Broadridge®

2025 Sustainability Report

2025 Sustainability Performance Tables*

General

Company Information (as of June 30, 2025)	Quantity
Total full-time employees	Approximately 15,000 full-time associates
Countries	21
Total revenues	$6.9 billion
Market capitalization	$28.5 billion

Environmental

For more detailed information on our Environmental initiatives, policies, and programs, please see broadridge.com/about/sustainability/environmental.

GHG Emissions Indicator	Scope	Unit	Quantity
Scope 1 Emissions[1]	**Global**	**$MTCO_2e$**	**10,546**
Scope 2 Emissions[2]	**Global**	**$MTCO_2e$**	
Location-Based			38,720
Market-Based			39,068
Total Scope 1 and 2 Emissions	**Global**	**$MTCO_2e$**	
Location-Based			49,266
Market-Based			49,614
Scope 3 Emissions[3]	**Global**	**$MTCO_2e$**	
Purchased goods and services			203,722
Upstream transportation and distribution			122,889
Total Scope 1 and 2 Emissions Intensity	**Global**	**$MTCO_2e$ /unit total revenue**	
Location-Based			0.00000715040
Market-Based			0.00000720089
Total Energy Consumed	**Global**	**MWh/GJ**	**146,978/529,121**
Energy consumption from fossil fuel			55,204/198,734
Energy consumption from grid electricity			88,063/317,027
Energy consumption from renewables			3,711/13,360
Independent third-party verification of environmental data and level of assurance	**Global**		**Yes, limited assurance**

(1) Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by an organization.
(2) Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.
(3) Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its value chain. Scope 3 emissions include all sources not within an organization's Scope 1 and 2 categories. Broadridge has estimated all 15 categories of potential Scope 3 emissions, finding that our top Scope 3 categories are purchased goods and services and upstream transportation and distribution.

* All data provided is for fiscal year 2025 unless otherwise noted.

2025 Sustainability Performance Tables*

Social

For more detailed information on our Social initiatives, policies, and programs, please see broadridge.com/about/sustainability/people-and-communities.

Workforce Diversity
See the Company's U.S. workforce diversity data attached hereto as Annex 1

Corporate and Other Giving	Donation Amount
Matching Gift Program	$675,300
Broadridge Foundation	$1,067,740
Other Company and associate donations	$2,211,034
Total Donations	**$3,954,075**
Total Associate Volunteer Hours	**14,002**

Associate Engagement	Quantity
Broadridge's annual Great Place to Work® survey was completed in December 2024. Global associates hired prior to October 1, 2024 were invited to share feedback on their individual experiences at Broadridge. Survey responses were collected and aggregated by the Great Place to Work Institute, Inc., a global authority on high-trust, high-performance workplace cultures, to keep our associates' feedback confidential and protect anonymity.	
Overall favorable rating	81%
Percentage of associates stating Broadridge is a "great place to work"	83%
Number of participants	11,515
Survey response rate	81%

Awards	Scope/Country	Year
Great Place to Work® certified	India	Certified 2018–2025
	U.S. and Canada	Certified 2019–2025
	UK and Ireland	Certified 2021–2025
	Romania, Poland, Singapore, and Japan	Certified 2022–2025
	Germany, Sweden, and Philippines	Certified 2023–2025
	Hong Kong	Certified 2024–2025
	Czechia, France, and Australia	Certified 2025
Great Place to Work® Awards		
Best Workplaces™ in Technology	Ireland	2024–2025
Best Workplaces™ in Financial Services and Insurance	UK	2025
Best Companies to Work For	India	2025
Best Workplaces™ in BFSI	India	2025
Best Workplaces™ in Fintech	India	2025
Best Workplaces™ in Diversity, Equity, Inclusion and Belonging	India	2025
Best Workplaces™	Philippines	2025
Best Workplaces™ in IT-BPM	Philippines	2025
Best Companies to Work For in New York — NY State Society for Human Resource Management	U.S.	2008–2025
Best Places to Work for LGBTQ Equality — Human Rights Campaign Foundation	Global	2013–2024

* All data provided is for fiscal year 2025 unless otherwise noted.

