

Gender Pay Reporting

Broadridge Financial Solutions Limited, United Kingdom



Ready for Next

Gender Pay Reporting

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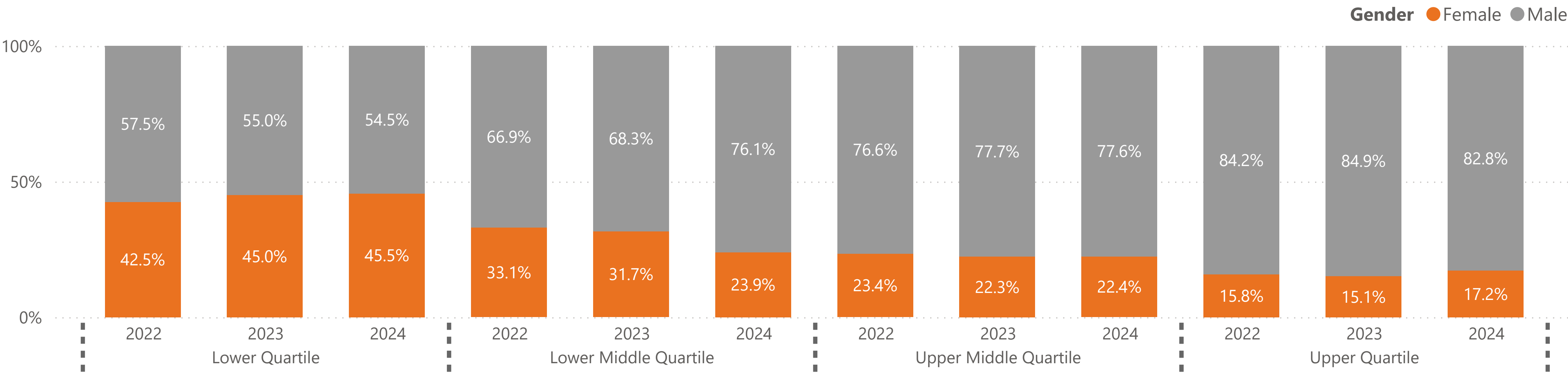
1. Executive Summary

- Broadridge Financial Solutions Limited, United Kingdom, had 544 associates on the snapshot date 5th April 2024. The business is predominately financial services technology and operations; Broadridge also has other group companies in the UK which do not meet the threshold for compliance.
- The business is approximately 28% female, 72% male, and Technology driven.
- Given the prevalence of male hires into technology roles there is a structural imbalance in the workforce with far more men in the top quartile pay band than women. This skews our gender pay gap.
- All our team members are provided with a bonus scheme but may not have received a bonus within the year dependent on hiring date.
- Broadridge Financial Solutions Limited, United Kingdom, is committed to fairness and equality in compensation practices across all roles. We are continuing to assess and refine our policies to develop an environment where pay reflects the value and contributions of every individual.

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2.1 Pay Quartiles

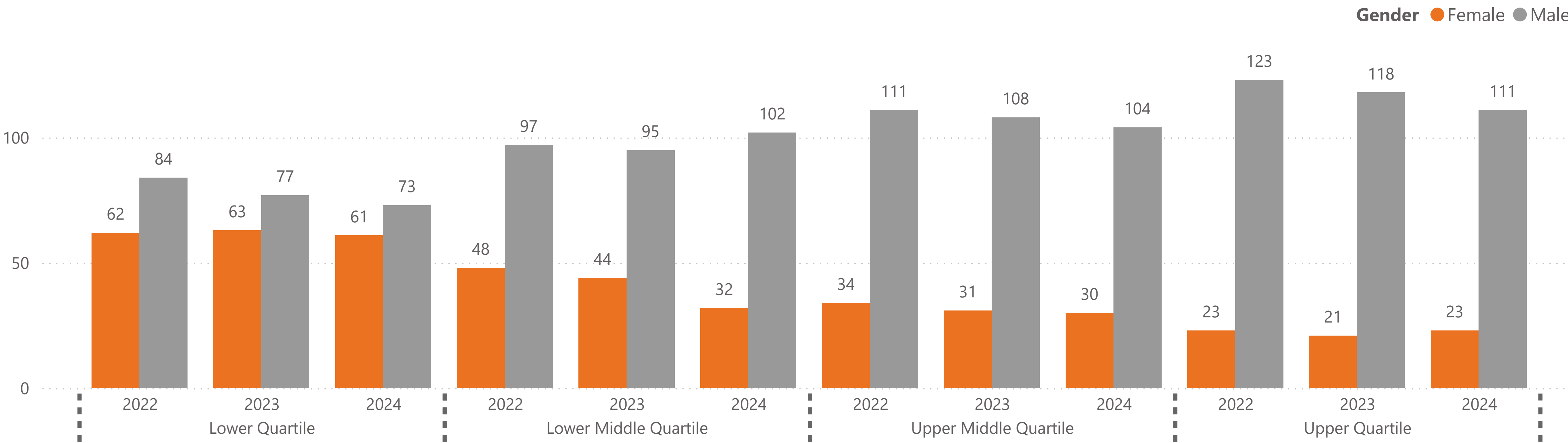
% Female and Male by Pay Quartile & Year



