Nasdaq

ESG Data Portal
Data Field Descriptions

As part of Nasdaq's commitment to more sustainable markets and in support of our listed companies, we have implemented the portal to provide a central database, compilation and repository for listing companies and investors who wish to access ESG data and performance metrics.

Nasdaq-listed firms seamlessly release their data directly into the portal, for compilation by Nasdaq into standardized ESG metrics which may then be integrated by each firm back into their portfolio and processes. The portal captures a wide range of actionable environmental, social and corporate governance data, providing a cost-effective manner for firms to display their ESG efforts. The database also contains historical ESG performance going back to 2012.

More Information

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Usability

Investors are able to integrate the data into their portfolio and quantitative analysis, equity research, and screening processes. The risk assessment of an individual company can be created and compared with peer firms in the same sector and market size category. Screening of potential investments considers operational efficiency, risk oversight and transparency.

The portal also offers a centralized location for our listed firms to connect directly to investors and other stakeholders interested in ESG data. Using the interface, companies are able to display their ESG efforts in an efficient, cost-effective manner.

Nasdaq's Unique ESG Data

While competitors use third-party data to provide random, non-standardized ESG scoring, Nasdaq provides objective and quantifiable ESG metrics directly from the issuer – the “gold source” for company-specific data. Likewise, the centralized repository is ideal for investors seeking vetted, organized and standardized ESG metrics. Investors can integrate ESG data, in combination with performance data, into their strategies.

Coverage

The database is continually growing as more and more companies report, and there are companies from Denmark, Sweden, Finland, Iceland and Norway. Large-, Mid-, Small- and First North companies are included, and the database includes companies from all sectors.

ESG Matrix

Nasdaq ESG Data Portal is built on the ESG Guide and the ESG Matrix in this Guide. Below is a description of the different data points

Environmental (E)	Social (S)	Corporate Governance (G)
E1. Direct & Indirect GhG Emissions	S1. CEO Pay Ratio	G1. Board Diversity
E2. Emission Intensity	S2. Gender Pay Ratio	G2. Board Independence
E3. Energy Usage	S3. Employee Turnover Ratio	G3. Incentivized Pay
E4. Energy Intensity	S4. Gender Diversity	G4. Collective Bargaining
E5. Energy Mix	S5. Contractors/Part-Time Worker Ratio	G5. Supplier Code of Conduct
E6. Water Usage	S6. Non-Discrimination Policy	G6. Ethics & Anti-Corruption
E7. Environmental Operations	S7. Injury Rate	G7. Data Privacy
E8. Climate Related Risk Oversight	S8. Global Health & Safety Policy	G8. Sustainability Report
E9. Sustainability Issues Oversight	S9. Child & Forced Labor Policy	G9. Disclosure Practices
E10. Climate Risk Mitigation	S10. Human Rights Policy	G10. External Validation Assurance

Environmental

The Environmental part of the matrix consist of 10 different indicators.

Direct & Indirect GHG Emissions

The direct and indirect Greenhouse Gas (GHG) emissions show the companies' emission footprint in tons.

- Scope 1: Direct GHG emissions. Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.
- Scope 2: Indirect GHG emissions. Scope 2 accounts for GHG emissions from the generation of purchased electricity, heat and steam consumed by a company. Purchased electricity, heat and steam is defined as electricity, heat or steam that is purchased or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where electricity, heat or steam is generated.
- Scope 3: Other indirect GHG emissions. Scope 3 is an optional reporting category that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of products and services.

Why is this important?

GHG emissions are significant determinants of climate change and global environmental health. Understanding a company's Scope 1 and Scope 2 emissions profile is an essential precursor to any climate action. Companies should also consider including Scope 3 emissions if it is relevant to their industry standard or business model.

Emission Intensity

Emission intensity shows the GHG emission against the revenue in the company.

- How much GHG emission the company emits per Euro of revenue produced
- How much non-GHG emission the company emits per Euro of revenue produced

Why is this important?

Emission intensity (in this iteration) helps to contextualize an organization's overall efficiency— relative to revenues generated (economic return) and the performance of other companies. It is also a useful risk management indicator of the potential impact of emission taxation or other emission price mechanisms on a company's finances. As a measure of eco-efficiency, it can help companies identify ways to cut costs through better resource allocation.

Energy Usage

Companies' direct and indirect energy consumption in MWh.

