

CERIDIAN

Makes Work Life Better

Ceridian 2021 ESG Report



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From the CEO:

Making work life better for all



David Ossip

Chairman and CEO, Ceridian

We believe in doing the right thing, no matter what. Operating sustainably and responsibly is the right thing. Our actions and choices foster trust across our stakeholders and safeguard the future – for our employees, our customers, our business, and the broader community.

We live our brand promise Makes Work Life Better each and every day. From the beginning, our culture has been about continuous innovation to improve a fundamental part of our lives and to deliver value to our customers. As a recognized leader in global human capital management (HCM), Ceridian helps organizations engage and leverage the power of their people.

We are focused on enabling our customers to grow their business by making work life better for their

organizations and employees, which makes communities stronger and more resilient. That's how we create customers for life.

Dayforce, our award-winning flagship human capital management software solution, is built for the future of work. It improves employee wellness by paying people accurately and on-time, administering benefits, collecting feedback, managing talent, and so much more throughout the entire employee lifecycle. And we are unique in our ability to provide this in a single solution.

This ability is the cornerstone of Dayforce Wallet, which we launched in 2020. Dayforce Wallet has disrupted the traditional payday by enabling employees to be paid their earned wages anytime, with no fees. It's a game-changer that improves employee financial wellness in a way that was not previously possible.

Equally important, we are recognized as an outstanding employer that fosters an inclusive and flexible culture that celebrates all of our people and allows them to bring their best selves to work. Our Way is our culture. It's how we act, and how we deliver on our brand promise. These values guide and align us: Customer Focus; Shared Ambition;

Agility; Transparency; Optimism; and Equity. We constantly strive to be a leading corporate citizen by doing good for our customers and their employees and the communities at large, by behaving ethically and responsibly in everything we do.

Giving back is an important commitment for us, and Ceridian Cares enables us to do that in a meaningful and direct way.

We are committed to making a positive impact – for our employees, for our customers, and for the communities in which we live, work and serve. We encourage dialogue throughout our organization and with customers and stakeholders, so we welcome your input on our ESG journey and on how we can work together to build a more sustainable world.

I am incredibly optimistic that, together, we can make life better for all.

A handwritten signature in blue ink that reads "David Ossip". The signature is fluid and cursive, with a long horizontal stroke at the end.

From the board:

Building a better future – together



Deborah Farrington

Chair, Corporate Governance
and Nominating Committee

At Ceridian, we believe in making life better for our employees, customers, and the broader community. We are committed to a respectful and equitable workplace where all voices are valued and are heard.

We can only be as successful as the communities in which we live and work, and our long-term sustainability is tied to those around us.

Since our initial public offering in 2018, the Board has been highly engaged in and committed to ensuring Ceridian creates long-term economic, social, and environmental value that benefits all stakeholders. Sustainability is important to us, and our five growth levers provide the direction underpinning our sustainable growth strategy. Our Way is the values that guide our behaviour and reflect who we are as an organization. Together, they form a strong foundation for long term sustainable value creation for all of our stakeholders. One of our values is transparency, and we are pleased to take the next step in that journey with the publishing of our first ESG report.



Gerry Throop

Lead Independent Director

As a Board, we are committed to best-in-class governance. Part of that role is to ensure that both we and management consider environmental and social impacts in all decision-making as an integrated part of our core business strategy. ESG oversight is provided by the Corporate Governance and Nominating Committee of the Board.

