Corporate Responsibility Report 2020

Intercontinental Exchange
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Letter from Chairman + CEO

As a global market operator and data provider, investors rely on us to facilitate price discovery and risk management across asset classes around the world. At our core, we bring transparency to global markets. Transparency drives greater efficiency, encourages broader participation and levels the playing field. Transparency has the power to transform markets, something we’ve seen again and again as our company has grown since our founding 20 years ago.

As it relates to sustainability in particular, our business enables transparency in a number of ways. From price discovery in carbon and renewable energy markets to climate risk data to helping NYSE issuers determine the right environmental, social and governance (ESG) disclosures for their company, we are contributing to more sustainable investment choices across our businesses.

Our ability to do that has always rested on recruiting and developing the best employees, an unrelenting focus on solving our customers’ problems, and a daily focus on earning the confidence of our stockholders. These key stakeholders, as well as the communities where we live and work, have always been and remain important to our success.

In this year’s report, which should be viewed as a complement to the additional data available on our website, we will highlight our core areas of focus as well as our approach with each of our stakeholder groups.

As reflected in this report, we think that our greatest ability to make a difference to reduce the impact of climate change will be through the markets we operate, the data we provide, and our efforts to help investors make more sustainable choices. That said, we are also committed to reducing our own carbon footprint. To that end, we are purchasing renewable energy, renewable energy certificates and carbon offsets to mitigate energy consumption associated with our data centers, offices and employee air travel, which account for the vast bulk of our impact on the environment.

Lastly, while this report is meant to cover our 2019 activities, we’ve added a section on our response, thus far, to the emergence of COVID-19. The exceptional efforts of our team over these past months leaves no doubt that our people are our most valuable assets. I am extremely proud of their ability to adjust to working from home while seamlessly continuing to deliver for our customers throughout some of the most volatile markets in history.

Thank you for your interest in what we are doing. We continue to evolve our approach to sustainability each year and we welcome your feedback.

All my best,

Jeffrey C. Sprecher
Chairman + CEO
Section 1: Our approach

Our approach to managing both the risks and opportunities associated with environmental, social and governance factors is integrated across our global operations and spans several functional areas:

Board of Directors
At the Board level, our directors are focused on ESG risks and opportunities at both the full board and on multiple committees. In 2019, the full Board received an ESG training session that included a summary of investing trends, as well as specific factors impacting our business.

At the committee level, ESG falls under the mandate of the Nominating and Corporate Governance Committee, which is charged with reviewing and assessing the Company’s environmental, social and governance initiatives and making recommendations to the Company to further its ESG goals (NCGC Charter). The Nominating and Corporate Governance Committee reviews ESG issues at two or more meetings each year.

In addition to the mandate of the Nominating and Corporate Governance Committee, certain ESG issues, such as climate change, are considered by the Risk Committee as both a current and emerging risk inherent in our business.

Management
Our ESG efforts are led by our Vice President of Sustainability, who reports to the Chief Financial Officer.

Our strategy is guided by an ESG Governance Committee made up of senior officials from across the company including the President, Chief Financial Officer, Corporate Risk Officer, Chief Regulatory Officer, General Counsel and Presidents of the NYSE, ICE Data Services, ICE Futures Europe and ICE Futures US. This committee meets quarterly and communicates frequently between meetings to assess our risks and opportunities across the company.

In addition to these formal structures, several departments play a critical role in our approach to sustainability - from human resources to facilities and others.

Reporting
This is our fifth annual Corporate Responsibility Report, a document that we continue to evolve and refine each year. Past years are archived on our website. Our Corporate Citizenship website includes additional details that are updated throughout the year to provide a more real-time view of what we are doing. In particular, the Ratings Materials section is designed to be a one-stop shop for ESG analysts and data providers.
Section 2: Snapshot

Environment

- We are recognized as a global leader in emissions and renewable energy markets [More >]
- Across our markets we promote opportunities for sustainable investment including sustainable ETFs as well as ESG-based indices
- We focus our energy management program on our two data centers, where we can make the most material difference. At our data centers, we have consistently delivered Power Usage Effectiveness (PUE) that has outperformed the base building design by up to 14% by implementing multiple mitigation tactics including: optimized thermal stratification, data center air management, high efficiency HVAC chillers, speed control on cooling equipment and automated lighting control systems. Our Basildon data center supplies 100% of its electricity from renewable energy. It was built to stringent specifications allowing us to attain the following ISO accreditations: 9001, 14001, 50001 and BSEN18001.
- We purchase renewable energy certificates and carbon offsets to cover our employee air travel and energy use at our data centers and offices globally
- In our offices, we have installed state-of-the-art, efficient technology to reduce emissions

