



# Gender Pay Reporting

Broadridge Financial Solutions Limited, United Kingdom



Ready for Next

# Gender Pay Reporting

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# Gender Pay Reporting

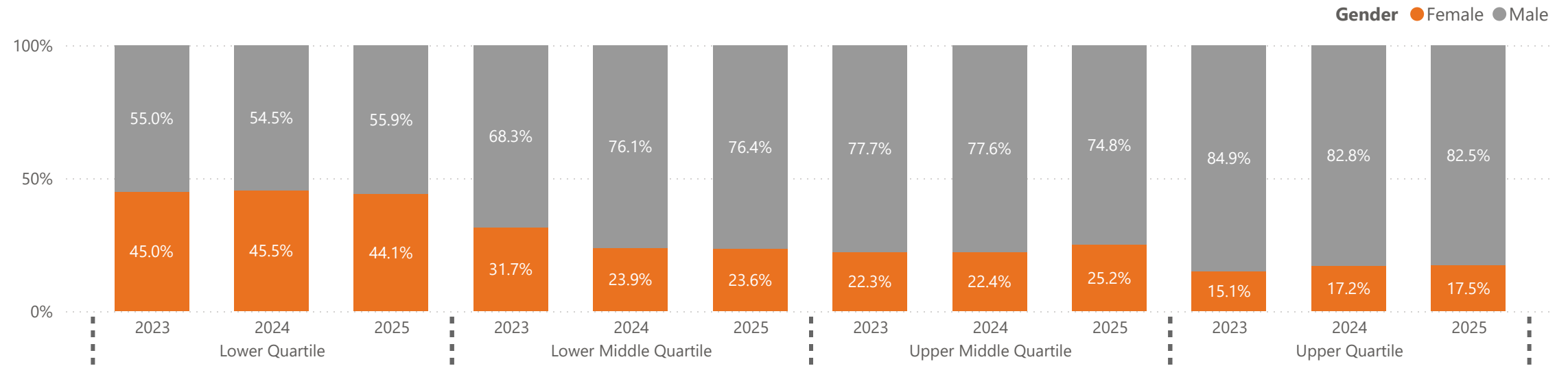
## 1. Executive Summary

- Broadridge Financial Solutions Limited, United Kingdom, had 516 associates on the snapshot date 5th April 2025. 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 29% female, 71% 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.

# Gender Pay Reporting

## 2.1 Pay Quartiles

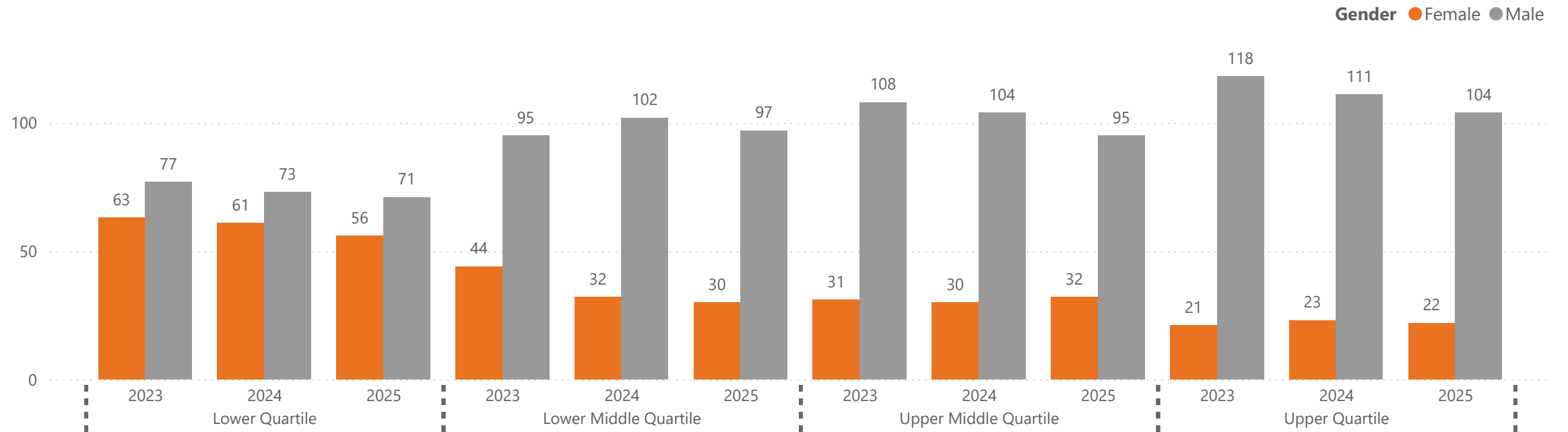
% Female and Male by Pay Quartile & Year