2025 Sustainability Performance Tables*

Social *(Continued)*

Training and Leadership Programs	Quantity	Associates Participating	Hours Completed
Ethics and Compliance Training[1]	7 programs	95%+	34,765
Code of Business Conduct and Ethics Security Awareness Data Privacy Insider Trading Anti-Harassment and Discrimination Enterprise Risk Management Business Continuity Planning and Crisis Management			
Career Enrichment and Leadership Development	15 programs and learning libraries		
Technology Skills Development	Over 100,000 courses	1,356	28,120
AI Academy	Over 75 courses	7,764	49,884
eLearning Curriculum	Over 10,000 online courses	7,570	88,339
Custom eLearning	Over 300 courses	8,609	102,372
Financial Services	Over 25 courses	490	4,119
Security Industry Institute (SII) at Wharton		42	840
Talent Acceleration Program		25	2,250
Individual Leadership		404	2,560
Leading People: Advanced		81	392
Leading People: Foundations		119	1,077
Leader's Edge		30	540
Performance and Development		955	1,120
Agile Academy		3,644	3,644
eCornell		47	3,315
Global Mentorship		372	6,696

Labor Practices	Quantity
Labor unions/collective bargaining agreements/works councils	None of our U.S. employees are represented by a labor union. In some countries outside the U.S., we have works councils or we are required by local law to enter into and/or comply with industry-wide collective bargaining agreements.
Percentage of associates covered by works councils or collective bargaining agreements	3.0%

(1) This list represents training required globally and done annually except Security Awareness training, which is conducted quarterly. Additional ethics and compliance training such as Anti-bribery and Corruption and Antitrust training is required for associates in specific roles or geographies, or who meet other criteria.

* All data provided is for fiscal year 2025 unless otherwise noted.

2025 Sustainability Performance Tables*

Governance

For more detailed information on our Governance initiatives, policies, and programs, please see broadridge.com/about/sustainability/policies-and-practices.

Cybersecurity
For more information on our cybersecurity program, including our policies and practices, please see Item 1C. of the Company's 2025 Annual Report on Form 10-K filed with the SEC on August 5, 2025.

Compliance Program	
Policies	
Anti-Bribery Policy	
Anti-Harassment and Anti-Discrimination Policies	
Artificial Intelligence Governance Policy	
Code of Business Conduct and Ethics	
Corporate Governance Principles	
Environmental Policy	
Privacy Statement and Global Privacy Policy	
Human Rights Statements and Policies	
Insider Trading Policy	
Political Contributions Policy	
Related Party Transactions Policy	
Vendor Code of Conduct	
Compliance Program Audits and Training	
Regular Audits of Ethical Standards	We perform risk assessments and review and update our Ethics and Compliance program, including training for our associates. The Company's internal audit group annually reviews certain aspects of the Ethics and Compliance program, administration of the Company's ethics hotline, and the procedures designed to establish compliance with the Code of Business Conduct and Ethics.
Employee Training on Ethical Standards	All of the Company's part-time and full-time associates, including certain of our vendors and consultants, are required to complete annual training on our Code of Business Conduct and Ethics.
Confidential Ethics Hotline	Broadridge has a confidential Ethics Hotline, in addition to other methods, to report ethics, policy, legal, or other concerns. Anyone at Broadridge who has knowledge of potential misconduct, unethical activity, or violations of Broadridge policies, procedures or applicable laws and regulations is obligated to report such activity. Reporting can be done anonymously, where permitted by law.

* All data provided is for fiscal year 2025 unless otherwise noted.

