

2023 ESG REPORT

# From Ambition Into Action



CERIDIAN





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In this era of profound transformation, the expectations of modern companies have fundamentally changed. While growth, profitability, and value creation remain essential to success, our society rightly demands that businesses must also be a force for positive change.

At Ceridian, we not only accept this responsibility—we embrace it. In 2022, we unveiled a new ESG strategy with five pillars that are critical to our performance as a leading corporate citizen: Governance and Trust, Our People, Tech for Good, Our Communities, and the Environment. We set eight measurable, time-bound goals to drive our impact in these areas and to ensure accountability and transparency to our stakeholders.

As this report shows, we have spent the past year integrating this strategy across our organization and turning our ambition into action.

Governance and Trust

We maintained the highest standards of corporate governance, responsible innovation, and information security. In 2022, this included safeguarding our customers’ data from material data breaches, developing and publishing a set of AI Ethics Principles, and further strengthening internal compliance policies and controls.

Our People

The health and well-being of our employees and their families remained a top priority. We extended a robust paid parental leave policy to all families globally, made meaningful progress towards achieving pay equity, and expanded inclusive family-building benefits for many colleagues seeking to become parents. In addition, we hired a dozen employees who are refugees from war-ravaged Ukraine, and we launched the Achieving Corporate Equity (ACE) program to empower diverse, high-potential talent.

Tech for Good

Industry-leading innovation and differentiated technologies remain our most powerful tools for advancing change. Cumulative funds loaded onto Dayforce Wallet have now exceeded \$1 billion since its launch, and new research shows the significant financial and mental health benefits for many of its users. We integrated Dayforce Talent Intelligence across several modules to support fair, equitable, and efficient talent decision-making, and launched Ideal Talent Marketplace to deliver speed and flexibility to meet the needs of both workers and organizations in dynamic, fast-moving sectors.

Our Communities

Making a meaningful difference where we live and work remains central to who we are as an organization. Employees in 16 countries across five continents participated in our first-ever Global Volunteer Week, and we surpassed \$5 million in grants from Ceridian Cares to families in need since its founding. We also mobilized to help victims of several natural disasters and humanitarian crises, and we increased the number of employees donating or volunteering annually by over 40%.

Environment

We expanded our efforts to address the existential threat of climate change. This included securing 100% renewable electricity across our global operations and decreasing our annual Scope 1 & 2 greenhouse gas (GHG) emissions by 97% over the past four years. We also strengthened our approach to climate disclosure by publishing our inaugural TCFD Index and reporting to CDP for the first time.

As a result of this work, we received an “AA” ESG Rating from MSCI, were named one of America’s Most Responsible Companies by Newsweek, and were included in the Bloomberg Gender-Equality index for the second year in a row. Although we’re proud of this recognition, we are fully aware of the hard work we have left to do.

Ceridian's brand promise is Makes Work Life Better™, and our passion for innovation and impact drives us every day. Our commitment to progress guided by our ESG strategy remains stronger than ever, and we look forward to you reading and learning more about this latest chapter in our journey.

DAVID OSSIP  
Chair and Co-CEO

LEAGH TURNER  
Co-CEO



# Business Performance

## Our Performance

As a result of efficient management, differentiated technology, a constant focus on customer success, and an exceptionally talented team, 2022 was a year of strong financial and operating performance. We have significant momentum going into this year, and we are confident in our ability to meet the needs of the global HCM market and to continue to deliver value for our stakeholders.

CDAY

NYSE/TSX Listing

### Revenue and Financial Data

<div><b>\$1.25B (+21.7%)</b></div> <div>Total revenue and annual growth</div>	<div><b>\$1,041.3M (+33.5%)</b></div> <div>Cloud annualized recurring revenue and annual growth<sup>1</sup></div>
<div><b>\$815.2M (+30.1%)</b></div> <div>Dayforce recurring revenue and annual growth</div>	<div><b>72%</b></div> <div>Cloud recurring gross margin</div>

### Customers

<div><b>5,993 (+10.3%)</b></div> <div>Dayforce customers live<sup>1</sup></div>	<div><b>5.95M (+17.1%)</b></div> <div>Total global users on Dayforce<sup>1</sup></div>
<div><b>1,450+</b></div> <div>customers have signed on for Dayforce Wallet</div>	<div><b>97.1%</b></div> <div>Annual Dayforce gross revenue retention rate<sup>1</sup></div>



“We ended the year with strong Dayforce recurring revenue momentum, operating profit expansion, and significantly increased cash flow generation. This gives us great confidence entering 2023 and sets us up to make meaningful progress towards our mid-term commitment of profitable growth.”

**NOÉMIE HEULAND**  
**Chief Financial Officer**  
Miami, United States

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



Innovation Awards



Trust Radius Top Rated 2022



Only Pure Play HCM Provider in the Leader's Quadrant in the Magic Quadrant™ for Cloud HCM Suites for Enterprises with 1,000+ Employees

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

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

Ranked as a Leader for Payroll Administration



WFM Technology Value Matrix 2022  
and HCM Technology Value Matrix 2022



Software Reviews Champion 2022  
Workforce Management – Enterprise

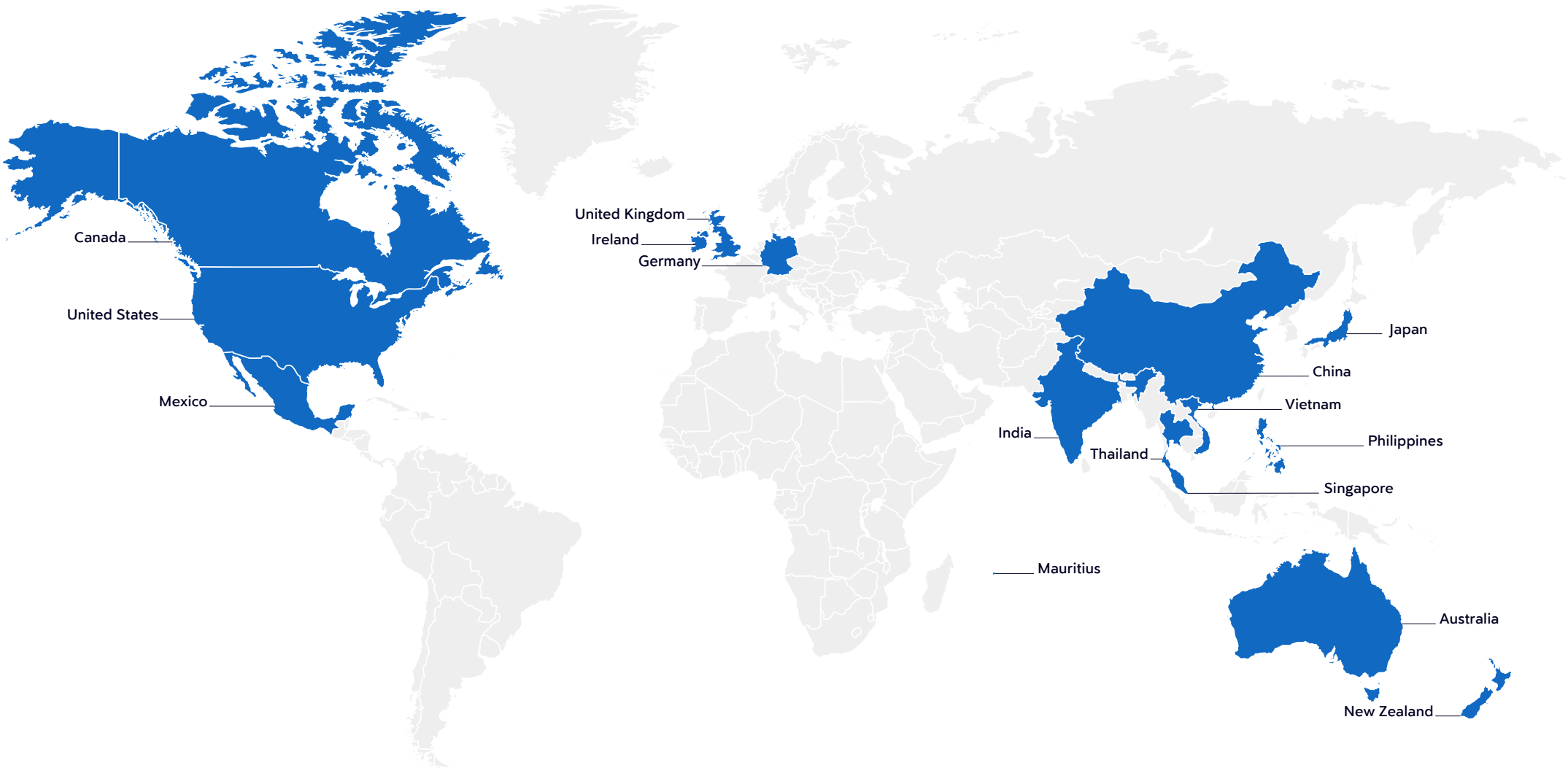


Canadian HR Reporter 5-Star  
Software and Technology Provider Award



# Workforce

Global
8,526
North America
4,436
Asia Pacific and Japan (APJ)
2,547
Europe, Middle East, and Africa (EMEA)
1,543



Data as of 12/31/2022



# 2022 ESG Highlights



## Governance and Trust

Published **AI Ethics Principles**

**"AA" Rating**  
from MSCI

**0**  
material  
data breaches<sup>2</sup>

## Our People

Progress  
towards **global  
pay equity**

Strengthened  
**paid parental  
leave** policies

Launched  
**ACE program**  
for high-potential  
diverse talent

## Tech for Good

Launched **Ideal  
Talent Marketplace**

**\$1B+** in cumulative loads  
onto Dayforce Wallet

## Our Communities

**40+%** increase in employees giving and volunteering

## Environment

**100%**  
Renewable  
electricity across  
global operations

**96%**  
Reduction in  
Scope 1 and 2 GHG  
Emissions from 2021

Published  
**inaugural  
TCFD Index**

2. A material breach is defined as a security event in which an unauthorized third party obtains access to personal data and that has a material impact on Ceridian's business.



# Our Pillars

## Governance and Trust

- Ethics and Transparency
- Data Security and Privacy
- Business Continuity and Resilience

## Our People

- Diversity, Equity, and Inclusion (DEI)
- Employee Wellness and Engagement
- Learning and Leadership Development

## Tech for Good

- A New World of Work
- Responsible Innovation and AI

## Our Communities

- Ceridian Cares and Volunteerism

## Environment

- Climate and Energy







# Our Goals

At Ceridian, we believe that transparency and accountability are essential to any company’s success. In that spirit, we announced a series of quantitative time-bound targets last year to propel our work in key areas and to give our stakeholders an opportunity to review and evaluate our performance over time. Informed by our materiality assessment and directly connected to our ESG strategic framework, these eight goals reflect our ambitions as an innovative, dynamic, and forward-thinking business.

In 2022, we made meaningful progress towards achieving several of them. We had zero material data breaches, maintained exceptionally high uptime for Dayforce, and significantly reduced our annual Scope 1 and 2 emissions from both Ceridian’s core operations as well as our entire global footprint. This was through operational changes and purchasing Energy Attribute

Certificates equal to our global electricity usage. While our employee Net Promoter Score remains strong, it’s slightly below our annual target. Due to the onboarding of thousands of colleagues onto our giving and volunteering program for the very first time, we also maintained the same overall participation rate for those activities globally rather than increasing it. Although we made progress towards achieving gender parity in senior management in Ceridian’s core operations, that progress was not realized globally. While our U.S. workforce became more racially and ethnically diverse both overall and at various levels of seniority, we did not see an increase in underrepresented minority (URM) representation in management. Last, because we expanded the scope of our Dayforce DEI Intelligence functionality, it remains in the development phase and will become available to charter customers in 2024.

Based on our 2022 performance, we have adjusted four goals. First, we expanded the scope of our 2030 absolute emissions reduction target from Ceridian’s core operations to our entire global footprint. Second, we extended the amount of time to reach our two DEI goals by three years – from 2025 to 2028 – while maintaining the same level of ambition. We also extended the timeline to achieve our Dayforce DEI Intelligence goal by one year. Third, we are extending the target year to 2026 and revising the goal from 20% to 15% for the percentage of Dayforce customers using DEI Intelligence to reflect the additional time to incorporate product expansions that will deliver even more benefit to adopting organizations. These changes are explained in greater detail in these corresponding sections of the report and are reflected in the data on the following page.



