2024 ESG REPORT

Impact Through Innovation

dayforce

Contents

A Message from our CEO

By nearly every measure, 2023 was a tremendously successful year for Dayforce. Our industry-leading innovation and strong value proposition allowed us to reach several major, new milestones. This included $1.5 billion in annual revenue, nearly 6,400 customers, and over 6.8 million employees live on the Dayforce platform.

These accomplishments required strong execution, the ability to drive market leadership and differentiation, and delivering quantifiable value to our customers. But importantly, achieving them was only possible because of our organization's unique combination of dynamism, drive, and integrity.

Dayforce has the heart of a startup and the footprint and reach of a global company. We are guided by the six values we call Our Way: Customer Focus, Shared Ambition, Agility, Equity, Optimism, and Transparency. The talent and dedication of our community of more than 9,000 Daymakers makes all that we do possible. They work tirelessly each and every day to fulfill our brand promise to make work life better.

While financial metrics are incredibly important, they are far from the only way we define and measure success.

The goal of this report — Impact through Innovation — is to highlight our performance last year across each of the five pillars of our sustainability strategy: Our People, Governance and Trust, Tech for Good, Our Communities, and the Environment. As you read through it, you'll see the many ways in which we're working to maintain our commitment to long-term value creation through acting responsibly and operating sustainably.

While we recognize that much more work lies ahead of us, we are deeply proud of the progress that we've made. Positive feedback from key stakeholders as well as new recognitions from JUST Capital, Newsweek, USA TODAY, Forbes, CDP, and others are signs that we're getting some of the important things right.

We're grateful for your interest in learning more about the latest chapter of our sustainability journey.

David Ossip

Chair and CEO

Our Company

Our Way

Our values at Dayforce are core to our culture and the essence of our beliefs. They are the basis for success, the guiding standards for how we run both as teams and as a global organization – and they include always acting ethically. They provide a road map for delivering our brand promise. We call these values "Our Way."

Customer Focus

We put the customer at the center of everything we do. We deliver quantifiable value through actionable insights.

Optimism

Optimism drives success. Preparation leads to knowledge, knowledge leads to confidence, and confidence leads to optimism.

Agility

We are a global enterprise company with the heart of a startup that embraces innovation, doesn't fear change, and values adaptability.

Shared Ambition

We win, learn, and grow together. We're individually and collectively accountable and empowered.

Transparency

We are open, honest, and respectful.

Equity

We are building a culture of diversity, inclusion, and belonging. We ensure all employees – of any race, ethnicity, age, gender, sexual orientation, identity or expression, religion, or ability status – can achieve their full potential.

Business Performance

Dayforce innovations delivered simplicity at scale to help customers create better experiences, strengthen compliance, and embrace an open and connected approach to work. In 2023, we delivered strong revenue growth rates, a record level of operating cash flow, and improvements across all key measures of profitability.

Financial and Customer Data

97%+ Dayforce customer gross revenue retention[1]	**36.3%+** Dayforce recurring revenue annual growth
$1.5B (+21.5%) Total revenue and annual growth	**$1.25B** (+20%) Cloud annualized recurring revenue and annual growth
27.1%+ Adjusted EBITDA margin	**6.8M** Global employees live on the Dayforce platform[1]
6,393 (+6.7%) Dayforce customers live and annual growth[1]	**1,860** (+28%) Customers signed onto Dayforce Wallet and annual growth

1. Excluding the 2021 acquisitions of Ascender and ADAM HCM.

2023 Performance Highlights

Our People

50 employee Net Promoter Score (eNPS)

92% global equity and inclusion score

Established **internal and external pay transparency**

Governance and Trust

Developed our **Artificial Intelligence (AI) Governance Framework**

BitSight for Dayforce Suite **790 – Advanced**

Risk Recon **A (9.9/10)**

Tech for Good

Surpassed **$2 billion** in earned wages delivered through Dayforce Wallet

Launched **Dayforce Career Explorer**

Environment

Launched our **Responsible Sourcing Initiative (RSI)**

Earned a first-ever **"B"** from CDP

Reduced Scope 1 and 2 (location-based) emissions **by 65%** since 2019

Reduced Scope 3 economic emissions intensity **by 30%+** since 2019

Our Communities

Achieved **50%** of employees giving and volunteering annually

Doubled annual employee volunteer hours to **10,000**

Our Pillars

Our People

Employee Wellness and Engagement

Diversity, Equity, and Inclusion (DEI)

Learning and Development

Governance and Trust

Ethics and Transparency

Data Security and Privacy

Business Continuity and Resilience

Tech for Good

Responsible AI

A New World of Work

Environment

Climate Change

Our Communities

Giving and Volunteering

Our Goals

Environment	2023

Reduce absolute Scope 1 and 2 emissions from Dayforce's operations by 42% before 2030 from a 2019 baseline   **-98%**

The ongoing consolidation of our physical footprint continues to drive meaningful reductions of our Scope 1 and 2 emissions. Since 2019, we have seen a 65% decline in combined Scope 1 and Scope 2 (location-based) emissions. Total reductions since that year reach 98% when accounting for our annual purchasing of renewable energy attribute certificates (EACs), which are part of the company's 100% renewable electricity commitment.

Our Communities	2023

Increase the percentage of employees giving and volunteering to 50% by 2025   **50%**

We exceeded our annual target and achieved a 50% employee giving and volunteering rate globally. This is attributed to the expansion of our annual volunteer campaign from a week to a full month, an increase in the number of several in-person and virtual volunteering opportunities, and the incorporation of new tactics during our annual giving campaign.

Tech for Good	2023

Increase the percentage of People Analytics customers using Dayforce DEI Dashboards to 15% by 2026   **13%**

The Dayforce Talent team refined this goal to focus on access to DEI Dashboards. This is informed by prioritization at Dayforce of meeting the high and growing demand for DEI reporting and analytics capabilities from customers. They decided that the best way to enable our customers was to include DEI Dashboards in our People Analytics package, which allows immediate access to valuable DEI data. Given this, the customer use metric for this goal area is now defined as the percentage of customers with People Analytics that access DEI Dashboards at least once annually. The team plans to achieve the goal of 15% by 2026 by continuing to enable customers through the People Analytics package, which simplifies adoption and deployment.

Our People	2023

Achieve gender parity (50/50) in senior management roles globally by 2028[2] — 35.9%

Increase underrepresented minority (URM) representation in management roles in the U.S. by 50% by 2028[3] — 10.4% URM

Although we did not see progress in pursuit of our workforce diversity goals, the DEI team implemented a number of new initiatives to set us up for success in 2024. This included doubling the number of annual cohorts for the Achieving Corporate Equity (ACE) program, launching a required inclusive hiring training for all people managers in the U.S., and expanding the executive mentorship program and leadership lecture series to further empower diverse talent. They are also introducing a new leadership dashboard for the executive team to track department-level performance against our two workforce diversity goals on a monthly basis.

Maintain our employee Net Promoter Score (eNPS) at or above 40 annually through 2025 — 50

We exceeded our annual target with an eNPS score of 50, which is a 13-point increase from the previous year. This is consistent with strong performance in other key metrics — including our Leadership Net Promoter Score (LNPS) and Employee Intent to Stay. Overall, this data and other insights from our annual survey reflect high employee satisfaction, pride in the company and its values, and confidence in our senior leadership team.

Governance and Trust	2023

Increase Dayforce's uptime to 99.99% by 2025 — 99.95%

Although we did not see progress in achieving this goal last year, the Cloud Operations team took several steps last year to improve service availability in 2024. This includes infrastructure standardization, infrastructure automations, and aggressively eliminating customer-impacting problems from our products.

Maintain zero material data breaches annually through 2025[4] — 0

We achieved this annual goal by successfully preventing all external attacks from becoming material breaches. The Information Security team continued to mature the cybersecurity program that is consistently rated best-in-class within our peer group.

2. Senior management roles are defined as vice president-level roles and above.
3. Management roles are defined as manager-level roles and above. At Dayforce, URM (underrepresented minorities) are defined as Black and African American, Hispanic and Latino, American Indian and Alaska Native, and Native Hawaiian and Pacific Islander.
4. A material breach is defined as a security event in which an unauthorized third party obtains access to personal data and that has a material impact on Dayforce's business.
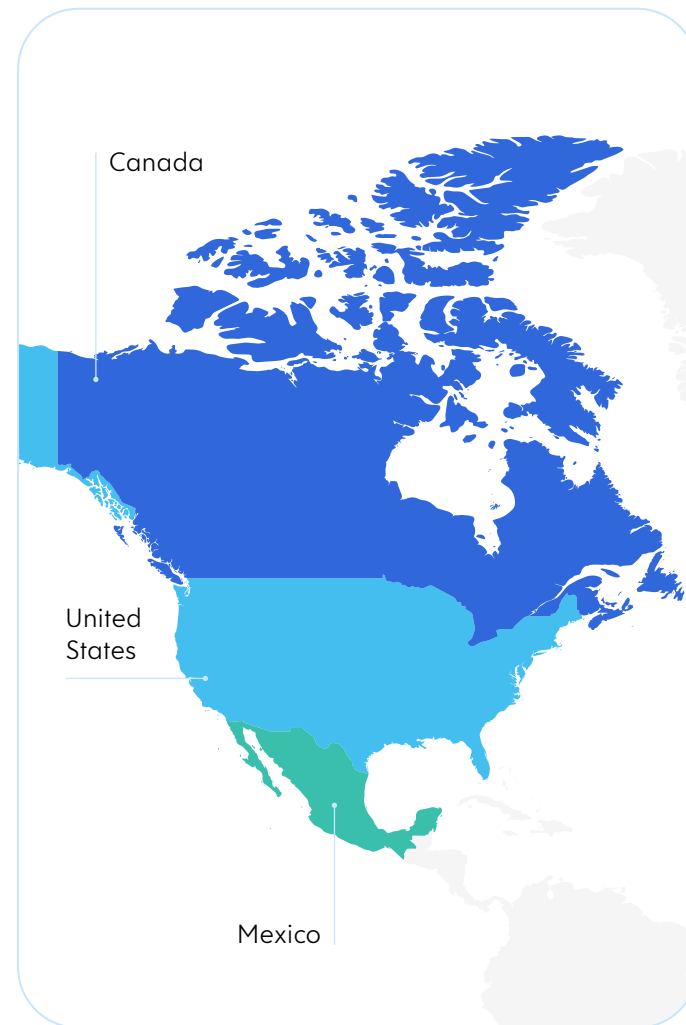
Our People

