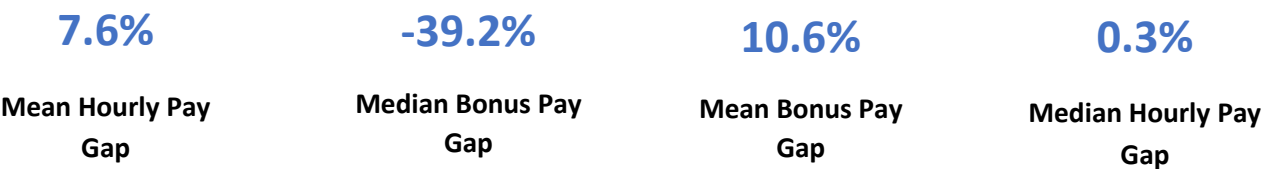


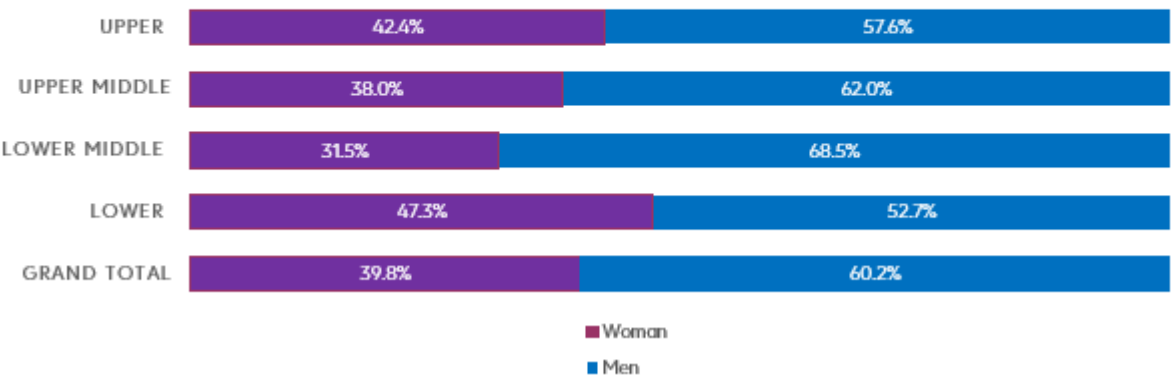
Gender Pay Gap Report 2026

Dayforce EMEA Limited

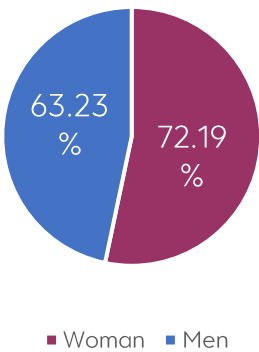
Our Gender Pay Gap Results



Ratio of men to women
in each pay quartile



% Receiving Bonus Pay



Our mean gender pay gap for 2026 is 7.6%, meaning that on average, men are paid 7.6% more than women. This represents a significant improvement compared with 2025, with a reduction of more than 55% in the mean gap year-on-year. The gap continues to be influenced by variability in earnings among Sales and commission-based roles, where pay outcomes can fluctuate depending on performance and deal timing.

We consider the median pay gap to be a particularly useful indicator as it is less affected by outliers. Our median pay gap of 0.3% shows that men and women are paid very similarly at the midpoint of the organisation. The remaining mean gap reflects differences in representation at more senior and higher-paid levels rather than unequal pay for equal work.

The year-on-year improvement reflects:

- Reduced impact of one-off commission payments that skewed the prior year mean
- Increased female representation in higher-paid roles within the upper quartiles
- Continued application of structured pay ranges and robust review calibration processes

Our median pay gap remains below the UK national average, demonstrating the strength of our compensation governance framework.

While the mean bonus gap has shifted to 10.6% in favour of men, the median bonus gap remains negative at -39.2%, indicating that at the midpoint of bonus payments, women received higher bonuses than men.

The increase in the mean bonus gap reflects the impact of performance-related awards at the upper end of the bonus distribution. As the mean calculation is influenced by a relatively small number of higher-value awards, individual outcomes can significantly affect the overall result. Movements in the mean reflect the distribution of higher-value awards (higher sales performance in men than women) rather than structural imbalance in opportunity. Women continue to be underrepresented in the upper pay quartile; however, female representation improved year-on-year (from 35.6% to 42.4%). This progress supports our longer-term objective of addressing structural drivers of the gender pay gap through progression, development and internal mobility rather than short-term pay adjustments.