		2022 Performance	2025 Goal
Governance and Trust	Increase Dayforce's uptime to 99.99% by 2025	99.96%	99.99%
	Maintain zero material data breaches annually through 2025 <sup>3</sup>	0	0
Our People	Achieve gender parity (50/50) in senior management roles globally by 2028 <sup>4</sup>	38%	42.7%
	Increase underrepresented minority (URM) representation in management roles in the U.S. by 50% by 2028 <sup>5</sup>	11.6%	14.2%
	Maintain our employee Net Promoter Score (eNPS) at or above 40 annually through 2025	37	40
Tech for Good	Increase the percentage of Dayforce customers using Dayforce DEI Intelligence to 15% by 2026	0%	3%
Our Communities	Increase the percentage of employees giving and volunteering to 50% by 2025	34%	50%
Environment	Reduce absolute Scope 1 and 2 emissions from Ceridian’s operations by 42% before 2030, compared to a 2019 baseline	-97%	-21%

3. A material breach is defined as a security event in which an unauthorized third party obtains access to personal data and that has a material impact on Ceridian's business.

4. Senior management roles are defined as vice president-level roles and above.

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

# Governance

## Our Approach

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

### Customer Focus

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

### Shared Ambition

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

### Agility

We are a global enterprise company with the heart of a start-up that embraces innovation, doesn’t fear change, and values adaptability.

### Equity

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

### Optimism

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

### Transparency

We are open, honest, and respectful.





We aim to reflect these values in everything we do, including through the policies and procedures we adopt as a business. For example, the Ceridian Code of Conduct reflects these values and sets the standards for how Ceridian operates on a daily basis. We want to create a positive experience for our employees, customers, and partners, and abiding by the Ceridian Code of Conduct is integral to that. We are committed to acting ethically and conducting business in compliance with all applicable laws, and our ethics program addresses our responsibilities in the following way:

Our individual responsibility

Responsibilities to each other

Responsibilities to our customers and business partners

Responsibility to our communities

Responsibility to our stockholders

In addition to our Code of Conduct, we have policies, standards, and guidelines to ensure our employees and business partners conduct business ethically. A list of policies is included in the [Appendix](#).



In 2022, we continued to expand controls and communications around our compliance policies. To further aid in ensuring compliance under our Anti-Corruption Policy, new guideposts were added to the expense submission process for employees and developments were made in the system used to track compliance with the policy. To ensure that any lobbying efforts and activities are being appropriately reported and registered in applicable countries, we added new elements to monthly and quarterly processes.



“Ceridian is fundamentally committed to being a responsible, ethical, and accountable organization. For us, this is more than just an aspiration. It’s a mission and a mandate that we turn into action every single day.”

**WILLIAM E. McDONALD**  
Executive Vice President, General Counsel, and  
Corporate Secretary  
Minneapolis, United States

# Board of Directors

## Board Composition

10

total members

80%

are independent

50%

are women or people of color

25%

of board committees are chaired by women

100%

of board committees are fully comprised of independent directors

6

new directors over the past 4 years

60

average age of directors

5.2

years average board tenure



“Effective management and good corporate governance have been essential to Ceridian’s success over the past year, and they have driven its performance as a socially responsible and sustainable business.”

DEBORAH FARRINGTON  
Chair of the Corporate Governance and Nominating Committee  
New York, United States





Areas of Expertise

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

Board Committee Structure

Acquisition and Finance
Audit
Compensation
Corporate Governance and Nominating

ESG Oversight

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

Stockholder Engagement

Stockholder engagement is a vital part of our oversight efforts and good corporate governance practices. Our Board continues to value stockholder input and makes an effort to incorporate the feedback received from stockholders directly into its decision-making. As in prior years and following our 2022 Annual Meeting of Stockholders, we reached out to stockholders holding approximately 74% of the outstanding common stock of the company as of June 30, 2022, to offer meetings with both the chair of our Compensation Committee and chair of our Corporate Governance and Nominating Committee. We hold these meetings with our stockholders as “listening sessions” for us to gain a better understanding of what is important to our stockholders in the areas of executive compensation, corporate governance, and ESG. Ultimately, both committee chairs participated in eight meetings with our stockholders, holding approximately 65% of the outstanding common stock of the company as of June 30, 2022.

# Trust

## Data Security

Our greatest responsibility is preserving customer trust and safeguarding customer data. In 2022, we prevented all cyberattacks from being successful or impacting our business. This is due to a robust and effective data security program that we made even stronger last year. We increased our annual investment to over 1.5% of total revenue, upgraded the web application gateway, enhanced our security controls in the cloud, expanded access control security through privilege access management, and improved product security capabilities focused on encryption, key management, API security, and code security. As part of the ongoing integration of our acquisitions in APJ region, we retired several redundant solutions and migrated our cybersecurity landscape into common solutions globally, thus reducing complexity and improving overall security performance. Our data security team grew by over 30% in the past year, which resulted in an over 50% increase over the past two years. The growth has contributed to a high-performing security function recognized as an advanced security program by BitSight with a 90th percentile score of 780.

We have also prioritized educating our workforce on the risks posed by phishing, software downloads, and social engineering, with 95% of our employees having completed our annual cybersecurity awareness training. In addition, we continue to hold quarterly tabletop exercises with our Board of Directors and senior executives that focus on testing response plans to ransomware, cloud security, payroll disruption, and other incidents. In the coming year, we will continue to protect the enterprise and enhance our capabilities in key areas:

Cloud security and assurance testing

Security operations and automation

Product security

Enterprise risk management



For additional information, read about our [overall data security strategy](#) or our [Information Security Statement](#).

More than  
**1.5%**  
of revenue  
invested in security  
programs in 2022

**780**  
BitSight score



“Safeguarding customer data from malicious actors remains our highest priority. We made several new investments in 2022 to protect the enterprise and our customers from the rising tide of cyberattacks.”

**COLIN ANDERSON**  
Chief Information Security Officer  
San Francisco, United States



## Privacy

In 2022, we continued to build privacy capability throughout our fast-growing enterprise. This included implementing new, formal privacy-by-design assessment and review processes across our global operations, as well as achieving a 94% completion rate for our company-wide privacy training program. We ensured that our customers continue to receive the highest level of compliance in a regulatory environment that is experiencing a substantial increase in new privacy and data laws. This included updating our customer and vendor agreements with the new EU Standard Contractual Clauses, which provides heightened protection to personal data transferred from countries in the European Union to other jurisdictions. We also appointed a German Data Protection Officer (DPO) to meet the needs of our growing presence in Germany.

We released our latest semiannual Law Enforcement Request Reports for [January – June 2022](#) and [July – December 2022](#), which document all inquiries Ceridian receives for personal information (PI) from law enforcement agencies around the world. Ceridian does not voluntarily provide any customer information to such agencies.

In 2023, we are further strengthening our program by launching an inaugural Data Privacy Awareness week to further ingrain a culture of privacy across our global workforce. This will be supplemented by expanding the application of our privacy-by-design assessments and reviews within the company across business processes and offerings. In addition, we will continue to focus on compliance with new and updated legal frameworks in the United States, Canada, and other jurisdictions, and pursue external certifications to support our cross-border data transfers, including the E.U.-U.S. Data Privacy Framework when it becomes available.



For additional information, please read more about our [overall data security strategy](#), our [Global Privacy Statement](#), our [Cookie Statement](#), and our [Biometric Statement](#).





# Enterprise Risk Management (ERM) & Business Resilience

In 2022, we broadened and deepened our efforts to effectively manage current and potential risks across our global operations. This began with expanding the number of participants in our annual risk assessment to nearly 90 leaders in three global regions: North America, EMEA, and APJ. This included all direct reports of our co-CEOs as well as those they directly manage. In partnership with Gartner®, we leveraged best practices and their Enterprise Risk Assessment Tool to better identify, assess, and score any risk that posed a potentially meaningful impact to the enterprise globally. Our risk taxonomy focuses on 12 capability-based enterprise risk themes across four categories:



## Capability-Based Enterprise Risk Themes

Business & Operational Resilience

Cybersecurity Resilience

Data Privacy & Stewardship

Environmental Stewardship

Financial Performance and Accountability

Global Strategy, Readiness & Execution

Human Capital/People

Legal & Compliance

Money Movement/Tax & Payment

Product & Technology Innovation

Strategic Initiative Discipline & Execution

Third-Party Partner Resilience

## Risk Categories

Financial Risk

Legal/Compliance Risk

Operational Risk

Strategic Risk

This assessment included a quantitative score for each risk, comprised of a combined calculation of impact, likelihood, and velocity. It also included tolerance ratings by risk. Insights from the evaluated risks provided valuable, actionable information for leaders, including greater visibility into the inter-relatability of each risk type once linked back to a primary capability-based enterprise risk theme.

We also made notable progress in strengthening our approach to preserving the continuity of our business operations and the services we provide to clients. Our Business Resilience team grew to six dedicated staff to continue the maturity and management of Ceridian’s Business Continuity Management program. Ceridian’s program integrates a value-stream approach to prioritization. A new standard operating procedure was deployed that not only aligns to ISO and DRII standards, but FFIEC standards as well.



For additional information, read more about our [ERM Framework](#)





## AI Ethics

In 2022, we strengthened our commitment to responsible data innovation by developing and publishing our [Artificial Intelligence \(AI\) Ethics Principles](#). These guidelines represent the core of our approach to designing and operating AI systems. They will inform our management philosophy, guide our approach to product development, and provide our customers and partners with a framework that enables feedback.

In 2023, we will be establishing our AI Framework, which strives to standardize how each of the principles is considered when developing and deploying AI systems.

**Social Good** — We develop technology that empowers and helps people

**Privacy and Security** — Privacy and security are always top of mind

**Transparency** — AI systems must be accessible and understandable

**Inclusion** — We strive to prevent bias in AI systems

**Reliability** — We prioritize dependability in our system operations

**Accountability** — We act with integrity at all stages of a product’s lifecycle

# Our People

## Employee Experience

We believe that every member of the Ceridian community deserves the opportunity to thrive. That is why we launched a number of new initiatives last year to ensure that employees feel supported and empowered at work. This began with launching successful flexible work schedule pilots in our Mauritius, Germany, and UK locations. To accompany this pilot, we also launched Focus Fridays. This program provides employees with a weekly internal meeting-free day to do heads-down work. We have received extremely positive feedback from employees and managers alike on this program. We culminated the year with our first-ever Mental Health Summit, a global gathering that featured dedicated sessions on a diverse array of

topics, including stress reduction, embracing change, mindfulness, and the role of physical fitness. Nearly 800 employees in 15 countries participated in this 24-hour event.

Alongside this effort, we expanded access for all employees to LifeWorks, a pioneering platform that provides digital and in-person solutions to support our employees’ overall wellbeing. This includes trainings and assessments to help with achieving financial, physical, mental health, and other goals, as well as 24-hour access to care counselors to assist those in difficult circumstances. We also welcomed colleagues from two recently acquired companies – Excelity and Ascender – into our global employee recognition program.

In addition, we have launched Life at Ceridian which highlights our commitment to our people. This framework focuses on flexibility, connection, and empowerment for employees. It includes developing programs to support parents and caregivers looking for downshift to part-time work to support their families, borderless or work from anywhere programs, and sabbaticals for tenured employees.



“While our Mental Health Summit led to many positive outcomes, the most important is that employees are acknowledging challenges and are beginning to talk about them.”

**RAVI SHARMA**  
Senior Manager, Services  
Presenter, Mental Health Summit  
Singapore



## Engagement

No organization can be successful unless its people feel motivated and engaged. Accurate and reliable sentiment data is critical to the success of any engagement strategy, and we regularly utilize our own Dayforce Engagement technology to conduct surveys and calculate our employee Net Promoter Score (eNPS). On a scale ranging from -100 to +100, with +30 as a benchmark for excellence, this data point measures how likely employees are to recommend us as a place to work. We scored a +37 last year, and following the organization’s analysis of the drivers of eNPS and subsequent investments and actions to better empower our employees, we are confident our score will once again surpass 40 in 2023.



