Dayforce, Inc.

2024 CDP Corporate Questionnaire 2024

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Terms of disclosure for corporate questionnaire 2024 - CDP

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10/21/2024, 06:07 pm

Contents

C1. Introduction

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

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 lifecycle, 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. Dayforce's brand promise is "Makes Work Life Better." It embodies who we are, what we believe, and what we stand for. We deliver on that promise 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. Our Way is the set of values that guide our behavior. These values are core to Dayforce's culture and our thinking. They are embodied by everyone at our organization. Customer focus, Equity, Shared ambition, Optimism, Agility, Transparency
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ Not providing past emissions data for Scope 1

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ Not providing past emissions data for Scope 2

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 3 years

[Fixed row]

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

	Does your organization use this unique identifier?	Provide your unique identifier
Ticker symbol	*Select from:* ☑ Yes	*DAY*

[Add row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Dayforce's Procurement department manages vendor relationships and new vendor onboarding, including utilizing various software programs to manage contracts and vendor assessments. Supplier-specific information is used, where available, for the company's Purchased Goods & Services calculations, leveraging spend data and CDP reporting. The Company also has a near-term Scope 3 emissions reduction target, and its decarbonization strategy includes a Responsible Sourcing Initiative ("RSI") to help address supply chain emissions and a new internal carbon price on business travel that will fund carbon dioxide removal ("CDR") projects. Dayforce collects key data annually from all current and new vendors to evaluate their current performance and where they need to improve in the future.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	Select from: ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Judged to be unimportant or not relevant	*Plastics are not a significant input or output of our business as a SaaS company.*

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

The company's annual enterprise risk assessment of environmental stewardship risks, including climate-related risks, aligns with the short-term time horizon.

Medium-term

(2.1.1) From (years)

6

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

The company's long range strategic planning aligns with the medium-term time horizon.

Long-term

(2.1.1) From (years)

11

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

16

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This time horizon is specifically used for assessing climate-related risks and opportunities. After assessing these, Dayforce uses the outputs of the scenario analysis process to inform short-term and medium-term strategic planning, as necessary.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

(2.2.1) Process in place

Select from:

☑ Yes

(2.2.2) Dependencies and/or impacts evaluated in this process

Select from:

☑ Impacts only

(2.2.4) Primary reason for not evaluating dependencies and/or impacts

Select from:

☑ Judged to be unimportant or not relevant

(2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

We actively measure and manage the environmental impacts of our operations in line with ISO 14001 Environmental Management System principles, including calculating greenhouse gas (GHG) emissions and other environmental metrics beginning with 2019 data. Our GHG emissions inventory is developed using the revised GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard, and it is guided by and documented in our internal Inventory Management Plan. 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. Energy and climate were the only environmental issues deemed to be material through this process. We have an Environmental Sustainability Policy and other related policies and programs that manage for these impacts in our operations. As a SaaS company, environmental dependencies beyond these are not relevant to our organization.
[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Other commercially/publicly available tools, please specify **:**Fathom flood mapping

Enterprise Risk Management

☑ Enterprise Risk Management

Other

☑ External consultants

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Wildfires

☑ Cyclones, hurricanes, typhoons

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical

☑ Changing temperature (air, freshwater, marine water)

☑ Heat stress

Policy

☑ Carbon pricing mechanisms

☑ Changes to national legislation

☑ Lack of mature certification and sustainability standards

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Changing customer behavior

☑ Uncertainty in the market signals

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

☑ Data access/availability or monitoring systems

☑ Transition to lower emissions technology and products

☑ Unsuccessful investment in new technologies

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

Environmental stewardship is one of the twelve capability-based enterprise risk themes in Dayforce's risk taxonomy. The Company's annual enterprise risk assessment of environmental stewardship risks, including climate-related risks, is led by the ERM department and is integrated into the Company's overall risk management identification, assessment, and management process. Dayforce annually monitors climate-related risks through its ERM process and determines the level of residual risk and whether any need to be accepted, avoided, pursued, reduced, or shared. The Company's analysis of potential risks includes evaluating the impact, likelihood, velocity, and level of risk tolerance associated with each. Dayforce partnered with third-party experts at WSP to conduct a qualitative and quantitative TCFD-aligned climate scenario analysis of potential physical and transition risks and opportunities. The time horizons considered were the short term (present day through 2025), the medium term (2030) and the long term (2040). The scenario analysis will contribute to future annual ERM reviews of the 11 environmental stewardship risks.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Impacts

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ Every three years or more

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Other

☑ External consultants

☑ Materiality assessment

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

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's materiality matrix can be found in its annual ESG Report.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:
☑ Judged to be unimportant or not relevant

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

As a SaaS company, Dayforce does not consider environmental dependencies such as biodiversity/nature beyond those identified in its materiality assessment to be relevant to our organization.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas of limited water availability, flooding, and/or poor quality of water

(2.3.4) Description of process to identify priority locations

During the climate scenario analysis, the third-party WSP assessed potential climate-related physical risks due to inland and coastal flooding at Dayforce's leased offices and colocation data centers it uses that are operated by third parties. They subsequently conducted a resilience assessment which included flood mapping based on floodplain locations to assess direct or indirect flood risks.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Direct operating costs

(2.4.3) Change to indicator

Select from:

☑ Absolute increase

(2.4.5) Absolute increase/ decrease figure

50000000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Dayforce's definition of substantive financial or strategic impact is: • A risk that could have a greater than a 50 million annual impact organizationally; or • A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ Absolute increase

(2.4.5) Absolute increase/ decrease figure

50000000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Dayforce's definition of substantive financial or strategic impact is: • An opportunity that could have a greater than a 50 million annual impact organizationally; or • An opportunity that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, only in our upstream/downstream value chain

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

The results of Dayforce's annual enterprise risk assessment determined that none of the climate-related risks that were evaluated pose a potential substantive financial or strategic impact on the business in the short term. In addition, the 2024 qualitative and quantitative TCFD-aligned climate scenario analysis conducted by WSP determined that none of the climate-related physical risks that were evaluated pose a potential substantive financial or strategic impact on Dayforce in the short, medium, or long term. In addition, it determined that none of the climate-related transition risks pose a potential substantive financial or strategic impact in the short or medium term. It determined that the transition risk of increasing costs to procure cloud services from low-emission providers poses a potential substantive financial or strategic impact on the business in the long term. The results of the qualitative scenario analysis of climate-related transition opportunities determined that none were likely to have a potential substantive financial or strategic impact at this time. In this context, Dayforce's definition of substantive financial or strategic impact is: • A risk that could have a greater than 50 million annual impact organizationally; or • A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives. The above identified transition risk that could pose a substantive effect to the organization is in the upstream value chain.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Not an immediate strategic priority

(3.1.3) Please explain

Plastics are not a significant input or output of our business as a SaaS company.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☑ Transition to lower emissions technology and products

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China
☑ India
☑ Japan
☑ Canada
☑ Mexico
☑ Mauritius
☑ Singapore
☑ New Zealand
☑ Philippines
☑ United States of America
☑ Germany
☑ Malaysia
☑ Thailand
☑ Viet Nam
☑ Australia
☑ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

The results of Dayforce's annual enterprise risk assessment determined that none of the climate-related risks that were evaluated pose a potential substantive financial or strategic impact on the business in the short term. In addition, the 2024 qualitative and quantitative TCFD-aligned climate scenario analysis conducted by WSP determined that none of the climate-related physical risks that were evaluated pose a potential substantive financial or strategic impact on Dayforce in the short, medium, or long term. In addition, it determined that none of the climate-related transition risks pose a potential substantive financial or strategic impact in the short or medium term. It determined that the transition risk of increasing costs to procure cloud services from low-emission providers poses a potential substantive financial or strategic impact on the business in the long term.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:
☑ Unknown

(3.1.1.14) Magnitude

Select from:
☑ Unknown

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The risk is associated with increases in costs from procuring cloud services from low-emissions providers in the long-term.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:
☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

50000000

(3.1.1.25) Explanation of financial effect figure

The quantitative analysis portion of the scenario analysis resulted in identification of one transition risk that could have a potential substantive financial or strategic impact on the business in the long term under two of the three scenarios. The financial modeling found that the additional projected pass through costs could exceed the 50 million substantive financial threshold after 2038 under the NGFS Net Zero scenario and after 2039 under the Delayed Transition scenario. However, given the nature and uncertainty of scenario analysis and the long-term time horizon in which this was considered to be substantive, Dayforce will evaluate potential ways in which it can manage and mitigate this risk.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Improve monitoring of upstream and downstream activities

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

At this time, Dayforce does not anticipate any additional costs to respond to this risk beyond pre-existing processes for supplier management. The risk is long-term with no anticipated substantive effects until 2038 at the earliest under two assessed scenarios.