Global
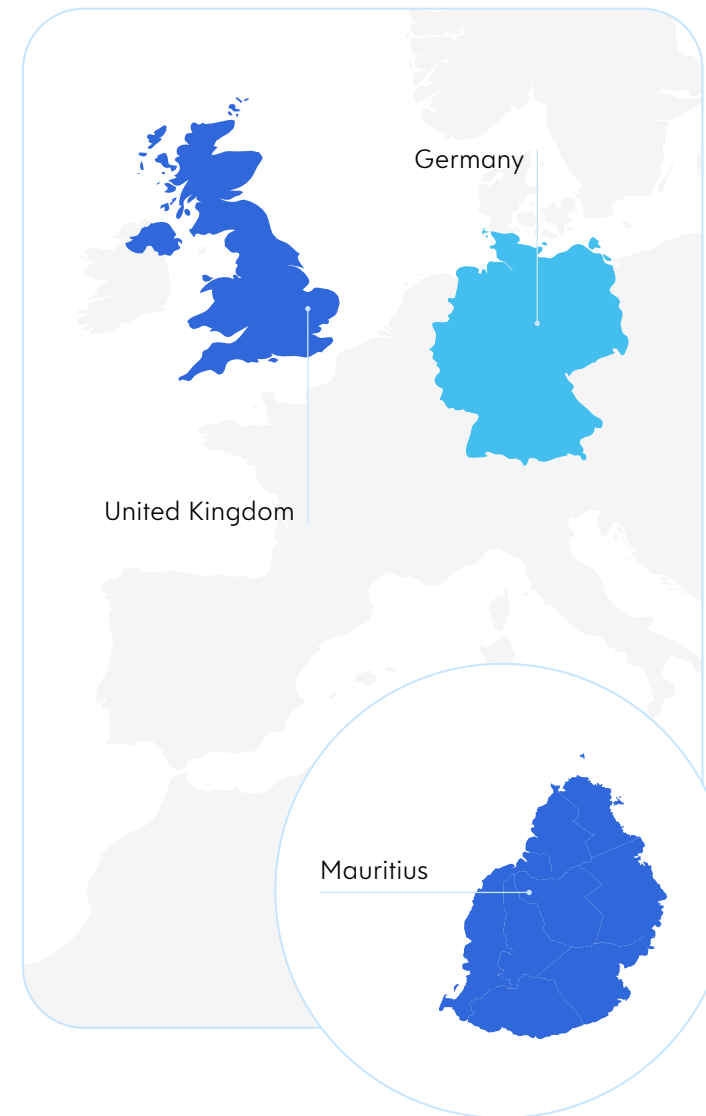**9,084**

North America
4,563

Europe, Middle East, and Africa (EMEA)
1,615

Asia Pacific and Japan (APJ)
2,906

North America

Canada

United States

Mexico

EMEA

Germany

United Kingdom

Mauritius

APJ

China

Japan

Philippines

Malaysia

Vietnam

India

Australia

Thailand

Singapore

New Zealand

Data as of 12/31/2023

Connection and Engagement

Encouraging a shared sense of community and connection among our colleagues is integral to our success as an organization and what we stand for. In 2023, our Employee Experience team took new actions focused on designing and delivering innovative programs that meet the needs of our people and support our business objectives.

This included:

Launching a Flexible Work Location program to allow employees seeking to explore working abroad with an opportunity to be temporarily based in one of 17 countries globally.

Forming Connect @ Dayforce committees in all countries in which we operate to foster greater collaboration and a sense of community.

Developing a Team Refresh program to empower senior executives across the organization to provide up to eight days off annually to their teams so they can rest and recharge together.

Launching a people-first framework called Life at Dayforce that delivers programs to enhance our people's development, empowerment, and sense of belonging.

The results of these efforts are reflected in the very positive feedback we're received from our employees. This includes a phenomenal eNPS score of 50 — which exceeds our annual target of 40 — as well as notable improvements across nearly every index and category compared to results in 2022.

Learning and Development

Organizations have a responsibility to help their people grow and develop as professionals. At Dayforce, we aim to create a culture of continuous learning and empowerment in which our people are provided many opportunities to enhance their skills. Last year, we launched more than 150 programs to help our employees succeed both in their current roles as well as others in the future. This included delivering more than 300 hours of professional skills training, providing more than 5,000 hours of leadership development, and facilitating more than 700 hours of team effectiveness workshops. In total, Dayforce colleagues from around the globe participated in over 200,000 hours of professional and career development learning and growth opportunities in 2023. In addition, we relaunched and expanded our multi-track career development program that focuses on the engagement, exploration, and leadership development of our people through job shadowing and job rotations.

Talent and Succession Planning

Dayforce is committed to creating, developing, and retaining a diverse pipeline of talent who will deliver profitability and innovation and grow our competitive advantage. Our strategic approach to talent planning in 2023 resulted in more than 90% of employees reviewed as part of our talent assessment, and actionable development planning throughout the organization. Last year, almost 100 high performing employees, identified through talent assessments, participated in our Global Development Program, an immersive 10-month business and organizational leadership education initiative for senior leaders. More than 300 employees have participated in top talent programs, and we plan to expand our offerings to include mid-level leaders in 2024. In addition, we have completed succession planning for all roles on our senior leadership team, and we will continue our efforts to do the same for all critical roles across the organization.

Newsweek

- America's Most Loved Workplaces 2023
- Global Most Loved Workplaces 2023
- UK's Top 100 Most Loved Workplace 2023

Forbes 2023 — CANADA'S BEST EMPLOYERS — POWERED BY STATISTA

- Canada's Best Employers 2023

COMPUTERWORLD BEST PLACES to Work in IT 2023

- Best Places to Work in IT 2023

Pay Equity and Transparency

We believe that our employees deserve to be paid fairly and equitably for their contributions to our company's success. In that spirit, we took two new steps over the past year to provide our people with more information about how Dayforce approaches compensation for current and prospective employees. The first was starting to post salary ranges for all open roles in the U.S. and Canada. The second was to provide all current employees in the U.S. and Canada with information on their job's pay grade and salary range. This work builds on our pay equity analyses and market adjustments in 2021 and 2022 to reduce or eliminate known disparities based on gender and race within our workforce.

Benefits

We believe in supporting our people not just as employees, but as individuals, spouses, parents, and caregivers. Last year, our Total Rewards team added a number of new offerings to the robust suite of benefits and policies we provide to many of our employees.

cleo
Cleo provides a digital support system to working families who are navigating a variety of topics, including birth plan development, return to work transitions, finding childcare, eldercare and financial planning for college.

RethinkCare
RethinkCare gives parents access to tools and resources to help them better understand, teach and communicate with children who have learning and developmental disabilities.

vori health
Vori Health grants access to specialized doctors and therapists to address musculoskeletal pain and ailments.

Visana
Visana Health is a comprehensive virtual women's health clinic that provides medical care and integrated whole person support for a wide range of women's health conditions.

OSHI HEALTH
Oshi Health provides gastrointestinal care with personalized support from a dedicated team of GI providers.

twin health
Twin Health helps individuals living with prediabetes and type 2 diabetes achieve normal blood sugar levels, lose weight and reduce or eliminate condition-specific medications.

Wellness and Safety

In addition to providing benefits that our employees need and deserve, we continue to focus on safeguarding our employees' physical and mental health in other critical ways. Last year, we added new employee-led Health and Safety Committees in our Kuala Lumpur and Manila locations. Our Health and Safety team also more effectively integrated internal data with our partner AlertMedia to allow instantaneous, multi-channel communication with colleagues who may be impacted by natural disasters and other events. In addition, they completed the development of a new support program to provide employees impacted by crisis events with temporary housing, paid leave, benefits support, and other types of assistance offerings. We also hosted our second annual Mental Health Summit last year, with more than 700 employees in 15 countries participating.

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Please visit the Benefits section of the appendix to review the list of offerings that we provide to our employees.

Diversity, Equity, and Inclusion (DEI)

Programs

One of Dayforce's Our Way values is Equity, and our DEI team worked tirelessly over the past year to turn that intention into reality. They strengthened several of our existing programs to better foster a sense of inclusion, belonging, and empowerment within our workforce.

This included:

Increasing the number of annual cohorts in our award-winning Achieving Corporate Equity (ACE) program. The initiative helps high-potential talent from underrepresented and underserved communities rise within our organization, with two-thirds of participants receiving promotions last year.

Expanding our executive mentorship program and leadership lecture series for diverse talent to equip them with new skills to successfully advance in their careers both at Dayforce and beyond.

Widening the focus of our employee resource groups (ERGs) to include skill-building workshops, certifications and trainings, and other career development opportunities, all with the goal of boosting internal mobility for employees from diverse backgrounds.

Dayforce DEI

Overall, the DEI program saw notable progress in several key areas. Over 1,200 employees participated in our in-person and virtual DEI workshops that covered psychological safety, cultural awareness and understanding, and other topics. In our annual Dayforce Speaks survey, 88% of employees shared they can be their authentic selves at work, and over 92% said that the company treats people from all backgrounds fairly and equitably. Our company earned a number of recognitions for the DEI team's efforts, such as being named one of Canada's Best Employers for Diversity by Forbes, special recognition for our ACE program from Seramount, and the inclusion of Dayforce in both the Bloomberg Gender Equality Index, and the Alliance for Global Inclusion Index.

dayforceDEI

dayforceAffirm

LGBTQ+ employees and allies

dayforceIgnite

Asian employees and allies

dayforceImpact

Employees with disabilities, caregivers, and allies

dayforceIlluminate

Native and Indigenous employees and allies

dayforceEmpower

Women employees and allies

dayforceUnite

Latin and Hispanic employees and allies

dayforceEmbrace

Parent and caregiver employees and allies

dayforceRise

Black employees and allies

Workforce Diversity

Building a diverse and inclusive workforce is both the right thing to do and the smart thing to do. That's why we have two ambitious goals to increase the number of women and underrepresented minorities[5] in management roles within our company. Although we have not yet realized the progress we hoped for, we took new steps last year that we believe will help us meaningfully move the needle in the coming months and years.

This included:

A leadership dashboard for our executive team to track department-level performance against our two workforce diversity goals on a monthly basis.

A mandatory training for all people managers so they can more effectively hire diverse talent.

Greater participation by our recruiters at conferences featuring diverse talent, including Elevate Festival and Queer Tech.

Partnering with Arizona State University, Georgia Institute of Technology, and Virginia Tech to increase visibility for open roles as Dayforce with candidates from communities of color.

5. At Dayforce, URM (underrepresented minorities) are defined as Black and African American, Hispanic and Latino, American Indian and Alaska Native, and Native Hawaiian and Pacific Islander. Senior management roles are defined as vice president-level roles and above. Management roles are defined as manager-level roles and above.

Talent

In this era of profound workplace transformation, the ability to effectively attract and retain top talent is perhaps more important to organizational success — and more challenging — than ever before. To meet this moment, our Talent Acquisition team matured our Early Talent Program with a nearly 50% annual increase in interns hired globally. In addition, they partnered with York University's Lassonde School of Engineering to provide students in its Work Integrated Learning (WIL) program an opportunity for real-world work experience at Dayforce while pursuing their studies.

LASSONDE SCHOOL OF ENGINEERING | **YORK** U

> I joined Dayforce soon after I arrived from Cameroon in search of better professional opportunities. It's a diverse and empowering workplace that has allowed me to advance my career and fulfill my passion for learning new technologies.