Social

- Our culture is driven by a common set of values that provide the foundation for everything we do and we use employee surveys to ensure that we are holding true to these values
- We provide comprehensive and competitive benefits in each market we operate in order to ensure employees’ health, well-being and financial security
- We are an Equal Opportunity Employer and all qualified applicants will receive consideration without regard to race, color, religion, gender, sexual orientation, gender identity, national origin or ancestry, age, disability or veteran status, or other protected status
- We publish diversity metrics for our US-based employees, including our annual EEO-1 data
- Career development and training opportunities are available throughout our ranks
- We monitor voluntary attrition rates carefully, and over the past 3 years, that rate has remained under 10%, which is better than the benchmark in the finance and technology sectors [Data>]
- In addition to financial education grants to Junior Achievement, Young Money, Girls Who Invest and the NYSE Future Investors Program, we made charitable contributions in the communities where we live and work, including through a $2,500 annual match to every employee for the charities of their choice

Governance

- Director skill sets cover a well-rounded range of topics
- Board disclosures include committee composition, charters, bylaws and bios, among other materials
- All directors are elected annually by a majority vote standard
- Five out of 12 directors have a tenure of less than five years as of September 2020
- Four out of 12 directors are women as of September 2020
- All directors are reviewed annually via performance evaluations that include confidential oral assessments
- Director compensation is disclosed in the Proxy Statement
- The Board has oversight of ESG matters led by the Nominating and Corporate Governance Committee
- Directors participate in continuing education sessions at least annually
- Formal limits are in place for the number of outside public company boards on which a director can sit
- The Board of Directors is responsible for overseeing the risk management process, which is led by our Chief Risk Officer
- We employ a three-lines of defense model to enterprise risk management
- Our compliance policies are approved by the Board’s Nominating and Corporate Governance Committee, reviewed regularly and assessed for effectiveness, and all employees, including contractors, are trained and tested annually
- Our protected disclosure (whistleblower) hotline is managed by a third-party service and available to employees, as well as external stakeholders: [www.ethicspoint.com](http://www.ethicspoint.com) | 866-294-4493
As we navigate our way through this extraordinary period, the health and well-being of our colleagues, customers and stakeholders remains our highest priority and informs all of our decisions. We put a team in place dedicated to managing our response, adapting to rapidly changing developments, addressing individual concerns, and sharing information across the company.

Section 3: COVID-19 Response

Employees
Knowing that we did not have all the answers and would be operating in an uncertain environment, we committed early to communicating with our employees frequently and transparently. The steps we took included:

- Robust paid sick and family leave pay for all employees and contractors.
- Shifting all but a few essential onsite workers to work from home and we did not lay off or furlough any workers due to COVID-19.
- Working with third party vendors to ensure previously on-site workers such as cafeteria, cleaning and others continued to be paid in full.
- No government assistance.
- Firm-wide emails sent frequently, with updates including preventative health guidance and work from home tips; a dedicated section on our employee intranet with an FAQ, the ability to track office closures, IT tools.
Community

We donated $10 million to a wide range of charities to help those impacted by this crisis across every community where we have an office.

COVID-19 Charitable Donations

Customers

Twenty years ago, we built the framework for Intercontinental Exchange with the idea that transparency and technology could, together, help global markets react and respond to volatility and uncertainty. With each global crisis, now including COVID-19, our resilient systems and infrastructure have delivered vital price discovery and risk management services to assist our customers at times of extreme stress. Through our exchanges, clearing operations and data services we helped our customers manage risk and volatility. We also deferred certain fees for customers in some of the hardest hit industries.
# Section 4: Areas of Focus

We think it’s important to focus on the areas where we have a unique perspective and an ability to make a material difference. Naturally, these will align most closely with our business, our culture and our unique capabilities.