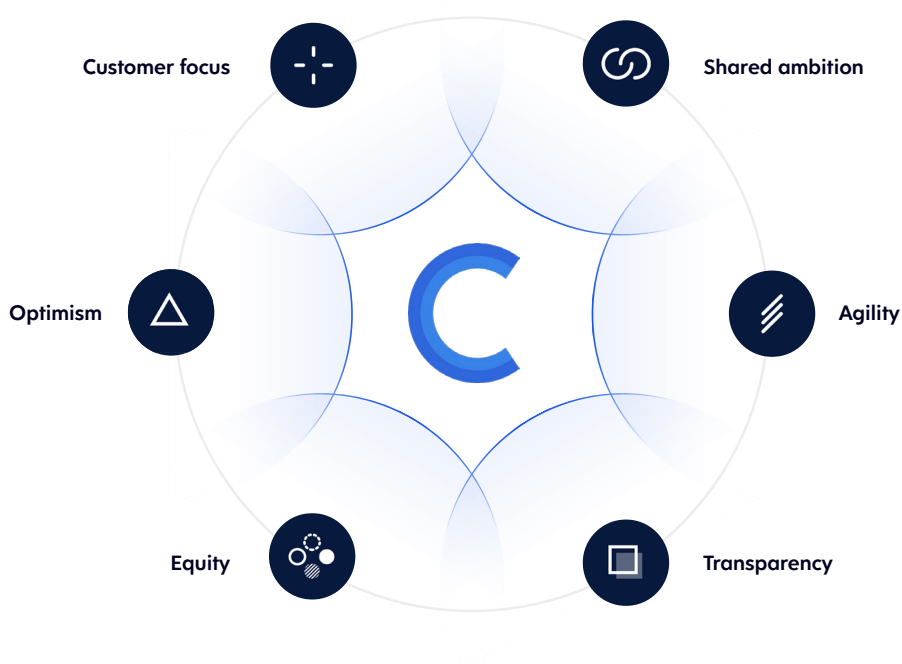
A key part of our ESG journey is ensuring we are incorporating the feedback of our stakeholder community. Throughout 2020, we sought feedback from a variety of stakeholders about our ESG policies and practices, and we will continue to seek feedback from all stakeholders so that our employees, customers, shareholders, and communities continue to thrive.

Makes Work Life Better™

Ceridian's promise is Makes Work Life Better. Part of making work life better is consistently behaving responsibly and sustainably and being accountable to all stakeholders. That is how we continue to earn trust each and every day.

Our Way

We deliver on our promise by living Our Way. Our Way is the foundation of our culture. It reflects who we are. Our Way also serves as a roadmap for how we plan to achieve our goals as an employer of choice, a trusted partner to our customers, a sustainable business, and leading corporate citizen.



Customer focus

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

Optimism

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

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.

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.