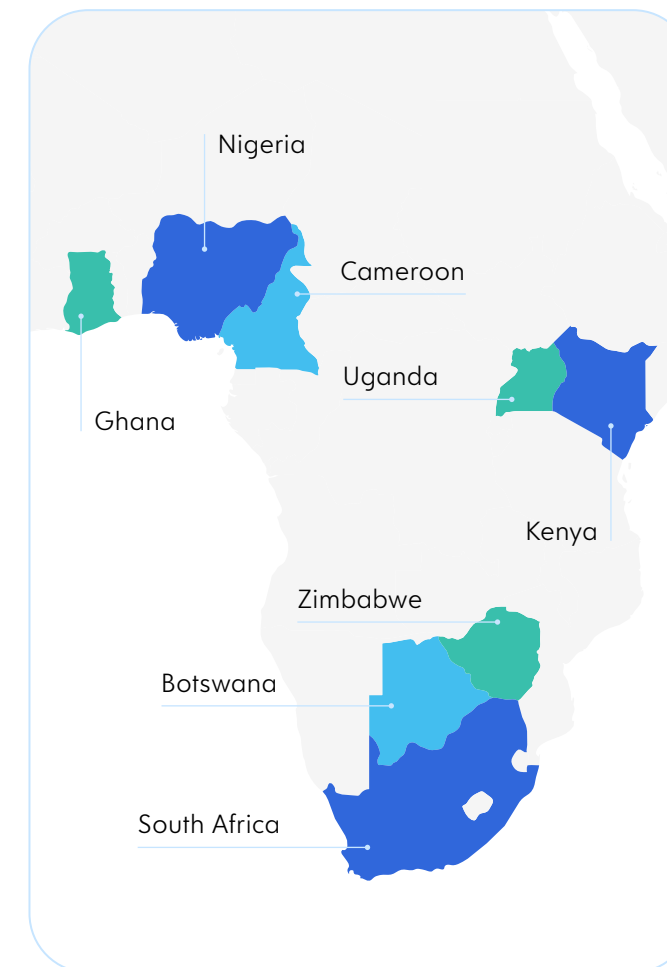**Dimitri Egolo Ntsoli**
Senior Software Developer

Impact In Mauritius

Nigeria

Cameroon

Ghana

Uganda

Kenya

Zimbabwe

Botswana

South Africa

India

Another area of note is our company's ongoing participation in the government of Mauritius' Occupational Permit (OP) program. The initiative gives foreign nationals from around the world the chance to develop new skills, improve their career development, and contribute to the local economy. **In total, nearly four dozen employees from nine countries have joined the Dayforce team through the program.**

Governance and Trust

A Culture of Ethics

Operating ethically and transparently is critical to our current and future success as a company. Our broad array of stakeholders — including our employees, our customers, our business partners, and our investors — rightfully expect that our actions reflect our ongoing commitment to remain a responsible organization. Over the past year, our Legal team has relentlessly focused on maturing our already strong Ethics and Compliance program. This includes improving efficiency by automating pre-clearance procedures for key compliance processes and ensuring that our policy processes and overall governance framework meet the demands of a fast-growing global business.

Policy Enhancement

We revamped our Code of Conduct to include expanded sections on government interactions, usage of artificial intelligence, responsible innovation, and human rights. In addition, we developed new policies and enhanced others that cover key areas of activity by our business and our employees.

This included:

Corporate Use of Public AI Tools Policy	Insider Trading and Tipping Policy
Delegation of Authority Policy	Records Retention Policy
Disclosure Policy	Sanctions Compliance Policy

Training and Awareness

Last year, we deployed new trainings for our Code of Conduct, Anti-Corruption, and Insider Trading and Tipping policies that presented critical information to our employees in a more user-friendly and accessible way. They covered topics including business ethics, anti-competitive practices, corruption and bribery, among several other areas. We also developed a new ethics toolkit specifically for managers, increased management's visibility into training completion rates, and we hosted a company-wide fireside chat on ethics and compliance with our General Counsel.

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Please visit the Governance section of the appendix to review relevant governance data, policies, and principles.

Maintaining the highest standards of corporate governance is one of our company's top priorities. Stakeholders rightly believe we should always act ethically and responsibly, and we work tirelessly to meet their expectations and preserve their trust in us.

Sarah Burt
Senior Legal Counsel

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Responsible AI

We believe that artificial intelligence (AI) in general and machine-learning (M/L) specifically have the potential to fundamentally transform human capital management. In this new era of innovation, we aim to deploy advanced data capabilities that deliver not only greater efficiency at scale for our customers, but also improved outcomes for their employees. That's why we implemented a new AI Governance Framework last year that evaluates the potential use of AI through all key stages of the product development lifecycle. From ideation to release, internal leaders leverage a scoring rubric and other tools to assess the benefits and tradeoffs of the proposed use across the following criteria:

- Legal Compliance
- User Need
- Data Quality and Limitations
- Inclusion of Diverse Expertise
- Bias Reduction
- Risk and Audit
- Societal Implications

This rigorous internal process continues as we regularly review post release models led by our Product organization and supported by our AI and Data Science team, conducted in partnership with Customer Success, Legal, and Information Technology. We also engage third-party audit services as an additional validation point.

AI Ethics Principles

Social Good
We develop technology that empowers and helps people.

Privacy and Security
Privacy and security are always top of mind.

Transparency
All technology must be explainable and understandable.

Inclusion
We strive to always prevent bias and provide technology for all to use.

Reliability
We prioritize dependability in our technology services.

Accountability
We act with integrity at all stages of our development lifecycle.

Generative AI and machine learning will drive transformational change in many organizations and across the entire global workforce. We recognize our profound responsibility to develop and deploy these technologies in ways that minimize risk, mitigate bias, and always put the outcomes of people first.

David Lloyd
Chief Data Officer

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Data Security

Effective stewardship of customer data is our highest priority as an organization. Our Data Security team is relentlessly focused on preventing data breaches and stopping cyberattacks from being successful or impacting our business. In 2023, they worked to meet this challenge by making strategic investments in new tools and technologies, expanded expertise, and improving already strong internal processes and procedures.

This included:

Conducting four tabletop exercises with executive leadership, the board of directors, and global functional leaders.

Building a new threat intelligence program in partnership with Threat Connect.

Leveraging expertise from CyberGRX to establish a new supply chain risk management program.

Growing the Data Security Team by 20%.

Continuing to invest in cybersecurity at a rate of 1.5% of revenue.

We achieved best-in-class security scores from third-party ratings agencies (BitSIght and Risk Recon).

BITSIGHT

Cyber GRX

riskrecon by ⬤⬤

ThreatConnect.

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Please visit the Data Security section of the appendix to review our overall program strategy as well as relevant policies and certifications.

Privacy

Safeguarding data privacy is one of our most important responsibilities as a business, and Dayforce customers trust us to handle some of their employees' most sensitive personal information. In 2023, our Privacy team further strengthened our policies and practices in several new ways.

This included:

Securing certification to the EU-US Data Privacy Framework, the UK Extension to the EU-US Data Privacy Framework, and the Swiss-US Data Privacy Framework.

Appointing a Data Privacy Officer (DPO) in the United Kingdom.

Strengthening control assurance by expanding the application of privacy-by-design assessments and reviews across business processes and offerings.

Launching an inaugural Data Privacy Awareness Week to raise awareness across the organization and supplement our annual mandatory employee training.

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Please visit the Privacy section of the appendix to review our overall program strategy as well as relevant policies and certifications.

Enterprise Risk Management (ERM)

We believe that successful management of enterprise risk is a requirement for our company to operate effectively and achieve our business' key objectives. Through our fact-based, globally integrated model, our approach to ERM is built on the twin goals of continuous improvement as well as execution of a rigorous risk identification, analysis, and mitigation process. Last year, our team made significant progress in ensuring global consistency, maturing existing controls and procedures, and increasing our employees' awareness of this work and the critical role they play in its success.

This included:

> Globalizing our **Enterprise Risk Management Policy**.

> Ensuring key stakeholders have greater clarity of their roles and responsibilities.

> Maturing our scoring rubric to provide a more standardized, consistent, and objective approach to risk identification and assessment.

> Integrating stronger assessment scoring and intake capabilities into our tooling, including real-time and continual conversations with risk owners.

> Deploying an employee training to improve understanding of their responsibilities as part of an effective ERM program — with a completion rate of more than 80%.

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Please visit the Enterprise Risk Management (ERM) section of the appendix to review our overall program strategy.

Business Continuity and Resilience

Our approach to operational resilience ensures the continuity of business-critical processes in response to natural disasters, cybersecurity events, technology failures, and other disruptive incidents. This provides our customers confidence that they will have uninterrupted availability of the necessary products and services they rely on. The team that leads our Business Continuity Management Program (BCMP) took several actions last year to further strengthen our company's operational resilience.

They conducted a three-part series of cross-functional tabletop exercises consisting of crisis management, technology, and cybersecurity incident scenarios that included leaders from Product and Technology, Information Technology, Global Managed Services, Payroll Trust, Facilities, Human Resources, Cybersecurity and Enterprise Risk Management. In addition, they performed a tabletop exercise with senior leaders and members of the Audit Committee of our Board of Directors that was a culmination of the scenarios included in the cross-functional exercises. They also matured the resilience of critical money movement and tax and payment business processes.

As part of this work, the team developed new or updated existing:

24 business impact assessments.

22 business continuity plans covering 20 potential scenarios, with 22 actively deployed in response to incidents.

25 disaster recovery plans covering 37 separate applications were documented, tested, and approved.

The work of our ERM and Business Continuity and Resilience teams is overseen by our Chief Risk Officer Todd Simmons in coordination with our senior leadership team. This brings together a cross-disciplinary group of leaders to establish management accountabilities and direct initiatives.

Please visit the Business Continuity and Resilience section of the appendix to review our overall program strategy.

Tech for Good

Dayforce Wallet

High inflation, interest rates, and energy costs have prevented millions of workers and their families from enjoying the financial wellness and freedom they deserve. From paying for groceries and filling up with gas, to covering unplanned or emergency expenses, Dayforce Wallet provides people fast access to their earned pay on demand whenever they need it most. Its clear financial wellness benefits are one of several reasons that we've seen significant growth in its use for businesses and their employees. Last year, we saw a 28% increase in the total number of customers currently signed up for Dayforce Wallet, a 31% increase in the percentage of Dayforce Wallet customers live, and surpassed $2 billion in earned wages delivered through Dayforce Wallet since its launch.

We engaged SSRS last year to conduct third-party research to better understand how our product is tangibly helping employees and their families.

The results showed:

Over **90%** of users said having access to money quickly through Dayforce Wallet when there is an emergency is important to them — with over 80% saying that it's very important.

Over **80%** said that the product helps them both buy enough food for their families as well as pay most of their other bills on time.

70% of users said that it helps them pay for medicine and healthcare for their families, with 67% saying the same for covering childcare costs.

Two-thirds said that Dayforce Wallet not only helps them pay off some of their credit card debt, but also decreases the likelihood of them borrowing money from friends and family.

Dayforce Wallet is a powerful tool that promotes financial wellness and gives employees the flexibility and choice they deserve. Our research shows that on-demand pay helps them pay their bills, reduce their debt, and put more money into savings each month.

