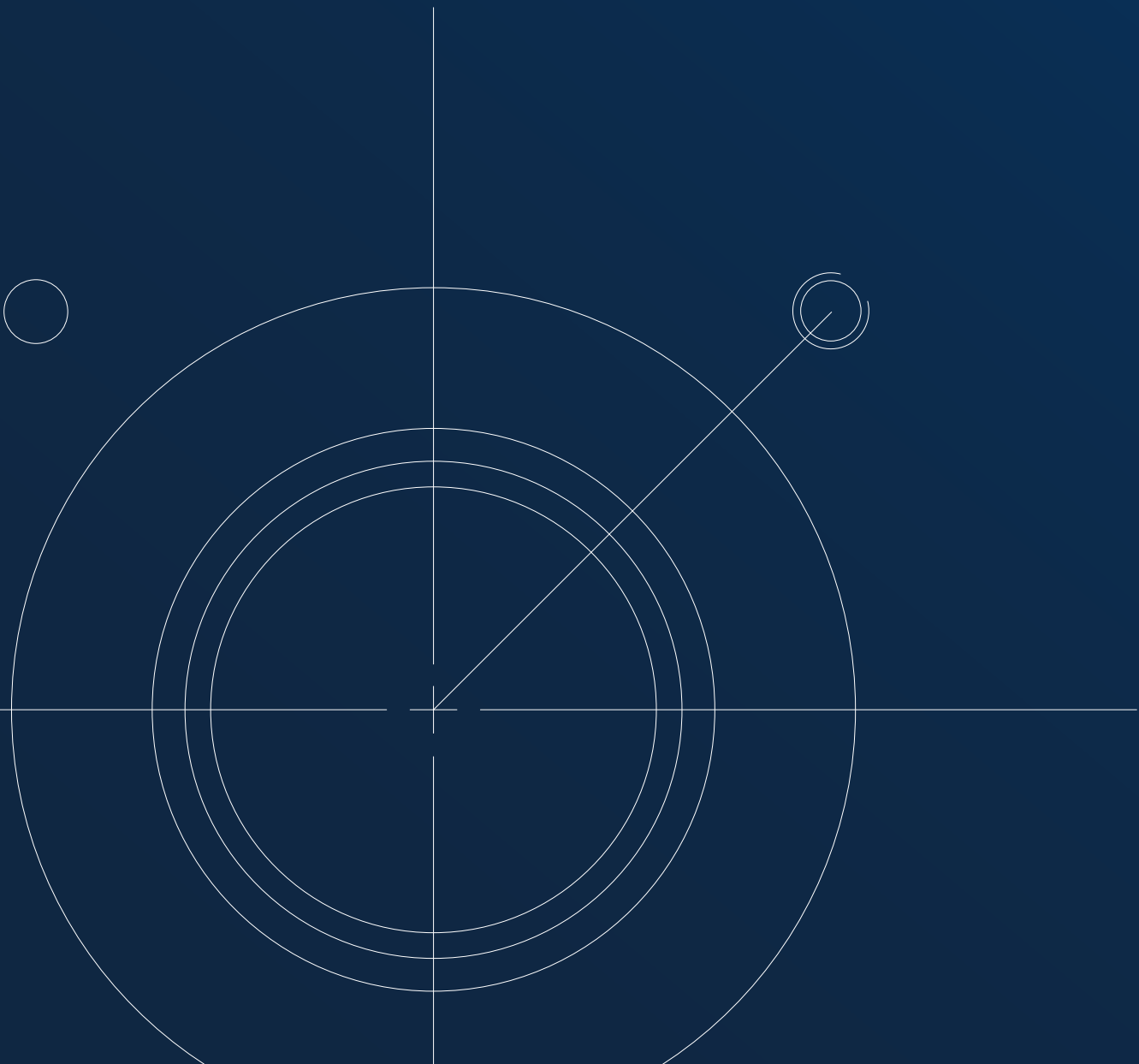


# Nasdaq ESG metrics



# Nasdaq ESG Metrics

<b>Environmental</b>		<b>2023</b>	<b>2022</b>
<b>E1</b>	<b>Direct &amp; Indirect GHG emissions (Tonnes CO2e)</b>	<b>371,744</b>	<b>393,452</b>
E1.1	Scope 1: Direct GHG emissions	8,367	7,314
	Heat - Natural gas (scope 1)	3,750	3,193
	Company cars (scope 1)	4,617	4,121
E1.2	Scope 2: Indirect GHG emissions (market-based electricity + district heating)	3,813	4,250
	Heat - district heating (scope 2)	41	260
	Electricity - market-based (scope 2)	3,772	3,990
E1.2	Scope 2: Indirect GHG emissions (location-based electricity + district heating)	9,892	7,593
	Electricity - location-based (scope 2)	9,851	7,333
E1.3	Scope 3: Other indirect GHG emissions	359,563	381,888
	Waste from operations (scope 3)	232	289
	Business air travel (scope 3)	6,429	6,341
	Purchased goods and services (scope 3)	103,831	109,529 <sup>1</sup>
	Use of sold products (scope 3)	249,072	294,244
<b>E2</b>	<b>Emission intensity (Tonnes CO2e per EUR 1,000 of revenues)</b>	<b>0.22</b>	<b>0.25</b>
<b>E2</b>	<b>Emission intensity (Tonnes CO2e per m2)</b>	<b>0.80</b>	<b>1.19</b>
<b>E2</b>	<b>Emission intensity (Tonnes CO2e per average FTE)</b>	<b>47.73</b>	<b>51.10</b>
<b>E3</b>	<b>Energy usage (GWH)</b>	<b>71.28</b>	<b>62.61</b>
E3.1	Directly consumed (GWH)	35.47	30.77
	Heat - Natural gas (GWH)	20.60	17.50
	Fuel (GWH)	14.87	13.27
E3.2	Indirectly consumed (GWH)	35.81	31.84
	Electricity (GWH)	34.00	30.26
	Heat - district heating (GWH)	1.81	1.58
<b>E4</b>	<b>Energy intensity (MWH per FTE)</b>	<b>9.15</b>	<b>8.13</b>
<b>E5</b>	<b>Energy mix - renewable electricity</b>	<b>72%</b>	<b>71%</b>
<b>E6</b>	<b>Water usage (m3)</b>	<b>63,102</b>	<b>40,190</b>
<b>E7</b>	<b>Environmental operations</b>	<b>Yes</b>	<b>Yes</b>
E7.1	Formal environmental policy	Yes	Yes
E7.2	Specific waste, water, energy, and/or recycling policies	Yes	Yes