# Gender Pay Reporting

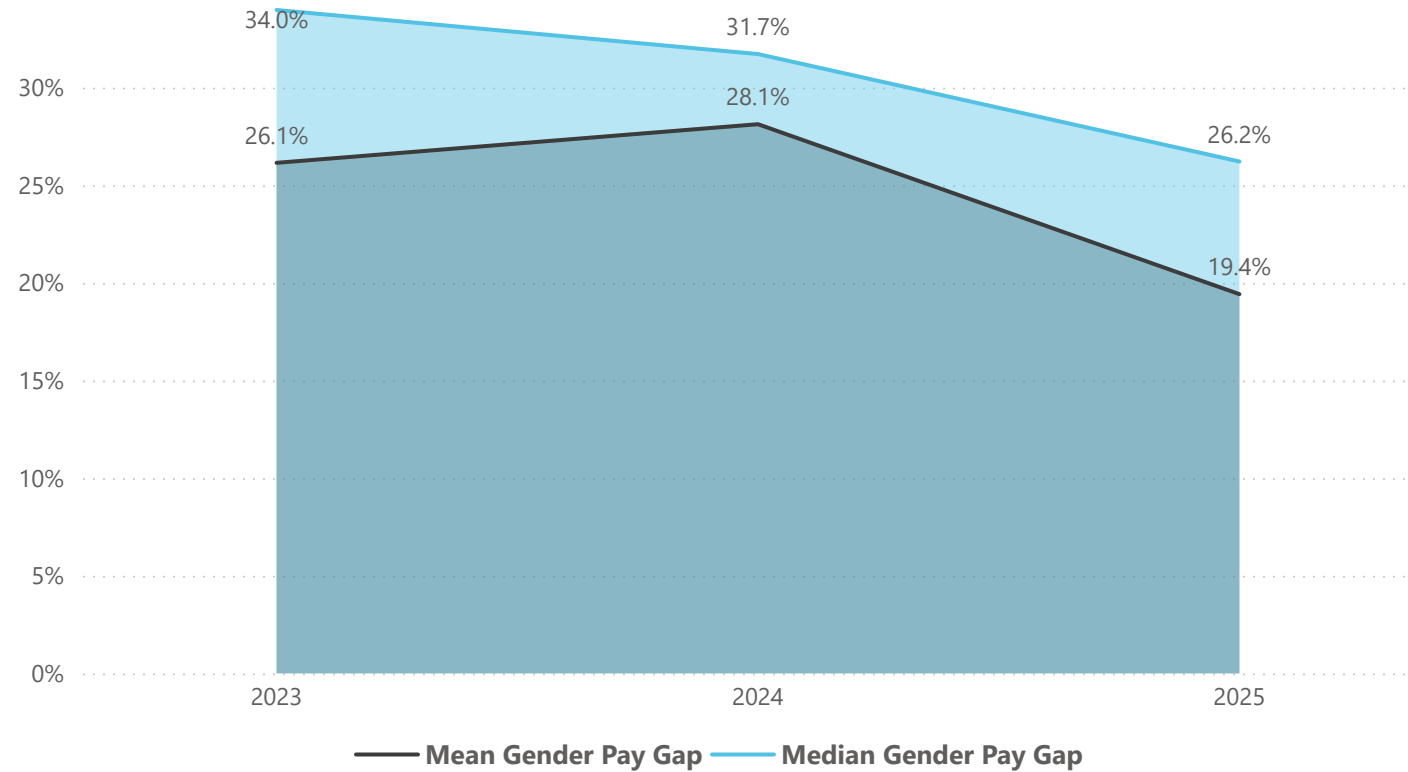
## 2.2 Pay Quartiles

### Female and Male Count by Pay Quartile & Year



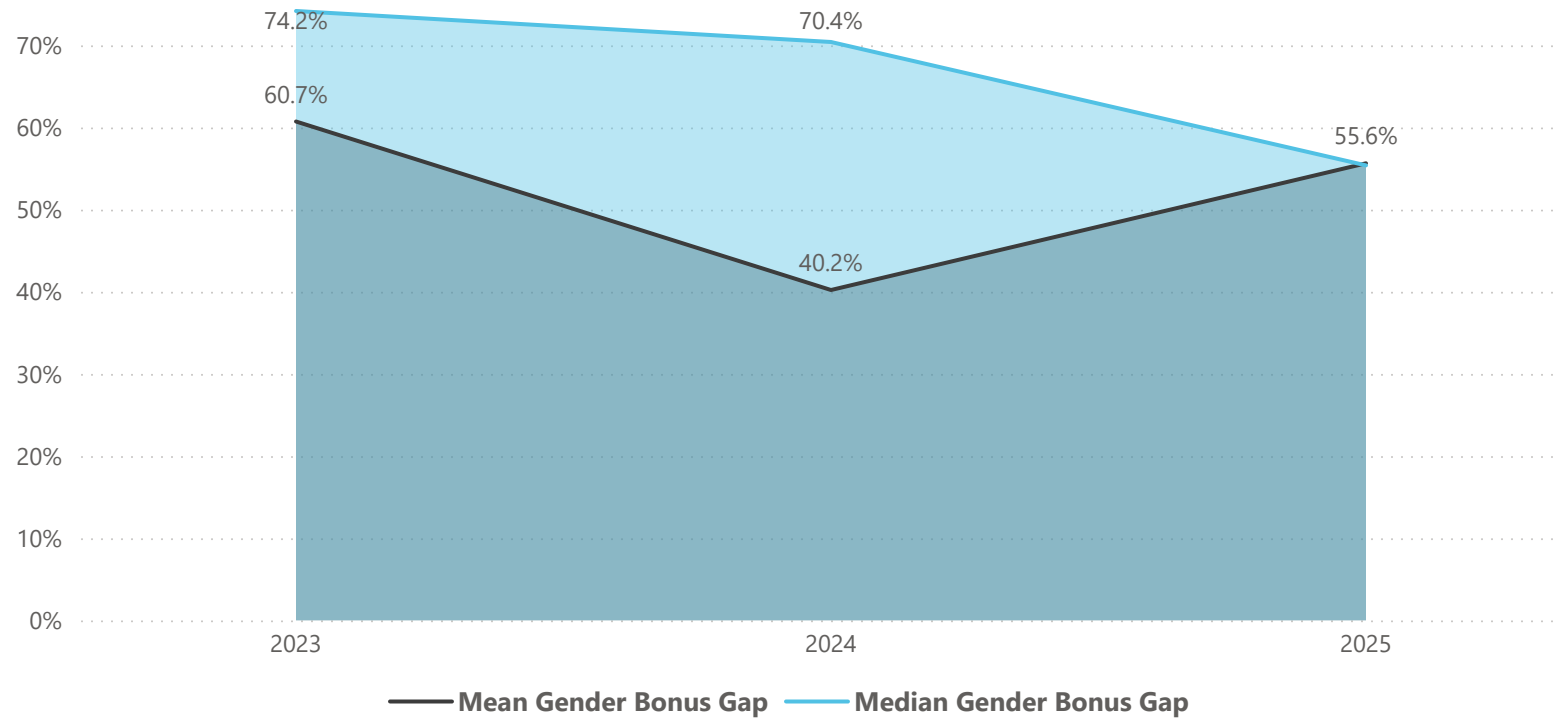
# Gender Pay Reporting

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



# Gender Pay Reporting

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

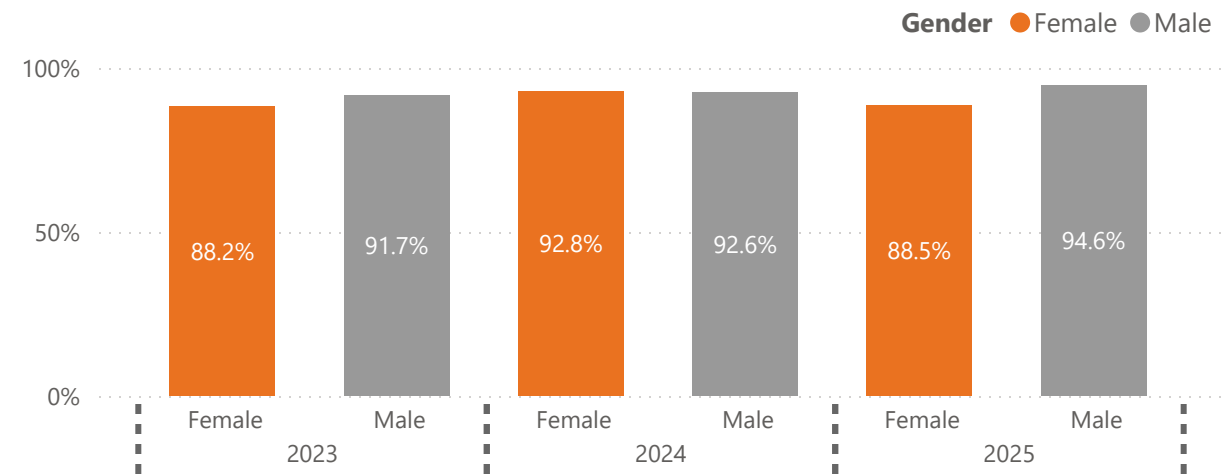


# Gender Pay Reporting

## 5. Percentage of Employees Receiving a Bonus

Year	#Employees	#Employees Who Received Bonus	Percentage
<b>2023</b>			
Female	161	142	88.2%
Male	398	365	91.7%
<b>2024</b>			
Female	153	142	92.8%
Male	391	362	92.6%
<b>2025</b>			
Female	148	131	88.5%
Male	368	348	94.6%

% Employees Receiving a Bonus by Year & Gender



- 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.

# Gender Pay Reporting

## 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 516 employees on the snapshot date 5th April 2025 and is the only employing entity in the UK that needs to report the gender pay gap.
- Relevant pay period: April 2025 payroll
- Relevant bonus period: April 2024 – March 2025 payrolls
- Full pay relevant employees: employees receiving full basic pay in April 2025 payroll for pay gap calculation (507 employees)
- Relevant employees: employed on the snapshot date used for bonus gap calculations (516 employees)
- Submission deadline: April 4, 2026

# Gender Pay Reporting

## Director's Approval of Written Statement

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

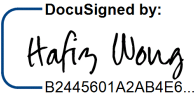
• <https://www.broadridge.com/intl/legal/legal-statements>

and on the UK Government website here:

• [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)

The information provided in this written statement is accurate.

Approved by Hafiz Wong, Company Director and VP, Senior Chief Counsel

Signed  \_\_\_\_\_

Date 4/2/2026