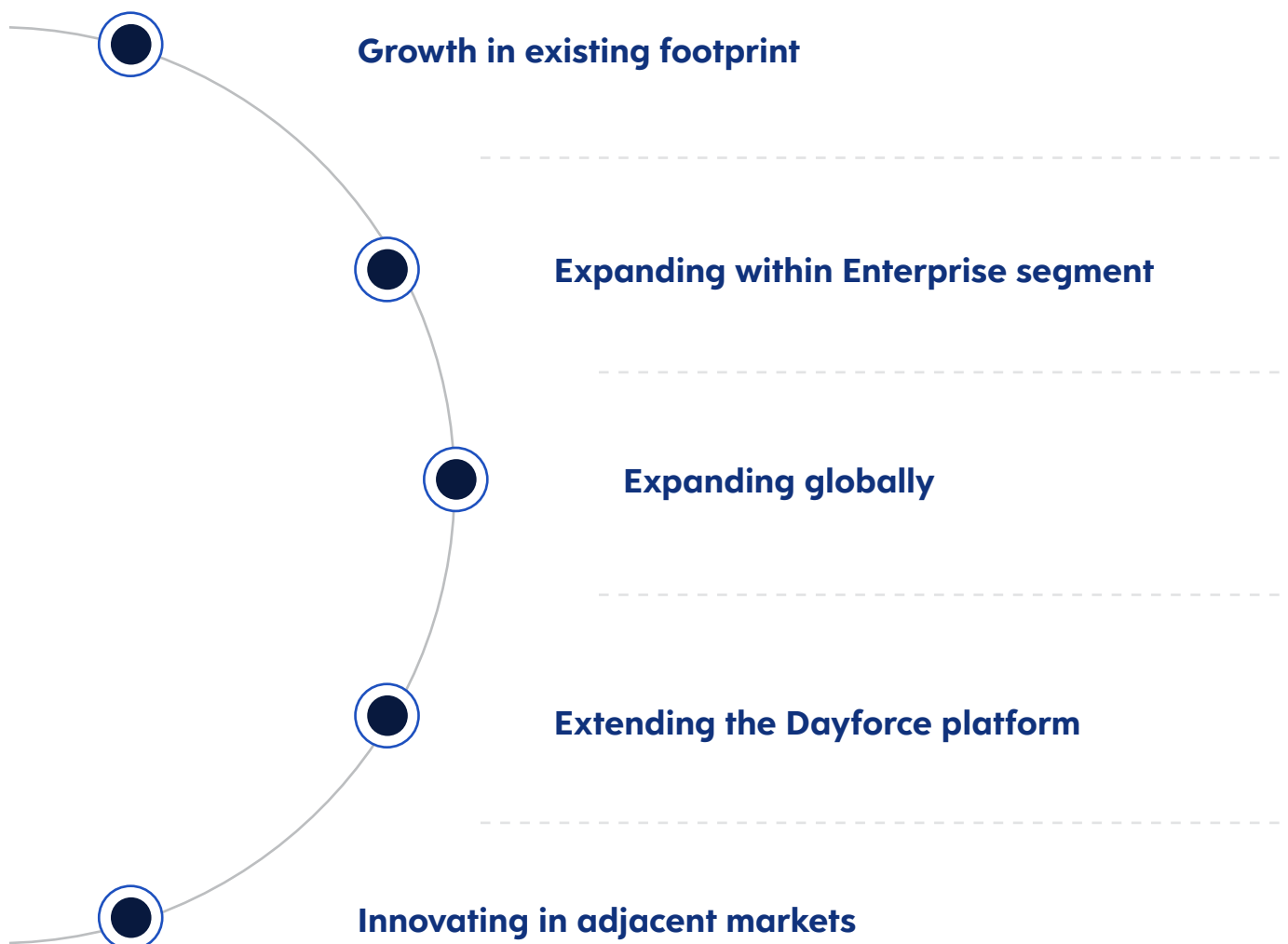
Transparency

We are open, honest, and respectful.

Sustainable Growth Strategy

We are a leader in Global HCM. We provide innovative technology and solutions that deliver measurable value for our customers and engaging experiences for their employees. As we look to the future of work, we see a more fluid, frictionless and borderless world of work that will require, more than ever, leveraging an engaged, empowered workforce. Dayforce is built for the challenges and opportunities of the time. Our investments continue to build on our existing, always-on, payroll engine and our single database to deliver measurable value for our customers - not just for their businesses today, but for their businesses tomorrow.

Sustainable growth is important to us. In order to grow sustainably, we believe we need to Make Work Life Better in ways that benefit all of our stakeholders: customers, employees, investors, and the communities in which we operate. As we pursue long term sustainable growth, we remain committed to our five growth levers that direct our strategy.



Sustainable growth

At Ceridian, we strive to make work life better for our people, our customers, and our communities, and we do it sustainably and responsibly. This drives quantifiable value for our customers, creating customers for life. This is how we drive value creation for all our stakeholders.

In order to make the most meaningful impact, we are focused on those areas that are core to our promise, our culture, and how we create value as a company. This translates into five core focus areas that align to the nine United Nations Sustainable Development Goals (SDGs) against which we can make the biggest impact. The five focus areas are:

Better work life

We believe work should improve the well being of every worker and organization: physically, emotionally, and financially.



Sustainable world

We are committed to reducing our own environmental footprint, as well as our customers’.



Responsible innovation

We believe in the power of innovation to make a better world.



Good governance

We are committed to sound corporate governance and rigorous oversight practices.



Vibrant communities

Ceridian has always believed in the importance of “giving where we’re living”.



