Advancing Boardroom Diversity
A Guide to Resources and Partners

Nasdaq is proud to establish relationships with companies and organizations committed to enriching the supply of diverse and qualified board candidates, driving recommendations, increasing discoverability, and amplifying company search efforts. One size doesn’t fit all, so we are building relationships with a growing number of collaborative partners. Your Nasdaq Relationship Manager can help you learn how to access these resources.

SUPPORTING OUR COMPANIES

Equilar
Introducing access to Equilar’s platform of board ready candidates. Equilar’s BoardEdge platform includes access to the Equilar Diversity Network, a consortium of 49 organizations, to advance diverse representation in boardrooms.

Benefits To Nasdaq Listings

- Nasdaq-listed clients that represent they do not have at least 2 diverse directors may receive free access to the BoardEdge service. Access is available to companies that request it on or before December 1, 2022.
- 1-year of access (2 seats) applies only to Nasdaq listings that do not meet the board diversity objectives.
- 90-day free access (2 seats) applies to all other Nasdaq listings and Nasdaq Corporate Services Clients.
- Equilar invites board-ready candidates to ‘Claim Your Profile’ on the Boardedge platform.

This Resource Will Be Most Helpful If …

- You are proactively and on an ongoing basis looking to identify future board candidates.
- A self-serve and hands on approach to identify candidates and track candidates will marry well to your current internal processes.
- You would like to broaden your search and identify director candidates outside your immediate network.
- There is value in mapping connections based on your networks and receiving live notifications around director and executive moves.

Athena Alliance
Athena Alliance works with boards of all sizes to connect them to women board director candidates for a success fee only. Women executives may also become members of Athena to receive access to live and on-demand executive education and networking, coaching, mentorship, and more.

Benefits To Nasdaq Listings

- Cost effective and success-fee based board matching services.
- Nasdaq-listed companies may, at no cost, share opportunities for open board seats with the Athena Community.
- Women leaders* among Nasdaq-Listings are eligible to join Athena Alliance at a 10% discount.

This Resource Will Be Most Helpful If …

- You are seeking personalized access to on-demand learning, 1-on-1 coaching, and virtual networking.
- Benefits extend to Nasdaq-listings and female leaders*, but are particularly well-suited to Micro-Cap and Small-Cap listings.
- As a female leader* you are looking for opportunities to network and learn.

*VP level or above, or corporate director.
Him for Her

Him For Her is a social impact venture dedicated to accelerating diversity on corporate boards to inspire better business. They are a referral-only talent network of 3500+ board-ready women, a third of whom are women of color, and delivered board-referral lists to 750+ companies ranging from startups to S&P 100.

Benefits To Nasdaq Listings

• Access to free referral services for an easy and frictionless way to find candidates for your board. Him for Her draws from their referral-only talent network.
• Him For Her provides referrals to meet your search criteria and then facilitates introductions.
• Companies may choose to make a tax-deductible donation to Him For Her to support their work as a non-profit.

This Resource Will Be Most Helpful If …

• You are a for-profit company, regardless of size or stage, and are looking to receive curated referrals to talented female executives.
• You are seeking to share an open board role. Simply visit http://www.himforher.org and mention that Nasdaq referred you.

Heidrick & Struggles

Heidrick & Struggles (Nasdaq: HSII) provides global leadership advisory and on-demand talent solutions, serving the senior-level talent and consulting needs of the world’s top organizations.

Benefits To Nasdaq Listings

• Access to a toolkit comprised of best practices in board recruitment, board diversity, onboarding and access to world-class thought leadership, videos and podcasts.
• Each client has a unique set of needs as it relates to executive search, board assessment and advisory work, and Heidrick & Struggles can help identify relevant solutions on a specific needs basis.

This Resource Will Be Most Helpful If …

• You are a Pre-IPO stage or recently public company.
• You are focused on diversity and unique director backgrounds – with long-term board effectiveness in mind.
• You are looking to create a high-impact board with an inclusive culture.
• Your board is looking to assess its culture and skillsets to prioritize the right conversations for the future of the organization.
theBoardlist

theBoardlist is an online talent platform that connects both public and private companies with diverse candidates for global leadership opportunities. theBoardlist has over 10,000 diverse candidates, from accomplished and well-known board directors to emerging board-ready talent.

Benefits To Nasdaq Listings

• Nasdaq-listed companies will receive expedited search intake & support on theBoardlist.
• Access to a complimentary list of 3-5 candidate suggestions and relevant introductions.
• 20% discount on access to search services, premium candidate information & search services.

This Resource Will Be Most Helpful If …

• You would like assistance in identifying a shortlist of qualified candidates.
• You would like to recommend or endorse candidates to become discoverable within theBoardlist network.
• Your company would like to participate in The Board Challenge, a movement to improve representation of Black directors in U.S. corporate boardrooms by pledging to appoint a Black director by 2022.

To learn more about any of the above relationships or how to access these resources, please contact your Nasdaq Relationship Manager or Vanessa Mesics at Vanessa.Mesics@nasdaq.com.

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