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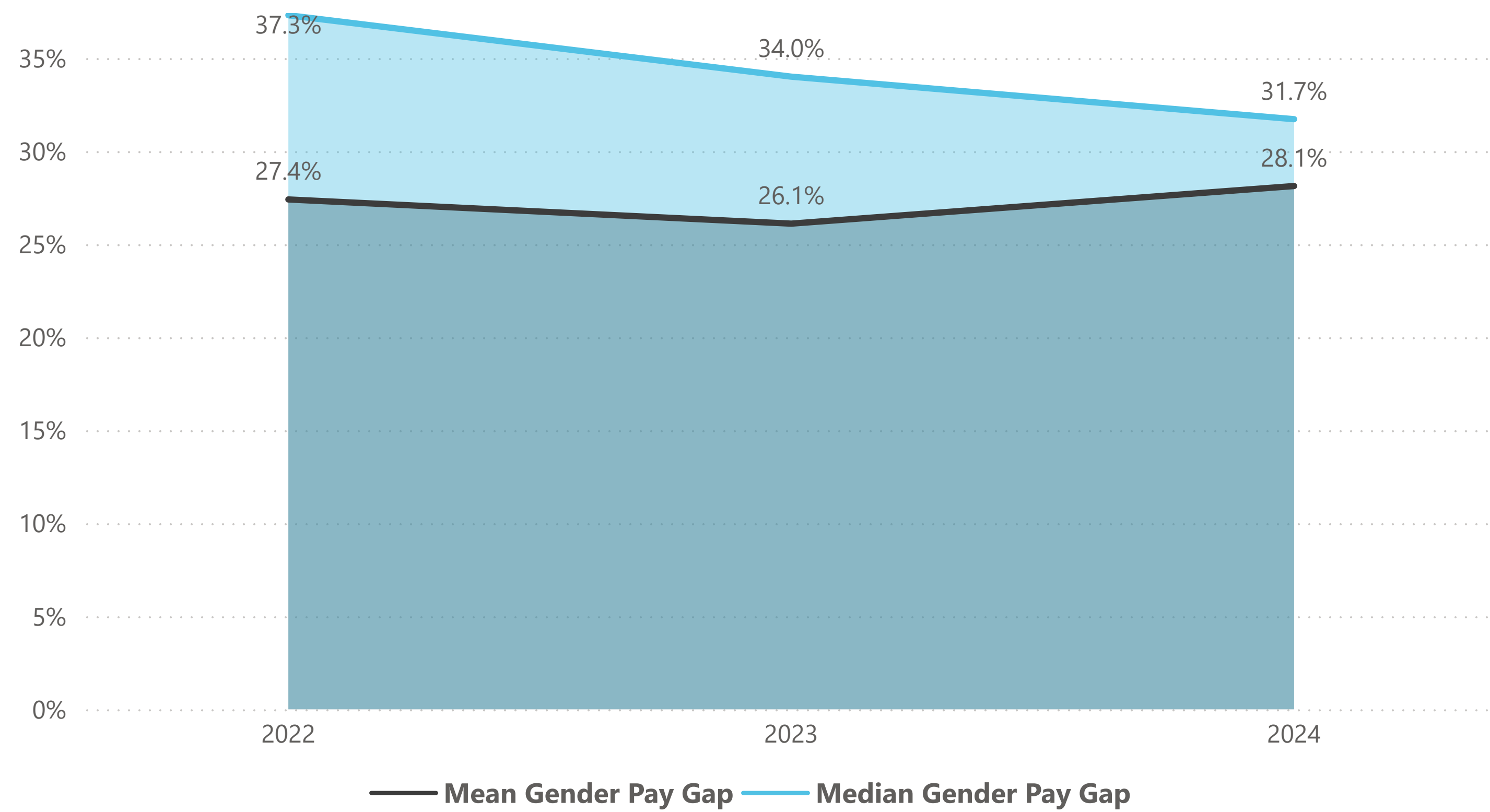
2.2 Pay Quartiles