## Talent Planning

Our success requires maintaining workforce continuity and preserving a strong pipeline of talent for key positions across our operations. In 2022, we completed a talent assessment for all functions, identifying top talent and assessing other factors such as flight risk and criticality of role. We completed the final phase of a two-year nine-box talent planning process using the Talent Matrix in Dayforce that evaluated the leadership capabilities of over 7,000 employees. More than 225 high-potential colleagues have graduated from our Emerging Leaders program over the past 18 months, and nearly 20% of open roles last year were filled by internal applicants, a percentage we’re looking to double in 2023. Our main focus in 2023 in this area will be to align all the functions to the same timeline and complete two talent assessments. Following this activity, we will begin succession planning for critical roles, build mitigation plans for top talent with high flight risk, and continue to build leadership skills through our learning and leadership development programs.

## Pay Equity

Following the completion of our first-ever pay equity analysis in 2021, we took several steps to either reduce or eliminate known disparities based on gender and race within our workforce. We committed to monitoring this data and taking necessary action as needed to live up to the principle of equal pay for equal work. In partnership with Mercer, last year we conducted a new round of analysis that measured potential disparities by race and ethnicity in the United States and by gender in 13 countries where we operate. As with the first round in 2021, this included evaluating base salary, total compensation, and annual grants of Ceridian stock. The analysis controlled for relative experience, service at Ceridian, job grade, job function, job title, department, supervisory responsibilities, incentive, role history, performance, and location, among other factors. We then used those findings to inform a new series of market adjustments.

At Ceridian, there is less than a 1% disparity between men and women globally and no pay disparity between white and non-white employees in the United States.

### Key Metrics

37

eNPS

87%

proud to work at Ceridian

86%

equity score



## Benefits

We offer a variety of benefits and perks to make work life better for every person at Ceridian, which are detailed in the [Appendix](#). Over the past year, we made a number of investments to ensure that our people – as individuals, as parents, and as caretakers – had the support they needed to thrive. This included increasing our base hourly wage to \$18 for full- and part-time employees in the United States and covering travel expenses for employees and their families who need to leave their home state to receive reproductive or gender-affirming health care. For new and expecting parents, we strengthened our paid parental leave policy to include 17 weeks for all foster, adoption, and biological parents, regardless of their gender or caregiver status. We increased the availability of Progyny, a fertility and family-building benefit, for employees on our U.S. health plans.



## Health and Safety

We have a responsibility to help safeguard our employees’ physical safety both on and off the job. To do so, we expanded our Workplace Health and Safety team to four dedicated staff members who partner in close collaboration with Human Resources, Facilities, Legal, and other departments. We grew the number of office Health and Safety committees by 50%, and we designated on-the-ground safety captains in each of the countries where we operate. To ensure connectivity and support for our employees both during and after natural disasters and other dangerous events, we partnered with AlertMedia to deploy a new company-wide threat intelligence and multi-channel emergency communications system. This allowed us to stay in close contact with colleagues during Hurricanes Ian and Fiona in the United States and Typhoon Noru in the Philippines, and to help provide key information for local support and services after the storms passed. All of these efforts are overseen by our Global Workplace Health and Safety Steering Committee. Our Total Recordable Incident Rate (TRIR)<sup>6</sup> in 2022 was 0.

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



# Learning and Leadership Development

In this new world of work, giving employees the opportunity to learn new skills and grow as professionals is a necessity. That is why we dramatically improved our suite of workforce development solutions. Our Professional Skills Curriculum provides all employees with instructor-led and online trainings to improve their skills and capabilities, from goal setting to fostering innovation to effective communication. Our Core Leadership Development programs give all people leaders an opportunity to sharpen their team

management, performance, coaching, and inclusive culture capabilities. And through our Ceridian Business Academy, we provide an intensive, cohort-based curriculum to select talent that helps them understand the business needs of the future and build business acumen. This includes an intensive, ten-month Global Development Program (GDP) for mid-level talent who have demonstrated advanced proficiency in their job functions and displayed the potential for continuous growth within the organization.

We also believe that maintaining consistent, two-way communication between people leaders and their teams is essential to preserving high productivity and fostering professional growth. In 2022, we focused on further embedding consistent and ongoing performance management practices across the organization. These practices, annual reviews, goal setting, and quarterly touchpoints provided employees and people leaders with the themes, tools, and resources needed to establish and maintain an ongoing performance dialogue.

Nearly  
**200,000**  
hours of professional  
development in 2022





# Diversity, Equity, and Inclusion (DEI)

## Programs and Partnerships

We believe that a diversity of backgrounds and experiences makes all teams and organizations more resilient, more creative, and ultimately more successful. That is one of the reasons we constantly strive to make our company as inclusive and equitable as possible. Last year, we strengthened our DEI efforts by taking several steps designed to improve outcomes for our people. The most prominent was our new Achieving Corporate Equity (ACE) Program, which empowered high-potential talent from underrepresented and underserved communities to rise within our organization. Employees were provided 16 weeks of individualized leadership coaching,

mentorship, team-building activities, and other support, with nearly 80% of program participants receiving promotions last year. We are forming new partnerships with Bethune-Cookman University, Florida A&M University, and Edward Waters College to help build a stronger talent pipeline of young Black candidates to fill roles on our team across the United States. We developed a Professional Readiness program designed to empower early, diverse talent through in-person and virtual executive engagement and internships. We added a new question to our yearly employee engagement survey that measures their sense of inclusion within the

organization, and we are proud that nearly 9 in 10 employees feel they can be their authentic selves at work. We also provided direct funding to our nine YOUNity groups for the first time to further support their programmatic efforts.

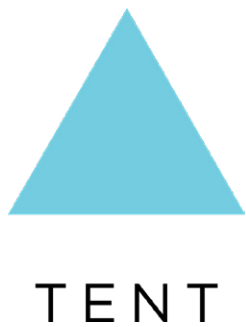
In addition to work done within our company, our DEI team also shares insights and provides trainings to HCM professionals seeking to foster greater inclusion in other prominent organizations. For example, our Global Head of DEI offers guidance and shares best practices with representatives from a number of major sports franchises in the NFL, NBA, WNBA, NHL, and MLS.



“The ACE program is honestly the best thing that could have happened for my career. Being in a program with people who have similar experiences as I do both within the workplace and in real life really improved my feeling of belonging. The relationships that were formed within the cohort and with mentors are ones that I will hold onto for a very long time.”

**DI ANDRE ATWATER**  
**Customer Relationship Executive**  
Los Angeles, United States





Equity in Hiring

Our performance as an innovative and rapidly growing organization relies on our ability to recruit and retain top talent. We are fundamentally committed to ensuring fairness and equity in our hiring process, and we took a number of steps last year to live up to that promise. In 2022, we established a standardized scoring matrix for use in recruiter interviews to prevent bias from informing hiring decisions. In addition, we are developing a dedicated DEI training module for all recruiters and hiring managers.



Spotlight: Hiring Ukrainian Refugees

In 2022, we launched a new initiative to hire refugees from war-ravaged Ukraine, and we are very proud to share that 12 have joined our Canadian Product and Technology team. To support this work, we partnered with ACCES Employment in Toronto and joined the Tent Partnership for Refugees, a coalition of more than 300 companies committed to hiring, training, and mentoring refugees around the world.



Yuri Pshenychnyy joined Ceridian as a Senior Manager of Development in June 2022. He and his family left Ukraine for Poland in February after the conflict started. While in Poland, Yuri helped other refugees as a translator, and his wife provided food and other necessities. As it became more difficult to run his business outside of Ukraine, Yuri disbanded it and joined Ceridian, where he leverages his vast experience working with people abroad and contributes to Ceridian’s products.



Ceridian Software Developer Kateryna Kyrychenko left Ukraine for Germany with her child in February 2022. She found it increasingly more challenging to continue her previous work in Germany, leading her to search for a new software development role. Kateryna’s passion for and experience with both backend and frontend development have been as asset since she joined Ceridian in September, where she has found a supportive team environment. She has a great desire to grow and develop professionally, learn new technologies, and be successful in what she loves.

Diversity in Management

In 2022, we set two very ambitious goals to strengthen the level of gender as well as racial and ethnic diversity in management positions. This included:

Increase underrepresented minority (URM)<sup>7</sup> representation in management roles in the United States by 50% by 2025

Achieve gender parity (50/50) in senior management roles globally by 2025

In 2022, representation of women in senior management in Ceridian’s core operations increased from 37.6% to 39.1%<sup>8</sup>. This was meaningful progress in pursuit of our goal of achieving gender parity in these roles. However, employees from our acquired companies Ascender and Excelity in APJ were recently integrated in our reporting systems for the first time. Therefore, they were not included in the original boundary of our goal. With this new data now available, women representation in senior management globally changed to 38%.

Our management team in the U.S. became more racially and ethnically diverse last year, with the percentage of people of color in these roles increasing by two percentage points<sup>9</sup> and by six percentage points for senior management. Despite this, URM representation at this level did not increase. We define URM by comparing the level of representation for each racial and ethnic group within Ceridian to corresponding population levels in the U.S. Census. For that reason, not all groups are considered “underrepresented” in our workforce.













Although we are maintaining the same level of ambition for both of these goals, we believe that the organization will need more time to achieve them. That is why we have moved the goal year for both to 2028, with new targets for 2025. These changes are also reflected in the Goals section of this report.



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



Awards and Recognitions

Newsweek's America's Most Responsible Companies 2023		Top Workplaces 2022 - Tampa Bay Times		Report on Business Magazine Best Executive Awards – Susan Tohyama	
Bloomberg Gender-Equality Index (GEI)		The Star Tribune - Top Workplace in Minnesota		Computerworld's Best Places to Work in IT for 2023	
Forbes Canada's Best Employers for 2023		2022 Best Place to Work - SoCal		Seramount Global Inclusion Index - Australia, Canada and Germany	
Diversio's Top 20 Most Innovative DEI Companies of 2022		Greater Toronto's Top 2022 Employers		Best Place to Work in IT Women in Tech Africa Mauritius Chapter	

# Tech for Good

## Dayforce Wallet

Dayforce Wallet is founded on a simple proposition: people deserve the right to access their pay as soon as they earn it. On-demand pay (ODP) can provide workers at all income levels and in all industries a greater sense of financial empowerment, helping them to better achieve their long-term financial goals. Employers understand their responsibility in strengthening their employees' financial health. That's why over 850 leading companies in the U.S. and Canada currently provide our unique, fee-free ODP model to their employees, with more than 600 additional signed customers set to go live in the coming months. In addition, over \$1 billion has been loaded onto Dayforce Wallet cards since the product was launched in 2020. Demand for Dayforce Wallet also extends outside of North America, and that is why we expanded access to it for clients and employees in the U.S., Canada, and now, the United Kingdom.

Critically, Dayforce Wallet also provides a necessary umbrella to workers enduring a major economic storm. With high inflation, energy prices, and interest rates, millions are struggling to make ends meet and have the financial liquidity necessary to cover any urgent or unplanned costs. According to

third-party research conducted by SSRS, Dayforce Wallet users report significant benefits as a result of the product and on-demand pay. This includes 7 in 10 reporting positive impacts on their mental health as well as a better ability to keep up with bills. In addition, over 60% said that offering access to Wallet improved their perception of their employer, and two-thirds shared that they would recommend working for an organization because they offer it. Notably, employees who use the product the most frequently as well as those at lower income levels report the greatest benefits from using Dayforce Wallet.

