

January 8, 2025



Deluxe Earns Equality 100 Award in Human Rights Campaign Foundation's 2025 Corporate Equality Index

Championing LGBTQ+ Equality and Workplace Inclusion

MINNEAPOLIS--(BUSINESS WIRE)-- Deluxe (NYSE: DLX), a trusted Payments and Data company, has received a score of 100 on the Human Rights Campaign Foundation's (HRCF) 2025 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Deluxe joins the 765 U.S. businesses that will be honored with HRCF's Equality 100 Award as Leaders in LGBTQ+ Workplace Inclusion. This year's CEI includes 1,449 businesses – the highest number of rated companies since the start of the CEI in 2002.

"At Deluxe, we build successful teams through trust, respect, and a sense of belonging," said Barry McCarthy, President and CEO at Deluxe. "When our teammates contribute all their talents and perspectives, we're able to achieve outstanding results for our customers every day. Being recognized for our employee-friendly policies and practices affirms our belief that doing the right thing for our teams, customers, and communities is key to attracting and retaining the best talent."

"The CEI is so much more than a score on paper. For decades businesses have relied on the CEI as a tool for transparency and leveling the playing field for all workers, making sure LGBTQ+ people and their families can share in fair, respectful, and supportive workplaces and benefits," said RaShawn "Shawnie" Hawkins, SHRM-CP, HRCF Senior Director of Workplace Equality. "As conversations evolve on corporate America's approach to diversity, equity and inclusion, year-over-year growth in CEI participation is evidence of a business community that largely recognizes the responsibility and value in upholding equity and inclusion. Our goal at the Human Rights Campaign Foundation is to work in a spirit of partnership with companies, providing educational resources and leading benchmarking. The work of the CEI is to help businesses to expand their consumer base and attract top, innovative talent by supporting the LGBTQ+ community."

The results of the 2025 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2025 CEI now surveys 1,449 participants, further demonstrating the tremendous growth of the CEI. A record-breaking 98 percent of CEI businesses have non-discrimination protections specific to gender identity.

The CEI rates employers providing these crucial protections to more than 22 million U.S. workers and includes Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cej.

About Deluxe Corporation

Deluxe, a Trusted Payments and Data Deluxe, champions business so communities thrive. Our solutions help businesses pay, get paid, and grow. For more than 100 years, Deluxe customers have relied on our solutions and platforms at all stages of their lifecycle, from start-up to maturity. Our powerful scale supports millions of small businesses, thousands of vital financial institutions and hundreds of the world's largest consumer brands, while processing more than \$2 trillion in annual payment volume. Our reach, scale and distribution channels position Deluxe to be our customers' most trusted business partner. To learn how we can help your business, visit us at www.deluxe.com.

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