

February 16, 2022

Philip Choi
54-1051 Cedarglen gate
Mississauga, Ontario, L5C 3A7
Canada

Dear Philip:

I am pleased to offer you an internship with NASDAQ Canada ("Nasdaq" or the "Company"), a Canadian subsidiary of Nasdaq Inc. within Global Technology. This position will be located in the Ontario office, at Canada - Toronto, Ontario. You will report to Michael Young and perform such duties and functions as may be assigned to you from time to time.

The other terms and conditions of your internship are as follows:

- 1) Your internship will begin on May 02, 2022 and end on 08/19/2022. The Company may terminate your internship at any time for cause without notice or pay in lieu of notice and without cause upon one (1) week's written notice or pay in lieu of.
- 2) You will receive an hourly rate of \$28.00/hr for all hours actually worked paid on a bi-weekly basis, in accordance with the Company's regular payroll practices and subject to appropriate withholdings and deductions. Your position is non-exempt and you will be eligible to receive overtime in accordance with the Company's Employee Handbook.
- 3) Your standard hours of work will be 40 hours a week but may vary week to week based on work demands.
- 4) You are eligible to receive 4% vacation pay at the end of this contract.
- 5) You hereby agree to devote substantially all of your business time and attention to your responsibilities at the Company and the affairs of the Company and not to engage in any business activities other than being an intern and performing the duties required of you by the Company.
- 6) You will not be eligible to participate in the employee benefit programs except as specifically provided under the terms and conditions of the relevant plans, as may be in effect from time to time at the Company, subject to the terms and conditions of the relevant plans.
- 7) This offer is subject to a satisfactory completion of a standard background check, as applicable to your location and as evaluated by the Company in its sole discretion. In addition, this offer is contingent upon you providing satisfactory proof of identity and legal authority to work in Canada.
- 8) As a condition of your internship at the Company, you are required to execute the Company's Continuing Obligations Agreement attached hereto as Appendix A. Kindly review and execute the Continuing Obligations Agreement and return it with your signed copy of this letter.

9) The Company maintains and from time to time modifies and implements various Company policies and procedures including, but not limited to, a Company Employee Handbook and Company Code of Ethics. You will be expected to comply with all such policies and procedures.

10) By signing below you also represent and warrant that you may freely enter into this offer of internship and that you are not subject to any contract, agreement, or restrictive covenant of any kind (including a non compete or non solicitation agreement) that would prevent you from accepting an internship with the Company and/or beginning work for the Company, or from freely and fully performing your duties here under. You further promise that should you become aware of any reason you cannot join or remain an intern with the Company, or fully execute your responsibilities for the Company, you will immediately notify the Company of such development, in writing. Similarly, if you receive any communication from a former employer or any other person or entity claiming you cannot join or continue your internship at the Company, you will immediately notify the Company in writing. You also represent that you will abide by all contractual obligations you may have to all prior employers and that you will not retain, review, or utilize any other person or entity's confidential or proprietary information in connection with your work for the Company or share or disclose such information to any other person or entity.

11) This offer shall be governed by the laws of the Province of Ontario without giving effect to the principles of conflicts of law.

12) This offer of internship letter agreement, and its Appendix A Employee Confidentiality, Non-Solicitation and Invention Assignment Agreement constitute the entire agreement between the parties hereto and supersede any and all prior and contemporaneous understandings, communications, representations and/or agreements with respect to the subject matter hereof, and may not be amended, discharged, or terminated, nor may any of its provisions be waived except upon the execution of a valid written instrument executed by you and the Company.

We look forward to your joining the Company as an intern. Please do not hesitate to contact me if you have any questions. To acknowledge your acceptance of this offer, please sign below and return it to by no later than February 17, 2022.

Sincerely,

Anna Ceparano
Recruiting Specialist

I hereby accept the terms of the offer described above for an internship with NASDAQ Canada.

Philip Choi

Date