2025 Sustainability Performance Tables*

Governance *(Continued)*

Board of Directors[1]	
Size of the Board	8
Independent directors on Board	7 (88%)
Independent directors Audit Committee	6 (100%)
Independent directors Compensation Committee	3 (100%)
Independent directors Governance and Nominating Committee	3 (100%)
Separate CEO and Board chair	Yes
Independent Board chair	Yes
Women directors on Board	3 (38%)
Racially or ethnically diverse directors on Board	2 (25%)
Overall Board diversity	5 (63%)
Average age	65
Average tenure	8 years
Mandatory retirement age	72 (unless director has served on the Board for less than eight years)
Audit Committee members limited to three public company audit committees	Yes
Annual Board and Committee self-assessments	Yes
Orientation program for new directors	Yes
Classified board	No

Voting and Stockholders Rights	
Poison Pill	No
Equal voting rights (one vote per share)	Yes
Majority voting standard	Yes
Proxy access by-law provision	Yes
Right to call special meeting	Yes

(1) As of the Company's 2025 annual meeting of stockholders, two directors will be retiring pursuant to the Company's mandatory retirement policy. The information provided reflects what our Board and Committee composition will be following the 2025 annual meeting of stockholders.

* All data provided is for fiscal year 2025 unless otherwise noted.

2025
Sustainability Performance Tables*

Governance *(Continued)*

Political Involvement	
Political Action Committee	Yes
Political Contributions Policy	Yes
Political contributions disclosure	Yes (See broadridge.com/resource/political-contributions-disclosure)

Compensation Governance Practices	
Say on pay voting support	89.2%
Robust stock ownership and holding period guidelines applicable to Board and officers	Yes
Double-trigger change in control plan	Yes
Prohibition on hedging, pledging, and short sales	Yes
Clawback Policy for executive compensation	Yes
Annual Board compensation limits	Yes
Associate compensation Variable performance-based component to pay/annual employee bonus plan or performance-based variable pay for all employees	We utilize a performance-based compensation approach with a portion of every associate's compensation tied to client satisfaction goals, which reinforces our commitment to the Service-Profit Chain and rewards associates for their contributions to Broadridge's overall client satisfaction performance

* All data provided is for fiscal year 2025 unless otherwise noted.

2025
Sustainability Performance Tables*

INDEXING SASB — Software & IT Services

Metric	SASB Code	Data/Description			
		Item	Territory	Unit	Quantity
Environmental Footprint of Hardware Infrastructure					
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) Total energy consumed (includes energy consumed from fossil fuel)	Global	GJ	529,121
		(2) Percentage grid electricity	Global	%	60
		(3) Percentage renewable	Global	%	3
Data Privacy & Freedom of Expression					
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See our Privacy Statement and Global Privacy Policy			
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Our core products and services are not subject to government-required monitoring, blocking, content filtering, or censoring			
Data Security					
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	See Item 1C. of the Company's 2025 Annual Report on Form 10-K filed with the SEC on August 5, 2025			
Recruiting & Managing of Global Diverse and Skilled Workforce					
Employee engagement as a percentage Percentage of associates stating Broadridge is a "great place to work"	TC-SI-330a.2	81% 83%			
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Please see the Company's U.S. workforce diversity data included herein as Annex 1			

* All data provided is for fiscal year 2025 unless otherwise noted.

Annex 1 U.S. Workforce Diversity*

We strive to increase diversity in our workforce with a focus on hiring, retaining, and developing diverse talent. The consolidated data below is as of December 22, 2024 and was developed to align with EEO-1 reporting obligations. It is a snapshot in time of our U.S. workforce demographics and is based on specific race, ethnicity, and job categories prescribed by the U.S. federal government. These categories may exclude certain races and ethnicities. Also, these job categories are not necessarily representative of how our industry or Broadridge's workforce is organized or how we track our progress. Further, Broadridge is a U.S.-headquartered global company with a large percentage of our workforce based outside of the U.S. Although it is impossible to capture the diversity of Broadridge's workforce in a single chart, we publish this data because we want to be transparent about the diversity of our U.S.-based workforce, and we recognize the value of public disclosure of standardized data across companies.