(3.1.1.29) Description of response

Dayforce's sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present. The Company seeks to mitigate potential transition risks by activities such as actively monitoring emerging climate and related disclosure regulations, focusing on energy reductions in operations, securing long-term contracts for renewable electricity in appropriate regions, evaluating potential mitigation activities for incremental climate-related costs from low-carbon cloud services, and implementing and disclosing progress on an ambitious climate strategy.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☑ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

The results of Dayforce's annual enterprise risk assessment determined that none of the climate-related risks that were evaluated pose a potential substantive financial or strategic impact on the business in the short term. In addition, the 2024 qualitative and quantitative TCFD-aligned climate scenario analysis conducted by WSP determined that none of the climate-related physical risks that were evaluated pose a potential substantive financial or strategic impact on Dayforce in the short, medium, or long term. In addition, it determined that none of the climate-related transition risks pose a potential substantive financial or strategic impact in the short or medium term. It determined that the transition risk of increasing costs to procure cloud services from low-emission providers poses a potential substantive financial or strategic impact on the business in the long term. The results of the qualitative scenario analysis of climate-related transition opportunities determined that none were likely to have a potential substantive financial or strategic impact at this time. In this context, Dayforce's definition of substantive financial or strategic impact is: • A risk that could have a greater than a 50 million annual impact organizationally; or • A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives The Company defines the short term as 0-5 years, medium term as 6-10 years, and long term as 11-16 years. The third-party scenario analysis looked at 2025, 2030, and 2040 respectively, which are consistent with these timeframes.
[Add row]

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Six opportunities were identified in the scenario analysis evaluation of transition opportunities. These opportunities were only qualitatively assessed and did not give the indication that they would be able to have a substantive impact on Dayforce.
[Fixed row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The Corporate Governance Guidelines of Dayforce, Inc. ensure a balanced, diverse, and independent board, outline roles, selection criteria, meetings, and performance evaluations, and emphasize effective governance and accountability.

(4.1.6) Attach the policy (optional)

Dayforce-_Revised_Corporate_Governance_Guidelines.pdf

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Judged to be unimportant or not relevant	*Biodiversity is not considered a material issue to Dayforce as a SaaS company.*

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify **:**Board Committee Charters

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

The Nominating and Corporate Governance committee of Dayforce's Board of Directors ("the "Board") oversees environmental, social and governance (ESG) matters, including climate-related issues. It reviews strategy, goalsetting, and the performance of both individual initiatives and the company overall in these areas. This includes the results of a third-party materiality assessment and the adoption of a new strategic framework. This framework established Climate and Energy as a priority topic as well as a new goal to substantially reduce greenhouse gas emissions from most Scope 1 & 2 sources by 2029. The Committee receives annual updates on corporate performance in pursuit of this goal among other climate-related activities and reporting. The Vice President for Corporate Responsibility and Sustainability provides updates to the Committee on climate and other ESG-related matters on a quarterly basis. In addition, the Board's Audit Committee receives updates from the Chief Risk Officer on the Company's Enterprise Risk Management ("ERM") strategy on a quarterly basis. This includes measures to identify, evaluate, manage, and, where appropriate, mitigate relevant risks.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue	Primary reason for no management-level responsibility for environmental issues	Explain why your organization does not have management-level responsibility for environmental issues
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Judged to be unimportant or not relevant	*Biodiversity is not considered a material issue to Dayforce as a SaaS company.*

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Marketing and Communications Officer (CMCO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Managing annual budgets related to environmental issues

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Operating Officer (COO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Chief Marketing and Communications Officer reports to the President and Chief Operating Officer and oversees the performance of several departments, including the Corporate Responsibility and Sustainability department. The Vice President for Corporate Responsibility and Sustainability leads the Company's decarbonization strategy and the overall management of climate-related issues. This includes programs and initiatives, target setting, data collection and reporting, and the identification and evaluation of potential climate-related risks and opportunities. The evaluation and management of potential climate-related risks is a cross-functional process that is integrated into the Company's ERM program. The Vice President for Corporate Responsibility and Sustainability provides at least annual updates to the executive leadership team on the Company's climate strategy and performance. Members of Dayforce's Sustainability department work closely with senior leaders in several other departments to carry out these efforts. The Vice President for Corporate Responsibility and Sustainability provides updates to the Corporate Governance and Nominating Committee on climate and other ESG-related matters on a quarterly basis.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:
☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

Employee performance and incentives for Dayforce's Vice President for Corporate Responsibility and Sustainability and Sustainability Lead include the consideration of the implementation and effectiveness of the company's decarbonization strategy.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☑ Business unit manager

(4.5.1.2) Incentives

Select all that apply

☑ Promotion

☑ Salary increase

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

Emission reduction

☑ Implementation of an emissions reduction initiative

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

(4.5.1.5) Further details of incentives

Employee performance and incentives for Dayforce's Vice President for Corporate Responsibility and Sustainability and Sustainability Lead includes the consideration of the implementation and effectiveness of the company's decarbonization strategy.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Employee performance and incentives for Dayforce's Vice President for Corporate Responsibility and Sustainability and Sustainability Lead includes the consideration of the implementation and effectiveness of the company's decarbonization strategy.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Climate change

(4.6.1.2) Level of coverage

Select from:
☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply
☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Dayforce, Inc. and its majority-owned subsidiaries and controlled affiliates (collectively referred to as "Dayforce" or the "Company") are committed to upholding the principles as outlined in this Policy. This Policy applies to all Dayforce employees, partners, contractors, and subcontractors globally and complements the Company's following policies: • Code of Conduct • Vendor Code of Conduct • Procurement Policy • Travel Policy • Workplace Health and Safety Policy. This Policy is accompanied by internal guidance, and our efforts are reported regularly on our website at www.dayforce.com/ESG.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to a circular economy strategy

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

☑ Other environmental commitment, please specify **:**1Reduce non-essential employee business travel by promoting alternatives where feasible and educating employees on the environmental impact of travel.2Integrate environmental considerations when selecting new office space, including green leasing...

Climate-specific commitments

☑ Commitment to 100% renewable energy

☑ Other climate-related commitment, please specify **:**1. Review and address any relevant climate-related risks and opportunities on a regular basis. 2. Reduce our GHG emissions in line with target(s) set out in our annual ESG report.

Additional references/Descriptions

☑ Description of environmental requirements for procurement

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

☑ Description of renewable electricity procurement practices

☑ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Environmental Sustainability Policy ENG.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Science-Based Targets Initiative (SBTi)

☑ Other, please specify **:**Member of BSR Sustainable Business Network; Member of US EPA Green Power Partnership

(4.10.3) Describe your organization’s role within each framework or initiative

Dayforce has officially committed to the Science-based Targets Imitative (SBTi) to have its near-term GHG emissions targets validated. Dayforce is also a member of BSR's Sustainable Business Network and a member of the US EPA Green Power Partnership
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ No, and we do not plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Unknown

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Policy engagement is important to the continued reduction of impacts on climate, however, Dayforce has not yet engaged in these activities.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

☑ Not an immediate strategic priority

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Policy engagement is important to the continued reduction of impacts on climate, however, Dayforce has not yet engaged in these activities.
[Fixed row]

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Content of environmental policies

(4.12.1.6) Page/section reference

3, 5-6, 23-26, 29, 31, 45-47

(4.12.1.7) Attach the relevant publication

Dayforce-2024-ESG-Report.pdf

(4.12.1.8) Comment

Our annual ESG report outlines our climate-related commitments and progress to date.

Row 2

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Content of environmental policies

☑ Risks & Opportunities

☑ Strategy

☑ Value chain engagement

☑ Emission targets

(4.12.1.6) Page/section reference

8-9, 24-25

(4.12.1.7) Attach the relevant publication

2024 Dayforce Annual Report 10-K.pdf

(4.12.1.8) Comment

2023 Annual Report/Form 10-K filing
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ First time carrying out analysis
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios
☑ NGFS scenarios framework, please specify :NGFS's 2023 Phase IV.2 Net Zero Emissions by 2050

(5.1.1.3) Approach to scenario

Select from:
☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Level of action (from local to global)

☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Additional assumptions, uncertainties, and constraints are outlined in NGFS Technical Documentation V3.1, key elements of scenarios used include: Current Policies (3degC, current policy environment, slow technology change, low use of carbon dioxide removal, and low regional policy variation; Delayed Transition (1.6degC, delayed policy reaction, slow then fast technology change, low then medium use of carbon dioxide removal use, high regional variation); and Net zero by 2050 (1.4degC, immediate and smooth policy reaction, fast technology change, medium to high use of carbon dioxide removals, medium regional policy variation).