Deepa Chatterjee
Chief Operations Officer, Dayforce Wallet
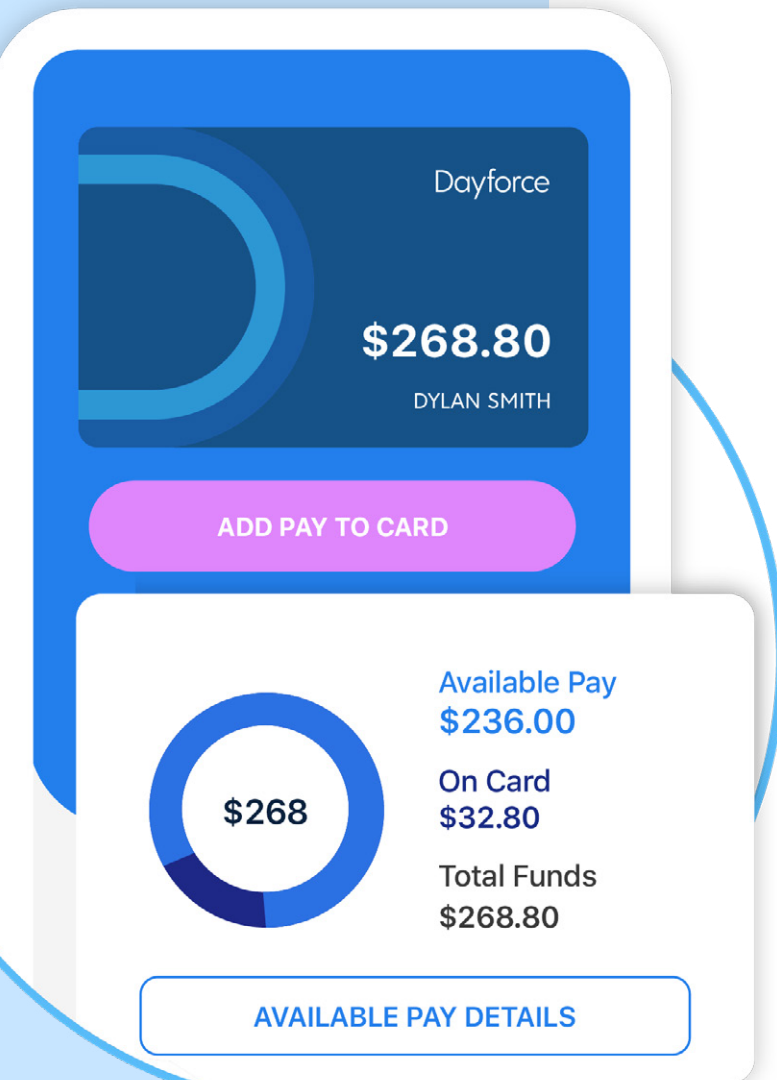
Leader in the Gartner Magic Quadrant™ for Cloud HCM Suites for 1,000+ Employee Enterprises

Ranked **#1 for the North American Compliance Suite 1,000+** Employees Use Case

Ranked **#1 for the North American Compliance Suite 2,500+** Employees Use Case

Co-ranked **#1 for Overall Product Satisfaction**

Dayforce Career Explorer

In today's world of work, businesses recognize that attracting and retaining top talent is essential to their success. Prospective candidates and current workers expect that any employer should provide them meaningful ways to learn new skills, grow as professionals, and rise internally into more senior roles. That's exactly why we developed Career Explorer — a new Dayforce module that gives people greater autonomy to develop new skills and identify their next career step within the organization. Powered by the Dayforce Skills Engine, Career Explorer gives employees access to data-driven career pathing, provides job notifications for open internal roles that match their interests and abilities, and creates more equitable opportunities and actionable steps to help them reach their career goals. We believe this product will help organizations foster a stronger culture of learning and development and ensure that employees feel empowered and engaged.

Dayforce Engagement

The saying is as trite as it is true: you can't manage what you can't measure. Equity, inclusion, and wellness are front and center in conversations about today's world of work, and organizations need accurate and effective tools to understand how effective — or ineffective — their strategies are for ensuring their employees feel heard, seen, and supported. Our Dayforce Talent team has developed new features within Dayforce Engagement to do just that. Rather than follow a traditional annual cadence, this tool allows leaders to evolve beyond just the traditional annual cadence and use event-based triggers to measure sentiment at key moments in any employee's journey. This capability is strengthened by advanced, new pre-built surveys on financial wellness, belonging, and other topics that help organizations build a culture of inclusion, respect, and appreciation.

Work Energy Dashboard

Dozens of surveys over the past year have all pointed to a systemic problem that countless businesses are currently facing: their employees are experiencing burnout. This can directly contribute to increased employee dissatisfaction, reduced productivity, and increased turnover. That's why we have built a new Dayforce module to help managers identify their employee's work energy and how best to address it. Our dashboard features an organization-wide view of workforce energy trends, giving you a glance into where in your organization employees may be having different experiences, with the ability to pinpoint by department, tenure, gender, or location. Suggested ideas for how to improve exhaustion and efficacy are also included. This dashboard gives managers the insight to measure how effective, or ineffective, their strategies are to address root causes and create a healthier workplace with improved outcomes for employees.
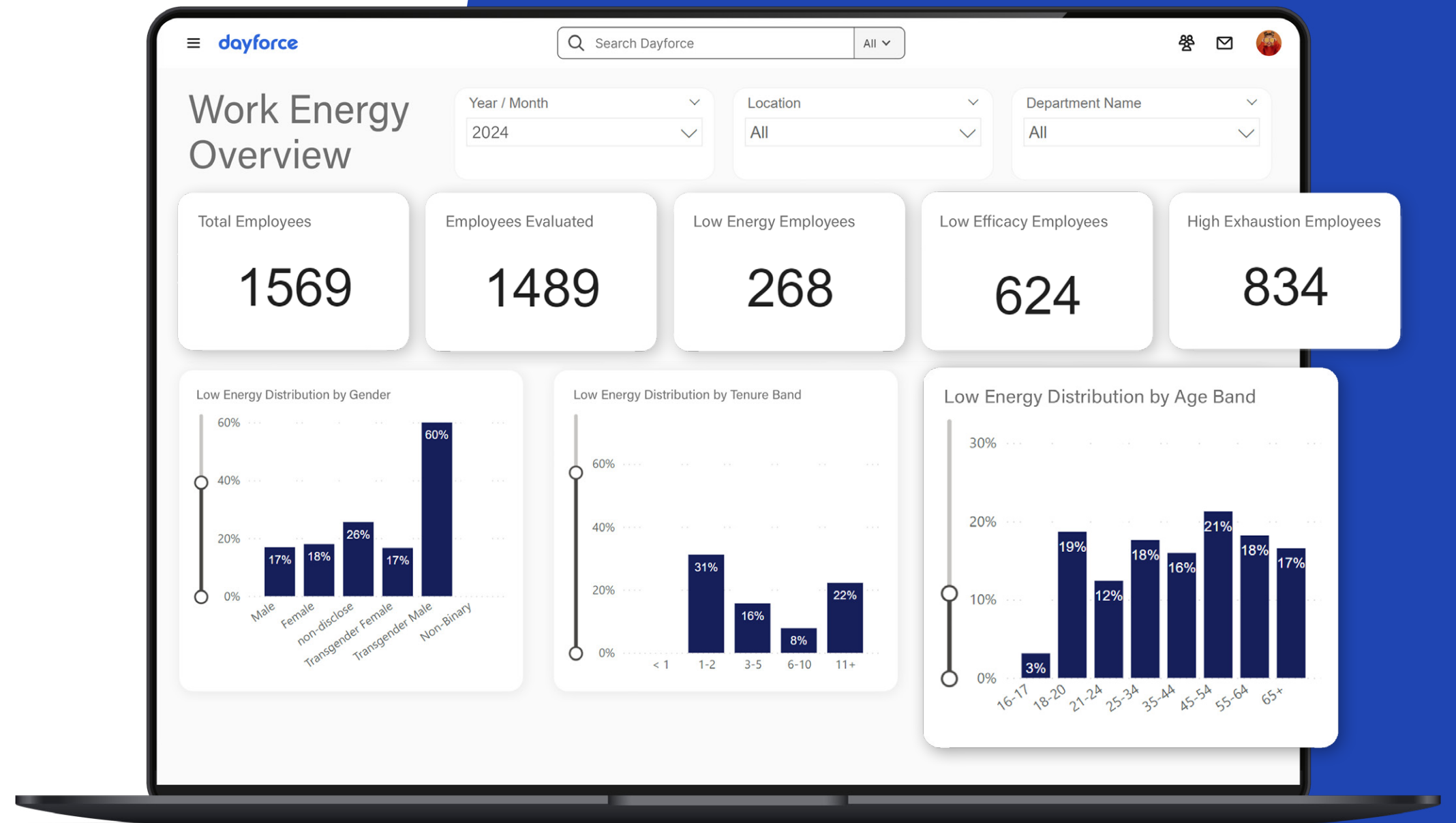
Environment

Direct Operations

We take our responsibility to help safeguard the planet very seriously. That's why our Sustainability team worked cross-functionally over the past year in taking several new actions to further reduce the overall environmental impacts of our direct operations. This included a new Environmental Sustainability Policy to guide Facilities, IT, Cloud Infrastructure, and other departments in improving energy efficiency, reducing consumption, and managing waste. This was supplemented by a new company-wide employee training to highlight their responsibilities to make our organization more sustainable and the ability of every person to make a meaningful difference.

Through the implementation of these initiatives, we made significant progress last year in decreasing the overall environmental impact of our direct operations. This included the near-complete phase-out of direct print operations in North America. Print operations closed at three facilities in 2023, with the final location set to close in 2024. We also closed a large, multi-use facility in Atlanta that accounted for approximately 36% of our entire global electricity consumption last year. With these changes alongside the closure of several other office facilities globally, we reduced our physical footprint by over 250,000 square feet in 2023, resulting in a more than 740,000 square-foot reduction since 2019.

Importantly, we further embedded green leasing principles into our facility selection and renewal processes, with prioritization given to buildings with regional sustainable building certifications. One result of this effort to operate more efficiently and decrease our environmental impacts was right-sizing our workspaces and a shift to more sustainable buildings in Ebene, Mauritius and Sydney, Australia.

> Every employee deserves a workplace that supports their health, fosters strong connections with colleagues, and operates sustainably, regardless of physical location. We're proud of the strides we've made in providing this environment to more employees, whether in our physical offices or remote settings, all while improving efficiency and reducing our environmental footprint.

Judy Rozal
Vice President, Facilities and Capital Budget

Ebene Mauritius	**Nearly 150 rooftop solar panels** **Rainwater capture for restroom use** **Submeters to monitor and track electricity consumption**

Sydney Australia	**Climate Active Carbon Neutral Standard for Buildings Certification by NABERS**

Addressing Climate Change

We know that climate change poses an existential threat to the health and well-being of humanity today and for future generations. That's why we are fundamentally committed to doing our part to address it. We have been actively working toward meeting our Scope 1 and 2 emissions reduction target, and we also took a number of additional steps over the past year that reflect our ambitions to decarbonize our value chain.

They included:

> Setting a new near-term Scope 3 emissions reduction target.

> Committing to having our targets validated by the Science Based Targets Initiative (SBTi).

> Maintaining **100%** renewable electricity for our global operations in 2023.[6]

We made progress in reducing our carbon footprint last year, and we have continued to drive significant reductions since 2019.

This included:

> A **20%** annual reduction in Scope 1 and 2 (location-based) emissions.

> A **65%** reduction in Scope 1 and 2 (location-based) emissions since 2019.

> A **30%+** reduction in Scope 3 economic emissions intensity since 2019.

Our climate strategy and progress has led us to be recognized as one of America's Greenest Companies by *Newsweek*, one of America's Climate Leaders in 2023 by *USA TODAY*, and earned us our first-ever "B" from CDP (formerly the Carbon Disclosure Project).

We have developed a strong plan to meet our new near-term Scope 3 emissions target. This includes advancing our decarbonization strategy through the implementation of two new programs that address two of our largest climate impact areas: our supply chain and business travel.

> Our decarbonization strategy focuses on where we can make the greatest impact, including pursing aggressive near-term emissions reduction targets, sourcing 100% renewable electricity annually for our global operations, and launching a new procurement program to drive value chain emissions reductions.
>
> **Megan Parker**
> Senior Manager, Sustainability

6. Achieved 100% renewable electricity in 2023 through purchasing 10,697 MWh of Energy Attribute Certificates (EACs).

Responsible Sourcing Initiative (RSI)

The first program is our new Responsible Sourcing Initiative, known as RSI, that we believe will drive further supply chain emissions reductions and help us achieve our near-term Scope 3 emissions target. We believe that sustainable supply chains are more resilient and efficient — that building them is not only the right thing to do, but the smart thing to do. As a company, we want to align ourselves with other businesses that make labor and human rights, diversity and inclusion, and environmental stewardship organizational priorities. The overall goal of RSI is to work with current vendors and select new ones that are consistent with the following four principles:

Safeguard labor and human rights in their operations and supply chain.