- Direct Energy consumption. Measures the total amount of direct energy by a company or corporate enterprise.
- Indirect Energy consumption. Measures the total amount of indirect energy by a company or corporate enterprise.

Why is this important?

Energy consumption is a major contributor to climate change since the burning of non-renewable fuels generates greenhouse gases (GHGs) and causes other environmental impacts. Using energy more efficiently is essential to combating climate change. Energy consumption has a direct effect on operational costs and can increase exposure to price fluctuations.

Energy Intensity

Companies' direct energy consumption per square meter and full-time employee.

- Direct energy consumed annually per square meter
- Direct energy consumed annually per full-time employee

Why is this important?

Energy intensity helps to contextualize the organization's overall efficiency, including in relation to other organizations.

Energy Mix

This identifies the most prevalent energy production sources purchased or consumed by the company and what pct. of the total energy used is from the specific source.

- Cite Primary Energy Source in majority of direct usage and pct. usage (coal, natural gas, nuclear, solar, wind etc.)
- Cite Secondary Energy Source of direct usage and pct. usage (coal, natural gas, nuclear, solar, wind etc.)
- Cite Third Energy Source of direct usage and pct. usage (coal, natural gas, nuclear, solar, wind etc.)

Why is this important?

The use of non-renewable fuels generates greenhouse gases (GHG) and causes other environmental impacts. Using renewable energy sources is essential to combating climate change.

Water Usage

This measures the valuation and efficiency of water consumption by a company measured in cubic.

- Water consumed in cubic
- Water recycled or reclaimed in cubic

Why is this important?

A systematic effort to monitor and improve the efficient use of water in the organization is directly linked to water consumption costs. Total water use can illuminate risks posed by disruptions to water supplies or cost increases. Clean freshwater is becoming increasingly scarce, and can affect production processes that rely on large volumes of water. In water-scarce regions, company water consumption patterns can influence relations with other stakeholders.

Environmental Operations

Environmental Operations shows the organizational commitment and transparency related to environmental responsibility, as well as its related internal and external messaging. Links are provided if a policy exist.

- Does the company publish and follow an environmental policy?
- If yes, where can the policy be found?
- Does the company follow specific waste, water, energy and/or recycling policies?
- Does the company use a recognized energy management system? (Example ISO 50001)

Why is this important?

Investors, customers, and employees use the EP to evaluate a company's level of commitment to environmental concerns. Investors may also use it to compare stated expectations on environmental responsibility against actual performance as an indicator of the company's ability to execute operational tactics.

Climate Related Risk Oversight

If the board and/or management of the firm keep their eyes on climate related risks which in the near, mid or long term could affect the company's ability to run its business.

- Does the Board/Management Team oversee and/or manage climate-related risks?

Why is this important?
This gives an indication of the company's engagement in regards to handling climate-related risks.

Sustainability issues Oversight
If the board and/or management of the firm are aware of sustainability issues that can affect the company, other than those related to climate.

- Does the Board/Management Team oversee and/or manage other sustainability issues?

Why is this important?
This gives an indication of the company's engagement in regards to how sustainability risks are handled.

Climate Risk Migration
Amount invested in development or deployment of low-carbon products, energy resilience, services and/or technology (per TCFD).

- Total amount invested annually, in climate-related infrastructure, resilience and product development (in Euro).

Why is this important?
This field sheds light on the investments made by the company to manage future climate-related risks.

Social

The social part of the matrix consist of 10 different indicators.

CEO Pay Ratio
This ratio illuminates the company's costs (and, by implication, its valuation) for the Chief Executive as compared to "rank and file" employees.

- Median Compensation of Full-Time Employee/ CEO Compensation
- Does the company report this metric in regulatory filings?

Why is this important?
Reporting on remuneration can show an organization's commitment to improving social equality and to show how its remuneration policies are linked to and support its sustainability goals. It also indicates its preparedness to being held accountable for operational decisions related to cost and benefit.

Gender Pay Ratio
This measures the remunerative scope and impact of any "gender gaps" within the company.

- Median Male Salary to Median Female Salary

Why is this important?
Equality of remuneration is a factor in retaining qualified employees in the workforce. Where imbalances exist, an organization runs a risk to its reputation and legal challenges based on discrimination.