(5.1.1.11) Rationale for choice of scenario

Scenarios from the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) were used. The NGFS Scenarios have been developed to provide a common starting point for analyzing climate risks to the economy and financial system. While developed primarily for use by the banking sector they are also useful to the broader private sector, government, and academia. The NGFS scenarios incorporate countries' commitments to reach net-zero emissions and have been enriched with an expanded set of macroeconomic variables, and country-level granularity. From the NGFS, three scenarios were selected to evaluate potential climate-related transition risks and opportunities to our business and operations. For the scenario analysis conducted to qualitatively assess Dayforce's transition risks and opportunities, 3 scenarios were used: NGFS's 2023 Phase IV.2 Current Policies World, the NGFS's 2023 Phase IV.2 Delayed Transition, and the NGFS's 2023 Phase IV.2 Net Zero Emissions by 2050. The Current Policies scenario was used as it represented a scenario where the current policies are maintained and there are no bold actions enacted by governments or businesses, resulting in emissions rising swiftly and global temperatures exceeding 2C by 2050. The Delayed Transition scenario was used as it represented a scenario with a higher transition risk due to abrupt and unpredictable policy changes that vary across countries and sectors, resulting in increased difficulty for companies and other entities to monitor and adapt, though GHG emissions do decline after 2030 to limit the global temperature increase to approximately 1.6C by 2100. The Net Zero 2050 scenario was used as it represents a scenario where drastic and coordinated global action takes place, policy actions are enacted immediately and smoothly, but many industries experience several initial disruptions during the transition to a low-carbon economy. Under this scenario, GHG emissions decline immediately after 2020, and emissions reach zero around 2050. These three scenarios used together represent a high, medium and low warming scenario, which enables Dayforce to assess a broad range of possible transition risks and opportunities that could arise during the transition to a low-carbon economy. The time horizons considered were the Short Term (Present day through 2025), the Medium Term (2030) and the Long Term (2040).

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :NGFS's 2023 Phase IV.2 Delayed Transition

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Level of action (from local to global)

☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Additional assumptions, uncertainties, and constraints are outlined in NGFS Technical Documentation V3.1, key elements of scenarios used include: Current Policies (3degC, current policy environment, slow technology change, low use of carbon dioxide removal, and low regional policy variation; Delayed Transition (1.6degC, delayed policy reaction, slow then fast technology change, low then medium use of carbon dioxide removal use, high regional variation); and Net zero by 2050 (1.4degC, immediate and smooth policy reaction, fast technology change, medium to high use of carbon dioxide removals, medium regional policy variation).

(5.1.1.11) Rationale for choice of scenario

Scenarios from the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) were used. The NGFS Scenarios have been developed to provide a common starting point for analyzing climate risks to the economy and financial system. While developed primarily for use by the banking sector they are also useful to the broader private sector, government, and academia. The NGFS scenarios incorporate countries' commitments to reach net-zero emissions and have been enriched with an expanded set of macroeconomic variables, and country-level granularity. From the NGFS, three scenarios were selected to evaluate potential climate-related transition risks and opportunities to our business and operations. For the scenario analysis conducted to qualitatively assess Dayforce's transition

risks and opportunities, 3 scenarios were used: NGFS's 2023 Phase IV.2 Current Policies World, the NGFS's 2023 Phase IV.2 Delayed Transition, and the NGFS's 2023 Phase IV.2 Net Zero Emissions by 2050. The Current Policies scenario was used as it represented a scenario where the current policies are maintained and there are no bold actions enacted by governments or businesses, resulting in emissions rising swiftly and global temperatures exceeding 2C by 2050. The Delayed Transition scenario was used as it represented a scenario with a higher transition risk due to abrupt and unpredictable policy changes that vary across countries and sectors, resulting in increased difficulty for companies and other entities to monitor and adapt, though GHG emissions do decline after 2030 to limit the global temperature increase to approximately 1.6C by 2100. The Net Zero 2050 scenario was used as it represents a scenario where drastic and coordinated global action takes place, policy actions are enacted immediately and smoothly, but many industries experience several initial disruptions during the transition to a low-carbon economy. Under this scenario, GHG emissions decline immediately after 2020, and emissions reach zero around 2050. These three scenarios used together represent a high, medium and low warming scenario, which enables Dayforce to assess a broad range of possible transition risks and opportunities that could arise during the transition to a low-carbon economy. The time horizons considered were the Short Term (Present day through 2025), the Medium Term (2030) and the Long Term (2040).

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify **:**NGFS's 2023 Phase IV.2 Current Policies World

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2025
☑ 2030
☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment

Regulators, legal and policy regimes
☑ Global regulation
☑ Level of action (from local to global)
☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Additional assumptions, uncertainties, and constraints are outlined in NGFS Technical Documentation V3.1, key elements of scenarios used include: Current Policies (3degC, current policy environment, slow technology change, low use of carbon dioxide removal, and low regional policy variation; Delayed Transition (1.6degC, delayed policy reaction, slow then fast technology change, low then medium use of carbon dioxide removal use, high regional variation); and Net zero by 2050 (1.4degC, immediate and smooth policy reaction, fast technology change, medium to high use of carbon dioxide removals, medium regional policy variation).

(5.1.1.11) Rationale for choice of scenario

Scenarios from the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) were used. The NGFS Scenarios have been developed to provide a common starting point for analyzing climate risks to the economy and financial system. While developed primarily for use by the banking sector they are also useful to the broader private sector, government, and academia. The NGFS scenarios incorporate countries' commitments to reach net-zero emissions and have been enriched with an expanded set of macroeconomic variables, and country-level granularity. From the NGFS, three scenarios were selected to evaluate potential climate-related transition risks and opportunities to our business and operations. For the scenario analysis conducted to qualitatively assess Dayforce's transition risks and opportunities, 3 scenarios were used: NGFS's 2023 Phase IV.2 Current Policies World, the NGFS's 2023 Phase IV.2 Delayed Transition, and the NGFS's 2023 Phase IV.2 Net Zero Emissions by 2050. The Current Policies scenario was used as it represented a scenario where the current policies are maintained and there are no bold actions enacted by governments or businesses, resulting in emissions rising swiftly and global temperatures exceeding 2C by 2050. The Delayed Transition scenario was used as it represented a scenario with a higher transition risk due to abrupt and unpredictable policy changes that vary across countries and sectors, resulting in increased difficulty for companies and other entities to monitor and adapt, though GHG emissions do decline after 2030 to limit the global temperature increase to approximately 1.6C by 2100. The Net Zero 2050 scenario was used as it represents a scenario where drastic and coordinated global action takes place, policy actions are enacted immediately and smoothly, but many industries experience several initial disruptions during the transition to a low-carbon economy. Under this scenario, GHG emissions decline immediately after 2020, and emissions reach zero around 2050. These three scenarios used together represent a high, medium and low warming scenario, which enables Dayforce to assess a broad range of possible transition risks and opportunities that could arise during the transition to a low-carbon economy. The time horizons considered were the Short Term (Present day through 2025), the Medium Term (2030) and the Long Term (2040).

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

2010

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

SSP2-4.5 represents a low-medium warming scenario, where there are milder physical impacts due to climate change and GHG emissions are decreasing significantly over time - under this scenario, there's a 50% probability of limiting global warming to 3C by 2100.

(5.1.1.11) Rationale for choice of scenario

For the scenario analysis conducted to qualitatively assess Dayforce's physical risks, 2 forward-looking scenarios were used; SSP2-4.5 and SSP5-8.5. SSP2-4.5 represents a low-medium warming scenario, where there are milder physical impacts due to climate change and GHG emissions are decreasing significantly over time - under this scenario, there's a 50% probability of limiting global warming to 3C by 2100. SSP5-8.5 represents the high warming scenario, where GHG emissions continue to increase through 2100 and the physical impacts from climate change are severe and widespread - under this scenario, there's a 50% probability of limiting global warming to 4C by 2100. Using a low-medium emissions scenario and a higher emissions scenario enables Dayforce to observe the range of physical risks that could occur, depending on the actions that are taken to reduce GHG emissions. The time horizons considered for the scenario analysis to assess physical risks included the Historical time frame (1991-2010), the Present Day - Short-Term (2025, tridecadal period of 2011-2040), the Future - Medium-term (2030, tridecadal period of 2016-2045) and the Future - Long-term (2040, tridecadal period of 2026-2055)

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2010

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

SSP5-8.5 represents the high warming scenario, where GHG emissions continue to increase through 2100 and the physical impacts from climate change are severe and widespread - under this scenario, there's a 50% probability of limiting global warming to 4C by 2100.

