

LPL FINANCIAL HOLDINGS INC.
CORPORATE GOVERNANCE GUIDELINES

The Board of Directors (the “Board”) of LPL Financial Holdings Inc. (the “Company”) has adopted the Corporate Governance Guidelines (the “Guidelines”) below to assist the Board in serving the best interests of the Company and its stockholders. The Guidelines are intended to be a framework for the conduct of the Board’s business, and are not a set of legally binding obligations. These Guidelines may be modified by the Board from time to time upon recommendation of the Company’s Nominating and Governance Committee (the “Nominating Committee”).

SELECTION AND COMPOSITION OF BOARD

Size of the Board

The Company’s Amended and Restated Certificate of Incorporation provides that the number of directors of the Company shall be not less than 3 nor more than 15 directors with the exact number to be fixed by the Board from time to time. The Company believes a board should be small enough to permit thorough discussion of issues but large enough to provide a mix of perspectives and properly staff all Board committees. The Nominating Committee will periodically review and recommend to the Board the appropriate size of the Board in light of the Company’s need for particular expertise, skills, perspectives and competencies.

Selection of New Directors

The Board has delegated to the Nominating Committee the task of identifying, reviewing and selecting or recommending a slate of director nominees to be proposed by the Board to the stockholders, and recommending any director nominees to be elected by the Board to fill interim vacancies.

Majority Voting for Directors

In an uncontested election, a director who fails to receive the required number of votes for re-election in accordance with the bylaws of the Company shall promptly tender his or her resignation from the Board. The Nominating Committee shall make a recommendation to the Board as to whether to accept or reject the tendered resignation, or whether other action should be taken. The Nominating Committee and the Board, in making their decisions, may implement any procedures they deem appropriate and may consider any factor or other information they deem relevant. The Board shall act on the tendered resignation, taking into account the Nominating Committee’s recommendation, and shall publicly disclose its decision regarding the resignation within ninety (90) days after the results of the election are certified. A director whose resignation is under consideration shall abstain from participating in any recommendation or decision regarding that resignation. If the resignation is not accepted, the director will continue to serve until the next annual meeting of shareholders at which such director faces re-election and until such director’s successor is elected and qualified.

Director Independence

The Board believes that as a matter of policy a majority of the members of the Board should be independent as defined by the Nasdaq Stock Market (or any other exchange on which shares of Company common stock are then listed). In addition, all members of the Audit and Risk Committee will satisfy the independence requirements of the Sarbanes-Oxley Act of 2002, and accordingly may not receive, directly or indirectly, any fees from the Company or any Company subsidiary other than those described below under “Board Compensation and Performance” and may not be “affiliated persons” (as defined in Rule 10A-3 under the Exchange Act) of the Company.

Non-Independent Directors

The Board is willing to have members of senior management, in addition to the Company's Chief Executive Officer (the "CEO"), and other individuals who may not meet the above definition of independence, as directors. In addition, the Board believes that it may be beneficial to the discharge of their duties as directors for managers that do not serve on the Board to nonetheless attend Board meetings on a regular basis. It is understood, however, that all matters of corporate governance will be decided by the directors.

Separation of Board Chair and CEO

The Board does not have a fixed policy regarding the separation of the offices of chair of the Board and CEO and believes that it should maintain the flexibility to select the chair of the Board and its Board leadership structure, from time to time, based on the criteria that it deems to be in the best interests of the Company and its stockholders.

Selection of Chair

The bylaws of the Company currently provide that the Board may appoint a chair of the Board. In the absence of such appointment, the CEO will be the chair for Board and stockholder meetings.

Lead Director

If the chair of the Board is not an independent director, the non-management directors shall elect one of the independent directors as Lead Director. Responsibilities of the Lead Director shall include:

- Presiding over the executive sessions of the non-management directors;
- Coordinating the agenda for the executive sessions of non-management directors;
- Providing feedback to the chair of the Board and CEO on discussions in executive sessions;
- Reviewing and providing input to the agenda for each meeting of the Board;
- Providing advice and counsel to the chair of the Board and CEO; and
- Handling other duties as specified by the Board.

