

Corporate responsibility has been an important part of our company's ethos since our founding days and for the past few years we have published an annual [corporate responsibility report](#). Additionally, in order to provide more timely information, we maintain and update our [corporate citizenship website](#), which covers a broad range of sustainability issues impacting multiple stakeholders. We are focusing our efforts in 2019 on five areas where we think we can make the biggest difference:

1. Women's Leadership

On our board, on our management team and throughout our ranks we are focused on ensuring women are well represented throughout our organization. [More>](#)



Board

We have three women on our corporate board, **~30%**, as well as strong female representation throughout our sub-boards.



Senior management team

The slate of women leading our businesses include the first female NYSE President, Stacey Cunningham, ICE Data Services President Lynn Martin, ICE Clear US President Hester Serafini and Chief Regulatory Officer Elizabeth King. Women account for approximately **30%** of our management team.



Company-wide

We believe a diverse employee population contributes to better decision-making and better organizational performance. We focus on gender pay equity and training programs that support diversity throughout our company.



Throughout markets

We also launched the NYSE Advisory Board Council to help increase diversity across corporate boardrooms. [More >](#)

2. Financial Education

There is an acute need for financial education globally and through our charitable giving we are focused on improving financial education across age groups around the world. [More >](#)

3. Environmental Markets

Transparent, market-based pricing helps companies make better decisions when allocating resources and investing in more sustainable technologies. Our markets help make that possible. [More >](#)

4. Corporate Governance

As a publicly-traded company that plays a critical role in the operation of globally regulated markets, strong corporate governance is at the heart of everything we do. [More >](#)

5. The NYSE Community

We have a unique role via our ownership of the New York Stock Exchange, which provides us with the opportunity to bring together a community of innovative companies who are moving the needle on sustainability every day. We are excited to play a central role in creating these connections and helping facilitate the development of best practices. [More >](#)

ESG at ICE

Environment

X	We are recognized as a global leader in emissions and renewable energy markets More >
X	Across our markets we promote opportunities for sustainable investment including sustainable ETFs as well as ESG-based indices
X	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.
X	In our offices, we have installed state-of-the-art, efficient technology to reduce emissions

Social

X	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
X	We provide comprehensive and competitive benefits in each market we operate in to ensure employees' health, well-being and financial security
X	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
X	Career development and training opportunities are available throughout our ranks
X	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
X	In addition to financial education grants to Junior Achievement, Young Money, Girls Who Invest and the NYSE Future Investors Program, we make charitable contributions in the communities where we live and work, including through a \$2,500 annual match to every employee for the charity of their choice

Governance

X	Director skill sets cover a well-rounded range of topics
X	Board disclosures include committee composition , charters , bylaws and bios , among other materials
X	All directors are elected annually by a majority vote standard
X	Four out of 11 directors have a tenure of less than five years
X	All directors are reviewed annually via performance evaluations that include confidential oral assessments
X	Director compensation is disclosed in the Proxy Statement
X	The Board has oversight of ESG matters led by the Nominating and Corporate Governance Committee
X	Directors participate in continuing education sessions at least annually
X	Formal limits are in place for the number of outside public company boards on which a director can sit
X	The Board of Directors is responsible for overseeing the risk management process, which is led by our Chief Risk Officer
X	We employ a three-lines of defense model to enterprise risk management
X	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
X	Our protected disclosure (whistleblower) hotline is managed by a third-party service and available to employees, as well as external stakeholders: www.ethicspoint.com 866-294-4493