Our areas of focus continue to be:

<table>
<thead>
<tr>
<th>Focus Area</th>
<th>2019-2020 Developments</th>
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<tbody>
<tr>
<td>Corporate Governance</td>
<td>• Continued focus on Board refreshment including adding a fourth female director to our Board in September 2020</td>
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<tr>
<td>Diversity</td>
<td>• Launched the NYSE Board Advisory Council to increase diversity on corporate boards</td>
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<td></td>
<td>• Worked with several organizations to increase diversity in our hiring candidate pools including: AnitaB, Georgia Fintech Academy, Kennesaw State University - Women in Data Science, HBCUs, NYC Blacks in Technology and Technologists of Color Atlanta</td>
</tr>
<tr>
<td>Sustainable Finance</td>
<td>• Continued growth in US and EU carbon markets</td>
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<tr>
<td></td>
<td>• Added ESG terms and conditions data for listed corporations to our reference data suite</td>
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<td></td>
<td>• Collaborated with risQ to enable the municipal bond ecosystem to incorporate climate risk into project and investment decisions</td>
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<td></td>
<td>• Launched futures referencing MSCI’s ESG Leaders indices</td>
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<td></td>
<td>• Introduced ICE Global Carbon Futures Index</td>
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<td>Issuer ESG Disclosure</td>
<td>• Nine issuer ESG Working Group meetings held</td>
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<tr>
<td></td>
<td>• Four panel discussions hosted</td>
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<tr>
<td></td>
<td>• Multiple educational interviews, webinars and podcasts published</td>
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<tr>
<td>Financial Education</td>
<td>• Reached more than 2,000 London students through Young Money program</td>
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<tr>
<td></td>
<td>• Underwrote an investment course delivered to 15 Atlanta schools during the 2019-2020 school year (converted to a virtual course to be conducted at home during COVID-19 school closures)</td>
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<td></td>
<td>• Funded travel and lodging costs for socio-economically disadvantaged participants in the Girls Who Invest 2019 class</td>
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<td></td>
<td>• Sponsored the Best Financial Performance Award at the Junior Achievement National Student Leadership Summit and a Junior Achievement New York Business Plan Competition reaching nearly 500 students</td>
</tr>
<tr>
<td></td>
<td>• Supported the Junior Achievement Finance Park Program reaching over 40,000 Atlanta area middle school students during the 2018-2019 school year</td>
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## Corporate Governance

Our continued efforts around board refreshment include a focus on diversity and specific expertise for both potential and incumbent directors. We believe that ICE benefits from having directors with diverse viewpoints, backgrounds, experiences, skill sets and other demographics. Our Nominating and Corporate Governance Committee considers a number of demographics including race, gender, ethnicity, culture and nationality. Additionally, we have sought out candidates with specific areas of expertise such as regulation and cybersecurity, among others.

We continue to maintain a well-balanced and performance-based executive compensation program, including:

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<tr>
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<tbody>
<tr>
<td><strong>1</strong></td>
<td>More than 88% of named executive officer (NEO) targeted compensation delivered through variable, performance-based compensation programs.</td>
</tr>
<tr>
<td><strong>2</strong></td>
<td>More than 65% of NEO targeted compensation delivered through equity compensation program.</td>
</tr>
<tr>
<td><strong>3</strong></td>
<td>Continued emphasis on shifting toward multi-year performance measures within equity compensation program.</td>
</tr>
<tr>
<td><strong>4</strong></td>
<td>Annual cash bonus opportunity and performance stock units (PSUs) capped at 200% of the established target opportunity.</td>
</tr>
<tr>
<td><strong>5</strong></td>
<td>Mandatory and competitive stock ownership requirements.</td>
</tr>
<tr>
<td><strong>6</strong></td>
<td>A robust compensation clawback policy.</td>
</tr>
<tr>
<td><strong>7</strong></td>
<td>Anti-hedging and anti-pledging policy requirements.</td>
</tr>
<tr>
<td><strong>8</strong></td>
<td>Change in control protection that requires a “double-trigger” (i.e., there must be a change in control and a termination of the executive’s employment) for payment to be provided.</td>
</tr>
<tr>
<td><strong>9</strong></td>
<td>No “golden parachute” excise tax gross-up provisions in employment agreements with our NEOs.</td>
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</tbody>
</table>
Diversity

We are focused on increasing and supporting diversity through three pillars:

Our broader employee population   Our board of directors   Across companies

In each of these areas we are focused on increasing and supporting diversity.

Our employees

Throughout our ranks we are working to increase diversity with an objective that our employee population reflects the broader communities where our offices are based.