Employee Turnover Ratio

The relative percentage of employees who leave the organization voluntarily or due to dismissal, retirement, or death in service.

- Full-time employees turnover ratio
- Contractors and consultants turnover ratio
- Part-time employees turnover ratio

Why is this important?

A high rate of employee turnover can indicate levels of uncertainty and dissatisfaction among employees, or may signal a fundamental change in the structure of the organization's core operations. Turnover has direct cost and value implications in terms of either reduced payroll or greater expenses for recruitment of workers.

Gender Diversity

This measures the volume disparity between male and female workers in various ways.

- Full-time employees gender diversity
- Entry- and mid-level positions gender diversity
- Senior- and executive-level positions gender diversity

Why is this important?

This information can signify the organization's efforts to implement inclusive recruitment practices and the optimal use of available labor and talent. An uneven pattern of promotion and seniority by gender can indicate risks related to workplace inequity. Some investors specifically target more diverse (or gender balanced) companies.

Contractors/Part-Time Worker Ratio

This ratio provides insight into company strategy and human capital management regarding various employee types.

- Total # Part-time employees/Total # Employees
- Total # Contractors and Consultants /Total # Employees

Why is this important?

The size of a workforce provides insight into the scale of impacts created by labor issues. Breaking down the workforce by employment type demonstrates how the organization structures its human resources to implement its overall strategy. It also provides insight into the organization's business model, and offers an indication of job stability and the level of benefits the organization offers.

Non-Discrimination Policy

This binary indicator signals the presence or absence of a formal, written policy regarding employment dynamics, specifically non-discrimination against any protected group or class.

- Does the company follow a sexual harassment and/or a non-discrimination policy?
- If yes, where can the policy be found?

Why is this important?
Human rights extend beyond the rights of employees in the workplace. Anti-discrimination policy is a key requirement of international conventions and social legislation and guidelines.

Injury Rate
This metric measures the relative rate of injury for the employee population.

- Total number of injuries relative to total workforce

Why is this important?
Health and safety performance is a key measure of an organization's duty of care. Low injury and absentee rates are generally linked to positive trends in staff morale and productivity. This Indicator shows whether health and safety management practices are resulting in fewer occupational health and safety incidents. An evaluation of trends and patterns may also indicate potential workplace inequity.

Global Health & Safety Policy
This binary indicator signals the presence or absence of a formal, written policy regarding global health and safety.

- Does the company follow a policy for occupational and/or global health & safety?
- If yes, where can the policy be found?

Why is this important?
This indicator demonstrates one of the ways in which the health and safety of the workforce is ensured. Formal policies may promote the acceptance of responsibilities by multiple parties and the development of a positive health and safety culture. This Indicator reveals the extent to which the workforce is actively aware of policies that determine health and safety management principles.

Child & Forced Labor Policy
This binary indicator signals the presence or absence of a formal, written policy regarding child labor or adverse/forced labor conditions.

- Does the company follow a child and/or forced labor policy?
- If yes, where can the policy be found?
- Does your child and/or forced labor policy also cover suppliers and vendors?

Why is this important?
The abolition of child and slave labor is a key principle and objective of major human rights declarations and legislation. The presence and effective implementation of policies on this issue are a basic expectation of socially responsible conduct. Working conditions that run counter to prevailing laws expose the company to significant risk.

Human Rights Policy
This binary indicator signals the presence or absence of a formal, written policy regarding human rights and the company's sense of shared responsibility for this topic.

- Does the company follow a Human Rights Policy?
- If yes, where can the policy be found?
- Does the company's Human Rights Policy also cover suppliers and vendors?

Why is this important?
As the recent UN Paper Protect, Respect and Remedy: a Framework for Business and Human Rights has confirmed, there now exists a business expectation that organizations should respect human rights throughout their activities and relationships with others.

Corporate Governance

The corporate governance part of the matrix consist of 10 different indicators.

Board Diversity
The ratio or percentage of women and non-employee directors in the company boardroom and committees, relative to their male colleagues.

- Total board seats occupied by women
- Committee chairs occupied by women

Why is this important?
Diversity of talent is associated with diversity of thought. Research shows that having women in the boardroom is linked to better business results. The advantages of having more women (and independents) in the boardroom include strong financial performance, ability to attract and retain top talent, heightened innovation, enhanced client insight, strong performance on non-financial indicators, and improved board effectiveness.