(5.1.1.11) Rationale for choice of scenario

For the scenario analysis conducted to qualitatively assess Dayforce's physical risks, 2 forward-looking scenarios were used; SSP2-4.5 and SSP5-8.5. SSP2-4.5 represents a low-medium warming scenario, where there are milder physical impacts due to climate change and GHG emissions are decreasing significantly over time - under this scenario, there's a 50% probability of limiting global warming to 3C by 2100. SSP5-8.5 represents the high warming scenario, where GHG emissions continue to increase through 2100 and the physical impacts from climate change are severe and widespread - under this scenario, there's a 50% probability of limiting global warming to 4C by 2100. Using a low-medium emissions scenario and a higher emissions scenario enables Dayforce to observe the range of physical risks that could occur, depending on the actions that are taken to reduce GHG emissions. The time horizons considered for the scenario analysis to assess physical risks included the Historical time frame (1991-2010), the Present Day - Short-Term (2025, tridecadal period of 2011-2040), the Future - Medium-term (2030, tridecadal period of 2016-2045) and the Future - Long-term (2040, tridecadal period of 2026-2055)
[Add row]

(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The qualitative and quantitative TCFD-aligned climate scenario analysis conducted by WSP determined that none of the climate-related physical risks that were evaluated could have a potential substantive financial or strategic impact on Dayforce in the short, medium, or long term. In addition, it determined that none of the climate-related transition risks could have a potential substantive financial or strategic impact in the short or medium term. It did determine that the transition risk of increasing costs to procure cloud services from low-emission providers could have a potential substantive financial or strategic impact on the business in the long term. The results of the qualitative scenario analysis of climate-related transition opportunities determined that none were likely to have a potential substantive financial or strategic impact at this time. In this context, Dayforce's definition of substantive financial or strategic impact is: • A risk that could have a greater than a 50 million annual impact organizationally; or • A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives The Company defines the short term as 0-5 years, medium term as 6-10 years, and long term as 11-16 years. The third-party scenario analysis looked at 2025, 2030, and 2040 respectively, which are consistent with these timeframes. The scenario analysis will contribute to future annual ERM reviews of the 11 environmental stewardship risks. While climate-related physical risks are not expected to have a substantive impact on Dayforce, its existing business continuity and disaster recovery programs, as well as Dayforce's virtual-first workforce business model, help to mitigate inherent physical risks that do exist. The Business Continuity Management Program ("BCMP") focuses on the operational resilience of Dayforce facilities and employees through activities such as business impact assessments, business continuity plans, and disaster recovery plans. The BCMP is reviewing several specific future improvement suggestions from the scenario analysis and resilience assessment conducted by WSP. Dayforce's sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present. The Company seeks to mitigate potential transition risks by activities such as actively monitoring emerging climate and related disclosure regulations, focusing on energy reductions in operations, securing long-term contracts for renewable electricity in appropriate regions, evaluating potential mitigation activities for incremental climate-related costs from low-carbon cloud services, and implementing and disclosing progress on an ambitious climate strategy. Dayforce has been actively working toward meeting its Scope 1 and 2 near-term emissions reduction target and has made significant progress in reducing those emissions since 2019. The Company also has a near-term Scope 3 emissions reduction target, and its decarbonization strategy includes a new Responsible Sourcing Initiative ("RSI") to help address supply chain emissions and a new internal carbon price on business travel that will fund carbon dioxide removal ("CDR") projects. In addition, Dayforce has committed to having its targets validated by the Science-based Targets Initiative ("SBTi"), and it has maintained 100% renewable electricity for global operations since 2022.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

As a SaaS company, spending on fossil fuels is not a significant part of our business and it is not expected that any of our activities contribute to fossil fuel expansion. The limited amount spent on fossil fuels relates to Scope 1 emissions from heating in our leased office spaces, which represents less than 1% of our 2023 total GHG emissions. In addition, Dayforce has 100% renewable electricity for its global operations, including its offices and colocation data centers.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Dayforce responds to and engages with interested shareholders on ESG and climate-related information.

(5.2.9) Frequency of feedback collection

Select from:

☑ Annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Dayforce has set its ambition to reduce its annual greenhouse gas (GHG) emissions in line with the goals of the Paris Agreement and the best available climate science. It has committed to work with the Science-based Targets Initiative (SBTi) to validate its near-term Scope 1 and 2 target and its Scope 3 target. These targets follow SBTi guidance. Dayforce's explored eight transition risks and six opportunities aligned with TCFD guidance. Three NGFS scenarios were used: Current Policies, Delayed Transition, and Net Zero Emissions by 2050. These three scenarios together represent high (3C by 2100), medium (1.6C by 2100), and low (1.4C by 2100) warming respectively, representing a variety of potential conditions which could impact Dayforce.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Dayforce's sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present. The Company seeks to mitigate potential transition risks by activities such as actively monitoring emerging climate and related disclosure regulations, focusing on energy reductions in operations, securing long-term contracts for renewable electricity in appropriate regions, evaluating potential mitigation activities for incremental climate-related costs from low-carbon cloud services, and implementing and disclosing progress on an ambitious climate strategy. Dayforce has been actively working toward meeting its Scope 1 and 2 near-term emissions reduction target and has made significant progress in reducing those emissions since 2019, resulting in a 65% reduction in location-based Scope 1 and 2 emissions as of 2023. The Company also has a near-term Scope 3 emissions reduction target, and its decarbonization strategy includes a new Responsible Sourcing Initiative ("RSI") to help address supply chain emissions and a new internal carbon price on business travel that will fund carbon dioxide removal ("CDR") projects. In addition, Dayforce has committed to having its targets validated by the Science-based Targets Initiative ("SBTi)", and it has maintained 100% renewable electricity for global operations since 2022.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

Dayforce-2024-ESG-Report.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, strategy only

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Upstream/downstream value chain

☑ Operations

(5.3.3) Primary reason why environmental risks and/or opportunities have not affected your strategy and/or financial planning

Select from:

☑ Not an immediate strategic priority

(5.3.4) Explain why environmental risks and/or opportunities have not affected your strategy and/or financial planning

The results of Dayforce's annual enterprise risk assessment determined that none of the climate-related risks that were evaluated pose a potential substantive financial or strategic impact on the business in the short term. In addition, the 2024 qualitative and quantitative TCFD-aligned climate scenario analysis conducted by WSP determined that none of the climate-related physical risks that were evaluated pose a potential substantive financial or strategic impact on Dayforce in the short, medium, or long term. In addition, it determined that none of the climate-related transition risks pose a potential substantive financial or strategic impact in the short or medium term. It determined that the transition risk of increasing costs to procure cloud services from low-emission providers poses a potential substantive financial or strategic impact on the business in the long term. The results of the qualitative scenario analysis of climate-related transition opportunities determined that none were likely to have a potential substantive financial or strategic impact at this time. In this context, Dayforce's definition of substantive financial or strategic impact is: • A risk that could have a greater than a 50 million annual impact organizationally; or • A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives. While climate-related physical risks are not expected to have a substantive impact on Dayforce, its existing business continuity and disaster recovery programs, as well as Dayforce's virtual-first workforce business model, help to mitigate inherent physical risks that do exist. The Business Continuity Management Program ("BCMP") focuses on the operational resilience of Dayforce facilities and employees through activities such as business impact assessments, business continuity plans, and disaster recovery plans. The BCMP is reviewing several specific future improvement suggestions from the scenario analysis and resilience assessment conducted by WSP. Dayforce's sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present.
[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

While climate-related physical risks are not expected to have a substantive impact on Dayforce, its existing business continuity and disaster recovery programs, as well as Dayforce's virtual-first workforce business model, help to mitigate inherent physical risks that do exist. The Business Continuity Management Program ("BCMP") focuses on the operational resilience of Dayforce facilities and employees through activities such as business impact assessments, business continuity plans, and disaster recovery plans. The BCMP is reviewing several specific future improvement suggestions from the scenario analysis and resilience assessment conducted by WSP. Dayforce's sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present. The Company seeks to mitigate potential transition risks by activities such as actively monitoring emerging climate and related disclosure regulations, focusing on energy reductions in operations, securing long-term contracts for renewable electricity in appropriate regions, evaluating potential mitigation activities for incremental climate-related costs from low-carbon cloud services, and implementing and disclosing progress on an ambitious climate strategy. Dayforce has been actively working toward meeting its Scope 1 and 2 near-term emissions reduction target and has made significant progress in reducing those emissions since 2019. The Company also has a near-term Scope 3 emissions reduction target, and its decarbonization strategy includes a new Responsible Sourcing Initiative ("RSI") to help address supply chain emissions and a new internal carbon price on business travel that will fund carbon dioxide removal ("CDR") projects. In addition, Dayforce has committed to having its targets validated by the Science-based Targets Initiative ("SBTi"), and it has maintained 100% renewable electricity for global operations since 2022.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