# 7 in 10

**Dayforce Wallet users  
report positive impacts  
on their mental health**

# \$1B+

**in cumulative loads  
onto Dayforce Wallet**







## Dayforce Talent Intelligence

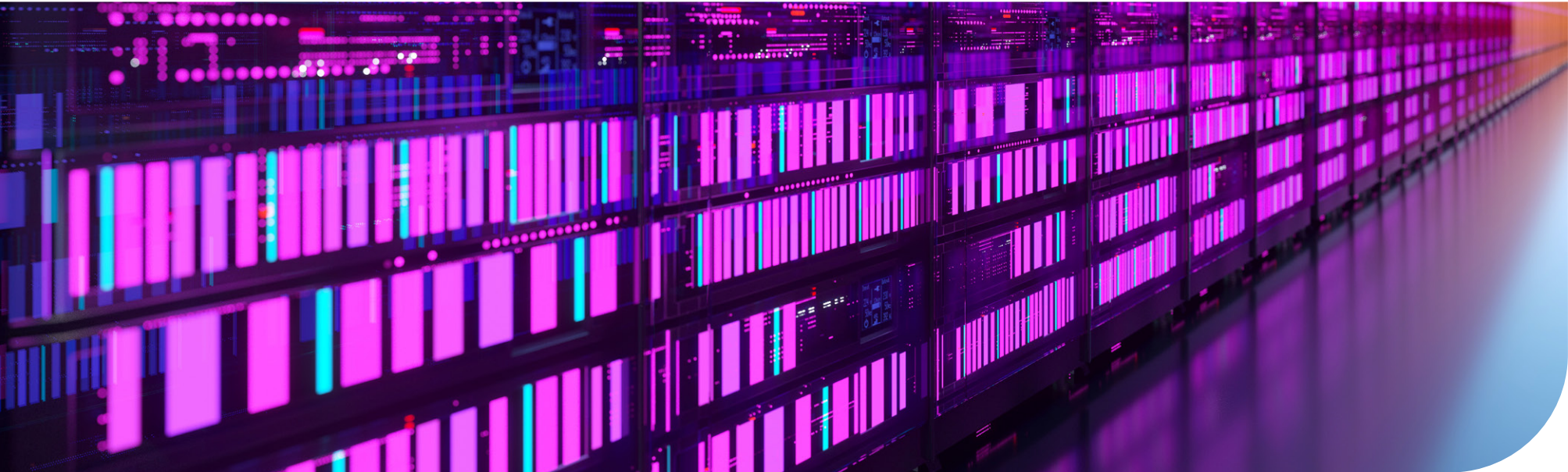
Unveiled in late 2021, our Dayforce Talent Intelligence suite is a powerful set of transformative talent solutions that enables organizations to make more efficient, accurate, and fair talent decisions. Our team has spent the past year investing significant time and resources to make our Talent Intelligence tools even more effective for customers and their employees. This includes completing its full integration across our Dayforce Recruiting, Onboarding, Learning, Performance Management, Compensation, Engagement, and Succession Planning modules. We also enhanced our Dayforce Skills Engine, a technology that enables our products to share data seamlessly and through the common language of skills. The result is a robust set of end-to-end features that reduce time-to-productivity in the talent acquisition process, allows organizations to better upskill and train their employees through continuous learning, and enables people leaders to apply a continuous approach to performance management. The suite will be further enhanced with the inclusion of our new Dayforce Career Explorer module in 2023.

## Dayforce Engagement

The last three years have had a significant impact on the way we work and interact with others. As organizations have adapted to remote work, hybrid models, and other changes, employees have faced new challenges and stressors, making it more important than ever for employers to understand the needs of their workers and find ways to facilitate connection. The impact of not doing so is clear: without connection and belonging, burnout increases and so does attrition.

Fostering a culture of acceptance and belonging allows employees to feel comfortable being their true authentic selves at work. Doing so not only yields positive benefits for organizations, but it better unlocks the passions and potential of every individual. Our new Inclusivity Survey provides organizations with actionable intelligence to ensure their efforts to make progress on DEI are successful. The survey helps leaders understand employee perceptions of fair treatment, trust, psychological safety, belonging, and other areas. The anonymized survey results can be broken down by gender, race, ethnicity, and age.





## Dayforce DEI Intelligence

In last year’s report, we highlighted the development of an emerging new technology called Dayforce DEI Intelligence. Designed to integrate quantitative information on past performance with real-time insights from self-disclosed and inferred data, our goal is to provide executives and leaders with the tools they need to evaluate and improve their DEI strategy. We believe this product has so much potential for impact that we tied one of our eight ESG goals to its availability and adoption by customers. For that reason, last year, Talent Intelligence’s user research design team completed a multi-month project that included engaging DEI professionals across North America. They incorporated these new insights and feedback to ensure the product best meets the needs of our clients and the overall market.

As a result, the scope of Dayforce DEI Intelligence expanded significantly, and it will now give HR and DEI professionals the ability to set and track quantitative goals tied to workforce diversity, equity in recruitment, promotion, compensation, and other areas. The product will also produce individual scores for these areas that roll up into an overall composite DEI score. Although we are confident that Dayforce DEI Intelligence will be able to ultimately deliver even more value to organizations and their people, these upgrades lengthened the timeline for when it will become available to customers. For that reason, we are revising our goal from 20% to 15% and are extending the target year to achieve it by one year to 2026.

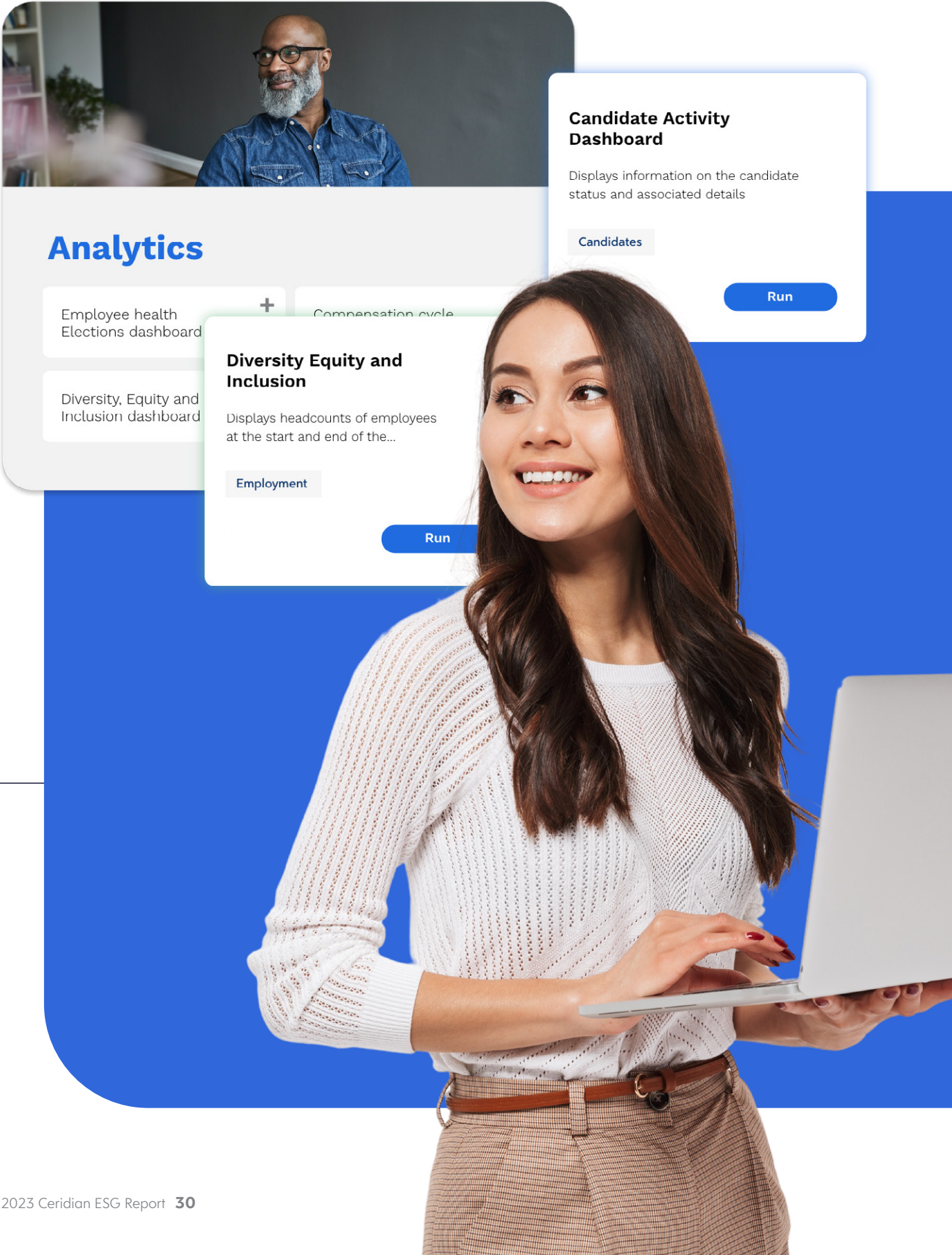
We also believe that enabling change through our products requires anchoring them in a culture of equity and inclusion internally. That is why we formed a new Talent Equity and Fairness group that is tasked with an important mission: ensuring that our Dayforce DEI Intelligence product is integrated across our product offerings. Some of the modules we intend to do this for are Compensation, Engagement, and Recruiting. We have completed a significant amount of research and design validation in order to make an impact here once the product has launched.



“Fostering a diverse and inclusive workplace isn’t a choice - it’s a responsibility. Our technology gives leaders unique insights to strengthen their DEI strategies, and to unlock the full talent and potential of their people.”

**SOMEN MONDAL**  
**General Manager, Talent Intelligence**  
Toronto, Canada





## Dayforce People Analytics

Our Dayforce People Analytics module gives leaders out-of-the-box visual dashboards with key HCM metrics so they can measure their effectiveness across payroll, time and attendance, benefits, HR, and talent. This includes a dedicated Diversity, Equity, and Inclusion dashboard that makes workforce composition by gender as well as race and ethnicity easily comparable across locations, departments, roles, and levels of seniority. In 2022, we completed the development of a collection of ready-to-use system measures that provide quantifiable value to our customers' people operations, including turnover rates, retention rates, internal mobility rates, percentage of positions filled internally, average time to onboard, and more. We will be adding new content in 2023, especially around pay, time, HR, and benefits as well as innovative measures that leverage the data to create new insights.

## Ideal Talent Marketplace

The needs and expectations of employees have changed dramatically since the pandemic began, and leaders understand that recruiting top talent requires providing people with greater choice, empowerment, and flexibility. That is why we developed Ideal Talent Marketplace, a new product that will help organizations more successfully find and hire qualified on-demand employees for roles best suited to their skillset, location, and availability. This includes giving prospective candidates personalized job recommendations that match their skillset and preferences and enable them to work when, how, and where they want. Announced in late 2022, it will become available to charter customers this year.

# Our Communities

## Giving and Volunteering

Giving back to those in need is an important part of our responsibility as a strong corporate citizen. One way we do this is through our employee-led Ceridian Cares foundation. Through it, we provide financial support for disadvantaged children in Mauritius and for basic needs and quality of life in the United States and Canada. In 2022, we reached the exciting milestone of over \$5 million in grants given since its founding, helping over 3,500 individuals and families.

Last year, our people rallied together with an even deeper passion for helping our society and our planet. This was fueled by expanding access to our employee giving and volunteer programs to over 8,000 employees in 15 countries. Powered by Benevity, our giving platform enabled Ceridian and our workforce to donate a combined total of nearly \$900,000 to Ceridian Cares and hundreds of other nonprofits around the world. Our teams mobilized to support various humanitarian relief efforts globally, including Cyclone Batsirai in Mauritius, Hurricane Ian in the United States, catastrophic flooding in Pakistan, and the war in Ukraine. During our year-end Season of Giving

campaign, Ceridian matched donations globally to any nonprofit of choice, and provided new users of the giving platform with a donation credit to allocate to any nonprofit.

In 2022, we also launched our first-ever Global Volunteer Week, which empowered our colleagues to give their time and energy to causes in their own communities. Through it and other initiatives, our employees gave more than 5,000 volunteer hours to meaningful projects on five continents throughout the year. These ranged from food prep for families in Honolulu, to cleaning parks in Glasgow, to packing wellness kits for children in Ebene.

The number of employees who participated in our program grew from roughly 2,000 in 2021 to nearly 2,900 in 2022—an annual increase of over 40%.

Over  
**40%**  
increase in  
employees giving  
and volunteering



“2022 was full of innovative community programming and employee engagement on a scale we’ve never seen before with the launch of Global Volunteer Week, disaster response campaigns, and global matching. This glimpse of how our employees support their local communities excites me for how Ceridian will continue to build upon this momentum each year.”

**KESHIA ALI**  
**Community Impact Manager**  
Toronto, Canada



Stories of Impact



Toronto, Canada

Employees turned out in record numbers at our Toronto office to assemble 500 wellness kits with toiletries, health products, and hand-written notes of encouragement and hope. The kits were donated to Street Haven Women’s Shelter to help women at risk of or experiencing homelessness.