ESG at a glance

Social

- Employee Engagement of 82%, with 93% of Ceridian “Proud to work for Ceridian” and 91% “Confident about Ceridian’s Future”.
- Over 40% of our C-suite executives are women and approximately 50% of our entire workforce are women.
- In 2020, adopted the Global Diversity and Inclusion Benchmarks (GDIB) standards.
 - THE GDIB also has 5 levels or standards, and our target is to be at the highest level in the next 3 years.
- Launched Dayforce Wallet in the U.S. market; employees can request access to their pay as they earn it and need it, with no direct fees for the employer or employee.
- In 2020, the Ceridian Cares Foundation raised over \$1,200,000 USD for our communities through \$720,000 USD in employee donations and nearly \$400,000 from Ceridian.
- In 2020, Ceridian provided 119,483 hours in employee and more than 52,000 hours of customer training through digital learning and webinars.
- In response to the pandemic, we launched the Dayforce Safety Monitor and the COVID-19 Learning Portal.

Environmental

- Committed to 100% public cloud, with efforts already underway, this will ensure our customers have a highly efficient environmental footprint behind their HCM solution.
- Reducing the environmental impact of our footprint:
 - In 2020, we evaluated our lease portfolio and reduced our office locations in the U.S. and Canada.
 - St Peterburg campus HVAC and LED lighting upgrades and electric vehicle charging stations added. Xero Scape landscaping in the courtyard with reclaimed water used for sprinklers.
 - Leveraging technology and digitization to enable ourselves and our customers to reduce impact. For example, reduced physical mailings; requiring less use of resources and reducing vehicle miles for delivery, result in less pollution.

Governance

- ESG led by a cross-functional team within Ceridian.
- ESG oversight by the Corporate Governance and Nominating Committee of the Board.
- One third of directors are women and a woman chairs our Corporate Governance and Nominating Committee.
- All committees are chaired by Independent Directors, with 6 of 9 Independent Directors



Better work life

We believe work should improve the well being of every worker and organization: physically, emotionally, and financially. We are fortunate to be an employer of choice to so many. Our culture of excellence is rooted in the belief that happy, healthy, and engaged employees create the best outcomes for customers. We believe in diversity and equality, and we foster an inclusive culture that engages and celebrates all our people, so they can deliver their full potential every day. And we believe in playing our part not just in our own organization but with our customers and communities.

Employee Engagement

We recruit and develop diverse, engaged, and accountable talent, who deliver their full potential every day because we believe this creates the best outcomes for our customers and for all stakeholders.



82% Overall Employee Engagement

93% I am proud to work for Ceridian

88% Willingness to recommend Ceridian

91% I am confident about Ceridian's future



Diversity, Equity and Inclusion

Diversity, equity, and inclusion are key focuses for our organization. We fully commit to inclusivity, belonging, and the diversity of our workforce. We ensure that all employees – regardless of race, ethnicity, age, gender, sexual orientation, identity or expression, religion, or ability status – can achieve their full potential. And we believe all voices have value and should be heard.

The Global Diversity and Inclusion Benchmarks (GDIB) are a set of standards that was created by practitioners from around the world and are supported and published by The Centre for Global Inclusion. The GDIB has 5 levels or standards, and our aspiration is to be at the highest level in the next three years.

Ceridian supports building a diverse and inclusive recruiting pipeline of talent through the following initiatives:

- Establishing inclusive job postings with non-biased language
- Expanding visibility to diverse sources or non-traditional talent pools vs diverse colleges and schools as well as diverse job posting boards
- Enhancing our Ceridian Careers site for reasonable accommodations
- Featuring our Ceridian YOUNity groups on our Careers site
- Leveraging technology to support diverse hiring

We fully commit to **inclusivity, belonging, and the diversity** of our workforce.