- **Pay Equity:** We take a systemic approach to pay parity to ensure it is fair irrespective of gender or race, including conducting formal reviews of compensation on a “like for like” job basis.
- **Training:** Our training in support of diversity spans the spectrum of anti-harassment and anti-bias training for employees, to driving retention and development through our leadership and management training programs.
- **Hiring:** We take several steps to enhance diversity through our hiring process including diverse interviewers and outreach to diverse candidate pools on all positions, such as:
  - AnitaB
  - Georgia Fintech Academy
  - Kennesaw State University - Women in Data Science
  - HBCUs
  - NYC Blacks in Technology
  - Technologists of Color Atlanta

To hold ourselves accountable and provide transparency on our path to increasing diversity throughout our employee population, we are publishing diversity metrics for our US-based employees, including our most recent annual EEO-1 data.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Officers</th>
<th>Executives</th>
<th>Management</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>13%</td>
<td>26%</td>
<td>24%</td>
<td>26%</td>
</tr>
<tr>
<td>Male</td>
<td>87%</td>
<td>74%</td>
<td>76%</td>
<td>74%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race / Ethnicity</th>
<th>Officers</th>
<th>Executives</th>
<th>Management</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>2%</td>
<td>4%</td>
<td>6%</td>
<td>10%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>5%</td>
<td>2%</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Asian</td>
<td>11%</td>
<td>20%</td>
<td>24%</td>
<td>31%</td>
</tr>
<tr>
<td>White</td>
<td>82%</td>
<td>73%</td>
<td>62%</td>
<td>52%</td>
</tr>
<tr>
<td>All other</td>
<td>0%</td>
<td>1%</td>
<td>2%</td>
<td>1%</td>
</tr>
</tbody>
</table>

*Data as of January 2020. To align with U.S. government reporting requirements, data uses the traditional gender categories of male and female.
Our board

As noted in the previous section, our Board refreshment efforts continue to focus on diversity. In recent years, we’ve added three additional women to our Board, resulting in female representation of 33% as of September 2020.

Judith Sprieser
Director since 2004

Hon. Sharon Bowen
Director since 2017

Duriya Farooqui
Director since 2017

Caroline Silver
Director since 2020

ICE Data Services President Lynn Martin speaks at an International Women’s Day event

NYSE President Stacey Cunningham joined by Women in ETFs to “Ring the Bell for Gender Equality”
Across companies

We formed the NYSE Board Advisory Council in June of 2019 to increase diversity across boardrooms. The Council’s member CEOs agreed to leverage their own personal networks to help identify diverse candidates interested in serving on corporate boards. By tapping into the community of over 2,000 companies listed on the New York Stock Exchange, we were able to bring together candidates with companies looking to increase the diversity on their boards at events taking place in June and December of 2019.

The Council continues to evolve in 2020 and is extending its reach through an online network connecting diverse candidates with companies seeking new directors.
### Sustainable Finance

The establishment of transparent, market-based pricing systems and availability of data helps companies make decisions on how to allocate resources and invest in new technologies and innovative solutions. Through our exchanges, clearing houses and data we help make that possible.

### Carbon and Renewable Energy Futures

We started investing in environmental markets in 2003 through a partnership with the Climate Exchange, which we fully acquired in 2010. Now, with over a decade of investment in our products, ICE is recognized as a global leader in emissions and renewable energy markets. Our services include critical risk management tools which help businesses meet government-mandated emissions reduction targets and other regulations in a cost-effective manner.