Reduce greenhouse gas (GHG) emissions and improving their environmental impacts.

Improve workforce gender diversity globally and racial and ethnic diversity in the U.S.

Are owned and operated by diverse leaders from underserved and underrepresented groups.

We're focused on building a supply chain that's efficient, resilient, and sustainable. Our priority is finding and partnering with vendors that are safeguarding human rights, advancing diversity and inclusion, and meaningfully reducing their climate impact.

Sharita Elston
Vice President, Procurement

Last year, we took a number of steps to integrate the RSI program into every stage of the procurement life cycle.

This included:

Developing a new Environmental Sustainability Policy that guides how departments across the business should select vendors that meet specific criteria.

Strengthening our Vendor Code of Conduct that sets out new expectations and requirements for all of our vendors to follow.

Adding vendor performance on RSI priorities into the RFP (request for proposal) process to guide how we choose new vendors and new language to vendor contracts highlighting new expectations.

Expanding our Global Sourcing and Procurement Policy and training our vendor managers to evaluate RSI data so they can incorporate sustainability performance into their evaluation processes.

Beginning collecting key data annually from all current and new vendors to evaluate their current performance and where they needed to improve in the future.

In the coming year, we aim to use last year's performance baseline to set quantitative and timebound targets to increase our overall spend – both as a percentage as well as total dollars spent – with suppliers that meet our standards in our four priority areas.

Internal Carbon Price

The second program supporting our Scope 3 emissions reduction target is the creation of an internal price on carbon for business travel emissions. We now charge $50 per ton of emissions, with proceeds used to fund new carbon removal projects in the coming year. Our new business travel booking portal displays the carbon impact of flight and hotel choices to employees when they book their travel to enable better purchasing decisions upfront.

Our Communities

Giving and Volunteering

In 2023, our volunteering surged to a new level. We expanded our cornerstone volunteer event to a month of in-person and virtual activities globally, and integrated volunteering year-round. It was uplifting to join so many colleagues for a park clean-up day in the community where I grew up and still live.

Rajesh Kulkarni
IT Leader, Asia

One of our missions at Dayforce is to be a force for positive change. Through corporate donations as well as harnessing the passion and generosity of our employees, every day we try to make a meaningful difference in the communities where our employees live and work. One significant way we do this is through Dayforce Cares, our employee-driven foundations in North America and Mauritius. Since its inception, we've provided more than $6.5 million in direct grants to over 4,500 families in the U.S. and Canada to help cover their basic needs and improve their quality of life. In addition, our foundation in Mauritius helps underprivileged children and families by supporting local NGOs and schools.

Alongside these efforts is a robust program to encourage our people to give their time and resources to impactful organizations around the world. Last year, nearly 50% of our workforce donated or volunteered for over 1,200 causes on five continents. Over 1,500 more employees participated this year than in 2022, and the number of volunteer hours doubled from 5,000 to 10,000. This included nearly 130 in-person and nearly 30 virtual volunteer events to support schools, food pantries, park cleanups, and other meaningful causes. Our teams also actively supported various relief initiatives around the world, including helping the victims of Typhoon Doksury in the Philippines, massive earthquakes in Turkey, Syria, Afghanistan and Morocco, and the Israel-Hamas war.

Village of Hope
Lawrenceville, Georgia

Lalbagh Park
Bengaluru, India

Children's Environmental Awareness and Action Foundation (CEAAF)
Manila, Philippines

Appendix

Stakeholder Engagement

Our Approach

At Dayforce, we define stakeholder engagement as our efforts to incorporate the opinions and perspectives of individuals and organizations that are impacted by our activities as a business into our overall corporate strategy. We believe that they deserve an opportunity to express their point of view, and it is our responsibility to ensure their voices are heard. Ultimately, learning from the unique insights and feedback of our stakeholders will make us a stronger, more resilient business that can make a positive difference for people, society, and the planet.

Stakeholder Groups

As a large and fast-growing global organization, we have a wide array of stakeholder groups.

These include:

Customers	Employees
NGOs	Partners

Government agencies

Industry and financial analysts

Some examples of how feedback from stakeholders is regularly solicited include monthly conversations with our industry analysts, quarterly email surveys of our employees, and annual stockholder engagement meetings with many of our largest investors. Because transparency and accountability are so important to us, we are exploring the formation of a new stakeholder advisory panel this year that would inform our overall ESG strategy and would include representatives from some of the above groups.

SASB Table	Accounting Metric	SASB Code	2020	2021	2022	2023
Environmental Footprint	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	97,137 GJ; 88%; 0%	68,595 GJ; 89%; 0%	49,148 GJ; 91%; 0%	39,190 GJ; 98%; 0%
	(1) Total water withdrawn	TC-SI-130a.2	17 TCM	7 TCM	6 TCM	9 TCM
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Environment			
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Privacy			
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	This information was not tracked.			
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	No material monetary losses.		$3.49 million[7]	No material monetary losses.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	This information was not tracked.	Law Enforcement Requests Reports: June 2021 and December 2021.	Law Enforcement Requests Reports: January-June 2022 and July-December 2022.	Law Enforcement Requests Reports: January-June 2023 and July-December 2023.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	None			

7. In 2022, Dayforce reached a class action settlement of approximately $3.49 million relating to Illinois' Biometric Information Privacy Act ("BIPA").

SASB Table	Accounting Metric	SASB Code	2020	2021	2022	2023
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1 SV-PS-230a.3	No material data breaches.			
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Privacy			
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2 SV-PS-230a.1	Data Security			
Recruiting and Managing a Global, Diverse, and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore[8]	TC-SI-330a.1	1.8%; 21.1%	2.8%; 23.1%	0.32%; 48.7%	0.42%; 50.5%
	Employee engagement as a percentage	TC-SI-330a.2 SV-PS-330a.3	76%	75%	74%	77%
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3 SV-PS-330a.1	Representation			
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	No material monetary losses.			
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions	TC-SI-550a.1	17; 143	18; 182	30; 267	31; 241
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Enterprise Risk Management			
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Governance and Trust			

8. 2022 data includes Ascender and Excelity employees for the first time.

Dayforce's 2021 Materiality Matrix

Importance to stakeholders (High / Low)

Importance to business success (High)

- Data privacy and security
- Financial wellness
- Ethical business practices
- Future of work
- Business continuity and resilience
- Workforce development
- Emerging technology and ethics
- Diversity, Equity, and Inclusion
- Energy and climate
- Tech for good
- Employee health, safety, and well-being
- Universal human rights
- Digital divide
- Freedom of expression
- Responsible innovation and product use
- Water and waste management
- Relationships with law enforcement agencies
- Supplier diversity
- Sustainable procurement

Legend:
- Employees/social
- Trust/governance
- Environment

Materiality Assessment

In 2021, Dayforce partnered with the nonprofit BSR to lead our first-ever third-party materiality assessment. We sought to understand the key material environmental, social, and governance issues that are most important to our business success and our key stakeholders. From the outset, it was imperative that a broad array of stakeholders was included to provide feedback and insight on this work and our direction as a company. For that reason, the team conducted stakeholder interviews and surveys with customers, investors, nongovernmental organizations (NGOs),

including Oxfam America and the World Benchmarking Alliance, dozens of senior leaders at Dayforce, and hundreds of our employees globally. In addition, BSR consulted a number of other sources in its assessment, including prominent reporting standards and frameworks such as the IFRS Foundation's SASB Standards. The Global Reporting Initiative (GRI), and the United Nations Sustainable Development Goals. Following the completion of the project, Dayforce evaluated the results and built a new ESG strategic framework with five key pillars and 10 priority topics.

Dayforce is a member of

U.N. Sustainable Development Goals

Dayforce's commitment to the five pillars of our ESG strategic framework and our goals will help ensure that we always act responsibly and sustainably. It is our road map to continue being a leading corporate citizen as well as a thoughtful and accountable partner to key stakeholders. Successful performance on each of most materials topics will result in some progress toward achieving several United Nations SDGs.

Board of Directors

Board Composition

9 total members
89% are independent
25% of board committees are chaired by women
5 new directors since 2018
62 average age of directors
6.7 years average board tenure
100% of board committees are fully comprised of independent directors
44% are women or people of color

Areas of Expertise

Corporate finance
C-Suite or senior management leadership
Cybersecurity
Enterprise risk management
ESG
Financial literacy
Global business background
Human resources and talent management
Industry background
Mergers and acquisitions
Public company board service
Strategic transformation leadership
Technology or software experience

Committee Structure

Acquisition and Finance
Audit
Compensation
Corporate Governance and Nominating

ESG Oversight

The Board's Corporate Governance and Nominating Committee provides oversight of Dayforce policies and programs on issues of overall corporate governance, social responsibility, and environmental sustainability. It is committed to best-in-class governance, and it is highly engaged in ensuring that Dayforce creates long-term value for all of its stakeholders. On a quarterly basis, its members receive updates about the company's ongoing ESG efforts and provide direct feedback and guidance to leadership about the path ahead.

Stockholder Engagement and Feedback

Stockholder engagement is a key part of our oversight efforts and good corporate governance practices. Over the past year, we reached out to stockholders holding approximately 84.2% of our outstanding Common Stock as of June 30, 2023, in order to better understand their feedback on executive compensation, corporate governance, and ESG matters. Our (i) Lead Director and Chair of our Audit Committee;

(ii) Chair of our Corporate Governance and Nominating Committee; and/or (iii) key members of our management team participated in meetings with stockholders holding approximately 63.8% of the outstanding Common Stock of the Company as of June 30, 2023.

In addition to the above meetings, our executive team regularly met with investors and stakeholders throughout 2023 to discuss company performance, corporate governance, and ESG initiatives. These meetings offer investors and stakeholders a forum to engage in constructive conversations with management around the aforementioned topics.

Our Board continues to value stockholder input and tries to incorporate the feedback received from stockholders directly into its decision-making. As of our 2024 Annual Meeting of Stockholders, we will have implemented majority voting for the election of directors and fully transitioned to annual director elections. In addition, all of our directors served on three or fewer additional public company boards as of the end of 2023.