While climate-related physical risks are not expected to have a substantive impact on Dayforce, its existing business continuity and disaster recovery programs, as well as Dayforce's virtual-first workforce business model, help to mitigate inherent physical risks that do exist. The Business Continuity Management Program ("BCMP") focuses on the operational resilience of Dayforce facilities and employees through activities such as business impact assessments, business continuity plans, and disaster recovery plans. The BCMP is reviewing several specific future improvement suggestions from the scenario analysis and resilience assessment

conducted by WSP. Dayforce's sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present. The Company seeks to mitigate potential transition risks by activities such as actively monitoring emerging climate and related disclosure regulations, focusing on energy reductions in operations, securing long-term contracts for renewable electricity in appropriate regions, evaluating potential mitigation activities for incremental climate-related costs from low-carbon cloud services, and implementing and disclosing progress on an ambitious climate strategy. Dayforce has been actively working toward meeting its Scope 1 and 2 near-term emissions reduction target and has made significant progress in reducing those emissions since 2019. The Company also has a near-term Scope 3 emissions reduction target, and its decarbonization strategy includes a new Responsible Sourcing Initiative ("RSI") to help address supply chain emissions and a new internal carbon price on business travel that will fund carbon dioxide removal ("CDR") projects. In addition, Dayforce has committed to having its targets validated by the Science-based Targets Initiative ("SBTi"), and it has maintained 100% renewable electricity for global operations since 2022.
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition
	Select from: ☑ Yes	*Select all that apply* ☑ Other methodology or framework

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:
☑ Other, please specify **:**Spending associated with meeting 100% global operational renewable electricity commitment and purchasing carbon dioxide removals (CDR).

(5.4.1.5) Financial metric

Select from:

☑ OPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

200000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

1

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

1

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

1

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

Spending associated with meeting 100% global operational renewable electricity commitment and purchasing carbon dioxide removals (CDR). Ranges from 150,000-200,000
[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Internal fee

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Drive low-carbon investment

☑ Incentivize consideration of climate-related issues in decision making

☑ Influence strategy and/or financial planning

☑ Reduce upstream value chain emissions

☑ Setting and/or achieving of climate-related policies and targets

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Benchmarking against peers

☑ Social cost of climate-related impact

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Dayforce assessed multiple factors to determine the per tonnage price including research on the social cost of carbon, peer and other company prices and programs, the percentage cost applied to a business travel booking at different price levels, and the total proceeds from assessing a carbon fee which would be available for CDR purchasing.

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 3, Category 6 - Business travel

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☑ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☑ Static

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

50

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

50

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☑ Impact management

☑ Procurement

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☑ Yes, for all decision-making processes

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

19

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

We charge 50 per ton of emissions, with proceeds used to fund new carbon removal projects. Our 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. The booking platform produces reports for our Accounting and Finance departments with the carbon emissions associated with each booking. The 50 per ton charge is assessed each month on purchases made in the platform and pooled for CDR purchases.
[Add row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:*	*Select all that apply*

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	☑ Yes	☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

☑ Other, please specify **:**We also assess if suppliers have set publicly available GHG emissions targets

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Dayforce's Responsible Sourcing Initiative collects key data annually from all current and new vendors to evaluate their current performance and where they need to improve in the future. Dayforce has identified about 150 top vendors by spend to prioritize for this engagement. Dayforce calculates its Scope 3, Cat 1: Purchased Goods and Services emissions. Dayforce is able to identify those suppliers that have a larger contribution to these emissions.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

☑ Unknown

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Procurement spend

☑ Strategic status of suppliers

☑ Other, please specify :Supplier maturity on this topic (e.g., disclosure of GHG emissions, disclosure of GHG emissions reduction targets)

(5.11.2.4) Please explain

As a company, Dayforce wants to align with other businesses that make labor and human rights, diversity and inclusion, and environmental stewardship organizational priorities. The overall goal of Dayforce's Responsible Sourcing Initiative (RSI) is to work with current vendors and select new ones that are consistent with the following four principles: 1. Safeguard labor and human rights in their operations and supply chain. 2. Reduce greenhouse gas (GHG) emissions and improving their environmental impacts. 3. Improve workforce gender diversity globally and racial and ethnic diversity in the U.S. 4. Are owned and operated by diverse leaders from underserved and underrepresented groups. Dayforce has a company-wide Environmental Sustainability Policy that guides how departments across the business should select vendors that meet specific criteria. As part of RSI, Dayforce strengthened the company's Vendor Code of Conduct that sets out expectations and requirements for all vendors to follow. Vendor performance on RSI priorities is included in the RFP process. Dayforce collects key data annually from all current and new vendors to evaluate their current performance and where they need to improve in the future. Dayforce utilizes this information to prioritize which suppliers to engage with on environmental issues.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:
☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:
☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

As part of Dayforce's Responsible Sourcing Initiative (RSI), Dayforce strengthened the company's Vendor Code of Conduct that sets out expectations and requirements for all vendors to follow. Vendor performance on RSI priorities is included in the RFP process. Vendors acknowledge the Vendor Code of Conduct as part of doing business with Dayforce.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

(5.11.6.12) Comment

As part of Dayforce's Responsible Sourcing Initiative (RSI), Dayforce strengthened the company's Vendor Code of Conduct that sets out expectations and requirements for all vendors to follow. Vendor performance on RSI priorities is included in the RFP process. Vendors acknowledge the Vendor Code of Conduct as part of doing business with Dayforce. Dayforce collects key data annually from all current and new vendors to evaluate their current performance and where they need to improve in the future. This self-assessment is sent to all vendors to complete. Dayforce engages with vendors to complete the self-assessment and looks to increase the response rate over time. Dayforce is currently planning further vendor engagement and training as a component of the RSI program.
[Add row]

(5.11.7) Provide further details of your organization’s supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect targets information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

As a company, Dayforce wants to align with other businesses that make labor and human rights, diversity and inclusion, and environmental stewardship organizational priorities. The overall goal of Dayforce's Responsible Sourcing Initiative (RSI) is to work with current vendors and select new ones that are consistent with the following four principles: 1. Safeguard labor and human rights in their operations and supply chain. 2. Reduce greenhouse gas (GHG) emissions and improving their environmental impacts. 3. Improve workforce gender diversity globally and racial and ethnic diversity in the U.S. 4. Are owned and operated by diverse leaders from underserved and underrepresented groups. Dayforce has a company-wide Environmental Sustainability Policy that guides how departments across the business should select vendors that meet specific criteria. As part of RSI, Dayforce strengthened the company's Vendor Code of Conduct that sets out expectations and requirements for all vendors to follow. Vendor performance on RSI priorities is included in the RFP process. Dayforce collects key data annually from all current and new vendors to evaluate their current performance and where they need to improve in the future. Dayforce utilizes this information to prioritize which suppliers to engage with on environmental issues.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement **:**Dayforce collects key data annually from all current and new vendors to evaluate their current performance and where they need to improve in the future.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization’s goals to support customers’ targets and ambitions

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Dayforce responds to customer requests for ESG and climate-related information, both through annual questionnaires such as CDP and EcoVadis, and questionnaires from customers and prospective customers.

(5.11.9.6) Effect of engagement and measures of success

Dayforce's responses to third-party questionnaires and directly to customers and prospective customers demonstrates the company's commitment to ESG and climate-related issues. Where applicable, Dayforce's engagement with customers and demonstration of the company's progress enhances customer relationships and helps customers meet their own ESG reporting and climate performance.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Dayforce publishes an annual ESG report using best practice standards and frameworks. This includes the Sustainability Accounting Standards Board (SASB) Standards and the Task Force on Climate-related Financial Disclosures (TCFD). We also look to other third-party reporting frameworks and guidelines, such as Global Reporting Initiative (GRI), to guide our approach. Dayforce responds to several ESG rating and ranking questionnaires including CDP, S&P Global's Corporate Sustainability Assessment (CSA), JUST Capital, MSCI, and ISS, among others, to provide information for investors and other stakeholders. Dayforce responds to and engages with interested shareholders on ESG and climate-related information.

(5.11.9.6) Effect of engagement and measures of success

Dayforce consistently engages in conversations with interested investors. Dayforce received a B from CDP in 2023 and an "AA" rating from MSCI, earning a placement in the leader category.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify **:**NGOs

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

Other

☑ Other, please specify **:**Engagement in materiality assessment

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Dayforce conducted stakeholder interviews and surveys with stakeholders, including NGOs such as Oxfam America and the World Benchmarking Alliance, as part of its materiality assessment. In addition, Dayforce is a member of BSR's Sustainable Business Network and engages with BSR on its sustainability strategy, including innovations to reduce the impact of its products and services.