Pasig City, Philippines

With the need for food at an all-time high, our employees supported the San Nicolas Community Pantry through fundraising, food donations, and spending a day distributing food to long lines of families in need. Since its founding, the Community Pantry has served over 14,000 families and has become heavily relied upon by the community in Pasig City.



Petaling Jaya, Malaysia

Our team in Malaysia volunteered at the Taman Megah Care Centre to help special-needs infants and children. Employees donated infant formula and other basic items for the resource-strapped organization and visited with over 100 children, playing games and brightening their day.



# Environment

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.

Through consolidation of our office footprint and supporting a virtual workforce environment, we have significantly reduced our operational impacts since 2019. This includes a 61% reduction in energy usage, a 90% reduction in water withdrawals, and a 90% reduction in waste. In 2022, we purchased high-quality Energy Attribute Certificates (EACs) to further reduce our GHG emissions. While we continue to optimize our operational impact, we know a lot of the work lies within our value chain, and specifically purchased goods and services. We are taking steps in 2023 to further understand and address this area.

We leverage external frameworks to guide our reporting and management of environmental information. In 2022, we reported to [CDP](#) for the first time and published our inaugural [Task Force on Climate-related Financial Disclosures \(TCFD\) Index](#).



## Carbon Footprint

### Operations

We believe that every company has a responsibility to help solve the climate crisis, and we took a number of actions last year that resulted in meaningful reductions to our carbon footprint. We are proud to announce that we have purchased Energy Attribute Certificates (EACs) of 12,459 MWh, equivalent to our full global office electricity consumption of our offices and colocation datacenters in 2022. We prioritized high-quality EACs, such as Green-e certified, EKOenergy, and GoldPower labeled, within the electricity markets in which we operate. We see high-quality EACs as an important contribution not only to meeting our GHG emissions target but also to contribute to continued development of renewable energy infrastructure globally. In Mauritius, through our EAC purchase, Ceridian is one of the first companies to purchase an in-domain instrument in this country. We also joined the U.S. Environmental Protection Agency (EPA) Green Power Partnership that recognizes our green power use for our U.S. operations.



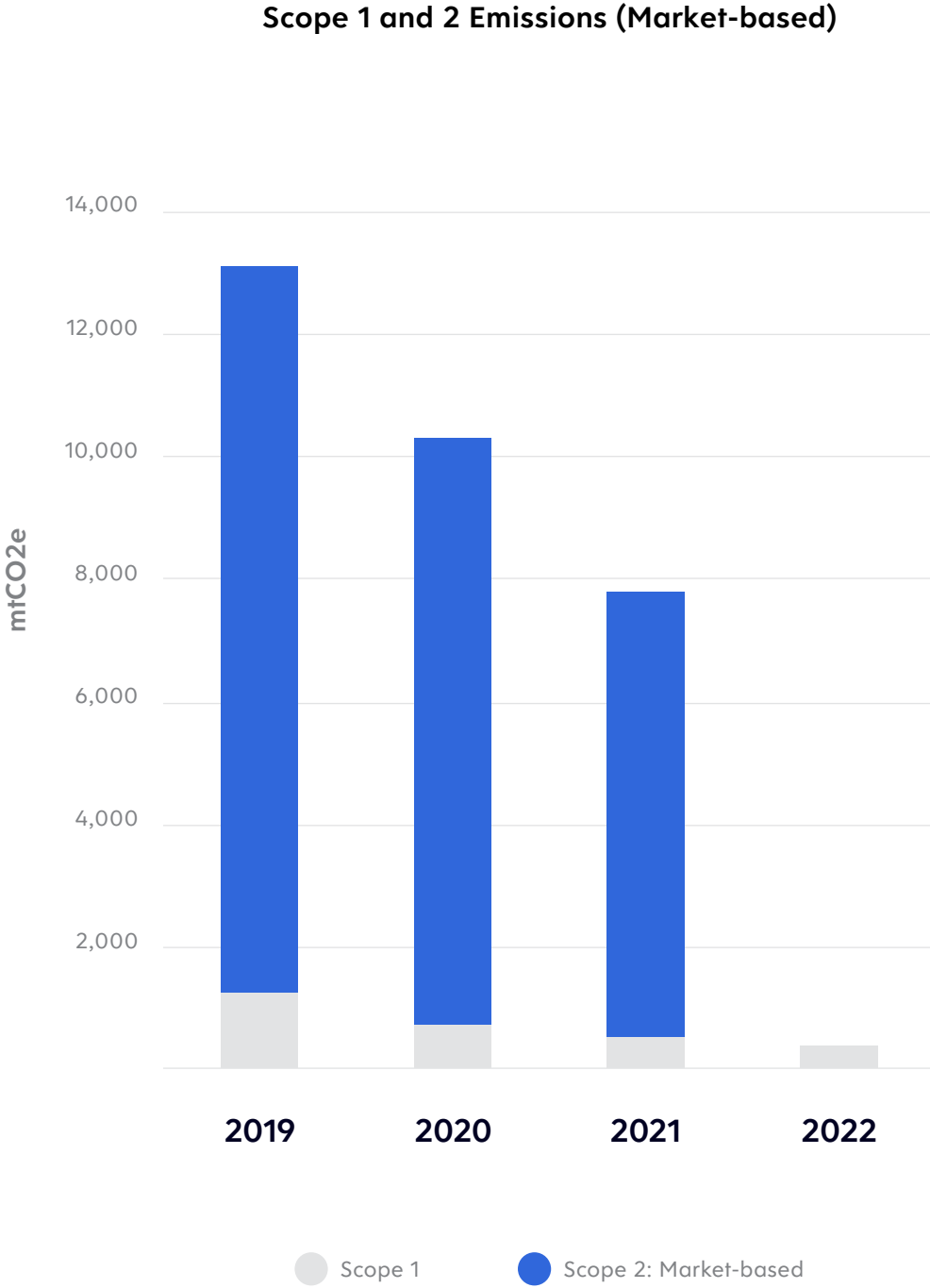
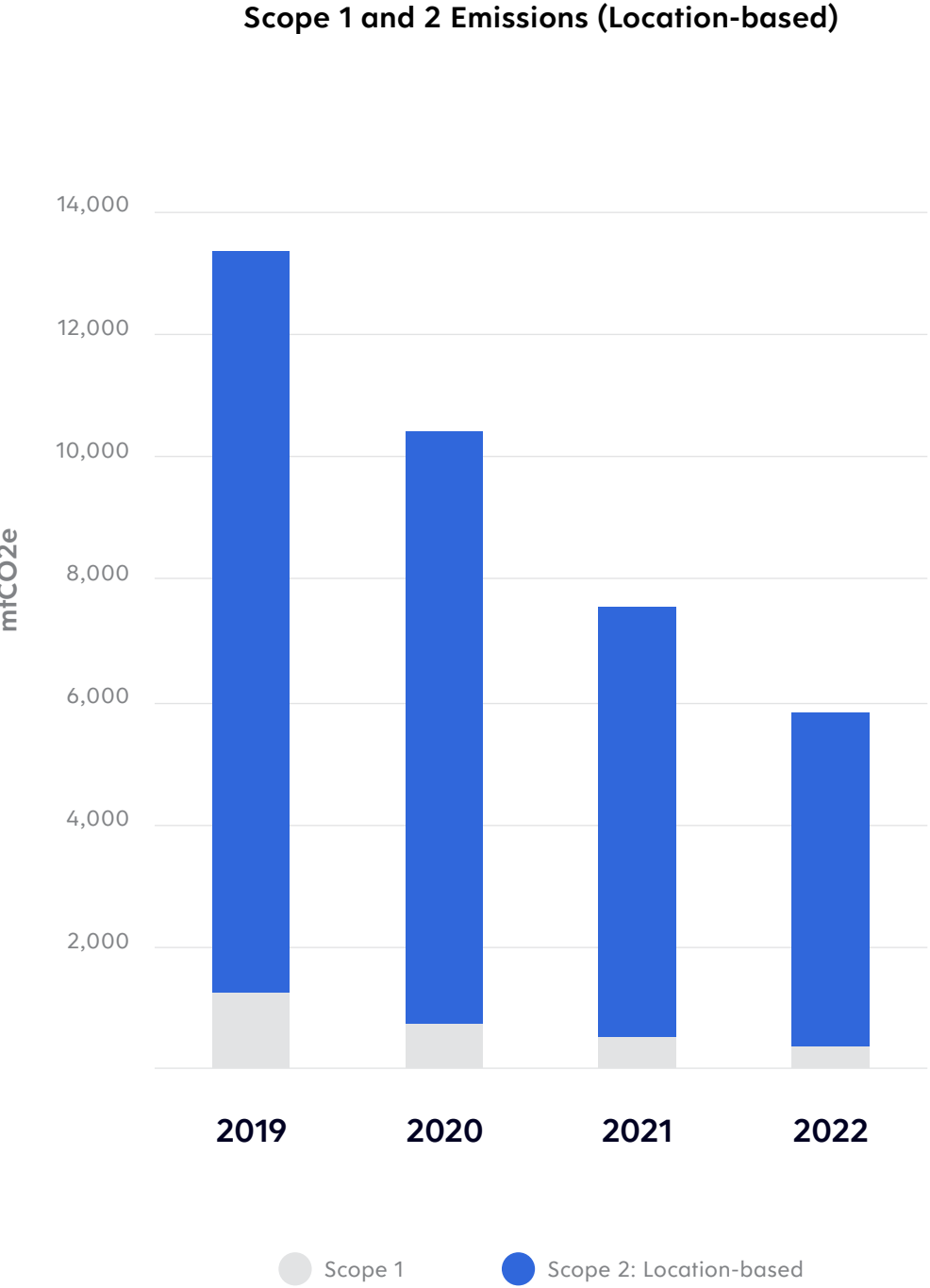


Overall, Scope 1 and 2 emissions across the entirety of our global operations declined from 13,119 mtCO<sub>2</sub>e in 2019 to 5,858 mtCO<sub>2</sub>e, a 55% decline in 2022 excluding our EAC procurement. In total, these emissions fell to 340 mtCO<sub>2</sub>e including our EACs, representing a 97% decrease from 2019. For Ceridian’s core operations—which excludes acquired companies Excelity and Ascender, our Scope 1 and 2 emissions declined from 10,693 mtCO<sub>2</sub>e to 4,299, a 60% drop prior to EACs, and 303 mtCO<sub>2</sub>e after EAC purchases. This puts us on track to exceed our goal of reducing these annual emissions by 42% before 2030, compared to a 2019 baseline, and led us to expand our Scope 1 and 2 goal to include our entire global operations. Notably, we also rebaselined our 2019 emissions in line with GHG Protocol guidance to reflect all companies acquired since that year. Updated emissions data from that process for 2019, 2020, and 2021 are included in this report.

One driver of these reductions has been our ongoing efforts to shrink our physical footprint globally aligning to the needs of an increasingly virtual-first era. Last year, we consolidated two offices into one in Brisbane, Shanghai, Singapore, and Toronto; and reduced our office space in Mexico City, Montreal, and St. Petersburg, Florida. As a result, our overall footprint declined by more than 50,000 square feet last year, resulting in a reduction of over 400,000 square feet since 2019. This change occurred despite the acquisition of five companies during that time.

In addition, our ongoing transition to the public cloud from a greater reliance on colocation data centers and on-premises servers led to meaningful emissions reductions. Scope 2 emissions from this activity declined from 3,516 mtCO<sub>2</sub>e in 2019 to 743 mtCO<sub>2</sub>e in 2022, a 79% reduction.

## Global Facility GHG Emissions



Sustainable Facilities

Where we do maintain an in-person presence globally, we prioritize leasing in environmentally friendly and healthy office buildings. For example, we opened a new Singapore office location in early 2022 at the Income @ Raffles building. This location is Building and Construction Authority (BCA) Green Mark Gold PLUS certified, a green building rating system designed to assess the overall environmental performance of new and existing buildings in Singapore. In addition, our Winnipeg office is LEED Gold certified for Building Design and Construction: Core and Shell Development. It offers eight EV charging stations and carpool parking stalls to encourage better transportation options, has a highly efficient heating and cooling system, has water saving plumbing features, and the office walls are insulated with recycled denim. At both locations, we work with the building landlords to operationalize many of the environmental benefits of our leasing choices.