Board Membership Criteria

The Nominating Committee is responsible for reviewing with the entire Board from time to time the appropriate skills and characteristics required of directors in the context of the current make-up of the Board. It is the policy of the Board that all directors should:

- possess unimpeachable integrity and a personal reputation for transparency, honesty and ethical behavior;
- have considerable personal accomplishment and professional expertise;
- demonstrate strong business acumen, financial literacy and strategic agility;
- contribute to boardroom dialogue through critical thinking and independent judgment, and candid and constructive communication;
- be passionate about the vision of the Company and enthusiastic about the commitments entailed in serving as a director; and
- understand their role as stewards in representing the long-term interests of the Company's stakeholders.

Our goal is a balanced and diverse Board, with members who encompass a diversity of skills, expertise, experiences, perspectives, tenures and personal characteristics, including with respect to age, race, gender and ethnicity. When conducting director searches, the Board is committed to actively seeking highly qualified women and individuals from minority groups to include in the pool from which Board nominees are selected.

Directors Who Change Their Present Job Responsibility

A director who retires or otherwise changes from the principal occupation or principal background association held when the director was originally invited to join the Board, will offer to tender his or her resignation from the Board by submitting such offer in writing to the Nominating Committee. Upon receipt of such notice, the Nominating Committee, together with the CEO, shall either confirm with the director that they do not believe that the change in the director's status would inhibit the director's ability to continue to serve the best interests of the Company or its stockholders, or accept the director's offer to tender his or her resignation. In addition, when the CEO no longer holds the CEO position, he or she must offer to tender his or her resignation from the Board. Whether that individual continues to serve on the Board is a matter for discussion at that time between the Board and the new CEO.

Retirement

Any director who reaches the age of 75 while serving as a director will retire from the Board effective at the end of his or her then-current term.

Joining New Boards or Other Associations

The Company expects that each of its directors will be able to dedicate the time and resources sufficient to ensure the diligent performance of his or her duties on the Company's behalf, including attending Board and applicable committee meetings. Accordingly, the Company believes that Board members should not serve on more than four public company boards of directors (including the Company's). In addition, Board members who hold the position of chief executive officer of a public company should not serve on more than two public company boards (including the Company's and, as applicable, the board of the company for which he or she serves as chief executive officer).

The Company also expects that each director will avoid circumstances that create an actual or perceived conflict of interest. Accordingly, a director shall notify the Nominating Committee if he or she wishes to accept an invitation to:

- (i) become a member of the board of directors of a public company; or
- (ii) join a governmental commission, a private company board of directors, a company advisory board or similar body, or the governing board of a non-profit entity if the director reasonably believes, or the Board or CEO reasonably assumes, that the activities of such organization or company could be competitive with the Company, or otherwise impact the Company in a material manner.

Upon receipt of such notice, the Nominating Committee, together with the CEO and chair of the Board, shall determine whether the director's joining of such organization would represent a conflict of interest or otherwise inhibit the director's ability to serve the best interests of the Company and its stockholders.

BOARD COMPENSATION AND PERFORMANCE

Board Compensation Policy

The Compensation and Human Resources Committee (the “Compensation Committee”) has the responsibility of recommending to the Board the compensation and benefits for non-employee directors. The Compensation Committee shall report from time to time to the entire Board on the status of director compensation. An executive officer of the Company serving as a member of the Board does not receive additional compensation for his or her service as a director.

Any proposed changes in director compensation come at the recommendation of the Compensation Committee, but with discussion and concurrence by the full Board, and where appropriate, approval of the stockholders.