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Description</th>
<th>ICE’s Role</th>
</tr>
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<tbody>
<tr>
<td>European Emissions Trading</td>
<td>The EU Emissions Trading System (EU ETS) is a cornerstone of the European Union’s policy to combat climate change and is a key tool for reducing industrial greenhouse gas emissions cost-effectively. Being the first — and largest — international system for trading greenhouse gas emission allowances, the EU ETS covers more than 11,000 power stations and industrial plants in 31 countries, as well as airlines.</td>
<td>ICE Futures Europe lists futures and options contracts for EU allowances, EU aviation allowances, and Certified Emissions Reductions. Since launching in 2005, contracts accounting for more than 88 billion tons of carbon emissions have traded on the ICE platform.</td>
</tr>
<tr>
<td>California Cap and Trade Program</td>
<td>The State of California passed a law in 2006 to reduce greenhouse gas emissions to 1990 levels by 2020. The program, which covers large industrial emitters as well as electricity generators and importers, kicked off in 2013 and expanded to include transportation fuels in 2015. In 2014, the Canadian province of Quebec linked its carbon cap and trade program to California’s.</td>
<td>ICE Futures U.S. lists futures and options contracts based on the California Carbon Allowances that form the basis of California’s cap and trade program. Since launching in August of 2011 and through the end of 2019, market participants have traded contracts accounting for more than 3.9 billion tons of emissions related to California’s program on the ICE platform.</td>
</tr>
<tr>
<td>Regional Greenhouse Gas Initiative</td>
<td>The Regional Greenhouse Gas Initiative (RGGI) was the first market-based greenhouse gas reduction program in the U.S. It launched in 2009 with participation from several states in the Northeast. Following a program review in 2012, RGGI set a new 2014 cap of 91 million short tons that will decline by 2.5% a year through 2020. RGGI states sell nearly all emission allowances through auctions and invest proceeds in energy efficiency, renewable energy and other consumer benefit programs. These programs are spurring innovation in the clean energy economy and creating green jobs in the RGGI states.</td>
<td>ICE Futures U.S. lists futures and options contracts based on RGGI allowances and market participants have traded contracts accounting for more than 1.7 billion tons since trading began in 2008 on the ICE platform.</td>
</tr>
<tr>
<td>EPA Criteria Pollutant Markets (SO2 and NOx)</td>
<td>The U.S. Environmental Protection Agency (EPA) finalized rules in 2011 that reduce air pollution and attain clean air standards. This rule, known as the Cross-State Air Pollution Rule (CSAPR), requires states to significantly improve air quality by reducing power plant emissions that contribute to ozone and/or fine particle pollution in other states.</td>
<td>ICE Futures U.S. lists futures and options contracts based on the various programs for SO2 and NOx reduction.</td>
</tr>
<tr>
<td>Renewable Energy Certificates</td>
<td>Renewable Energy Certificates (RECs) are used to track and account for the use of renewable energy including for the purposes of state-administered programs that require electric utilities to use a prescribed amount of renewable energy.</td>
<td>ICE Futures U.S. lists futures and options contracts based on renewable energy programs run by the States of Connecticut, Maryland, Massachusetts, New Jersey, Pennsylvania and Texas. Since launching trading of RECs in 2009, market participants have traded contracts accounting for more than 185 million certificates on the ICE platform.</td>
</tr>
</tbody>
</table>
ESG Reference Data

Increasingly, investors are factoring ESG risks and opportunities in their analysis, reflecting a view that companies that better manage these risks and opportunities may generate stronger returns and deliver lower bottom line risk. We are providing transparency by making available a comprehensive ESG attribute set across a range of industry sectors so investors can better understand the nature of key ESG metrics on their investments. ICE Data Services has added ESG terms and conditions data to its existing reference data offering for U.S. and international listed corporations to help investors better assess ESG risks and opportunities.

Analytics

Climate-related economic risks are increasingly evident and are expected to increase over time. As the insurance sector reduces and transfers its exposure, municipal stakeholders and individual property owners and residents are increasingly covering the gap.

ICE Data Services has established a partnership with risQ to help impacted parties better understand these dynamics. risQ analyzes climate data using a catastrophe modeling framework that is deployed via geospatial architecture into a data product serving the muni market. Read more about this product in this interview or this podcast with risQ Chief Commercial Officer Chris Hartshorn.

Indices

Through our index business we administer, calculate and publish dozens of ESG-linked indices, including the ICE BofA Green Bond Index which tracks securities issued for qualified green purposes that promote climate change mitigation or adaption. We also partnered with MSCI in 2019 to launch the first suite of futures referencing MSCI ESG indices. These MSCI indices are designed for institutional investors seeking exposure to companies with a strong sustainability profile.

We launched a new index in 2020 designed to track and benchmark the global price of carbon. The ICE Global Carbon Futures Index is made up of pricing from the three most actively traded carbon markets in the world:

- European Union Emissions Trading Scheme (EU ETS), started in 2005
- California Cap and Trade Program, started in 2013
- Regional Greenhouse Gas Initiative (RGGI), established in 2009

Together these markets represent some of the largest regional economies in the world, and the secondary futures market for those programs make up over 95% of the volume of all carbon-based futures contracts, all of which are traded on ICE’s futures markets.
ETFs

NYSE Arca is the leading exchange for green and sustainability linked ETFs with over:

$6.3 billion listed

Commodity Markets

We are working with others in the commodity markets to help increase sustainability including through our membership in the Global Coffee Platform and the World Federation of Exchanges Sustainability Working Group.