Board Independence
This metric indicates the presence or absence of the chief executive in board matters.

- Is the CEO allowed to act as chairman on the board?
- Total board seats occupied by Independents

Why is this important?
Investors use this data to evaluate the efficacy and independence of the board. For corporate governance reasons, this metric indicates board ability to oversee chief executive performance successfully.

Incentivized Pay
Demonstrates the extent of the company’s commitment to the execution of long-term ESG strategy, and the participation drivers for employees.

- Are company executives formally incentivized to perform on ESG metrics?
- If yes, where can the commitment be found?

Why is this important?

Investors expect corporate executives to be compensated based on their company's financial performance. Direct impacts related to sustainability are common—from the cost savings found through implementing energy efficiency strategies to the reputational risks of sourcing materials from irresponsible suppliers. Investors are starting to ask companies to incentivize sustainability performance and build ESG criteria into compensation systems.

Collective Bargaining

The company's commitment to collective bargaining principles.

- Total enterprise headcount covered by collective bargaining agreement(s)

Why is this important?

This facilitates local responses to a globalized economy, and serves as a basis for sustainable growth and secure investment returns. The results help bridge the widening representational gap in global work arrangements, and facilitate the input of those people, regions and economic sectors — especially women and informal sector workers — who otherwise may be excluded from participating in processes that build decent work environments.

Supplier Code of Conduct

This indicates the presence or absence of a formal, written policy related to the sustainability performance of a company's suppliers.

- Are the company's vendors or suppliers required to follow a code of conduct?
- If yes, where can the policy be found?
- What percentage of your suppliers have formally certified their compliance with the code?

Why is this important?

By managing and seeking to improve environmental, social and economic performance and good governance throughout supply chains, companies act in their own interests, the interests of their stakeholders and the interests of society at large.

Ethics & Anti-Corruption

This indicates the presence or absence of a formal, written policy related to the ethical performance of a company's employees and representatives.

- Does the company follow an Ethical and/or Anti-Corruption policy?
- If yes, where can the policy be found?
- What percentage of the company's workforce has formally certified their compliance with the code?

Why is this important?

Compliance with legislation (i.e., the Sarbanes-Oxley Act of 2002). The code serves as a public statement of what the company stands for and how it is committed to high standards and right conduct. Organizations with codes of ethics can reduce the financial risks associated with government fines for ethical misconduct by demonstrating they have made a "good faith effort" to prevent illegal acts.

Data Privacy

Emerging consensus on data privacy stewardship and management as key sustainability issues

- Does the company follow a Data Privacy Policy?
- If yes, where can the policy be found?
- Has the company taken steps to comply with GDPR rules?

Why is this important?

Investors use this metric to evaluate the effectiveness of a company's risk oversight policies.

Sustainability Report

This indicates the presence or absence of a standalone external communication regarding company sustainability performance.

- Did the company release a Sustainability Report for its latest fiscal year?
- If yes, where can the report be found?
- Is sustainability data included in the company's regulatory filings?

Why is this important?

Increasing data availability and access. In addition, it would be helpful to know if the ESG data was incorporated into a financial disclosure or annual report, or only available via the stand-alone sustainability report. Many investors have expressed their preference for traditional financial disclosures with material ESG information included therein, rather than in a separate, sometimes lengthy sustainability report.

Disclosure Practices

This illustrates the company's history of engagement with the "traditional" sustainability reporting frameworks that most investors value.

- Does the company publish a Global Reporting Initiative disclosure (GRI)?
- If yes, where can the report be found?
- Does the company publish a Carbon Disclosure Project disclosure (CDP)?
- If yes, where can the report be found?
- Does the company publish Sustainability Accounting Standards Board disclosure (SASB)?
- If yes, where can the report be found?
- Does the company publish an International Integrated Reporting Council disclosure (IIRC)?
- If yes, where can the report be found?
- Does the company focus on specific UN Sustainable Development Goals (SDGs)?
- If yes, where can the report be found?

Why is this important?

Increasing data availability and access.

External Validation Assurance

This indicates the relative trustworthiness of the sustainability data published by the company through various reporting channels.

- Are company's ESG disclosures third-party assured or validated
- If yes, where can the disclosure be found?

Why is this important?

Investors use this metric to determine the "investment worthiness" of self-reported ESG data.