(5.11.9.6) Effect of engagement and measures of success

Dayforce was able to collect external feedback for its materiality assessment. Dayforce has evolved its supply chain strategy, developed a company-wide environmental policy, and other activities in partnership with BSR.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	Select from: ☑ No, and we do not plan to within the next two years	*Select from:*	*We have implemented environmental initiatives but not due to CDP Supply Chain member engagement directly.*

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
		☑ Other, please specify :We have implemented environmental initiatives but not due to CDP Supply Chain member engagement directly.	

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Given Dayforce's structural complexity (i.e., subsidiaries across multiple countries) the operational control approach provides a clear and comprehensive way to account for the company's organizational emissions.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Other, please specify **:**N/A

(6.1.2) Provide the rationale for the choice of consolidation approach

N/A

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Other, please specify **:**N/A

(6.1.2) Provide the rationale for the choice of consolidation approach

N/A
[Fixed row]

C7. Environmental performance - Climate Change

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Dayforce used the Watershed climate platform to calculate its 2023 annual greenhouse gas (GHG) emissions. The company also updated calculations for its Scope 3 emissions from Purchased Goods and Services emissions and business travel emissions for 2019 - 2022. Specific aspects of the calculation methodology changed within Dayforce's inventory due to the use of Watershed's platform. Dayforce's Category 1 Purchased Goods & Services emissions for 2019 - 2023 now use a hybrid approach to incorporate available supplier-specific emissions factors in addition to spend-based emissions factors.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Dayforce will recalculate its base year emissions under certain conditions. Discovery of significant errors in the base year emissions calculations can necessitate a change in the base year emissions inventory. Significant structural or methodology changes in future years may also necessitate an adjustment to the base year emissions to ensure that data is consistent and historically relevant. A “significance threshold” is deemed necessary if a significant structural or methodology change occurs or a discovery of error(s) resulting in at least a 5% change in total organization-wide GHG emissions is discovered. Base Year emissions will not be recalculated for the following structural changes: • Acquisition of new facilities that did not exist in the Base Year • Outsourcing/Insourcing reported under Core Indirect Emissions • Organic growth or decline Structural changes include mergers, acquisitions, and divestments and/or outsourcing or insourcing of GHG emitting activities, and changes in the status of leased assets. Methodology changes include changes in activity data accuracy, changes in emission factors, and/or changes in the methodology used to calculate GHG emissions. Structural changes affect how and what data is collected, while methodological changes affect how they are analyzed and calculated.

(7.1.3.4) Past years’ recalculation

Select from:

☑ Yes

[Fixed row]

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*We report both location-based and market-based Scope 2 emissions*

[Fixed row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1241.0

(7.5.3) Methodological details

Our Scope 1 emissions in FY 2019 were 1,241 MTCO2e, and included emissions from the following sources: Generator Diesel, Natural Gas, Propane, and Refrigerants. Boundary includes the company's leased offices spaces active during the base year.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

12128.0

(7.5.3) Methodological details

Our Scope 2 (location-based) emissions include the company's leased offices spaces active during the base year and colocation data center electricity.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

11877.0

(7.5.3) Methodological details

Our Scope 2 (market-based) emissions include the company's leased offices spaces active during the base year and colocation datacenter electricity. Dayforce did not source EACs in 2019.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

31979

(7.5.3) Methodological details

Dayforce calculated Purchased Goods & Services using a hybrid method of supplier-specific emissions factors sources from CDP data and spend-based data using Watershed's CEDA Global 5 model applied to Bureau of Economic Analysis (BEA) codes.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce as a SaaS company. All supply chain spend is accounted for in Category 1: Purchased Goods & Services.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

2931.0

(7.5.3) Methodological details

Fuel- and Energy-Related Activities (FERA) not included in scope 1 or scope 2 emissions include electricity well-to-tank (WTT), electricity T&D losses, electricity transmission and distribution (T&D) WTT, and upstream emissions of purchased fuels (WTT).

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

252.0

(7.5.3) Methodological details

Scope 3, Category 4 consists of upstream transportation and distribution for business items that Dayforce ships to customers. This dataset includes 1. Paper that Dayforce ships from within its in-house print operations at Dayforce facilities to customers (e.g., payslips to customers), and 2. Other goods that the company ships to customers.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1078.0

(7.5.3) Methodological details

Dayforce calculates emissions from waste generated in leased offices using employee headcount data.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

10749

(7.5.3) Methodological details

Business travel includes air travel, accommodations, rail travel, and other travel. Note accommodations are considered an optional category and thus excluded from our Scope 3 target as required by SBTi guidance.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

10210.0

(7.5.3) Methodological details

Employee Commuting emissions. This does not include the optional category of Remote Work which is reported in "Other Upstream Emissions"

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce. Emissions from leased office spaces are included and reported in Dayforce's Scope 1 and 2 emissions. Dayforce has no other leased assets.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Dayforce is a Software-as-a-Service (SaaS) company and does not have any downstream transportation and distribution activities, therefore this is not relevant to the business.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce as a SaaS company. Dayforce does not process sold intermediate products by third parties (e.g., manufacturers) subsequent to sale by the reporting company.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce as a SaaS company.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

362.0

(7.5.3) Methodological details

Scope 3, Category 12 consists of the emissions from the waste disposal and treatment of products sold by Dayforce at the end of their life. This includes the same information captured in Category 4. This dataset includes 1. Paper that Dayforce ships from within its in-house print operations at Dayforce facilities to customers (e.g., payslips to customers), and 2. Other goods that Dayforce ships to customers.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce as a SaaS company. Dayforce does not have any downstream leased assets.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce as a SaaS company. Dayforce does not have or operate any franchises.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not relevant to Dayforce as a SaaS company. Dayforce is not an investor or financial services company.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

768.0

(7.5.3) Methodological details

Optional portion of Category 7 Employee Commuting: Remote Work

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

No other downstream emissions to report.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

265

(7.6.3) Methodological details

Our Scope 1 emissions in 2023 were 265 MTCO2e. Scope 1 sources are natural gas, diesel (for backup generators), and refrigerants at Dayforce offices as detailed in the Organizational Boundary. Dayforce also tracks propane, but there has been no known propane usage since 2019. 2023 emissions were calculated in the Watershed platform and utilized methodology and assumptions within the software.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

4334

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

0

(7.7.4) Methodological details

Scope 2 consists of purchased electricity for Dayforce offices and servers identified as for Dayforce's use at colocation data center facilities ("colos"). Market-based Scope 2 emissions include EAC purchasing equivalent to the above electricity usage.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

36454

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

26.4

(7.8.5) Please explain

Dayforce calculated Purchased Goods & Services using a hybrid method of supplier-specific emissions factors sources from CDP data and spend-based data using Watershed's CEDA Global 5 model applied to Bureau of Economic Analysis (BEA) codes. Most recently available CDP data is used.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce as a SaaS company. All supply chain spend is accounted for in Category 1: Purchased Goods & Services.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1543

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Fuel- and Energy-Related Activities (FERA) not included in scope 1 or scope 2 emissions include electricity well-to-tank (WTT), electricity T&D losses, electricity transmission and distribution (T&D) WTT, and upstream emissions of purchased fuels (WTT).

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

615

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3, Category 4 consists of upstream transportation and distribution for business items that Dayforce ships to customers. This dataset includes 1. Paper that Dayforce ships from within its in-house print operations at Dayforce facilities to customers (e.g., payslips to customers), and 2. Other goods that the company ships to customers. These calculations rely on actual paper data and spend-based data.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

148

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Dayforce calculates emissions from waste generated in leased offices using waste invoices and employee headcount data.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10474

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

9.4

(7.8.5) Please explain

Business travel includes air travel, accommodations, rail travel, and other travel. Note accommodations are considered an optional category and thus excluded from our Scope 3 target as required by SBTi guidance.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1175

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Employee commuting emissions are estimated using headcount of average FTEs per office. Dayforce uses Watershed's methodology which uses data published by governments and data aggregators to estimate average commute mix and distance for each location and applies that to the total number of commuting employees in each location to determine miles traveled by car, public transit, walking and biking. This emissions figure does not include the optional category of Remote Work which is reported in "Other Upstream Emissions"

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce. Emissions from leased office spaces are included and reported in Dayforce's Scope 1 and 2 emissions. Dayforce has no other leased assets.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Dayforce is a Software-as-a-Service (SaaS) company and does not have any downstream transportation and distribution activities, therefore this is not relevant to the business.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce as a SaaS company. Dayforce does not process sold intermediate products by third parties (e.g., manufacturers) subsequent to sale by the reporting company.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce as a SaaS company.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