In 2023, we will be formalizing an enterprise-wide Sustainability Policy that will inform future initiatives to further reduce energy, GHG emissions, water, and waste as well as manage impacts associated with much of our value chain.



“Our team is dedicated to making sure our offices support our employees’ daily work experience, are right sized to meet the needs of our global workforce, and take environmental impact into consideration. In 2023, we will continue to align our physical footprint to our employees’ needs with particular focus on continuing to measure and reduce our emissions.”

MISHEL POIRON  
Senior Manager, Facilities  
Winnipeg, Canada



2022 Scope 3 GHG Emissions



Value Chain Emissions

Our value chain emissions – also known as Scope 3 emissions – declined by 32% since 2019. As with emissions from energy usage, we have also experienced significant reductions in emissions from generated waste and employee commuting. This is attributed to a large majority of our employees working from home. As a result, our emissions from virtual work have increased significantly during the pandemic. The choice to enable our employees to work remotely has resulted in a 55% emissions reduction for the combination of employee commuting and virtual working, even while our workforce has grown from about 5,000 employees in 2019 to over 8,500 in 2022. Compared to 2021, we saw an understandable increase in business travel emissions due to this new phase of the pandemic, a larger workforce, and access to better data to account for these emissions, but have still seen an overall decrease since 2019 even with more employees. Emissions from purchased goods and services have decreased by 23% since 2019, though they have increased somewhat from 2021 as a result of business growth. As Purchased Goods and Services is our largest Scope 3 category, we are focused on building a sustainable procurement policy and program in the coming year.

Our total Scope 3 upstream GHG emissions in 2022 were 38,343 mtCO2e and total Scope 3 downstream GHG emissions in 2022 were 174 mtCO2e. Following the publication of the report and third-party assurance in March 2023, business travel and total Scope 3 emissions for 2021 and 2022 were updated in July 2023.

SASB table	Accounting metric	SASB code	2019	2020	2021	2022
Environmental footprint	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	125,738 GJ; 84%; 0%	97,137 GJ; 88%; 0%	68,595 GJ; 89%; 0%	49,148 GJ; 91%; 0%
	(1) Total water withdrawn	TC-SI-130a.2	63 TCM	17 TCM	7 TCM	6 TCM
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3				Environment
Data privacy and freedom of expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1				Privacy
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	This information was not tracked.			
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Ceridian had no material monetary losses from legal proceedings associated with user privacy.			\$3.49 million <sup>10</sup>
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	This information was not tracked.	This information was not tracked.	Law Enforcement Requests Reports: <a href="#">June 2021</a> and <a href="#">December 2021</a> .	Law Enforcement Requests Reports: <a href="#">January-June 2022</a> and <a href="#">July-December 2022</a> .
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	None			

10. In 2022, Ceridian reached a class action settlement of approximately \$3.49 million relating to Illinois’ Biometric Information Privacy Act (“BIPA”).





SASB table	Accounting metric	SASB code	2019	2020	2021	2022
Data security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Ceridian experienced no material data breaches.			
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2				<a href="#">Data security</a>
Recruiting & Managing a Global, Diverse, and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore <sup>11</sup>	TC-SI-330a.1	1.2%; 20.7%	1.8%; 21.1%	2.8%; 23.1%	0.32%; 48.7%
	Employee engagement as a percentage	TC-SI-330a.2	71%	76%	75%	74%
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	<a href="#">2022 ESG Report</a>	<a href="#">Representation</a>	<a href="#">Representation</a>	<a href="#">Representation</a>
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Ceridian had no material monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.			
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions	TC-SI-550a.1	1; 89	17; 143	18; 182	30; 267
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2				<a href="#">Enterprise risk management</a>

11. 2022 data includes Ascender and Excelity employees for the first time.

# Appendix

## Stakeholder Engagement

### Our Approach

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

### Stakeholder Groups

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

- Customers
- Employees
- Government agencies
- Industry and financial analysts
- NGOs
- Partners
- Stockholders

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





## Materiality Assessment

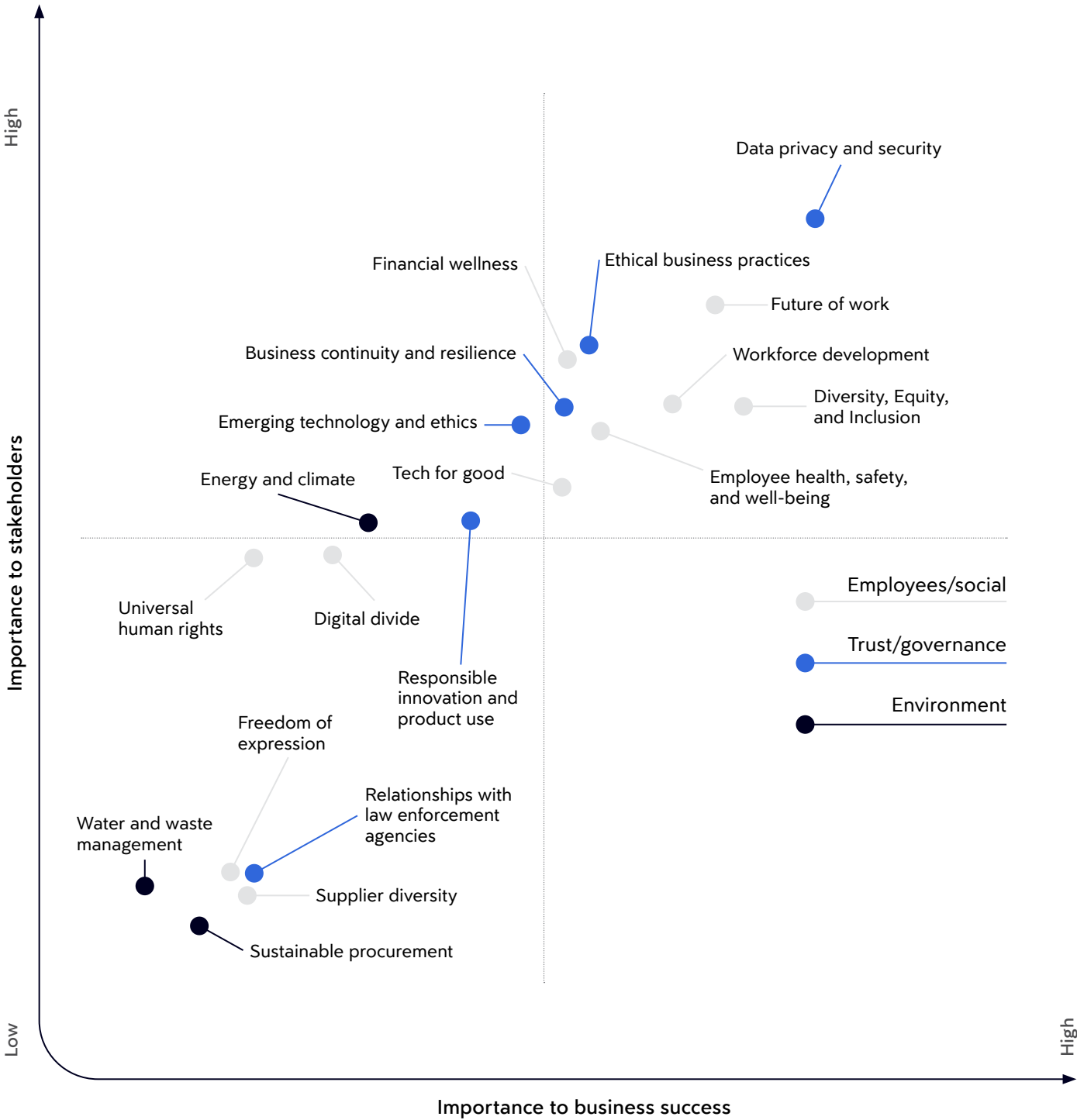
In 2021, Ceridian partnered with the nonprofit [BSR](#) to lead our first-ever third-party materiality assessment. We sought to understand the key material environmental, social, and governance issues that are most important to our business success and our key stakeholders. From the outset, it was imperative 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, non-governmental organizations (NGOs), including

[Oxfam America](#) and the [World Benchmarking Alliance](#), dozens of senior leaders at Ceridian, 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, Ceridian evaluated the results and built a new ESG strategic framework with five key pillars and 10 priority topics.

Ceridian is a member of



Ceridian's 2021 Materiality Matrix



## Governance

Size of board	10
Number of independent directors	8
Percentage of directors who are independent	80%
Fully independent committees	Yes
Independent lead director	Yes
Average age of directors	60
Average director tenure	5.2
Mandatory retirement age	No
Number of female directors	4
Number of ethnically diverse directors	1
Number of board and committee meetings in 2022	7
Number of directors attending less than 80% of meetings in 2022	0
Periodic executive sessions	Yes
Annual election of directors <sup>12</sup>	Yes
Majority voting in director elections <sup>13</sup>	In process
Poison pill	No
Stockholder ability to call special meeting	No
Stockholder right to act by written consent	No
Compensation recovery (“clawback”) policy	Yes
Annual say-on-pay vote	Yes
Stock ownership guidelines for directors and executive officers	Yes
Corporate governance guidelines	Yes
Director “overboarding” guidelines	Yes
Related person transactions policy	Yes

Annual board and committee evaluations	Yes
New director orientation program	Yes
Anti-Corruption Policy	Yes
Anti-Fraud Standards	Yes
Corporate Records Retention Policy	Yes
Delegation of Authority Policy	Yes
Disclosure Policy	Yes
Insider Trading and Tipping Policy	Yes
Sanctions Compliance Policy	Yes

## Policies and principles

Anti-Corruption Policy
Anti-Fraud Standards
<a href="#">Code of Conduct</a>
Corporate Records Retention Policy
Delegation of Authority Policy
Disclosure Policy
<a href="#">Human Rights Statement</a>
Insider Trading and Tipping Policy
<a href="#">Modern Slavery Statement</a>
Sanctions Compliance Policy
<a href="#">Vendor Code of Conduct</a>
<a href="#">AI Ethics Principles</a>

12. In 2021, we began to sunset our classified board structure over three years in favor of annual elections; this will be complete in 2024.  
13. We will be moving to a majority voting standard for director elections by no later than the 2024 Annual Meeting of Stockholders.



# Trust

## Data Security

At Ceridian, we believe that effective security detection and response depends upon the deployment of analytics, automation, and highly skilled professionals. We know that strong data governance and data-centric security are also critical to maintaining our already high levels of compliance, privacy, and customer protection. To combat a rising number of data security threats and an enhanced level of sophistication, we have identified six priority areas to drive performance in the intermediate term:

### Advanced Analytics and Automation

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

### Cybersecurity Global Operating Model

Our cybersecurity program, including the underpinning policies and standards, applies to all business entities and technology products across the globe. Applying this consistent framework bolsters confidence in our data protection practices for our entire customer base.

### Risk-Aware Workforce

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

### Best-in-Class Product Security

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

### Strong Data Governance

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

## Certifications and Attestations

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

### ISO/IEC 27001

### ISO/IEC 27017

### ISO/IEC 27018

### ISO/IEC 27701

### ISO/IEC 270136

### NIST 800-171

### SOC 1 Type 1

### SOC 2 Type 2

- Our ISO 27001 certification had no major or minor nonconformities

Our NIST certification had no controls that were considered not met

Our SOC 2 Type 2 audit report had no exceptions found



Privacy

Privacy is the number one concern for a wide range of our stakeholders – including partners, customers, and their employees – and we take our responsibilities as a data controller, data processor, and product developer very seriously. That is why we have developed and implemented a robust, intermediate-term strategy to meet their understandably high expectations. This involves prioritizing the following workstreams:

Clear policies, guidance, and procedures

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

Data inventory management and Privacy by Design assessments

Ongoing monitoring of privacy posture and risk

Integration of metrics and scorecards

Robust third-party processor management

B2B customer management

Process to enable individual rights

External Notices

[↗ Global Privacy Statement](#)

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Enterprise Risk Management (ERM)

Effective enterprise risk management is a critical component of Ceridian’s success. Through application of our Risk Framework and the continuous identification and assessment of risk, Ceridian seeks to ensure that our business can proactively quantify exposures and take remedial action when required. Risk identification and analysis is used as a basis for decision-making and accountability at all relevant organizational levels and to drive value to the organization holistically. Ceridian’s ERM program consists of two primary components: the Framework and the Process.