	Hispanic or Latino		Not Hispanic or Latino												
	Male	Female	Male						Female						
Job Categories	Hispanic or Latino	Hispanic or Latino	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Native America	Two or More Races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Native America	Two or More Races	**Overall Total**
Executive/Senior Level Officials and Managers	2		20			2		1	2			3			30
First/Mid-Level Officials and Managers	60	27	507	41	3	126		12	224	22	1	38		3	1064
Professionals	128	114	1151	86	3	539	6	32	620	86		250	4	31	3050
Technicians	44	2	75	11	2	30		6	4	1		2			177
Sales Workers	5		158	2		8		3	49	1		2		2	230
Administrative Support Workers	74	121	195	38	1	53	3	9	218	56		56	2	8	834
Craft Workers	8		9												17
Operatives	131	212	133	141	9	175	4	28	82	75	11	130	1	12	1144
Laborers and Helpers	3	2	1	3						1					10
Service Workers	9	6	17	19		1	1	2	2	5					62
Grand Total	464	484	2266	341	18	934	14	93	1201	247	12	481	7	56	6618

* Excludes seven associates for whom we were unable to obtain information and thus excluded for purposes of gender in this chart.

Annex 2 2025 Task Force on Climate-Related Financial Disclosures Index

Governance

Guidance	Disclosure
Disclose the organization's governance around climate-related risks and opportunities.	Our Board of Directors and the Governance and Nominating Committee of our Board oversee Broadridge's ongoing commitment to sustainability matters. Our Governance and Nominating Committee of the Board is responsible for overseeing Broadridge's sustainability strategy, policies, programs, and reporting. Management regularly reports to the Governance and Nominating Committee and annually to the full Board on sustainability matters. In addition, our Board believes that regular communication with our stockholders is essential to our long-term success, and corporate governance engagement with our investors is an important focus at Broadridge. Throughout the year, our Chief Executive Officer, Chief Financial Officer, and Investor Relations team regularly engage with our stockholders at industry and investment community conferences, investor road shows, and analyst meetings. In 2025, as part of Broadridge's stewardship and engagement, we invited our largest investors to discuss any topics they desire. Sustainability-related topics, including our environmental initiatives, were among the topics of discussion in our engagement efforts. We believe these engagement efforts with our stockholders will allow us to better understand our stockholders' priorities and perspectives and provide us with useful input. Broadridge's President, who reports to the Chief Executive Officer, is responsible for management leadership of the Company's sustainability initiatives, including climate-related policies, goals, and targets. As part of our long-standing pledge to corporate sustainability and global environmental stewardship, Broadridge is developing a decarbonization strategy to reach net zero greenhouse gas (GHG) emissions by the year 2050. In December 2024, we had our proposed near-term and net-zero targets across Scope 1, 2, and 3 validated by the Science Based Target initiative (SBTi) including both absolute reduction and supplier engagement target types. We have also reviewed our climate-related initiatives and goals with the Governance and Nominating Committee of the Board and the full Board.

2025
Task Force on Climate-Related Financial Disclosures Index

Strategy

Guidance	Disclosure
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material. (a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. (b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. (c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We recognize that expectations and methodologies for assessing environmental impacts continue to evolve, and we regularly monitor external developments, including emerging frameworks and stakeholder perspectives, and will continue to assess whether future enhancements to our processes would provide value. Based on our current business and operations, we do not presently consider climate-related risks to pose a material, significant influence on our business and so have not delineated specific risks over particular time horizons. Broadridge is developing a strategy to reach net zero GHG emissions by the year 2050. In December 2024, we had our near-term and net-zero targets across Scope 1, 2, and 3 validated by SBTi. See the Metrics and Targets section, below, for more detail. Broadridge uses short-term (0 to 5 years), medium-term (6-10 years), and long-term (11+ years) time horizons in our science-based targets. We do not presently use climate scenario analysis but plan to revisit this in future years. Much like risks, which are addressed in the next section, any climate opportunities are incorporated into our regular course process of assessing business opportunities. Specifically, our business leaders are continuously looking for opportunities to grow our business, reduce costs, and serve the needs of our stakeholders, including by providing sustainability related services to our customers. Please see our Annual Report on Form 10-K filed with the SEC for more information.