To support these initiatives, Ceridian ensures proper education and awareness through:

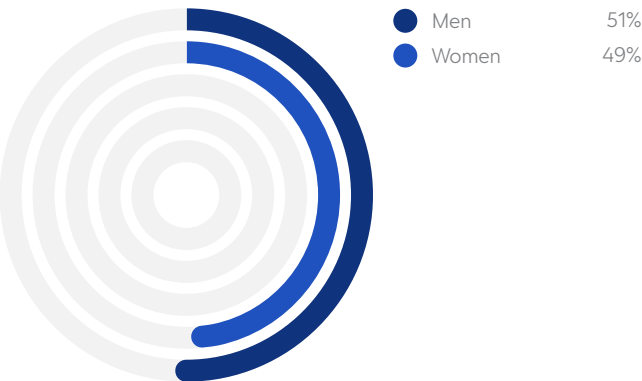
- Global employee training sessions designed to improve diversity, inclusion, and belonging. The topics include Understanding Diversity, Equity, and Inclusion; Cultural Humility; and Unconscious Bias.
- Ongoing unconscious bias training for all people leaders involved in hiring
- Structured interview standards and practices to eliminate systemic discrimination and bias
- Ensuring a diverse slate of interviewers on all panels

Through a self-reported survey, employees have opportunities to report the effectiveness of the training, their levels of awareness, and their motivation to be part of the change initiatives. In addition to the training, Ceridian leaders continue to host employee focus groups. Hundreds of employees have already participated in these voluntary programs, which cultivate inclusivity, belonging, and understanding through the sharing of personal stories.

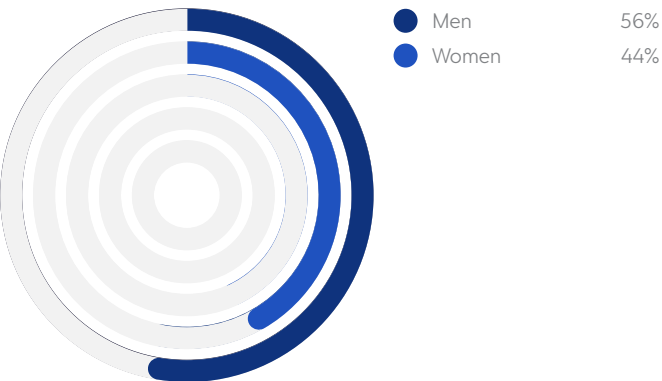
Ceridian has a longstanding practice of investing in and supporting the advancement of women in its workforce. We are proud that over 40% of our C-suite executives are women and approximately 50% of our entire workforce are women. We achieved global EDGE certification, the leading global and business certification standard for evaluating corporate commitment to gender equality, and we focus on competitive and fair pay for all. Ceridian has earned a spot on the Working Mother 100 Best Companies list and the Best Companies for Dads list.

Diversity at Ceridian

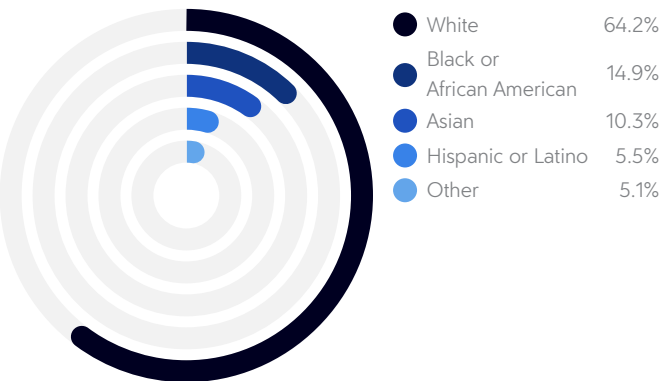
Gender diversity:
Global data for all employees