Female and Male Count by Pay Quartile & Year



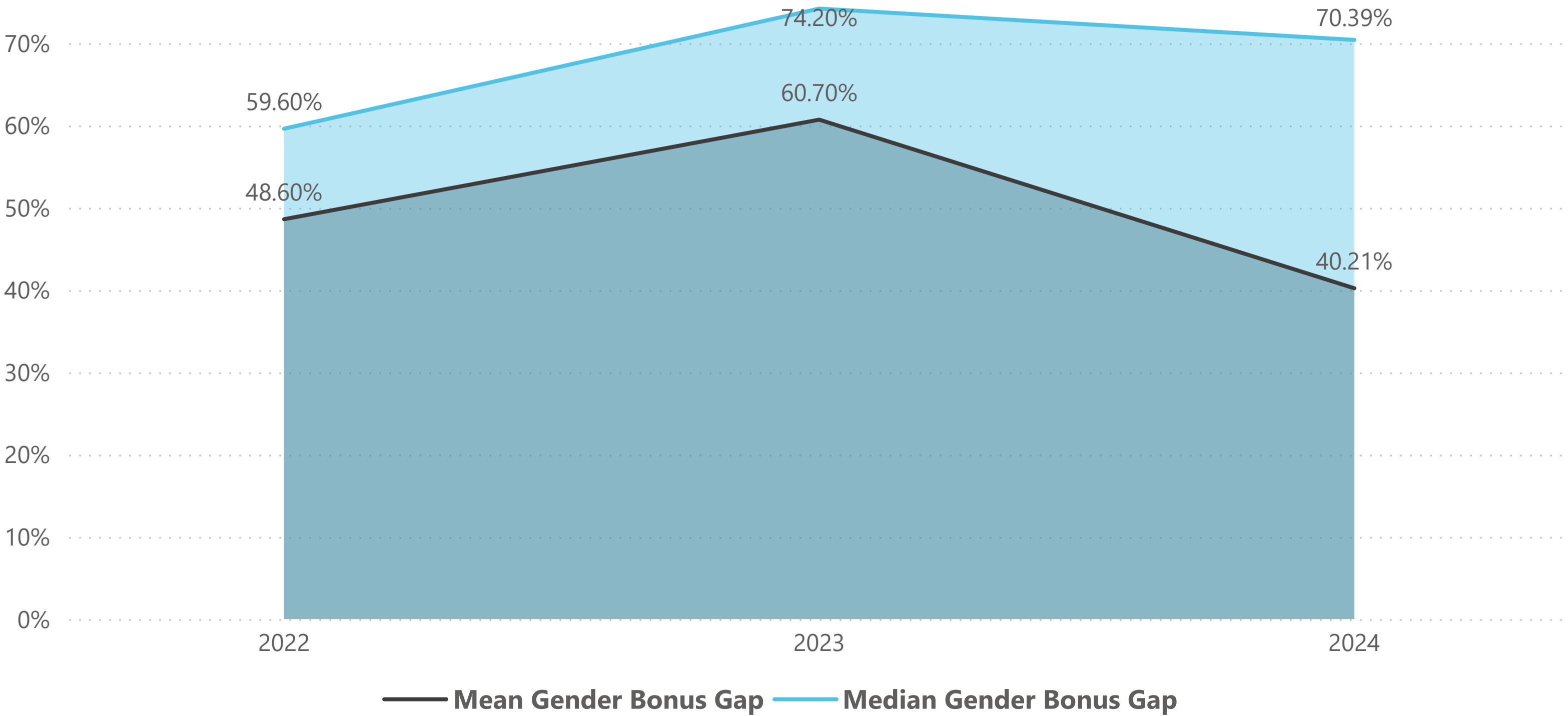
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3. Mean (Average) and Median Gender Pay Gap Over the Last Three Years



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4. Mean (Average) and Median Gender Bonus Gap Over the Last Two Years