2025
Task Force on Climate-Related Financial Disclosures Index

Risk Management

Guidance	Disclosure
Disclose how the organization identifies, assesses, and manages climate-related risks. (a) Describe the organization's processes for identifying and assessing climate-related risks. (b) Describe the organization's processes for managing climate-related risks. (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Broadridge approaches climate-related risks and opportunities in the same way that it addresses other risks and opportunities. From a risk perspective, we annually assess our risks in the context of our enterprise risk management (ERM) program and our Business Continuity programs. From an opportunity perspective, our business leaders are constantly looking for opportunities that can help us grow our business and address the interests of our key stakeholders. We have an ERM program that annually assesses our enterprise risks. This program is overseen by our Risk Committee, which is chaired by our Chief Financial Officer and is comprised of key members of management, including the President, Chief Legal Officer, Chief Technology Officer, Chief Information Security Officer, Chief Compliance Officer, and other senior executives of the Company. The goal of the ERM process is to provide an ongoing procedure, effected at all levels of the Company across each business unit and corporate function, to identify and assess risk, monitor risk, and agree on mitigating action. As part of this annual review, the Risk Committee considers what the material risks are for the Company and ranks those risks relative to each other. In addition, the Governance and Nominating Committee of our Board oversees Broadridge's sustainability strategy, policies, programs and reporting and collaborates with the full Board and other Board committees on sustainability matters relevant to Broadridge.

2025 Task Force on Climate-Related Financial Disclosures Index

Metrics and Targets

Guidance

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.

(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

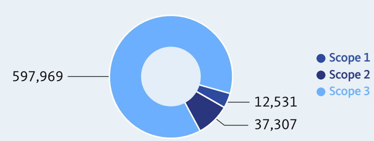
Disclosure

We are committed to minimizing our environmental footprint and supporting education and awareness of sustainability initiatives throughout our company and communities.
In December 2024, we had our targets validated by SBTi, joining a global effort to limit climate change and reduce GHG emissions in-line with the Business Ambition of 1.5°C. Broadridge has committed to and is developing a strategy to reach net-zero GHG emissions across our value chain by 2050. Setting these targets is an important step in our responsibility towards environmental stewardship. By setting and working to achieve science-based targets, we are prioritizing the long-term viability and resilience of our business.

ROADMAP TO 2050[1]

Our SBTi validated goals include near-term and net-zero targets across Scopes 1, 2, and 3, as well as a decarbonization strategy, for a phased approach to reducing GHG emissions.

ESTABLISHING OUR BASE YEAR[2] (in $MTCO_2e$)



NEAR TERM

- By 2028, Broadridge commits to engage with its key suppliers regarding science-based targets
- By 2033, Broadridge commits to reduce absolute Scope 1 and 2 GHG emissions by 54.6% versus its 2023 base year

NET-ZERO

- By 2050, Broadridge commits to a reduction of Scope 1 and 2 GHG emissions by 90% versus its 2023 base year
- By 2050, Broadridge commits to a reduction of Scope 3 GHG emissions from key categories by 90% versus its 2023 base year

(1) All years provided are on a fiscal year basis unless otherwise noted.
(2) Our emission reduction targets base year has been set to fiscal year 2023. Our emissions reported in 2023 have been recalculated to address changes in the latest standardized emissions calculation methodologies and factors. The new values for fiscal year 2023 are presented above. Scope 2 emissions are market-based and follow the GHG Protocol Corporate Standard.

In 2025, we began purchasing Renewable Energy Credits (RECs) to address our Scope 2 emissions and will explore Scope 1 reduction levers including energy audits and upgrade or electrification of equipment. We plan to engage with our suppliers, implementing a proactive vendor engagement strategy, to collect data with the goal of our suppliers implementing science-based targets within 5 years.

Broadridge®

Ready for Next

Broadridge.com

Broadridge Financial Solutions, Inc.
5 Dakota Drive, Lake Success, NY 11042
+1 516 472 5400