Governance

Size of board	9	Annual board and committee evaluations	Yes
Number of independent directors	8	New director orientation program	Yes
Percentage of directors who are independent	89%	Anti-Corruption Policy	Yes
Fully independent committees	Yes	Anti-Fraud Standards	Yes
Independent lead director	Yes	Corporate Records Retention Policy	Yes
Average age of directors	62	Delegation of Authority Policy	Yes
Average director tenure	6.7	Disclosure Policy	Yes
Mandatory retirement age	No	Insider Trading and Tipping Policy	Yes
Number of female directors	3	Sanctions Compliance Policy	Yes
Number of ethnically diverse directors	1		
Number of board and committee meetings in 2023	31		
Number of directors attending less than 80% of meetings in 2023	0		
Periodic executive sessions	Yes		
Annual election of directors	Yes		
Majority voting in director elections	Yes		
Poison pill	No		
Stockholder ability to call special meeting	No		
Stockholder right to act by written consent	No		
Compensation recovery ("clawback") policy	Yes		
Annual say-on-pay vote	Yes		
Stock ownership guidelines for directors and executive officers	Yes		
Corporate governance guidelines	Yes		
Director "overboarding" guidelines	Yes		
Related person transactions policy	Yes		

Policies and Principles

Anti-Corruption Policy

Anti-Fraud Standards

Code of Conduct

Corporate Records Retention Policy

Delegation of Authority Policy

Disclosure Policy

Human Rights Statement

Insider Trading and Tipping Policy

Modern Slavery Statement

Sanctions Compliance Policy

Vendor Code of Conduct

AI Ethics Principles

Trust

Privacy Strategy

We recognize that maintaining stakeholder trust is essential to our license to operate and our success as a business. That is why we maintain a robust global privacy management program that allows us to meet these high expectations. In addition to a commitment of continuous improvement, our areas of focus include:

Clear policies, guidance, and procedures that foster accountability in our enterprise and that reflect legal requirements and best practices

Ongoing workforce training and communication to ensure an always-on privacy mindset

Privacy by Design assessments of our operations and offerings

Ongoing monitoring of privacy posture and risk

Integration of metrics and scorecards

Third-party processor management

B2B customer management

Transparency and management of individual rights

↗ Global Privacy Statement   ↗ Cookie Statement   ↗ Biometric Statement

Data Security Strategy

At Dayforce, we believe that effective security detection and response depends upon the deployment of analytics, automation, and highly skilled professionals. We know that strong data governance and data-centric security are also critical to maintaining our already high levels of compliance, privacy, and customer protection.

To combat a growing number of data security threats and an enhanced level of sophistication, Our Data Security team is focused on six priority areas in the intermediate term.

↗ Information Security statement

Cloud Security
Leveraging cloud posture management solutions to meet compliance and security requirements and exceed industry benchmarks for cloud security, and investing in attack surface management solutions to monitor and secure our Dayforce cloud footprint.

Identity and Access Management
Security starts with strong access controls, and Dayforce continues to invest in phish resistant multi-factor authentication, access governance solutions to limit entitlements, and the management and security of non-human identities that are a growing attack vector.

Product Security
Security and privacy by design are at the core of our product development life cycle. Beginning with ideation all the way to implementation, security and privacy are completely embedded into our research and development processes.

Advanced Analytics and Automation
Safeguarding data across our cloud applications and endpoints starts with understanding the data. Our advanced analytics enable automated processes and improve our data security capabilities.

Risk-Aware Workforce
Equipping our employees with the proper education through ongoing security awareness training is essential to our practice. Reducing the risk of social engineering and phishing is of paramount importance in today's cyber landscape.

Strong Data Governance
Managing data throughout the entire life cycle is a core business objective. This includes strong data retention policies and practices, as well as enabling customers to self-manage their data.

Certifications and Attestations

The Dayforce data security program closely aligns with a variety of industry standard frameworks. This is reinforced by a requirement to have independent reviews of our supporting controls and provides the needed transparency for our customer to have confidence we take the protection of their data very seriously. The following certifications and attestations are in place for Dayforce:

ISO/IEC 27001	**ISO/IEC 27017**
ISO/IEC 27018	**ISO/IEC 27701**
ISO/IEC 27036	**ISO/IEC 22301**
SOC 1 Type 2	**SOC 2 Type 2**
NIST 800-171 (SOC for Cyber)	

- Our ISO 27001 certification had no major or minor nonconformities
- Our NIST attestation had no controls that were considered not met
- Our SOC 2 Type 2 audit report had no exceptions found

To ensure effective oversight and management of our data security program, our Chief Information Security Officer Colin Anderson briefs the senior leadership team twice a quarter and the Audit Committee of the Board of Directors on a quarterly basis.

Enterprise Risk Management (ERM) Strategy

Effective risk management is a critical component of Dayforce's success as an organization. We have deeply embedded our Enterprise Risk Management (ERM) program into company-wide decision-making and how we approach performance improvement, encourage innovation, and pursue our strategic goals and objectives. Our program is based on two global standards — the COSO Enterprise Risk Management Framework and ISO 31000 — and it aims to do the following:

> Identify and assess risk across the organization, prioritizing mitigation efforts to address mission-critical enterprise risks.
>
> Assess current controls and capabilities to protect and increase stakeholder value, promoting continuous, sustainable improvement across the organization globally.
>
> Ensure decisions are made with sufficient awareness and transparency around risk and opportunity.

Our strategy has two core components: our Enterprise Risk Framework and our Enterprise Risk Process.

Our Enterprise Risk Framework guides the overall direction and operations of the program.

It features an enterprise risk taxonomy for categorizing risks and developing actionable insights for leaders and departments across the organization. It focuses on 12 capability-based enterprise risk themes:

Business and Operational Resilience

Commercial Strategy

Cybersecurity Resilience

Data Governance and Stewardship

Environmental Stewardship

Financial Performance and Accountability

Global Strategy, Readiness and Execution

Human Capital/People

Legal and Compliance (Corporate, Product, Operational)

Money Movement/Tax and Payment

Product and Technology Innovation

Third-Party and Partner Reliance

Our Enterprise Risk Process outlines our lifecycle and method of identifying, assessing and prioritizing, and responding to enterprise risks to successfully achieve our strategic organizational goals and objectives, minimizing any potential negative impact should they be realized. It also includes our collaborative risk assessment process. Frequent touchpoints throughout the year are conducted through interviews with identified SMEs from each functional group within the business to identify emerging risks that could impact our ability to meet our strategic goals and objectives as a company, specifically in the following four impact categories:

Financial

Legal/Compliance

Operational

Strategic

Our overall ERM program has three intermediate-term priorities:

> Ongoing cross-functional evaluation and prioritization of mission-critical risks at the enterprise level to ensure accuracy of Dayforce's global risk profile.
>
> Quarterly discussions around emerging and significant risk exposure identification and review of controls, mitigation strategies, and response effectiveness, along with action to mitigate in a timely manner.
>
> Ongoing review of our global ERM program and opportunities for continual improvement and maturation.

To ensure effective oversight and management of our risk management program, our Chief Risk Officer Todd Simmons briefs the senior leadership team regularly and the Audit Committee of the Board of Directors on a quarterly basis.

Business Continuity and Resilience Strategy

The Business Continuity Management Program (BCMP) contributes to Dayforce's overall resiliency and ability to continue delivery of products or services at acceptable, predefined levels following a disruptive incident and ensure that critical functions and processes are continually evaluated and improved upon. The Dayforce BCMP provides the necessary steps to be taken to prepare to respond, recover, restore, and return to normal operations following a significant business disruption. The program has four disciplines:

> Crisis Management

> Emergency Response

> Business Continuity

> Disaster Recovery

The Crisis Management discipline is responsible for the process of preparing for, responding to, and recovering from an unexpected event or situation that poses a significant threat to Dayforce, its stakeholders, or the public.

The Emergency Response discipline is responsible for the first 20 minutes of an incident with a primary focus on life safety. It is the immediate and coordinated initial response to an unexpected or potentially dangerous situation or event. The goal of emergency response is to ensure employee safety, communicate with employees to develop situational awareness, coordinate required resources, and evaluate facility safety when applicable.

The Business Continuity discipline is responsible for the recovery of all critical business processes to an acceptable degraded level until the situation returns to normal. Business continuity considerations are evaluated immediately after the initial response of an unpredicted event, and Business Continuity Plans (BCP) outline the actions taken to minimize impact and continue business function operations following a disruptive event by enacting business continuity plans that detail the recovery steps, controls, and resources required.

Our Disaster Recovery (DR) discipline aims to ensure the continuity of critical business technology in the event of a disruptive incident, such as natural disasters, cyber-attacks, or equipment failures. Our disaster recovery plans are designed to minimize downtime, ensure the integrity and availability of critical data during and after a disaster, and comply with industry regulations and compliance standards.

Incident Management

We have a Major Incident Management team at Dayforce that works to enhance the company's resilience, protect its assets, and ensure the continuity of operations. Their aim is to effectively respond to and resolve significant incidents related to technology, privacy and cybersecurity that can have a severe impact on operations, services, or reputation. This can minimize the impact of such incidents by restoring normal operations as quickly as possible while ensuring effective communication, coordination, and decision-making throughout the incident response process.

Human Capital Metrics

Our People

Global employees	**9,084**
North America employees	**4,563**
APJ employees	**2,906**
EMEA employees	**1,615**
2023 new employee hires	**2,215**
Percent of open positions filled by internal candidates	**16.7%**
Voluntary employee turnover rate	**10.3%**
Average training hours per employee	**20.26**
Average amount spent per FTE on training and development	**$82.55**
Percent of FTE <30 years old	**21.56%**
Percent of FTE 30-50 years old	**57.4%**
Percent of FTE >50 years old	**21.1%**
Percent of workforce covered by trade unions/collective agreements	**0%**
Total Recordable Incident Rate (TRIR)[9]	**0**

Annual Required Employee Training Courses Offered to All Employees

Code of Conduct

Anti-Corruption

Creating a Respectful Workplace (including anti-discrimination, harassment, and workplace violence topics)

Diversity, Equity, and Inclusion

Information Security and Cybersecurity

Privacy Essentials

Insider Trading and Tipping

Leadership Development and Professional Development Courses Offered to Employees

Activate: Required 2-day program for people leaders including performance management, effective communications and coaching, and promoting DEI.

Cultivate: Required 2-day program for leaders of leaders including leading high-performance teams, ethical leadership, and talent and personal development.

Catalog of available professional development courses are available on-demand to all employees.

Team development workshops offered at request of teams.

Data as of 12/31/2023

9. TRIR is defined as the total number of recordable incidents at the company per 200,000 hours worked (equivalent to 100 full-time employees annually).

Benefits

Benefits	U.S.	Canada
Basic Life Insurance	Yes	Yes
Optional Life Insurance	Yes	Yes
Basic AD&D	Yes	Yes
Optional AD&D	Yes	Yes
Health Insurance	Yes	Yes
Dental Insurance	Yes	Yes
Vision Insurance	Yes	Yes
Health Savings Account	Yes	N/A
Flexible Spending Account	Yes	N/A
Flex Benefit Program	N/A	Yes
Health Care Spending Account	N/A	Yes
Short-Term Disability	Yes	Yes
Long-Term Disability	Yes	Yes
Employee Assistance Program	Yes	Yes
Critical Illness Insurance Plan	Yes	Yes
Hospitalization Indemnity Plan	Yes	N/A
Accident Insurance Plan	Yes	No
Virtual Expert Medical Consultations	Yes	No
Diabetes Reversal Program	Yes	No
Nicotine Cessation Programs	Yes	No
Cancer Support Programs	Yes	No
Behavioral Health Programs	Yes	No
Retirement	Yes	Yes

Benefits	U.S.	Canada
Employee Stock Purchase Plan	Yes	Yes
Time Away From Work	Yes	Yes
Sick Time Program[10]	Yes	Yes
Holidays	Yes	Yes
Bereavement	Yes	Yes
Voting Time Off	Yes	Yes
Flexible Working Hours	Yes	Yes
Working-from-home Arrangements	Yes	Yes
Paid Parental Leave[11]	Yes	Yes
Backup Child Care	Yes	No
Dependent Care Reimbursement	Yes	N/A
Adoption Reimbursement	Yes	Yes
Fertility/Family Building Benefit	Yes	Yes
Breastfeeding/Lactation Facilities	Yes	Yes
Fitness Benefit	Yes	Yes
Business Travel Accident	Yes	Yes
Pet Insurance	Yes	Yes
Home/Auto Insurance	Yes	Yes
Legal Plan	Yes	No
Dave McKay Volunteer Day	Yes	Yes
Scholarship Program	Yes	Yes
Tuition Reimbursement	Yes	Yes
Ergonomics Assessments	Yes	Yes

10. Dedicated 80 hours of sick leave provided

11. For primary and non-primary caregivers in excess of the minimum legal requirement. For new and expecting parents, our paid parental leave policy includes 17 weeks for all foster, adoption, and biological parents, regardless of their gender or caregiver status.