Our Commitment

As a global leader in HCM, our Value of Equity is at the heart of what we do and how we do business, from the development of our product – Dayforce – to how we work with our partners and customers, serve our employees, and work with our communities.

Here are some of the actions we have put in place to promote Equity, our Values and Belonging:

- Our global onboarding includes building awareness of our workplace policies for respect and inclusion and ways to recognize and report bias or concerns.
- We have broadened the offerings of our employee resource groups (ERGs), known as Inclusion Communities, to include skill-building workshops, trainings, and networking for their members. Inclusion Community membership is open to all employees who identify with or want to be an active ally in one of our 8 groups.
- The Inclusive Leadership Program enables Dayforce to fully embrace and leverage diversity by equipping leaders with the skills to draw out and build on diverse perspectives. Through a self-paced series of learning and activities, the program deepens awareness and promotes inclusive leadership behaviours that lead to better ideas, challenge assumptions, and drive stronger solutions. Since its launch, over 947 employees have participated and 146 have completed the program.
- We expanded our partnership with a third-party inclusion and belonging learning provider, giving unlimited access to over 75,000 micro-learning sessions, curated content refreshed and spotlighted bi-weekly, and badges for levels of increased participation.
- Partnership in the Enable (Scottish Social Care Charity) Breaking Barriers programme which involves Dayforce volunteers to support in breaking down the barrier to employment for people living with neurodiverse conditions. Dayforce is a corporate partner of the programme and are hugely proud of the success we contributed to in 2024.

We provide flexible working opportunities to encourage and support employees in reaching work-life balance, and are proud of the following initiatives:

- Employees have an entitlement under our Time Away from Work program to unlimited additional time away from work (inclusive of statutory annual leave entitlements).
- We host two global Wellness Days annually. These designated days are meant to provide a much-deserved break from our routine, free from meetings, emails, and calls, allowing Daymakers to prioritize their well-being in whatever way resonates with them.
- We offer enhanced paid parental leave so parents can enjoy their time off without worrying about financial pressures.
- Our employees are afforded the ability to have a flexible work arrangement, either remotely or hybrid, since before the COVID-19 pandemic.

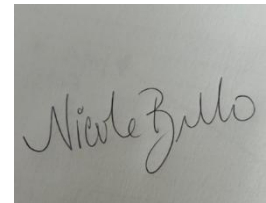
We want to ensure all our employees have equal opportunities to achieve their ambitions and reach their full potential. We continue to explore what more we can do to ensure we embed inclusion and belonging in everything we do.

We confirm that the information contained within this report is accurate and aligns with Government Reporting Regulations.



Amy Cappellanti-Wolf

EVP, Chief People Officer



Nicole Bello

GVP, EMEA

Definitions

The gender pay gap:

This is a measure of the difference in the average pay of men and women, regardless of the nature of their work, across an organisation. Our report covers all Dayforce employees based in the UK.

Gender Pay Gap Reporting guidelines require anyone identified as being on less than their usual full pay on the snapshot date to be excluded from Gender Pay Gap reporting. This includes employees on maternity, paternity, adoption and parental leave, annual leave, sick leave.

This report provides a snapshot of our gender pay gap in the UK from the snapshot date of 4 April 2024. As of this date, we had 361 employees in the UK.

The mean gender pay gap:

The mean pay gap shows the difference in average hourly pay for women compared to the average hourly rate of pay for men, and includes base salary, bonuses, sales commissions and any other relevant payments.

The median gender pay gap:

If we lined up all our female colleagues in order of how much they are paid (by the hour) and all our male colleagues in another, the median of each group would be the middle person in the line. The median Gender Pay Gap is the difference in pay between the middle female and the middle male.

The mean bonus gender pay gap:

This shows the difference between the average bonus pay that male and female employees receive.

The median bonus gender pay gap:

This shows the difference between the median bonus pay that male and female employees receive.

Our pay quartiles:

Pay quartiles are calculated by listing the pay rates for all employees from lowest to highest, before splitting them into four equal-sized groups. The proportion of male and female colleagues that appear in each group is then calculated.