Evaluation of Board Performance

The Nominating Committee recommends criteria for assessment of the performance of the Board as a whole, for each Board committee, and for individual directors. The Nominating Committee is responsible for annually evaluating of the overall performance of the Board based on these criteria. If the Nominating Committee so desires, it may be assisted by an outside consultant in making its assessment of the overall performance of the Board. The evaluation should be made following the end of each fiscal year and should be discussed with the full Board at the same time, if applicable, as Board membership criteria is discussed.

The evaluation shall include, among other things, (i) composition and independence of the Board, (ii) access to and review of information from management, (iii) responsiveness of the Board to stockholder concerns and (iv) maintenance and implementation of these Guidelines.

The evaluation to be provided by the Nominating Committee should be of the contribution of the Board as a whole and should specifically review areas in which the Nominating Committee believes a better contribution could be made. The purpose of the evaluation is to increase the effectiveness of the Board, not to target individual directors.

Also based on the criteria set by the Nominating Committee, the Board, each committee, and each member of the Board shall conduct an annual self-assessment of performance in accordance with the process specified by the Nominating Committee.

Attendance at Annual Meeting of Stockholders

Each director who is up for election at an annual meeting of stockholders is expected to attend the annual meeting of stockholders.

Equity Ownership Guidelines for Non-Employee Directors

Each non-employee director shall maintain ownership of shares of common stock of the Company with a value equal to at least five (5) times the Cash Retainer (as defined herein) then in effect for non-employee directors (the “Minimum Requirement”). For purposes of this paragraph, “Cash Retainer” shall mean the portion of any annual retainer payable to non-employee directors in cash, other than any portion of the annual retainer payable in cash solely in respect of a non-employee director’s service on a committee of the Board (whether standing or otherwise) or as chair of the Board or Lead Director. All shares owned outright and beneficially owned by such non-employee director, including all shares of unvested restricted stock, and shares issuable pursuant to all vested and unvested stock units credited to a non-employee director under the Company’s Non-Employee Director Deferred Compensation Plan, will be counted in determining compliance with such Minimum Requirement. Neither vested nor unvested stock options will be counted, however. Each non-employee director shall satisfy the Minimum Requirement within five (5) years of the date of such non-employee director’s election to the Board. In the event (i) there is a decline in the Company’s stock price or (ii) an increase in the Cash Retainer, in either case that causes a non-employee director’s holdings to fall below the Minimum Requirement, the non-employee director will not be required

to purchase additional shares to meet the threshold, but such non-employee director shall not sell or transfer any shares, other than those shares sold as necessary to satisfy tax obligations, until the Minimum Requirement has again been achieved.

MEETINGS OF THE BOARD

Participation in Board Meetings

The Company expects directors to rigorously prepare for, attend and participate in all Board and applicable committee meetings. Each director is expected to ensure that other commitments do not materially interfere with service as a director.

Meetings of the Independent Directors

It is the policy of the Board to have a separate meeting session for the independent directors generally during every regularly scheduled meeting of the full Board, but no less than twice per year, to review matters concerning the relationship of the Board with management and such other matters as it deems appropriate. Any independent director may request a meeting of the independent directors at any time. The chair of the Board or Lead Director, as applicable, presides at all meetings of independent directors at which he or she is present.

Scheduling and Selection of Agenda Items for Board Meetings

The chair of the Board, in consultation with the CEO if the same person does not hold both offices, determines the frequency and length of meetings of the Board. It is the sense of the Board that regular, in-person meetings at appropriate intervals are desirable for the performance of their responsibilities, but meetings may also be conducted via teleconference. In addition to regularly scheduled meetings, additional unscheduled meetings are called upon appropriate notice at any time to address any special needs.

The chair of the Board establishes the agenda for each meeting of the Board, in consultation with the CEO (if the chair of the Board does not hold both offices) or the Lead Director (if the chair of the Board also holds the office of CEO). Each director is free to suggest the inclusion of items on an agenda, to raise at any meeting subjects that are not on the agenda for that meeting or to request the presence of or a report by any member of management. If the CEO is also the chair of the Board, a contact director should be specified for directors wishing to discuss issues or add agenda items that are not appropriately or best forwarded to the CEO. During at least one meeting each year, the Company's risk management and compliance program, and the long-term strategic plan for the Company and the principal issues that it expects to face in the future, are presented to, and discussed by, the Board.