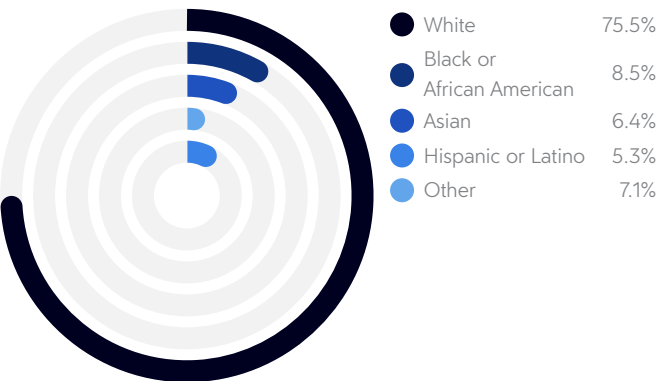
Gender diversity:
Global data for management ranks



Racial and Ethnic diversity:
US data for all employees



Racial and Ethnic diversity:
US data for management ranks



In 2021, we launched a Global Diversity, Equity and Inclusion survey to enable employees to voluntarily provide racial and ethnic diversity information to enable us to understand better our employee population how to make work life even better at Ceridian.

Employee Resource Groups

Ceridian Employee Resource Groups (ERGs) foster a diverse, inclusive workplace aligned to the organization's mission, values, and goals.

These voluntary, employee-led resource groups help to create a sense of belonging for employees and represent the broad diversity of Ceridian's global employee population.



The Ceridian Women's Network provides a forum for the professional and personal development of Ceridian employees, focusing on the interests of women.



The Ceridian Black Employee Network promotes diversity and inclusion. It promotes Black history and provides networking opportunities that ensure the success, inclusion, and engagement of black employees at Ceridian.



The Ceridian Hispanic & Latino Network focuses on and celebrates Hispanic and Latino culture, aims to create connections and networking opportunities amongst Ceridian's Hispanic and Latino professionals, and works to further diversity and inclusion initiatives at Ceridian.



The Asia-Pacific Network promotes and fosters a culture of diversity, equity, and inclusion by engaging deeply committed employees who are keenly engaged in ensuring the success and engagement of all employees.



CeridianPRIDE works to create and maintain an inclusive and accepting culture for Ceridian's LGBTQ+ employees allowing for the expression of their whole selves at work.



DISABILITY at Ceridian is open to any employee who wants to support and empower differently abled employees to fully contribute and reach their full potential in the workplace.



The Ceridian Veteran & Military Network (CVMN) is a network of Veterans and active Military members. The mission is to promote service to our communities, network and provide support to each other, all the while establishing Ceridian as an employer of choice for Veterans.

Accessibility

Ceridian believes in respecting the dignity of every employee and expects every employee to show respect for all of our colleagues, customers, vendors, visitors, or contractors. We are committed to providing reasonable accommodation, up to the point of undue hardship, to an employee who may require accommodation due to any of the characteristics listed in our policies or in the applicable Human Rights legislation. Ceridian is committed to excellence in serving all customers including people with disabilities.

Human Rights

Ceridian is committed to respecting the recognized human rights principles aimed at promoting and protecting human rights in the countries in which we operate. We recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions. Consistent with our commitment, we:

- Work to establish safe and healthy working conditions.
- Integrate diversity into our business strategy.
- Seek to compensate employees competitively and to comply with applicable wage, work hours, overtime, and benefits laws.
- Respect principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice.

We believe one of the best ways to fulfill our commitment to respect human rights is to build a culture of trust and respect throughout our organization. We seek to achieve this in many different ways, and we are continuously looking for ways to improve on our efforts. **Click here** to view Ceridian's Human Right's Statement

Ceridian is committed to ensuring that modern slavery does not exist within our own operations, or in the operations of our direct Vendors. There are no situations where it exists within our operations, nor are we aware and we aware of any situations with out direct vendors. Click here to view Ceridian's Modern Slavery Statement. **Click here** to view Ceridian's Modern Slavery Statement.

Workplace health and safety

The health and safety of all employees, workers, contractors, visitors, and other non-employees is of central importance to Ceridian. To achieve this, Ceridian has implemented a risk management approach to managing health and safety, and will make every effort to eliminate or minimize risks associated with the workplace.

