



Bryan Smith

EVP, Chief People Officer
Nasdaq, Inc.

As Executive Vice President & Chief People Officer for Nasdaq, Inc., Bryan Smith leads a global team of HR professionals responsible for the strategy and execution of attracting, retaining, engaging, and rewarding top talent to drive Nasdaq's business performance and competitive advantage across 40 countries. He also leads the strategic cultural transformation powering Nasdaq's evolution from an exchange business to a leading provider of premier technology platforms, insights, and expert services to global capital markets.

By consistently challenging the status quo, Bryan has built a strong reputation for designing innovative solutions to redefine the way work gets done and how people excel and grow. Over his tenure at Nasdaq, Bryan has modernized the People function in terms of programs, processes, technology, and people. He has led significant enterprise-wide change initiatives, including M&A diligence for major acquisitions/integrations, Agile adoption, and the ongoing integration of AI. Bryan is an active member of Nasdaq's Management Committee, Global Risk Committee, Pension Committee, AI Steering Committee, and serves as Executive Sponsor for Women in Nasdaq, one of the company's 12 employee networks.

Prior to joining Nasdaq in 2012, Bryan served as a founding partner with Meridian Compensation Partners LLC, an independent executive compensation advisory firm. He advised Boards of Directors and senior management teams on the full range of executive and board compensation issues and advised companies undergoing corporate transactions including mergers, acquisitions, divestitures, IPOs, spin-offs, joint ventures, and other restructurings. Prior to Meridian, he was a Principal at Hewitt Associates LLC (now Aon), a global human resources consulting and outsourcing firm, where he held

various senior operations and strategic consulting roles over his 17-year tenure.

Bryan holds a BA in Economics from Boston College and an MBA from New York University's Stern School of Business.