Representation | **All Employees**

2023

Employee level	Female	Male
Senior management	35.9%	64.1%
Management and above	43.8%	56.2%
Tech	37.1%	62.9%
All employees	49.8%	50.2%

2022

Employee level	Female	Male
Senior management	38.0%	62.0%
Management and above	43.7%	56.1%
Tech	36.0%	63.8%
All employees	49.4%	50.4%

2021

Employee level	Female	Male
Senior management	37.6%	62.2%
Management and above	43.4%	56.6%
Tech	36.9%	63.1%
All employees	48.9%	51.1%

Data as of 12/31 of corresponding year
2022 and 2023 data includes Ascender and Excelity employees

Representation | **U.S. Employees**

Employee level	American Indian or Alaska Native			Asian			Black or African American			Hispanic or Latino		
	2021	2022	**2023**	2021	2022	**2023**	2021	2022	**2023**	2021	2022	**2023**
Senior management	—	—	**—**	12.8%	19.0%	**15.6%**	7.0%	5.3%	**5.2%**	—	2.1%	**3.1%**
Management and above	1.1%	0.6%	**0.4%**	10.2%	12.4%	**11.4%**	6.7%	6.4%	**5.4%**	4.5%	4.6%	**4.6%**
Tech	0.1%	0.2%	**0.2%**	17.3%	24.4%	**18.7%**	16.6%	10.7%	**11.2%**	4.5%	6.0%	**7.1%**
All employees	0.3%	0.2%	**0.2%**	10.8%	15.0%	**12.4%**	13.9%	11.8%	**11.4%**	5.9%	6.2%	**6.3%**

Employee level	Two or More Races			Native Hawaiian or Pacific Islander			White			No Answer		
	2021	2022	**2023**	2021	2022	**2023**	2021	2022	**2023**	2021	2022	**2023**
Senior management	2.3%	2.1%	**3.1%**	—	—	**—**	74.4%	71.6%	**71.9%**	3.5%	—	**1.0%**
Management and above	1.5%	1.7%	**2.4%**	—	—	**—**	73.4%	73.3%	**72.7%**	3.0%	1.0%	**3.0%**
Tech	2.9%	2.6%	**2.8%**	0.4%	0.3%	**0.3%**	56.0%	52.7%	**57.9%**	2.2%	3.1%	**1.9%**
All employees	2.4%	2.3%	**2.7%**	0.4%	0.3%	**0.2%**	64.5%	62.3%	**64.7%**	2.0%	2.0%	**2.1%**

Data as of 12/31 of corresponding year

EEO-1

| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) | EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024 |

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID	EMPLOYER NAME
7359044	Ceridian HCM Inc.

ADDRESS	CITY/TOWN	STATE	ZIP CODE
3311 East Old Shakopee Road	MINNEAPOLIS	MN	55425

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
593228107

SECTION E – EMPLOYER FILING ELIGIBILITY
[X] **YES** (Employer Is Eligible to File) [ ] **NO** (Employer Is Not Eligible to File) [ ] **EMPLOYER NO LONGER IN BUSINESS**

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)
Unique Entity ID (UEI): Not Applicable

[ ] **YES** (Single-Establishment Employer is Federal Contractor) [ ] **YES** (Multi-Establishment Employer is Federal Contractor)

[ ] **YES** (Headquarters is Federal Contractor) [ ] **YES** (Non-Headquarters Establishment is Federal Contractor)

[ ] **YES** (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION
541511 - Custom Computer Programming Services

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Hispanic or Latino		Not Hispanic or Latino — Male						Not Hispanic or Latino — Female						Row Total
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	1	52	1	9	0	0	1	22	5	6	0	0	1	99
First/Mid-Level Officials and Managers	7	13	159	7	29	0	0	6	173	21	18	0	2	3	438
Professionals	38	50	383	69	86	1	0	16	468	131	108	1	1	25	1377
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	10	6	106	4	5	0	0	4	83	7	1	0	0	5	231
Administrative Support Workers	8	18	33	18	14	2	0	5	81	41	19	1	1	0	241
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	64	88	733	99	143	3	0	32	827	205	152	2	4	34	2386
PRIOR 2021 REPORTING YEAR TOTAL	53	83	679	97	121	4	2	25	821	225	125	4	4	30	2273

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)
Not Applicable

| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) | EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024 |

SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID	EMPLOYER NAME
7359044	Ceridian HCM Inc.

ADDRESS	CITY/TOWN	STATE	ZIP CODE
3311 East Old Shakopee Road	MINNEAPOLIS	MN	55425

CERTIFICATION COMMENTS (optional)
No Certification Comments Provided

CERTIFICATION STATEMENT
"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."
Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION
1/5/2024 11:43 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official	Title of Certifying Official
Donnebra McClendon	VP, Diversity, Equity and Inclusion

Email Address of Certifying Official	Telephone Number of Certifying Official

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC	Title and Employer of Primary POC
Donnebra McClendon	VP, Diversity, Equity and Inclusion Ceridian HCM

Email Address of Primary POC	Telephone Number of Primary POC

Environmental Data

		2019	2020	2021	2022	2023	% Change from 2019	% Change from 2022
Electricity	Megawatt hours (MWh)	29,402	23,846	16,896	12,459	10,689	-64%	-14%
	Gigajoules (GJ)	105,847	85,846	60,825	44,852	38,480	-64%	-14%
	Renewable Electricity (MWh)	0	0	0	12,459	10,689		
Energy	Total Energy (GJ)	125,738	97,137	68,595	49,148	39,190	-69%	-20%
	Diesel (Gallons)	135	154	132	1,590[12]	82	-39%	-95%
	Natural Gas (Therms)	179,806	106,831	73,476	38,512	6,182	-97%	-84%
	Refrigerants (lbs)	397	276	226	200	212	-47%	6%
Emissions (mtCO2e)	Scope 1 and 2: Total	13,119	10,341	7,840	340	265	-98%	-22%
	• Scope 1	1,241	731	525	340	265	-79%	-22%
	• Scope 2: Location-based	12,128	9,695	7,026	5,434	4,334	-64%	-20%
	• Scope 2: Market-based	11,877	9,610	7,315	0	0	-100%	0%
	Scope 3: Total	51,272	37,721	31,273	42,818	54,639	7%	28%
	• Scope 3: Purchased Goods and Services	31,979	28,950	23,645	32,738	36,454	14%	11%
	• Scope 3: Fuel- and Energy-Related Activities	2,931	2,264	2,377	1,837	1,543	-47%	-16%
	• Scope 3: Upstream Transportation and Distribution	252	209	161	160	615	144%	284%
	• Scope 3: Waste Generated in Operations	1,078	286	119	103	148	-86%	44%
	• Scope 3: Business Travel	3,692	582	316	2,877	10,474	184%	264%
	• Scope 3: Employee Commuting	10,210	2,704	1,006	779	1,175	-88%	51%
	• Scope 3: Remote Work	768	2,503	3,348	4,150	4,022	424%	-3%
	• Scope 3: End-of-Life Treatment of Sold Products	362	223	301	174	208	-43%	20%
Water	Water Withdrawals (Gallons)	16,643,250	4,407,813	1,843,516	1,632,177	2,304,343	-86%	-41%
Waste	Total Tonnage (U.S. Tons)	2,074	549	230	199	385	-81%	93%

12. Total diesel usage in 2022 was significantly higher than in previous years due to the need for emergency generators during a power outage that affected one facility.
This year, Dayforce used the Watershed climate platform to calculate its 2023 annual greenhouse gas (GHG) emissions. This included updated calculations for its Scope 3 emissions from Purchased Goods and Services emissions for 2019 - 2022
Our total Scope 3 upstream GHG emissions in 2023 were 54,431 mtCO2e and total Scope 3 downstream GHG emissions in 2023 were 208 mtCO2e..

DNV

STATEMENT

Introduction

DNV Business Assurance USA, Inc. (DNV) has been commissioned by the management of Dayforce, Inc. (Dayforce) to carry out an independent verification of its GHG emissions (*Scope 1, 2 and 3*). These assertions are relevant to the 2023 calendar year.

Dayforce has sole responsibility for preparation of the data and external report. DNV, in performing our assurance work, is responsible to the management of Dayforce. Our assurance statement, however, represents our independent opinion and is intended to inform all stakeholders including Dayforce.

Verification Objective

The objective of this verification is to verify conformance with applicable verification criteria, including the principles and requirements of relevant standards or GHG programmes, within the scope of the verification; The organization's GHG inventory of GHG emissions; any significant changes in the organization's GHG inventory since the last reporting period; and the organization's GHG-related controls.

Verification Scope

2023 Greenhouse Gas (GHG) emissions inventory Scope 1, 2, and 3 (Category 1 – Purchased Goods and Services, Category 3 – Fuel and Energy Related Activities, Category 4 – Upstream Transportation and Distribution, Category 5 – Waste Generated in Operations, Category 6 – Business Travel, Category 7 – Remote Working, Category 7 – Employee Commuting, Category 12 – End-of-life Treatment of Sold Products)

Verification Level of Assurance

The verification was conducted by DNV to a limited level of assurance with the qualification reported in the below Verification Conclusions.

Materiality Level

Errors / omissions which represent, single or aggregated, the 5% of total emissions are considered material.

DNV Business Assurance USA, Inc., 1400 Ravello Drive, Katy, TX 77449

DNV

Verification Criteria

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard (Scope 1 & 2)
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- ISO 14064-3:2019: Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Verification Protocols

- ISO 14064-3:2019 Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Operational Boundary

- Operational control
- Global sites
- Reporting Period: 1 January 2023 to 31 December 2023

Data Verified

Greenhouse Gas Emissions

Scope 1 Emissions	265 MtCO₂e
Scope 2 Emissions (Location based)	4,333 MtCO₂e
Scope 2 Emissions (Market based)	0 MtCO₂e
Scope 3 Emissions	
○ Category 1 – Purchased Goods and Services	36,454 MtCO₂e
○ Category 3 – Fuel and Energy Related Activities	1,543 MtCO₂e
○ Category 4 – Upstream Transportation and Distribution	615 MtCO₂e
○ Category 5 – Waste Generated in Operations	148 MtCO₂e
○ Category 6 – Business Travel	10,474 MtCO₂e
○ Category 7 – Remote Working	4,022 MtCO₂e
○ Category 7 - Employee Commuting	1,175 MtCO2e
○ Category 12 – End-of-life Treatment of Sold Products	208 MtCO2e

DNV

Assurance Opinion

Based on the verification process conducted by DNV, we provide a Limited Assurance of the GHG Emissions Inventory for *Dayforce*. DNV found no evidence that the assertion:

- is not materially correct;
- is not a fair representation of the GHG emissions information; and
- is not prepared in accordance with the *Reporting Criteria*

Independence

DNV was not involved in the preparation of any part of *Dayforce's* data or report. We adopt a balanced approach towards all stakeholders when performing our evaluation.