The Framework is based on the COSO Enterprise Risk Management Framework and ISO 31000, the two most widely used global standards for ERM, and is the foundation for Ceridian’s ERM strategy. It is designed to emphasize that the management of risk is an integral part of decision-making throughout our organization and is essential in performance improvement, encouraging innovation, and supporting the achievement of organizational strategic goals and objectives. It guides the overall structure and operation of ERM at a corporate level, and defines our risk policy, taxonomy, appetite, and scoring methodology.

The Process is defined as our integrated and continual process used to identify, analyze, respond, monitor, and manage our key enterprise risks to successful achievement of strategic organizational goals and objectives, minimizing any potential negative impact should they be realized. Through both, we manage four key risk categories:

Financial

Legal/Compliance

Operational

Strategic

We continually evaluate enterprise-level risks and related business risks across four dimensions: likelihood, severity, detectability, and velocity. Once risks have been identified, analyzed, and evaluated, the appropriate risk treatment is applied in response. Treatment options include:

Accept

Avoid

Eliminate

Monitor

Reduce (Control/Mitigate)

Transfer

This work is overseen by our Chief Risk Officer in coordination with Ceridian’s Risk Steering Committee, which is comprised of global leaders across all key areas of the business. The function’s intermediate-term priorities include:

Ongoing cross-functional evaluation and prioritization of “top risks” at the enterprise level to ensure accuracy of Ceridian’s global risk profile

Quarterly discussions around emerging and significant risk exposures

Identification and review of controls, mitigation strategies, and response effectiveness, along with action to mitigate in a timely manner

Ongoing review of Ceridian’s global ERM program and opportunities for continual improvement and maturation

# Human Capital Metrics

## Our People

Global employees	8,526
North America employees	4,436
APJ employees	2,547
EMEA employees	1,543
2022 new employee hires	3,338
Voluntary employee turnover rate	14.6%
Average training hours per employee	24
Average amount spent per FTE on training and development	\$67
Percent of FTE <30 years old	23.0%
Percent of FTE 30-50 years old	55.5%
Percent of FTE >50 years old	21.4%

## Selected Employee Leadership Development & Training Courses

Code of Conduct
Anti-Corruption
Creating a Respectful Workplace (including anti-discrimination, harassment, and workplace violence topics)
Diversity, Equity, & Inclusion
Information Security & Cybersecurity
Privacy Essentials
Insider Trading and Tipping



Data as of 12/31/2022



Benefits

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

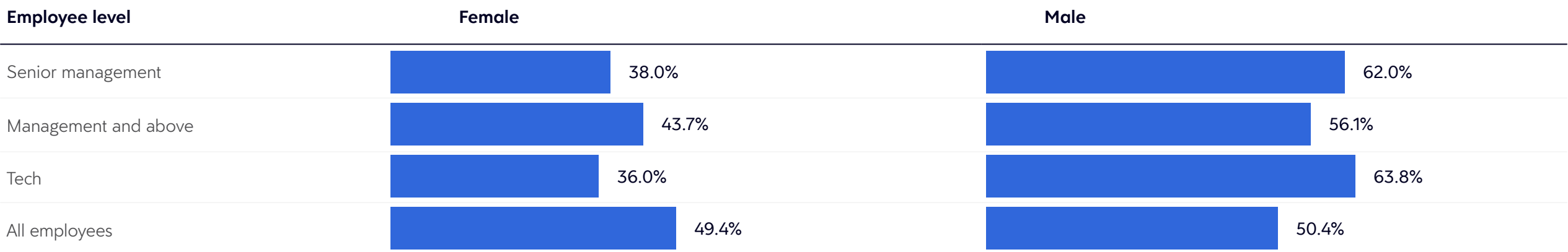
Benefits	U.S.	Canada
Employee Stock Purchase Plan	Yes	Yes
Time Away From Work	Yes	Yes
Sick Time Program <sup>14</sup>	Yes	Yes
Holidays	Yes	Yes
Bereavement	Yes	Yes
Voting Time Off	Yes	Yes
Flexible Working Hours	Yes	Yes
Working-from-home Arrangements	Yes	Yes
Paid Parental Leave <sup>15</sup>	Yes	Yes
Backup Child Care	Yes	No
Dependent Care Reimbursement	Yes	N/A
Adoption Reimbursement	Yes	Yes
Fertility/Family Building Benefit	Yes	No
Breastfeeding/Lactation Facilities	Yes	Yes
Fitness Benefit	Yes	Yes
Business Travel Accident	Yes	Yes
Pet Insurance	Yes	Yes
Home/Auto Insurance	Yes	Yes
Legal Plan	Yes	No
Dave McKay Volunteer Day	Yes	Yes
Scholarship Program	Yes	Yes
Tuition Reimbursement	Yes	Yes
Ergonomics Assessments	Yes	Yes

14. Dedicated 80 hours of sick leave provided.

15. For primary and non-primary caregivers in excess of the minimum legal requirement.

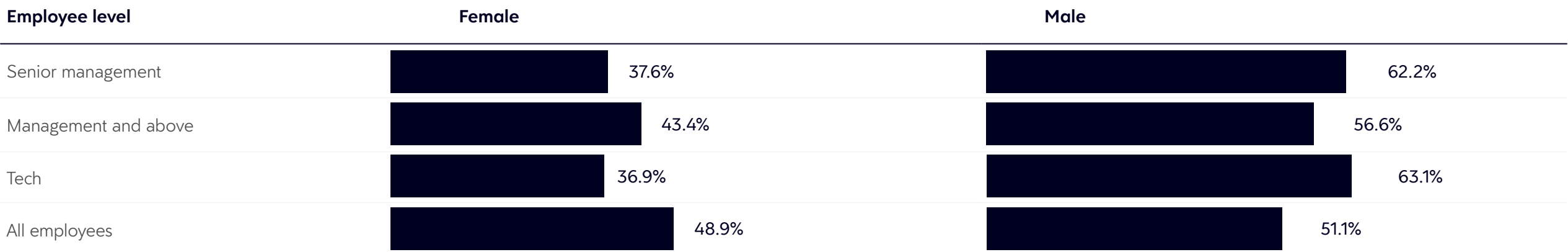
Representation | All Employees

2022

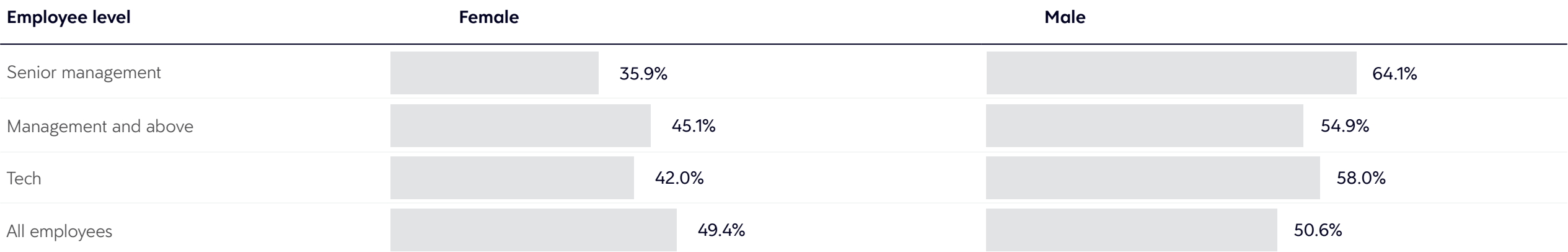


2022 data includes Ascender and Excelity employees for the first time

2021



2020



Data as of 12/31 of corresponding year



Representation | U.S. Employees

Employee level	American Indian or Alaska Native			Asian			Black or African American			Hispanic or Latino		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Senior management	—	—	—	4.7%	12.8%	19.0%	4.7%	7.0%	5.3%	1.6%	—	2.1%
Management and above	1.0%	1.1%	0.6%	5.9%	10.2%	12.4%	7.2%	6.7%	6.4%	4.5%	4.5%	4.6%
Tech	0.3%	0.1%	0.2%	13.2%	17.3%	24.4%	19.1%	16.6%	10.7%	4.1%	4.5%	6.0%
All employees	0.3%	0.3%	0.2%	10.5%	10.8%	15.0%	14.6%	13.9%	11.8%	5.7%	5.9%	6.2%

Employee level	Multiracial			Native Hawaiian or Pacific Islander			White			No Answer		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Senior management	3.1%	2.3%	2.1%	—	—	—	81.3%	74.4%	71.6%	4.7%	3.5%	—
Management and above	1.7%	1.5%	1.7%	—	—	—	76.9%	73.4%	73.3%	2.8%	3.0%	1.0%
Tech	2.5%	2.9%	2.6%	0.4%	0.4%	0.3%	58.9%	56.0%	52.7%	1.9%	2.2%	3.1%
All employees	2.4%	2.4%	2.3%	0.3%	0.4%	0.3%	64.3%	64.5%	62.3%	1.9%	2.0%	2.0%

Data as of 12/31 of corresponding year

CO= 7359044  
U= 7359044

EQUAL EMPLOYMENT OPPORTUNITY  
2021 EMPLOYER INFORMATION REPORT EEO-1  
CONSOLIDATED REPORT

EEO-1 Report

SECTION B - COMPANY IDENTIFICATION

1. Ceridian HCM Inc.  
3311 East Old Shakopee Road  
Minneapolis, MN 55425

2.a. Ceridian HCM Inc.  
3311 East Old Shakopee Road  
Minneapolis, MN 55425

c. EIN= 593228107

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006255996

SECTION E - ESTABLISHMENT INFORMATION  
NAICS: 541214 - Payroll Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN NDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	45	1	0	8	0	1	21	5	0	4	0	1	86
FIRST/MID OFFICIALS & MGRS	5	15	137	6	0	15	1	4	149	19	0	18	3	1	373
PROFESSIONALS	34	38	344	59	1	81	1	11	441	120	1	77	1	18	1227
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	4	3	97	0	0	2	0	2	74	6	0	1	0	2	191
ADMINISTRATIVE SUPPORT	10	27	56	31	3	15	0	7	136	75	3	25	0	8	396
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	53	83	679	97	4	121	2	25	821	225	4	125	4	30	2273
PREVIOUS REPORT TOTAL	45	68	630	95	2	102	1	23	769	220	4	120	4	30	2113

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 10/11/2021 THRU 10/29/2021  
SECTION G - CERTIFICATION

CERTIFIED DATE [EST]: 5/12/2022 3:31 PM



Environment

		2019	2020	2021	2022	% Change from 2019
Electricity	Megawatt hours (MWh)	29,402	23,846	16,896	12,459	-58%
	Gigajoules (GJ)	105,847	85,846	60,825	44,852	-58%
Energy	Total Energy (GJ)	125,738	97,137	68,595	49,148	-61%
	Diesel (Gallons)	135	154	132	1,590	1081%
	Natural Gas (Therms)	179,806	106,831	73,476	38,512	-79%
	Refrigerants (lbs)	397	276	226	200	-50%
Emissions	Scope 1 & 2 (mtCO2e): Total	13,119	10,341	7,840	340	-97%
	• Scope 1 (mtCO2e)	1,241	731	525	340	-73%
	• Scope 2 (mtCO2e): Location-based	12,128	9,695	7,026	5,434	-55%
	• Scope 2 (mtCO2e): Market-based	11,877	9,610	7,315	0	-100%
	Scope 3 (mtCO2e): Total	56,306	39,066	33,607	38,517	-32%
	• Scope 3 (mtCO2e): Purchased Goods & Services	37,012	30,295	25,979	28,436	-23%
	• Scope 3 (mtCO2e): Fuel- & Energy-Related Activities	2,931	2,264	2,377	1,837	-37%
	• Scope 3 (mtCO2e): Upstream Transportation & Distribution	252	209	161	160	-37%
	• Scope 3 (mtCO2e): Waste Generated in Operations	1,078	286	119	103	-90%
	• Scope 3 (mtCO2e): Business Travel	3,692	582	316	2,877	-22%
	• Scope 3 (mtCO2e): Employee Commuting	10,210	2,704	1,006	779	-92%
	• Scope 3 (mtCO2e): Remote Work	768	2,503	3,348	4,150	441%
	• Scope 3 (mtCO2e): End of Life Treatment of Sold Products	362	223	301	174	-52%
Water	Gallons	16,643,250	4,407,813	1,843,516	1,632,177	-90%
Waste	U.S. Tons	2,074	549	230	199	-90%

Total diesel usage in 2022 was significantly higher than in previous years due to the need for emergency generators during a power outage that affected one facility.

