   | -   | -   |
| Lithuania            | 421                   | 4   | 4   | -   |
| Luxembourg           | -                     | -   | 3   | 1   |
| Netherlands          | 8                     | -   | 1   | -   |
| Norway               | 28                    | 19  | 2   | 2   |
| Philippines          | 290                   | -   | -   | -   |
| Saudi Arabia         | -                     | -   | -   | -   |
| Singapore            | 23                    | 7   | -   | -   |
| Spain                | -                     | -   | -   | -   |
| Sweden               | 903                   | 425   | 160   | 43  |
| Turkey               | 1                     | -   | -   | -   |
| United Kingdom       | 199                   | 63  | 15  | 1   |
| Ukraine              | 20                    | -   | -   | -   |
| United Arab Emirates | -                     | -   | -   | -   |
| United States        | 2,321                 | 5,226   | 1,215                                       | 199   |
| <b>TOTAL</b>         | <b>6,377</b>          | <b>6,226</b>  | <b>1,475</b>                                | <b>274</b>  |