Board Material and Presentations

Materials that are important to an understanding of the business and matters to be considered at a meeting are distributed in advance to directors. As a general rule, materials on specific subjects are sent to directors sufficiently in advance so directors will be prepared to discuss questions that they may have about the material.

The Board encourages the CEO to schedule members of management to present at meetings who can provide additional insight into the specific matters being discussed.

Access to Management and Advisors

Each director is encouraged to keep himself or herself informed of the affairs of the Company between Board meetings through direct contact with members of senior management and outside advisors, and each director has access to any such member of senior management and outside advisor. It is expected that the CEO shall be informed of such contact, and each director will use judgment to assure that such access is not distracting to the business operation of the Company.

COMMITTEES OF THE BOARD

Number of Committees

The Board establishes committees from time to time to facilitate and assist in the execution of its responsibilities. These committees generally address issues that, because of their complexity and technical nature, level of detail or time requirements or because of proper corporate governance principles are suitable for committee oversight.

The Company currently has three standing committees: (1) the Compensation Committee; (2) the Audit and Risk Committee; and (3) the Nominating Committee. There will, from time to time, be occasions on which the Board may want to form a new committee or disband a current committee depending upon the circumstances. The Company complies with all requirements of the Nasdaq Stock Market (or any other exchange on which shares of Company common stock are then listed) relating to the constitution of key committees. Accordingly, only independent directors may serve on the Compensation Committee, the Audit and Risk Committee and the Nominating Committee.

Each committee shall have a written charter of responsibilities and authorities that shall periodically be reviewed by the Board. The Company has made the charter for each of the Compensation Committee, the Audit and Risk Committee and the Nominating Committee publicly available on its website for review by its stockholders.

Assignment and Term of Service of Committee Members

The Board is responsible for the appointment of committee members and committee chairs, taking into account the desires of individual members and the recommendations of the Nominating Committee. The Nominating Committee shall make such recommendations based on the competencies of each member, and the need to ensure that an appropriate succession plan is in place for each committee chair. In making such appointments, the Board in general considers the rotation of committee members other than chairs at least as often as every five to seven years, unless the Nominating Committee recommends otherwise. The Board also believes in general that it is appropriate and valuable to rotate committee chairs after five to seven years in such role, unless the Nominating Committee recommends that the current committee chair should continue to serve as chair for an additional period; it being understood that committee chairs may have previously served as a member of the committee which they chair and such service as a member shall be excluded in considering chair tenure for purposes of rotation.

Frequency and Length of Committee Meetings and Committee Agenda

The committee chair, in consultation with other committee members, shall determine the frequency and length of committee meetings and develops the agenda for committee meetings. The meeting minutes of the committees will be shared with the full Board. Any director who is not a member of a particular committee may attend any committee meetings with the concurrence of the committee chair.

LEADERSHIP DEVELOPMENT

Formal Evaluation of Chief Executive Officer

The independent directors evaluate the CEO at least annually, and the evaluation is led by and communicated to the CEO by (i) the chair of the Board, if the CEO does not serve as chair of the Board or (ii) the chair of the Compensation Committee, if the CEO serves as the chair of the Board. The evaluation is based on clearly articulated criteria established by the Board, including performance of the business, accomplishment of long-term strategic objectives and development of senior management. The evaluation is to be used by the Compensation Committee when considering the compensation of the CEO.

Succession Planning and Management Development

The CEO reviews senior management succession planning and management development with the Board and the Compensation Committee on an annual basis. This succession planning includes the development of policies and principles for selection of a CEO, including succession in the event of an emergency.

As of February 15, 2024