

April 25, 2024

KERAMIDA Inc. (KERAMIDA) was engaged by Nasdaq, Inc. (Nasdaq) to provide independent limited assurance of its social metrics related to employee workforce, turnover, hire and parental leave data. The data and calculations being verified covers the period of January 1, 2023 to December 31, 2023. KERAMIDA's verification process is based on current best practice and is in accordance with ISAE 3000.

Statement of Independence

KERAMIDA affirms our independence from Nasdaq and is free from bias and conflicts of interest related to the assurance of the social data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is sufficient evidence that the social data summaries are a fair representation of the actual social data and information.

Nasdaq has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the social metrics for the stated time period, scope and level of assurance. An opinion of limited assurance was concluded based off KERAMIDA's verification.

KERAMIDA's Approach

The scope of work was to provide limited assurance for the verification of Nasdaq's social performance metrics related to employee workforce, turnover, hire and parental leave data.

Time Period

- January 1, 2023 to December 31, 2023

Level of Assurance

- Limited

KERAMIDA's Methodology and Procedure

Procedure performed during the verification

- Interviews with key personnel involved in the process of data collection, compiling, calculating, and preparing the social data tables. All meetings were conducted virtually;
- Assessed the data management systems and protocols by:
 - Conducting assurance procedures to assess the accuracy of data collected and reported; and
 - Understanding the calculation approach and methods.
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;

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Table 1. Data Verified by KERAMIDA

Metric
Workforce by Gender
Overall Workforce
Workforce by Employee Type
Workforce by Employment Type
Regional Breakdown of Workforce
County Breakdown of Workforce
Workforce by Racial Ethnicity (U.S. Only)
Workforce Gender by Level
Workforce Gender at the Managerial Level (U.S. Only)
Workforce by Age
Workforce Gender by Age
Race and Ethnicity by Age (U.S. Only)
Workforce by Race and Ethnicity
Seniority by Race and Ethnicity (U.S. Only)
Race and Ethnicity at the Managerial Level (U.S. Only) and related data
Employee Turnover
Overall Employee Turnover Rates
Employee Turnover Rates by Gender
Employee Turnover Rates by Age
Employee Turnover Rates by Employee Level
Employee Turnover Rates by Race and Ethnicity (U.S. Only)
New and Internal Hires
Overall New Hires
Open Positions filled by Internal Hires
New and Internal Hires by Age
New and Internal Hires by Gender
New and Internal Hires by Level
New and Internal Hires by Race and Ethnicity (U.S. Only)
Local Hires
Parental Leave Data (U.S. only)

This verification statement, including the opinion expressed herein, is provided to Nasdaq and is solely for the benefit of Nasdaq in accordance with the terms of our agreement.



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