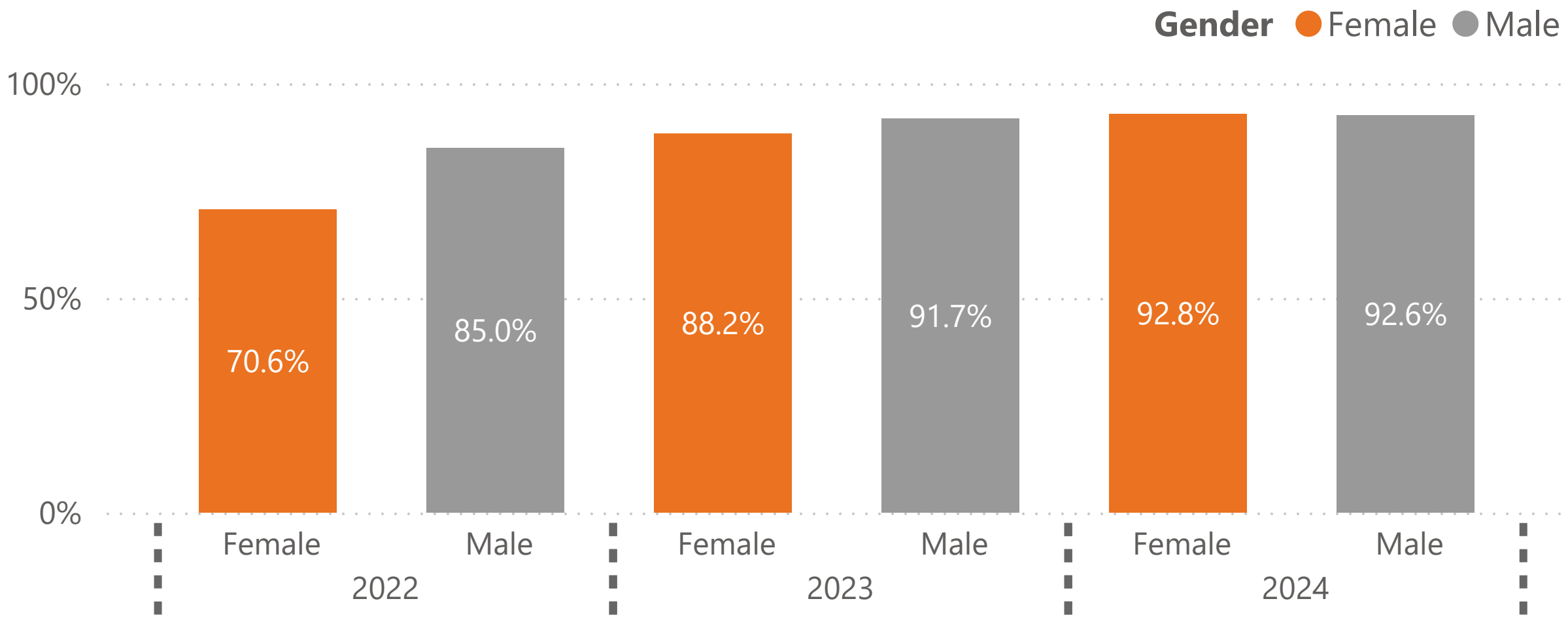
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5. Percentage of Employees Receiving a Bonus

| Year | #Employees | #Employees Who Received Bonus | Percentage |
|--------|------------|-------------------------------|------------|
| ☐ 2022 | | | |
| Male | 412 | 350 | 85.0% |
| Female | 170 | 120 | 70.6% |
| ☐ 2023 | | | |
| Male | 398 | 365 | 91.7% |
| Female | 161 | 142 | 88.2% |
| ☐ 2024 | | | |
| Male | 391 | 362 | 92.6% |
| Female | 153 | 142 | 92.8% |

- Eligibility criteria to receive a bonus in the Fiscal Year:
 - Hired or approved for eligibility before 31st March of the Plan Year
 - Active associate on the last business day of the Plan Year (30th June)
 - Worked at least 90 days in the Fiscal Year
- All employees who meet the above criteria receive a bonus.

% Employees Receiving a Bonus by Year & Gender



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6. Appendix

- Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
- Broadridge Financial Solutions Limited, United Kingdom, had 544 employees on the snapshot date 5th April 2024 and is the only employing entity in the UK that needs to report the gender pay gap.
- Relevant pay period: April 2024 payroll
- Relevant bonus period: April 2023 – March 2024 payrolls
- Full pay relevant employees: employees receiving full basic pay in April 2024 payroll for pay gap calculation (536 employees)
- Relevant employees: employed on the snapshot date used for bonus gap calculations (544 employees)
- Submission deadline: April 4, 2025

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Director's Approval of Written Statement

This information is published on Broadridge's company website here:


- <https://www.broadridge.com/intl/legal/legal-statements>

and on the UK Government website here:

- www.gov.uk/genderpaygap

The information provided in this written statement is accurate.

Approved by Tom Carey, Company Director and President, Global Technology and Operations

Signed 

Date 04/04/2025