DNV Business Assurance USA, Inc.
April 04ᵗʰ, 2024

Lead Verifier   Technical Reviewer

Kyle Silon   **Ke Karl Song**

The purpose of the DNV group of companies is to promote safe and sustainable futures. The USA & Canada Sustainability team is part of DNV Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com/sustainability

WHEN TRUST MATTERS

Independent Assurance Report

DNV Business Assurance USA, Inc. (DNV) has been commissioned by the management of Dayforce, Inc. (Dayforce) to carry out an independent limited-level assurance engagement of Selected Performance Information for calendar year 2023. The assurance was carried out during January - April 2024.

Our Conclusion:
Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Performance Information is not fairly stated and has not been prepared, in all material respects, in accordance with the criteria stated. This conclusion relates only to the Selected Performance Information and is to be read in the context of this Assurance Report, in particular, the inherent limitations explained below.

Scope of Assurance
- Reporting Boundary - All global operations under Dayforce's operational control per the operational control definition of The GHG Protocol, A Corporate Accounting and Reporting Standard, Revised Edition.
- Time Period – Calendar year 2023

Selected Performance Information
The scope and boundary of our work is restricted to the following performance indicators (the Selected Performance Information):

Environmental Data Verified for January 1st to December 31st, 2023
2023 Energy • Total Energy Consumption • Footprint Subcategories
2023 Water • Total Water Withdrawals
2023 Waste • Total Waste Generated

Our competence, independence, and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any part of Dayforce's data or report. This is our fourth year of providing assurance for Dayforce. We adopt a balanced approach towards all stakeholders when performing our evaluation.

Scope and Approach
We performed a limited level assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Scope and Approach Continued
We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance conclusion, so that the risk of this conclusion being in error is reduced but not reduced to very low. A 'reasonable level' of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance conclusion. DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. This includes, but is not limited to, sales and acquisitions, square footage, occupancy rates, data coverage, property type, and financial/ operational control. Financial data, including financial data that feeds into the calculation of the Selected Performance Indicators, is outside of the scope of the assurance.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance Methodology
The environmental footprint inventories have been evaluated against the following reporting criteria:
- World Business Council for Sustainable Development (WBCSD) / World Resources institute (WRI) Greenhouse Gas Protocol, Corporate Accounting Standard REVISED EDITION
- WBCSD/WRI Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both Dayforce and its stakeholders. DNV applied a materiality threshold of five percent for GHG (Scope 1 and 2) emissions, energy consumption, water withdrawal, and waste generated. The five percent materiality threshold for assurance does not apply to total Scope 3 emissions.

2023 Environmental Data Verified

2023 Energy	
Total Energy Consumption	39,190 GJ

Footprint Subcategory	Quantity Unit
Diesel	82 Gallons
Natural Gas	618 MMBTU
Electricity	10,688,797 kWh
Other Sources	44 MMBTU

2023 Water	
Total Water Withdrawal	2,304,343 Gallons

2023 Waste	
Total Waste Generated	385 US tons

Independence

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

Basis of Our Conclusion
We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Performance Information; our work included, but was not restricted to:
- Conducting interviews with Dayforce's management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Performance Information;
- Performing limited substantive testing on a selective basis of the Selected Performance Information to check that data had been appropriately measured, recorded, collated and reported;

Basis of Our Conclusion Continued
- Reviewing that the evidence, measurements and the scope provided to us by Dayforce for the Selected Performance Information is prepared in line with the agreed-upon procedures and criteria
- Reading the Report and narrative accompanying the Selected Performance Information within it with regard to the criteria

In addition to the above, specific to the environmental indicators, the following steps were conducted for the Water and Waste:

Water:
- Review of the water withdrawal methodology;
- Review of calculations and water per-capita assumptions.

Waste:
- Review of the waste estimation methodology;
- Review of calculations and waste per-capita assumptions.

Assurance Opinion
Based on the processes and procedures performed, DNV found no evidence that the claims and assertions listed are not materially correct and are not a fair representation of data and information and have not been prepared in accordance with the reporting criteria and calculation method referenced.

Responsibilities of Dayforce and DNV

Dayforce has sole responsibility for:
- Preparing and presenting the Selected Information in accordance with the criteria
- Designing, implementing, and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements
- Measuring and reporting the Selected Information
- Contents and statements contained within the Report or websites

In performing our assurance work, our responsibility is to the management of Dayforce; however, our assurance report represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report or website except for this Assurance Statement.

For and on behalf of DNV Business Assurance USA, Inc.
Katy, Texas
April 04th, 2024

Kyle Silon
Lead Verifier

Karl Song
Technical Reviewer

DNV Business Assurance

DNV Business Assurance is a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

https://www.dnv.us/assurance/

This Statement is for the sole use and benefit of the party contracting with DNV Business Assurance USA, Inc. to produce this Statement (the "Client"). Any use of or reliance on this document by any party other than the Client shall be at the sole risk of such party. In no event will DNV or any of its parent or affiliate companies, or their respective directors, officers, shareholders, employees or subcontractors, be liable to any other party regarding any statements, findings, conclusions or other content in this Statement, or for any use of, reliance on, accuracy, or adequacy of this Statement.

Statement No. DNV-2024-ASR-685285

Use of Non-GAAP Financial Measures

We use certain non-GAAP financial measures in this report including cloud annualized recurring revenue ("ARR"), annual Dayforce revenue retention rate, and Adjusted EBITDA margin. We believe that these non-GAAP financial measures are useful to management and investors as an indicator of customer satisfaction and future revenues and as supplemental measures to evaluate our overall operating performance including comparison across periods and with competitors. These non-GAAP financial measures are not required by, defined under, or presented in accordance with, accounting principles generally accepted in the U.S. ("GAAP"), and should not be considered as an alternative to our results as reported under GAAP, have important limitations as analytical tools, and our use of these terms may not be comparable to similarly titled measures of other companies in our industry.. Our presentation of non-GAAP financial measures should not be construed to imply that our future results will be unaffected by similar items to those eliminated in this presentation. Please refer to Dayforce's full financial results, including further discussion of non-GAAP financial measures, on the Investor Relations portion of its website at investors.dayforce.com.

We define these non-GAAP financial measures as follows:

Cloud ARR is calculated by starting with recurring revenue at year end, excluding revenue from Ascender, subtracting the once-a-year charges, annualizing the revenue for customers live for less than a full year to reflect the revenue that would have been realized if the customer had been live for a full year, and adding back the once-a-year charges. We have not reconciled Cloud ARR because there is no directly comparable GAAP financial measure.

Annual Dayforce revenue retention rate is calculated as a percentage, excluding Ascender, where the numerator is the Dayforce ARR for the prior year, less the Dayforce ARR from lost Dayforce customers during that year; and the denominator is the Dayforce ARR for the prior year. We have not reconciled Annual Dayforce revenue retention rate because there is no directly comparable GAAP financial measure.

EBITDA is net income before interest, taxes, depreciation, and amortization, and Adjusted EBITDA is EBITDA, as adjusted to exclude share-based compensation expense and related employer taxes, and certain other items. Adjusted EBITDA margin is determined by calculating the percentage that Adjusted EBITDA is of total revenue.

The following table presents a reconciliation of the GAAP results to the non-GAAP financial measures EBITDA, adjusted EBITDA, and Adjusted EBITDA margin:

Year Ended December 31, 2023

Net income	Interest expense, net	Income tax expense	Depreciation and amortization	EBITDA	Share-based compensation	Other[13]	Adjusted EBITDA	Net profit margin	Adjusted EBITDA margin
				(Unaudited, Dollars in millions)					
$54.8	$36.1	$41.2	$132.5	$264.6	$137.1	$8.5	$410.2	3.6%	27.1%

13. The Other column includes $4.7 million of restructuring consulting fees, $4.3 million related to the impact of the fair value adjustment for contingent consideration related to the 2021 acquisition of certain assets and liabilities of DataFuzion HCM, Inc., $0.1 million related to the net impact of certain leased facilities, and $0.6 million of foreign exchange gain.

About the Report

Reporting Year and Scope

Unless otherwise specified, this report focuses primarily on activities during calendar year 2023. All references to a "year" refer to calendar years. Dayforce's fiscal years coincide with calendar years; therefore, information relating to financial performance is referring to calendar and fiscal years, which are the same.

Unless otherwise specified, the scope of this report refers to the entirety of Dayforce's global business operations. Dayforce has acquired a number of companies over the past few years, including Riteq in 2019, Excelity in 2020, and Adam HCM, Ascender, DataFuzion assets, and Ideal in 2021, among others. Wherever applicable, data from their activity is included from their acquisition date onward. In several sections, information is presented relating only to Dayforce's U.S. companies and those are referenced accordingly.

Third-Party Assurance

Dayforce engaged DNV for third-party verification of our Scope 1, 2, and relevant Scope 3 GHG emissions, water withdrawals, waste tonnage, and energy usage for 2023. Seven Scope 3 categories were included— Purchased Goods and Services, Fuel- and Energy-related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting and Virtual Work, and End-of-Life Treatment of Sold Products. The firm completed its limited assurance verification in April 2024, and a copy of its letter is available in this report's Appendix.

Forward-Looking Statements

This report contains statements, estimates, or projections that constitute "forward-looking statements" as defined under U.S. federal securities laws. All statements other than statements of historical fact or relating to present facts or current conditions included in this report are forward-looking statements. These statements may include words such as "anticipate," "estimate," "expect," "assume", "project," "seek," "plan," "intend," "believe," "will," "may," "could," "continue," "likely," "should," and other words and terms of similar meaning in connection with any discussion of the timing or nature of future operating or financial performance or other events, but not all forward-looking statements contain these identifying words. Forward-looking statements give Dayforce's current expectations and projections relating to its financial condition, results

of operations, plans, objectives, future performance, and business. Forward-looking statements are subject to certain risks and uncertainties that could cause Dayforce's actual results to differ materially from its historical experience and present expectations or projections, including those risks discussed in Dayforce's filings with the Securities and Exchange Commission (the "SEC"), which are available from the SEC. For the reasons described above, you should not rely on any forward-looking statements. Any forward-looking statement made by Dayforce in this report speaks only as of the date on which it is made. Dayforce undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by law.

About Dayforce

Dayforce is a global human capital management (HCM) software company. Dayforce, our flagship cloud HCM platform, provides human resources, payroll, benefits, workforce management, and talent management capabilities in a single solution. Our platform helps you manage the entire employee life cycle, from recruiting and onboarding, to paying people and developing their careers. Dayforce provides solutions for organizations of all sizes, from small businesses to global organizations.

Makes Work Life Better

The Dayforce brand promise is to make work life better. It is our purpose, and it embodies who we are, what we believe, and what we stand for. We live our promise and purpose by aiming to improve the work lives of our customers, their employees, and our own teams at Dayforce every day and with everything we do.

dayforce

Dayforce makes work life better. Everything we do as a global leader in HCM technology is focused on improving work for thousands of customers and millions of employees around the world. Our single, global people platform for HR, payroll, talent, workforce management, and benefits equips Dayforce customers to unlock their full workforce potential and operate with confidence. To learn how Dayforce helps create quantifiable value for organizations of all sizes and industries, visit dayforce.com.

dayforce.com

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Contact Us

responsibility@dayforce.com

dayforce.com/who-we-are/corporate-responsibility

3311 East Old Shakopee Road
Minneapolis, MN 55425-1640
Phone: (952) 853-8100