Through our Global Workplace Health and Safety system, Ceridian fulfills its commitment to having a culture of safety excellence, which strives to continually improve health and safety performance and prevent workplace injury and illness.

Employee wellness and development

We believe in selecting world class talent who embrace opportunities and are impactful team players. We care about our employees and their families, and we want our employees to feel their best every day. By listening to our people, we've created a wide range of benefits, which help create an exceptional work-life blend to enhance the employee and workplace experience.

In support of our employees' well-being needs, Ceridian is proud to offer LifeWorks, a resource that goes above and beyond a regular Employee Assistance Program, free of charge. LifeWorks consultants are available via phone 24 hours a day, 7 days a week, 365 days a year to talk about practical solutions on issues that matter.

Ceridian believes in work life balance. We provide flexibility for employees to be with their families, attend events, or to simply take care of personal matters. This program does not replace any existing Time Away from Work programs, nor is it a part of PDO, sick time, personal leave, annual leave, or vacation time.

At Ceridian, the physical and mental health and well-being of our employees are paramount. We want to ensure that employees are taking time off work when it is needed. We want our employees to be able to take the time necessary to care for themselves and their loved ones.

In 2020, Ceridian provided its employees with **119,483 hours** in training through digital learning and webinars.



Ceridian believes our people should take time away from work to tend to their lives outside of employment. Our goal is to create an environment where people can be the best version of themselves at work and outside of work. To promote this, we offer a Time Away from Work program that encourages well-being and flexibility.

Ceridian provides paid Parental Leave to benefit eligible employees who become new parents by birth, adoption, or foster care placement of a child.

We invest in the professional growth and development of diverse emerging talent, globally, by building a pipeline of top student talent. We seek students from diverse backgrounds, viewpoints, and perspectives, with the long-term goal of hiring them on full time upon graduation. We are continually evolving our approach to partnerships with educational institutions. The Dave MacKay Memorial Scholarships were created to honor our beloved former president. In honor of Dave's legacy, Ceridian awards two \$10,000 scholarships each year to children and/or family members of current Ceridian employees, who demonstrate academic excellence, lead by example, and give back to the community – all qualities Dave exemplified.

In this time of challenge due to the COVID pandemic, we believe in ensuring our employees have all of the information and resources available to make the right choice for themselves on vaccination. We will be providing training and resources, as well as supporting employees with time away to receive a vaccination as needed.

Respectful and ethical workplace

Ceridian believes in respecting the dignity of every employee and expects every employee to show respect for all of our colleagues, customers, vendors, visitors, or contractors. Respectful, professional conduct furthers Ceridian's mission, promotes productivity, minimizes disputes, and enhances our reputation.

Ceridian is firmly committed to preserving and maintaining a work environment that is free of discrimination, bullying, and harassment. Employees who violate our policies will be subject to discipline, up to and including termination, as is necessary and appropriate in the circumstances.

Employees have the option of reporting concerns through a dedicated hotline. This hotline is managed by a third-party and allows for anonymous report of concerns that are monitored by Ceridian's Legal department and reported to the Audit Committee of the Board of Directors.





Responsible innovation

Innovation at Ceridian starts with doing good and making work life better. It's a win-win for all stakeholders. We help organizations, globally, meet the demands of a more fluid, frictionless, and borderless world of work. We deliver a deeper level of innovation and value through our HCM system.

We are leaders in anticipating customer needs and in developing game-changing solutions that help them grow and expand. Our constant product innovation builds on Dayforce's core always-on, payroll engine and our single database. It's all about delivering measurable value to our customers - not just for their businesses today, but for their businesses tomorrow.

We have been successful in serving our customers because we provide an outstanding product and service offering, coupled with world-class support. Ceridian is proud to have earned a variety of distinguished awards for technology innovation, and organizational excellence. These awards recognize our ongoing commitment to excellence in global human capital management. We continually innovate to deliver experiences that delight and insights that drive competitive advantage for our customers and users. That's how we create customers for life.

