

 Nasdaq 2022

# Sustainability Report

Data  
Sheet

# Environmental Data

## GHG Emissions

		2022 Emissions (MT CO <sub>2</sub> e)	2021 Emissions (MT CO <sub>2</sub> e)	2020 Emissions (MT CO <sub>2</sub> e)	Annual MT Difference 2022 vs 2021	Annual % Difference 2022 vs 2021
<b>Scope 1:</b>	On-Site Combustion	52.5	0.5	2.7	52.0	NM <sup>1</sup>
	<b>Sub-Total</b>	<b>52.5</b>	<b>0.5</b>	<b>2.7</b>	<b>52.0</b>	<b>NM<sup>1</sup></b>
<b>Scope 2:</b>	Office Space (location-based)	5,843	6,001	7,027	(158)	(2.6%)
	Data Centers (location-based)	11,251	12,812 <sup>8</sup>	14,638	(1,561)	(12.2%)
	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>(9.1%)</b>
<b>Scope 3:<sup>2</sup></b>	1. Purchased Goods & Services <sup>3</sup>	59,213	68,340	38,795	(9,127)	(13.4%)
	2. Capital Goods <sup>3</sup>	6,297	3,538	10,219	2,759	78.0%
	3. Fuel- & Energy-Related Activities	2,016	1,339 <sup>9</sup>	N/A	677	50.6%
	5. Waste Generated in Operations	184	132	222	52	39.4%
	6. Business Travel <sup>4</sup>	14,325	1,636	3,493	12,689	775.6%
	7. Employee Commuting	1,319	993	2,841	326	32.8%
	8. Upstream Leased Assets <sup>6</sup>	223	859 <sup>9</sup>	N/A	(636)	(74.0%)
	13. Downstream Leased Assets <sup>7</sup>	150	169	N/A	(19)	(11.2%)
	15. Investments	2,931	1,870	N/A	1,061	56.7%
	<b>Sub-Total</b>	<b>86,658</b>	<b>78,876<sup>9</sup></b>	<b>55,570</b>	<b>7,782</b>	<b>9.9%</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 (MT CO <sub>2</sub> e)	% of Total Emissions (Market-Based)
Scope 1	Sub-Total	52.5	0.06%
Scope 2	Sub-Total	149	0.17%
Scope 3 <sup>1</sup>	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%
	Sub-Total	86,658	99.76%
Total Emissions		86,860	100%

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

		2022			2021			2020		
Net Revenue (in \$ million)		\$3,582			\$3,420			\$2,903		
Employee Headcount		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>	<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	7.46
	<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>	<b>7.46</b>
Scope 3:	1. Purchased Goods & Services	59,213	9.29	16.53	68,340	11.75	19.98	38,795	8.03	13.38
	2. Capital Goods	6,297	0.99	1.76	3,538	0.61	1.03	10,219	2.12	3.52
	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	0.08
	6. Business Travel	14,325	2.25	4.00	1,636	0.28	0.48	3,493	0.72	1.20
	7. Employee Commute	1,319	0.21	0.37	993	0.17	0.29	2,841	0.59	0.98
	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>19.14</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.

1 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.

2 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

1 Includes fuel, electricity, heating and cooling  
2 Employee headcount as of December 31, 2022, 2021 and 2020.



Scope 2 Total Energy Consumption by Country

Country	Total Energy Consumption MWh/Year	Total Electricity Consumption MWh/Year	Renewable Electricity MWh/Year	% Renewable Electricity	Total Scope 2 Location Based Emissions (MT CO <sub>2</sub> e)	Total Scope 2 Market Based 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
Total	64,868	64,200	64,200	100%	17,094	149

## 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
Total	49	195	222	21	102	18	280	143	46	22	132	179	39	4

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)
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
Total	39,175	43	51,741	63	123,270	29

1 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).

2 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	-	-	-
Total number of employees <sup>1</sup>	5,448	5,038	4,830

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
Total number of employees <sup>1</sup>	6,377	5,814	N/A

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

<sup>1</sup> 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>

1 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%

	2022		2021	
	Female	Male	Female	Male
Management-level employees in revenue generating functions <sup>1</sup>	49.7%	50.3%	39.1%	60.9%

<sup>1</sup> 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%

<sup>1</sup> 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.

1 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%

1 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	-	-

1 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%

1 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.

New and Internal Hires by Age <sup>1</sup>	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.

New and Internal Hires by Gender <sup>1</sup>	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.

New and Internal Hires by Level <sup>1</sup>	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.

New and Internal Hires by Race & Ethnicity (U.S. Only) <sup>1</sup>	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

	# of Employees	Revenue from Third-Party Sales (in Millions)	Profit/Loss Before Tax (in Millions)	Corporate Income Tax Paid on a Cash Basis, Net of Refund (in Millions)
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>