208

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3, Category 12 consists of the emissions from the waste disposal and treatment of products sold by Dayforce within the reporting year at the end of their life. This includes the same information captured in Category 4. This dataset includes 1. Paper that Dayforce ships from within its in-house print operations at Dayforce facilities to customers (e.g., payslips to customers), and 2. Other goods that Dayforce ships to customers. Dayforce assumed that 100% of the paper materials are landfilled at end of life and that the spend-based waste treatment was Unspecified which then defaults to industry standard waste treatment assumptions.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce as a SaaS company. Dayforce does not have any downstream leased assets.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce as a SaaS company. Dayforce does not have or operate franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant to Dayforce as a SaaS company. Dayforce is not an investor or financial services company.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4022

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Optional portion of Category 7 Employee Commuting: Remote Work. These emissions account for remote employees' home energy usage associated with working remotely.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

No other downstream emissions to report
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

32738

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

1837

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

160

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

103

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

7301

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

779

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

174

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

4150

(7.8.1.19) Comment

Purchased Goods & Services has been restated to account for methodology changes by from moving a hybrid approach of supplier-specific and spend-based emissions factors, using Watershed's platform. Business travel has been restated to align with Watershed's CEDA emissions factors for spend. The other categories are not restatements, but included for comprehensive disclosure. Blank categories are not relevant to Dayforce.

Past year 2

(7.8.1.1) End date

12/31/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

23645

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2377

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

161

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

119

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

643

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1006

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

301

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

3348

(7.8.1.19) Comment

Purchased Goods & Services has been restated to account for methodology changes by from moving a hybrid approach of supplier-specific and spend-based emissions factors, using Watershed's platform. Business travel has been restated to align with Watershed's CEDA emissions factors for spend. The other categories are not restatements, but included for comprehensive disclosure. Blank categories are not relevant to Dayforce.

Past year 3

(7.8.1.1) End date

12/31/2020

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

28950

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2264

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

209

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

286

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2500

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

2704

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

223

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

2503

(7.8.1.19) Comment

Purchased Goods & Services has been restated to account for methodology changes by from moving a hybrid approach of supplier-specific and spend-based emissions factors, using Watershed's platform. Business travel has been restated to align with Watershed's CEDA emissions factors for spend. The other categories are not restatements, but included for comprehensive disclosure. Blank categories are not relevant to Dayforce.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.5) Page/section reference

45-47

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

45-47

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

45-47

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

Dayforce-2024-ESG-Report.pdf

(7.9.3.6) Page/section reference

45-47

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Dayforce maintained its 0 mtCO2e market-based Scope 2 emissions in 2023 (as it also had in 2022) due to renewable electricity procurement.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

75

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

22

(7.10.1.4) Please explain calculation

Remaining reduction in Scope 1 and Scope 2 emissions attributed to a reduction in energy usage from consolidating facilities within global operations and better primary data availability. Calculated as: ((Change in Scope 1 2 emissions attributed to the reason described in column 1) / (Previous year Scope 12 emissions)) 100 ((340-265)/340) x 100 22%
[Fixed row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

16

(7.16.2) Scope 2, location-based (metric tons CO2e)

287.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

59

(7.16.2) Scope 2, location-based (metric tons CO2e)

32.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

59.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.06

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

18

(7.16.2) Scope 2, location-based (metric tons CO2e)

275.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

29.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

44.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mauritius

(7.16.1) Scope 1 emissions (metric tons CO2e)

18

(7.16.2) Scope 2, location-based (metric tons CO2e)

460.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.42

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

469.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

47.5

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

5

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

21.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

125

(7.16.2) Scope 2, location-based (metric tons CO2e)

2596

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0
[Fixed row]

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Dayforce facilities for operations*	*265*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 2	*Colocation datacenters*	*0*

[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Dayforce facilities for operations*	*4094*	*0*
Row 2	*Colocation datacenters*	*240*	*0*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

265

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

4334

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

All Dayforce emissions are accounted for in the consolidated accounting group

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

All Dayforce emissions are accounted for in the consolidated accounting group
[Fixed row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ Other, please specify

(7.27.2) Please explain what would help you overcome these challenges

At this time we are unable to break our emissions down by individual customers.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

	Do you plan to develop your capabilities to allocate emissions to your customers in the future?
	Select from: ☑ Yes

[Fixed row]

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

197

(7.30.1.4) Total (renewable and non-renewable) MWh

197

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

10689

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) Total (renewable and non-renewable) MWh

10689

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

10689

(7.30.1.3) MWh from non-renewable sources

197

(7.30.1.4) Total (renewable and non-renewable) MWh

10886
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Gas

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

181

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

181

(7.30.7.8) Comment

Natural Gas

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

16

(7.30.7.3) MWh fuel consumed for self-generation of electricity

16

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Includes diesel

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

197

(7.30.7.3) MWh fuel consumed for self-generation of electricity

16

(7.30.7.4) MWh fuel consumed for self-generation of heat

181

(7.30.7.8) Comment

Total

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:
☑ Australia

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

482

(7.30.14.6) Tracking instrument used

Select from:

☑ Australian LGC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 2

(7.30.14.1) Country/area

Select from:
☑ Canada

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1472

(7.30.14.6) Tracking instrument used

Select from:

☑ Other, please specify **:**Green-e Energy Standard for Canada

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Canada

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 3

(7.30.14.1) Country/area

Select from:

☑ China

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

141

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 4

(7.30.14.1) Country/area

Select from:
☑ Germany

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2012

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 5

(7.30.14.1) Country/area

Select from:

☑ India

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

398

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 6

(7.30.14.1) Country/area

Select from:

☑ Japan

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

62

(7.30.14.6) Tracking instrument used

Select from:

☑ J-Credit (Renewable)

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Japan

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 7

(7.30.14.1) Country/area

Select from:

☑ Malaysia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

69

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Malaysia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 8

(7.30.14.1) Country/area

Select from:

☑ Mauritius

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

601

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Mauritius

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 9

(7.30.14.1) Country/area

Select from:

☑ Mexico

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Mexico

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 10

(7.30.14.1) Country/area

Select from:

☑ New Zealand

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

13

(7.30.14.6) Tracking instrument used

Select from:

☑ NZECS

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ New Zealand

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 11

(7.30.14.1) Country/area

Select from:

☑ Philippines

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

660

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Philippines

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 12

(7.30.14.1) Country/area

Select from:
☑ Singapore

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

124

(7.30.14.6) Tracking instrument used

Select from:
☑ TIGR

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Singapore

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 13

(7.30.14.1) Country/area

Select from:

☑ Thailand

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

11

(7.30.14.6) Tracking instrument used

Select from:

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Thailand

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 14

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

104

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023

Row 15

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6551

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

(7.30.14.10) Comment

Green-e Certified. MWh reported here are equivalent to the MWh used in this country by Dayforce's offices and colocation data centers. 100% renewable electricity for 2023
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

482

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

482.00

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

1472

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

126

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1598.00

China

(7.30.16.1) Consumption of purchased electricity (MWh)

141

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

141.00

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

2

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.00

India

(7.30.16.1) Consumption of purchased electricity (MWh)

398

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

398.00

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

62

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

62.00

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

69

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

69.00

Mauritius

(7.30.16.1) Consumption of purchased electricity (MWh)

601

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0.4

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

601.40

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

7

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7.00

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

13

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

12

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

25.00

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

660

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

660.00

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

124

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

124.00

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

11

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

104

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

9.5

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

113.50

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

6551

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

49

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6600.00

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

1.8e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

265

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

1513700000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

36

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Other emissions reduction activities

(7.45.9) Please explain

Attributed to a reduction in energy usage from consolidating facilities within global operations and better primary data availability as well as increase in revenue.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Energy usage

(7.52.2) Metric value

39190

(7.52.3) Metric numerator

GJ

(7.52.4) Metric denominator (intensity metric only)

N/A

(7.52.5) % change from previous year

20

(7.52.6) Direction of change

Select from:

☑ Decreased

(7.52.7) Please explain

Dayforce used 49,148 GJ of energy in 2022. 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.

Row 2

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

385

(7.52.3) Metric numerator

U.S. Tons of Total Waste

(7.52.4) Metric denominator (intensity metric only)

N/A

(7.52.5) % change from previous year

93

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Dayforce began using the Watershed platform for its 2023 GHG emissions inventory and tracking its other environmental impact metrics. The 2023 figure reflects an updated methodology for accounting for water withdrawals.