E7.3	Recognized energy management system	Yes	Yes
<b>E8</b>	<b>Climate related risk oversight by the Board/Management</b>	<b>Yes</b>	<b>Yes</b>
<b>E9</b>	<b>Sustainability issue oversight by the Board/Management</b>	<b>Yes</b>	<b>Yes</b>
<b>E10</b>	<b>Climate oversight/management</b>	<b>Yes</b>	<b>Yes</b>

<b>Social</b>		<b>2023</b>	<b>2022</b>
S1	CEO pay ratio	17.4:1	14.2:1
S1.2	Reported in regulatory filings	Yes	Yes
S2	Gender pay ratio (men/women)	5.0% <sup>2</sup>	4.1%
S3	Employee turnover ratio	14.9% <sup>2</sup>	13.3%
S4	Overall female ratio	19.4% <sup>2</sup>	17.9%
S5	Contingent worker ratio	4.9% <sup>2</sup>	6.2%
S6	Non-discrimination policy	Yes	Yes
S7	Injury rate	0.74	0.67
S8	Global health & safety policy	Yes	Yes
S9	Child & forced labor policy	Yes	Yes
S9.2	Policy covers suppliers and vendors	Yes	Yes
S10	Human rights policy	Yes	Yes
S10.2	Policy covers suppliers and vendors	Yes	Yes

<b>Governance</b>		<b>2023</b>	<b>2022</b>
G1	Board diversity (women/men ratio)	43/57	43/57
G1.2	Board committee chairs (women/men ratio)	67/33	67/33
G2	Independent board directors	Yes 100%	Yes 100%
G2.1	CEO prohibited from serving as board chair	Yes	Yes
G3	ESG incentivized pay	Yes	Yes
G4	Collective bargaining	Yes	Yes
G5	Supplier code of conduct	Yes	Yes
G6	Ethics & anti-corruption	Yes	Yes
G7	Data privacy	Yes	Yes
G7.2	Compliance with GDPR	Yes	Yes
G8	ESG reporting (published and filed)	Yes	Yes
G9	Disclosure practices	Yes	Yes
G9.2	Specific focus on UN Sustainable Development Goals	2, 9, 12	2, 9, 12
G10	External validation assurance	No	Partial <sup>3</sup>

<sup>1</sup> Restated figure.

<sup>2</sup> Including Wenger. 2022 figures do not include Wenger.

<sup>3</sup> Environmental KPIs were determined with the support of Sustainalizer, an ERM Group company.

Please see the explanatory note to the 2023 sustainability disclosure for further explanation including for restated metrics.