Our 2019-2021 data has been restated in this report to account for the rebaselining and inclusion of acquisitions since 2019. This data includes Ceridian operations plus the acquisitions of Ascender, Excelity, Adam HCM, and Ideal.

Following the publication of the report and third-party assurance in March 2023, business travel and total Scope 3 emissions for 2021 and 2022 were updated in July 2023.



INDEPENDENT ASSURANCE STATEMENT

March 10, 2023

To: The Stakeholders of Ceridian:

WSP was engaged by Ceridian HCM Holding Inc. (Ceridian) to provide independent limited assurance of its greenhouse gas (GHG) emissions inventory, and water, waste, and energy metrics, as described below.

WSP has conducted an independent third-party review of Ceridian’s Reporting Year 2022 GHG inventory and other metrics with the intention of providing limited assurance of its accuracy and completeness. The scope of the review includes all Scope 1 and Scope 2 emission sources, seven relevant Scope 3 categories, water, waste, and energy. The inventory applies to all owned and leased facilities under Ceridian’s operational control and colocation data centers. In addition, WSP also reviewed Ceridian’s 2019 GHG Scope 1 and 2 emissions also with the intention of providing limited assurance of its accuracy and completeness.

WSP provided a “Review Findings” report to Ceridian which lists in detail the specific review tasks completed and areas which have been flagged for clarification or future improvement. Ceridian has addressed all requests for clarification and has completed all necessary corrective actions. The details of the 2022 scope of this assurance review can be found in Table 1 while the 2019 details are located in Table 2.

Table 1: 2022 Assurance Scope

Assurance Parameter	Specification
GHG Calculation and Reporting Protocol	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
Verification Standard	ISO 14064-3
Level of Assurance	Limited
Organizational Boundary	Operational control
Geography	Global operations
Inventory Period and Emissions Covered	Reporting Year 2022 (January 1, 2022 to December 31, 2022)
Scope 1	340 metric tons CO <sub>2</sub> e (all Scope 1 sources)
Scope 2 Location-Based Total	5,434 metric tons CO <sub>2</sub> e (all Scope 2 sources)
Scope 2 Market-Based Total	0 metric tons CO <sub>2</sub> e (all Scope 2 sources)
Scope 3 Total Emissions	40,385 metric tons CO <sub>2</sub> e
Scope 3, Cat 1: Purchased Goods & Services	28,436 metric tons CO <sub>2</sub> e
Scope 3, Cat 3: Fuel- and Energy-Related Activities	1,837 metric tons CO <sub>2</sub> e
Scope 3, Cat 4: Upstream Transportation & Distribution	160 metric tons CO <sub>2</sub> e
Scope 3, Cat 5: Waste Generated in Operations	103 metric tons CO <sub>2</sub> e
Scope 3, Cat 6: Business Travel	4,745 metric tons CO <sub>2</sub> e
Scope 3, Cat 7: Employee Commuting	4,929 metric tons CO <sub>2</sub> e

WSP USA  
Suite 300W  
4840 Pearl East Circle  
Boulder, CO 80301

Tel.: +1 720 974-0250  
Fax: +1 720 974-0243  
wsp.com



Assurance Parameter	Specification
Scope 3, Cat 12: End-of-Life Treatment of Sold Products	174 metric tons CO <sub>2</sub> e
Water Withdrawals	1,632,177 gallons
Waste Generation Total	199 U.S. tons
Electricity	12,458,852 kWh
Diesel	1,590 gallons
Natural gas	3,851 MMBtu
Supporting Documents Reviewed	Energy invoices, Inventory Management Plan, renewable energy certificates, emissions-specific calculation files, GHG Inventory file
Date Review Complete	March 10, 2023

Table 2: 2019 Assurance Scope

Assurance Parameter	Specification
GHG Calculation and Reporting Protocol	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
Verification Standard	ISO 14064-3
Level of Assurance	Limited
Organizational Boundary	Operational control
Geography	Global operations
Inventory Period and Emissions Covered	Reporting Year 2019 (January 1, 2019 to December 31, 2019)
Scope 1	1,241 metric tons CO <sub>2</sub> e (all Scope 1 sources)
Scope 2 Location-Based Total	12,128 metric tons CO <sub>2</sub> e (all Scope 2 sources)
Scope 2 Market-Based Total	11,877 metric tons CO <sub>2</sub> e (all Scope 2 sources)
Supporting Documents Reviewed	Inventory Management Plan, emissions-specific calculation files, GHG Inventory file
Date Review Complete	March 10, 2023

Assurance Finding

Based on these review processes and procedures, WSP has no evidence that Ceridian’s 2019 and 2022 GHG inventory is not materially correct, is not a fair representation of the GHG data and information, or has not been prepared in accordance with the Greenhouse Gas Protocol.

Professional Conduct

WSP has conducted this limited assurance review in its capacity as an independent third party in accordance with the ISO 14065 International Standard, *Greenhouse gases — Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition*. ISO 14065 specifies the principles and requirements employed by WSP to make this GHG assertion. WSP has not contributed to the compilation of Ceridian’s 2019 and 2022 GHG inventory and members of the Assurance Team are not working with Ceridian’s 2019 and 2022 GHG inventory beyond what is required of this assignment.

Sincerely,

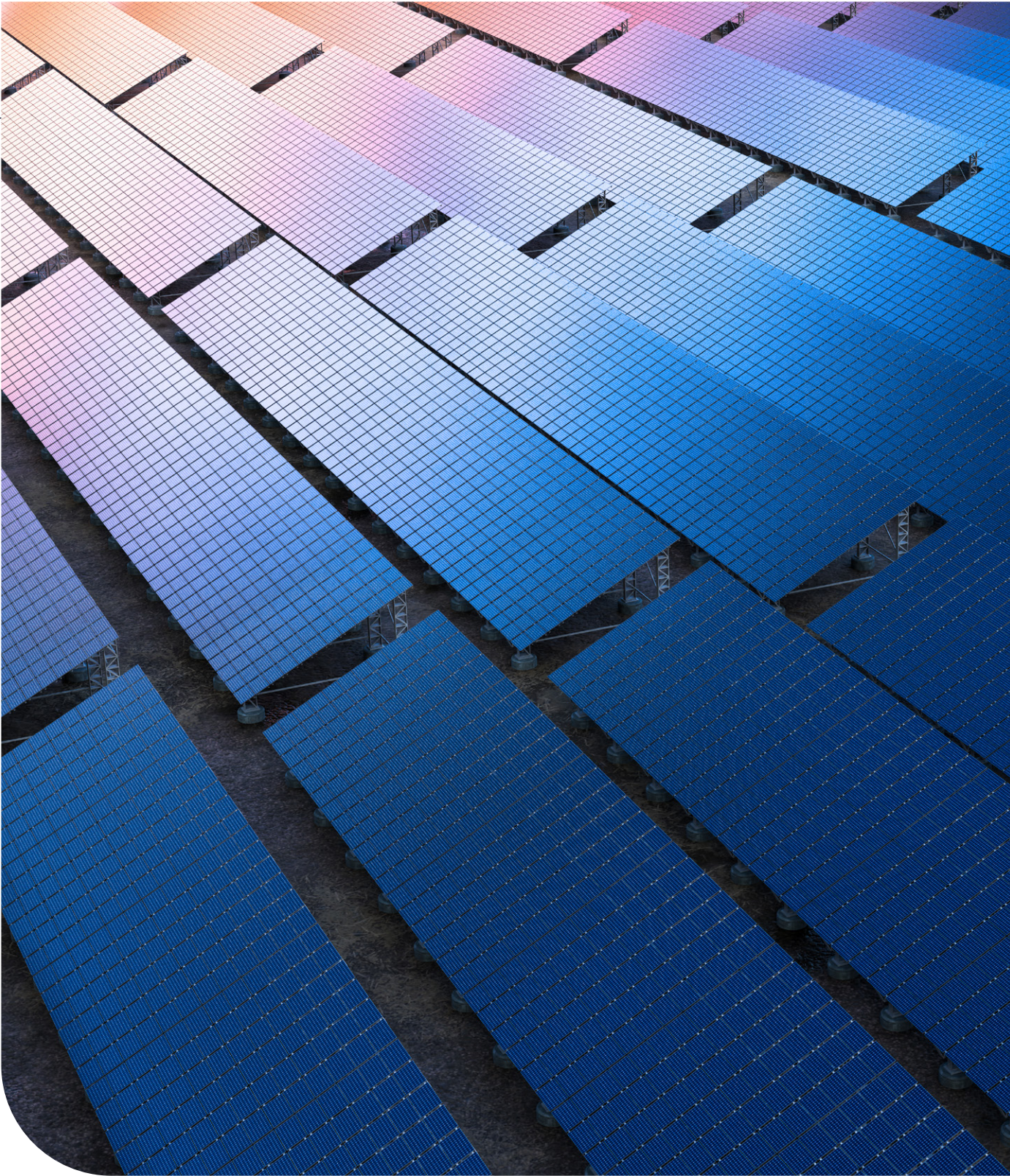
Kevin Afflerbaugh  
Assistant Vice President  
WSP USA

Raphaelle Mboyo-Engele

Raphaelle Mboyo Engele  
Lead Reviewer  
WSP USA

Following the publication of the report and third-party assurance in March 2023, business travel and total Scope 3 emissions for 2021 and 2022 were updated in July 2023.





## U.N. Sustainable Development Goals

Ceridian’s commitment to the five pillars of our [ESG strategic framework and our 2025 goals](#) will help ensure that we always act responsibly and sustainably. It is our roadmap to continue being a leading corporate citizen as well as a thoughtful and accountable partner to key stakeholders. Successful performance on each of most materials topics will result in some progress toward achieving several United Nations SDGs.

1

NO POVERTY

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

10

REDUCED INEQUALITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION



## Use of Non-GAAP Financial Measures

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

We define these non-GAAP financial measures as follows:

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

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







# About the Report

## Reporting Year and Scope

Unless otherwise specified, this report focuses primarily on activities during calendar year 2022. All references to a “year” refer to calendar years. Ceridian’s fiscal years coincide with calendar years; therefore, information relating to financial performance is referring to calendar and fiscal years, which are the same.

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

## Third-party Assurance

Ceridian engaged WSP for third-party verification of our Scope 1, 2, and relevant Scope 3 GHG emissions, water usage, waste tonnage, and energy usage for 2022. Seven Scope 3 categories were included—Purchased Goods and Services, Fuel- and Energy-related Activities, Upstream Transportation & Distribution, Waste Generated in Operations, Business Travel, Employee Commuting and Virtual Work, and End of Life Treatment of Sold Products. They also verified 2019 Scope 1 and 2 emissions. The firm completed its limited assurance verification in March 2023, and a copy of its letter is available in this report’s [Appendix](#).

## Forward-looking Statements

This report contains forward-looking statements that involve a number of risks and uncertainties. Statements that are not historical facts, including statements regarding our expectations, hopes, intentions, or strategies regarding the future, are forward-looking statements. Forward-looking statements are based on management’s beliefs, as well as assumptions made by, and information currently available to, management. Because such statements are based on expectations as to future financial and operating results and are not statements of fact, actual results may differ materially from those projected. We undertake no obligation to update any forward-looking statements, whether as a result of new information, future events, or otherwise.

## About Ceridian

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

## Makes Work Life Better™

Ceridian’s brand promise is “Makes Work Life Better™.” It is our purpose, and it embodies who we are, what we believe, and what we stand for. We live our promise and purpose by aiming to improve the work lives of our customers, their employees, and our own teams at Ceridian every day and with everything we do.

# CERIDIAN

At Ceridian, we create innovative technology that organizations around the world use to attract, develop, manage, and pay their people. Our award-winning Dayforce solution helps our customers manage compliance, make better decisions, build great teams, and drive engagement with their employees. Ceridian has solutions for organizations of all sizes.

**ceridian.com**



**Contact Us**

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**[ceridian.com/company/corporate-responsibility](https://ceridian.com/company/corporate-responsibility)**

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