Row 3

(7.52.1) Description

Select from:
☑ Other, please specify **:**Water Withdrawals

(7.52.2) Metric value

2304343

(7.52.3) Metric numerator

Water Withdrawal (Gallons)

(7.52.4) Metric denominator (intensity metric only)

N/A

(7.52.5) % change from previous year

41

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Dayforce began using the Watershed platform for its 2023 GHG emissions inventory and tracking its other environmental impact metrics. The 2023 figure reflects an updated methodology for accounting for waste at facilities and an improvement in primary data sources.
[Add row]

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:
☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

03/15/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

1241

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

11877

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

13118.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2029

(7.53.1.55) Targeted reduction from base year (%)

98

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

262.360

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

265

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

265.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

99.98

(7.53.1.80) Target status in reporting year

Select from:

☑ Revised

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

Our previous combined near-term Scope 1 and 2 target was originally set in line with SBTi guidance, resulting in a target of 42% reduction by the end of 2029. As Dayforce has achieved and exceeded this target early, the company has revised the target to be more ambitious and reflective of progress-to-date. The updated target increased the reduction target to 98% by the end of 2029. This target is undergoing review for validation by SBTi.

(7.53.1.82) Explain target coverage and identify any exclusions

The target covers the company's combined Scope 1 and 2 (market-based) emissions. There are no exclusions.

(7.53.1.83) Target objective

Reduce absolute Scope 1 & 2 emissions by 98% by 2029 from a 2019 baseline. This is a near-term target set using SBTi's guidance.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Dayforce has been actively working toward meeting its Scope 1 and 2 near-term emissions reduction target and has made significant progress in reducing those emissions since 2019. Dayforce has committed to having its targets validated by the Science-based Targets Initiative ("SBTi"), and it has maintained 100% renewable electricity for global operations since 2022.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.53.2.4) Target ambition

Select from:

☑ Well-below 2°C aligned

(7.53.2.5) Date target was set

09/19/2023

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Nitrogen trifluoride (NF3)

☑ Sulphur hexafluoride (SF6)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 3

(7.53.2.10) Scope 3 categories

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 6: Business travel

☑ Category 7: Employee commuting

(7.53.2.11) Intensity metric

Select from:

☑ Metric tons CO2e per USD($) value-added

(7.53.2.12) End date of base year

12/31/2019

(7.53.2.15) Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

0.000088373

(7.53.2.20) Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.000024144

(7.53.2.21) Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.000028215

(7.53.2.32) Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

0.0001407320

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

0.0001407320

(7.53.2.36) % of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

100

(7.53.2.41) % of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

81

(7.53.2.42) % of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

100

(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

87.3

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

87.3

(7.53.2.55) End date of target

12/31/2029

(7.53.2.56) Targeted reduction from base year (%)

51.6

(7.53.2.57) Intensity figure at end date of target for all selected Scopes (metric tons CO2e per unit of activity)

0.0000681143

(7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

0.000056387

(7.53.2.67) Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.000013797

(7.53.2.68) Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.000001817

(7.53.2.79) Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

0.0000720010

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000720010

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

94.65

(7.53.2.83) Target status in reporting year

Select from:

☑ Revised

(7.53.2.84) Explain the reasons for the revision, replacement, or retirement of the target

Dayforce has fully aligned this target to current SBTi guidance to submit for validation. The intensity metric has been updated to the most recent guidance to be per USD () value-added. The base year data reported here that the target is based upon also reflects an updated business travel emissions figure to Dayforce's most current methodology and use of Watershed's GHG software, and excludes the hotels/accommodations optional category as required by SBTi guidance.

(7.53.2.85) Explain target coverage and identify any exclusions

Our target covers Scope 3 categories: Purchased Goods & Services, Business Travel, and Employee Commuting. This excludes the optional hotels/accommodations and virtual work emissions within those categories, as required by SBTi guidance. This target was set using SBTi guidance.

(7.53.2.86) Target objective

Our goal is to reduce Scope 3 GHG emissions intensity per USD () value-added from purchased goods and services, business travel, and employee commuting by 51.6% by the end of 2029 from a 2019 baseline.

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

We have developed a strong plan to meet our near-term Scope 3 emissions target. This includes advancing our decarbonization strategy through the implementation of two programs that address two of our largest climate impact areas: our supply chain and business travel. 1. Responsible Sourcing Initiative (RSI): The first program is our 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: 1. Safeguard labor and human rights in their operations and supply chain. 2. Reduce greenhouse gas (GHG) emissions and improving their environmental impacts. 3. Improve workforce gender diversity globally and racial and ethnic diversity in the U.S. and 4. Are owned and operated by diverse leaders from underserved and underrepresented groups. 2. 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 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.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

12/31/2022

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2022

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

12459

(7.54.1.9) % share of low-carbon or renewable energy in base year

100

(7.54.1.10) End date of target

12/31/2023

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

100

(7.54.1.14) Target status in reporting year

Select from:

☑ Achieved and maintained

(7.54.1.16) Is this target part of an emissions target?

Our 100% renewable electricity goal for our global operations supports our Scope 1 and Scope 2 GHG emissions reduction target.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ Science Based Targets initiative

(7.54.1.19) Explain target coverage and identify any exclusions

This target covers our global offices and colocation data centers

(7.54.1.20) Target objective

100% renewable electricity for our global operations, inclusive of our offices and colocation data centers. We aim to achieve this every year since 2022. This is an ongoing commitment.

(7.54.1.22) List the actions which contributed most to achieving this target

We purchased renewable energy through high-quality Energy Attribute Certificates (EACs) to offset all of our electricity use across our global operations. We again achieved 100% renewable electricity for 2023 and plan to continue this on an ongoing basis.
[Add row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*0*	*`Numeric input*
To be implemented	*0*	*0*

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Implementation commenced	*2*	*250*
Implemented	*2*	*5836*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Other, please specify :Unbundled Energy Attribute Certificates (EACs)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4366

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

55000

(7.55.2.7) Payback period

Select from:
☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

mtCO2e from renewable energy purchases in 2023 compared to case without them

Row 2

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change
☑ Site consolidation/closure

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1470

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Remaining reduction in Scope 1 and Scope 2 emissions attributed to consolidating facilities within global operations and better primary data availability
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Internal price on carbon

(7.55.3.2) Comment

One 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. Our 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.

Row 2

(7.55.3.1) Method

Select from:

☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

We purchased Energy Attribute Certificates (EACs) equivalent to our full global electricity consumption of our offices and colocation data centers in 2023.
[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: ☑ No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As a SaaS company with a limited physical footprint, biodiversity is not a material topic. Our physical footprint is limited to leased office buildings, primarily in cities.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As a SaaS company with a limited physical footprint, biodiversity is not a material topic. Our physical footprint is limited to leased office buildings, primarily in cities.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As a SaaS company with a limited physical footprint, biodiversity is not a material topic. Our physical footprint is limited to leased office buildings, primarily in cities.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As a SaaS company with a limited physical footprint, biodiversity is not a material topic. Our physical footprint is limited to leased office buildings, primarily in cities.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As a SaaS company with a limited physical footprint, biodiversity is not a material topic. Our physical footprint is limited to leased office buildings, primarily in cities.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

As a SaaS company with a limited physical footprint, biodiversity is not a material topic. Our physical footprint is limited to leased office buildings, primarily in cities. [Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Waste data

☑ Other data point in module 7, please specify :Energy Usage; Water Withdrawals

(13.1.1.3) Verification/assurance standard

General standards

☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

DNV performed an independent limited-level assurance engagement on the following environmental data for 2023: total energy consumption; energy consumption for diesel, natural gas, electricity, and other sources; total water withdrawals; and total waste generated. The independent assurance report can be found on page 47 of Dayforce's 2024 ESG Report.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Dayforce-2024-ESG-Report.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

Forward looking statements applicable to this disclosure: This report contains forward-looking statements that are subject to risks and uncertainties. All statements other than statements of historical fact or relating to present facts or current conditions included in this report are forward-looking statements. Forward-looking statements include, without limitation, statements concerning the conditions of the human capital management solutions industry and our operations, performance, and financial condition, and include, in particular, statements relating to climate-related risks and opportunities that may impact our business, growth strategies, product development efforts, compliance capabilities, and future expenses in the short-, medium-, and long-term, and the achievement of our active emissions reduction targets. Users can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. 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 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. This report should be read in conjunction with the risks detailed in the "Cautionary Note Regarding Forward-Looking Statements", "Forward-Looking Statements", "Risk Factors", and other sections of Dayforce's Quarterly Reports on Form 10-Q, Annual Reports on Form 10-K and other reports we file with the Securities and Exchange Commission. Copies of reports filed with the Securities and Exchange Commission are posted on our website and are available from us without charge. 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.
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Sustainability Lead

(13.3.2) Corresponding job category

Select from:
☑ Business unit manager
[Fixed row]