Issuer ESG Disclosure

As the ESG investing landscape rapidly evolves, and with the demand for additional disclosure around ESG factors, we have actively engaged with the community of more than 2,000 companies listed on the New York Stock Exchange to help them determine the best path for their company. Through the NYSE ESG Resource Center we are providing educational opportunities in the form of a disclosure guidance library, interviews and podcasts with various experts, best practice sharing and a series of working group meetings and panel discussions.
Financial Education

Financial education is the cornerstone of our charitable efforts. Our contributions helped support several innovative financial education programs in 2019 that targeted a range of ages and skillsets.

In London, we are working with Young Money to help six primary schools become Centres of Excellence in Financial Education, which includes teacher training and the creation of a detailed financial education curriculum integrated across classes.

In Atlanta, we are working with digital education provider Everfi to deploy the NYSE Future Investors Program to 15 high schools in Cobb, Dekalb and Fulton counties. The curriculum, which was developed by learning experts and is delivered with teacher training, teaches students how markets and investment strategy works.

We also support several Junior Achievement programs, including national and New York-based business competitions for high school students and financial literacy programs for middle school and high school students in the greater Atlanta area.

We know just how important it will be for our children to manage their money well throughout their lives. These skills don’t come automatically – they need to be taught, and it is our responsibility to prepare them for adult life. We believe embedding financial education into our school curriculum is a necessity. We are pleased to be working with Young Money and ICE to become a Centre of Excellence in this crucial area, for the benefit of our children.

- Corrine Penhale, Headteacher at Rossett Acre Primary School
<table>
<thead>
<tr>
<th>Organization</th>
<th>Goal</th>
<th>2019 Recipients</th>
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<tbody>
<tr>
<td>Young Money</td>
<td>Centre for Financial Education Accreditation for six London primary schools</td>
<td>London area primary schools: Rossett Acre Primary School, Cheam Park Farm Primary Academy, Woodfield SEN School, De Aston School, Ashbury Meadow Primary School, Manor School</td>
</tr>
<tr>
<td>NYSE Future Investors Program</td>
<td>Deliver markets and investing curriculum to 15 Atlanta high schools in the 2019-2020 school year</td>
<td>600+ students across 15 schools leveraged the program including: Banneker High School, Campbell High School, Columbia High School, Harrison High School, Henry Grady High School, Kell High School, Lassiter High School, Marietta High School, Martin Luther King, Jr. High School, North Atlanta High School, North Springs High School, Northview High School, Osborne High School, South Cobb High School, Tucker High School, Walton High School</td>
</tr>
<tr>
<td>Junior Achievement National Student Leadership Summit</td>
<td>Foster entrepreneurship in high school students</td>
<td>Best Financial Performance awarded to team from Junior Achievement of East Central Ohio at the National Student Leadership Summit in 2019</td>
</tr>
<tr>
<td>Junior Achievement of Georgia Finance Park</td>
<td>Deliver a four-week curriculum on financial literacy, business, entrepreneurship and career readiness culminating in a one-day full-immersion experience at Junior Achievement Discovery Center to enhance students’ understanding and application of skills</td>
<td>Mandated and embedded into the core curriculum for all middle school students in: Atlanta Public Schools, DeKalb County Schools, Fulton County Schools, Gwinnett County Public Schools, Marietta City Schools</td>
</tr>
<tr>
<td>Junior Achievement 3DE</td>
<td>Transform public education by integrating financial understanding, self-sufficiency and economic empowerment directly into the education process</td>
<td>In development and pilot implementation stages at: Benjamin Banneker High School, Frederick Douglass High School, Martin Luther King, Jr. High School, Norcross High School, Northview High School, Parkview High School, Robert L. Osborne High School, Ronald E. McNair High School, Savannah High School, South Atlanta High School</td>
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Section 5: Stakeholders

On our website, we provide additional detail on how we are addressing sustainability issues across our key stakeholders.

Stockholders

Board & Management »
The Intercontinental Exchange Board of Directors sets high standards for our employees, officers and directors. The Board oversees, counsels and directs management in the long-term interests of the company and our stockholders. The Board is regularly engaged in business strategy, risk oversight, financial reporting, succession planning and corporate responsibility.

Risk Management »
We take seriously the trust our customers have in our platforms, data and technology and the responsibility to protect their data. Our risk management programs are designed to provide for the security and safety of our operations, safeguard our people and our facilities and mitigate any business disruption.

Ethics & Compliance »
Our values define our culture and how we operate. They drive how we live and work each day. Operating a global business is complex and regulatory and policy environments continue to change. This requires strong standards and procedures.

Advocacy »
We contribute to discussions on policy issues that impact our businesses, industries, employees and the communities in which we operate. We share our knowledge and expertise with legislators, regulators, industry organizations and others to contribute to the development of well-informed policy initiatives.
Customers

Through our exchanges, clearing houses and data services we interact with some of the most innovative companies in the world and serve as a meeting place for the exchange of ideas. Those efforts range from working with NYSE-listed companies on ESG-related reporting, to operating markets for emissions and renewable energy markets, to climate risk data for the municipal bond market.

**NYSE ESG Resource Center »**

As a member of the Sustainable Stock Exchange (SSE) Initiative, ICE supports the efforts of the SSE and of NYSE-listed companies to provide ongoing communications and information regarding the quality and quantity of disclosures relating to relevant ESG matters.

**Sustainable Finance »**

We were early investors in the development of global emissions markets and we continue to support market-based solutions to environmental challenges.
Employees

Highly capable and engaged teams are critically important to our ability to grow and innovate. Through our human capital development efforts, we strive to attract and retain the best talent in the world. The field is competitive and the expectations are high. We offer pay for performance, a diverse and inclusive work environment, significant opportunities for career growth and a culture that prioritizes collaboration and drives results.

We are an Equal Opportunity Employer and all qualified applicants will receive consideration without regard to race, color, religion, gender, sexual orientation, gender identity, national origin or ancestry, age, disability or veteran status, or other protected status. We operate from approximately 50 offices in more than 20 countries to serve a customer base that spans global markets.

Culture and Engagement »
Across businesses and time zones we are tied together by one culture and a common set of core values that drive everything we do. We conduct employee surveys and engage frequently among our teams to ensure that we are upholding those core values.

Employee Development »
Helping employees grow in their careers and understand our culture and the breadth of our business is a critical task, and one that starts on day one and continues throughout their time at ICE. In the past year, this has included the launch of extensive new management and leadership development training.

Benefits »
We’re committed to providing a comprehensive and competitive benefits package in each market we operate to ensure employees’ health, well-being and financial security.

Diversity »
From our Board, to our management team and throughout our ranks we value diversity and recognize the benefits that a number of perspectives bring to the table.
Community

We believe that it’s important to make a difference by helping others in our communities. We pursue that goal through financial support and volunteering our time and talents. Our philanthropic efforts reach a diverse set of causes driven by our employees, customers and the communities in which we live.

Financial Education

Because much of our work is focused on markets and the efficient flow of capital, we’ve made financial education our core area of focus. More>>

Employees

We match charitable contributions for all employees up to $2,500 annually. In 2019 that resulted in a total of:

more than $800,000 for over 600 charities

Customers

We join with our customers and colleagues in the industry to support many charitable events throughout the year, such as Expect Miracles.

Communities

Through a broad variety of programs we support the communities where our employees and customers live and work. Atlanta’s Westside Future Fund is one example of that.

Additionally, in 2020, we donated: $10 mil to coronavirus relief efforts in each of the 35 communities where we have an office.

Our Carbon Footprint >>

We are strong believers in the power of markets and think our highest potential to move the needle rests with providing market infrastructure and data that enables more sustainable investment. At the same time, we recognize that every effort counts and we work hard to mitigate the impact our operations have on the environment. In addition to the steps we are taking to reduce our emissions, we have purchased renewable energy, renewable energy certificates and carbon offsets to cover our air travel and energy use at our data centers and offices.
Conclusion

Thank you for your interest in our approach to sustainability and our areas of focus. We will continue providing updates throughout the year on our website and encourage you to contact us with any questions at CorporateCitizenship@theice.com.
Consistent with our sustainability practices, this report is available online and will not be distributed in print.

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