Dayforce Wallet: Game-changing innovation

Innovation has a positive impact on all stakeholders, providing new ways of approaching challenges that benefit us all. Dayforce Wallet is an example of that kind of innovation, and



how we think about innovation. Too many workers – regardless of income level, employment type, race, gender, age, or geography – are living paycheck to paycheck. Today, the overwhelming majority of employers pay their employees in arrears. As a result, many workers oscillate between being cash rich on payday and cash poor while waiting for the next paycheck.

The options for those workers have been expensive. Credit card and line of credit facilities charge up to 20% in interest and fees. According to the U.S. Consumer Financial Protection Bureau, some payday lenders have fees that can equate to an annual percentage rate of almost 400% for a two-week period.

That's where Dayforce Wallet comes in. It fundamentally changes the concept of the traditional payday, where employees can request access to their pay as they earn it and need it, with no direct fees for the employer or employee.

By embracing on-demand pay, employers can put the physical, mental, and financial wellness of their people first, which improves the employee experience and drives employee engagement and loyalty. It's another example of how Ceridian innovation is making work life better for all.



Dayforce Wallet **fundamentally changes** the concept of the traditional payday, where employees can request access to their pay as they earn it.

Constant innovation

Ceridian helps our customers become more successful by helping them manage the entire employee lifecycle, from recruiting and onboarding, to paying people, and developing their careers. We provide solutions for organizations of all sizes, from small businesses to global organizations.

Our vision is to provide an easy-to-use product/service that fully supports our customers, with all of the tools and resources that they need to be able to easily complete their payroll and HR tasks, so that they can focus on their core business.

We have platforms that provide similar HCM services in specific markets. For example, Powerpay provides HCM services to customers, with under 100 employees, and our Tax/Trust organization offers Tax Filing/Print Services/Trust services to many of the largest organizations in the United States.

In 2020, we introduced many new innovations to help our customers:

- At a time when workers were feeling stressed, we launched Dayforce Wallet in the U.S. market, which fundamentally changes the concept of the traditional payday, where employees can request access to their pay as they earn it and need it, with no direct fees for the employer or employee.
- In response to the pandemic, we launched the Dayforce Safety Monitor and the COVID-19 Learning Portal.
- We continued to extend our leadership in compliance — delivering dozens of critical application updates in response to the frequent global legislative changes to assist our customers in their efforts to remain compliant across all regions and jurisdictions.
- We expanded the interoperability of Dayforce with a series of new application programming interfaces (APIs).
- We established our Dayforce platform within the hyper-scalable Microsoft Azure public cloud, initially in Australia and with the intention to roll out more broadly over time.

Compliance: simplifying the complex

We maintain a dedicated team of compliance experts who monitor the laws that impact our products and applications.

Ceridian's products provide a flexible framework that allows customers to configure supported compliance requirements according to their unique compliance needs and circumstances. Customers can also leverage Ceridian's services teams for compliance support. Ceridian believes compliance is best achieved through a partnership with our customers. Ultimately, Ceridian's role is to help customers use its products and services to meet the compliance obligations that customers define.

Ceridian supports customers with compliance by:

- Monitoring legal changes that impact Ceridian's products and translating supported legal requirements into product features.
- Providing resources to help customers stay informed about compliance topics, including blog articles, product news alerts, and guides.
- Ceridian provides technology to help customers automate challenging compliance obligations to help make compliance administration easier.

We responsibly manage our clients' most sensitive data. Our ability to do so in manner that is privacy-protective, in line with our clients', employees', and other stakeholders' expectations and applicable laws and regulations, continues to be critical to maintaining the trust that has been placed in us. This is why we endeavour to build privacy and data protection, by design, into everything that we do – from product design, to implementation, and customer support, to internal business processes.



We were able to increase our already **world class NPS scores** through 2020.

We provide phone, email and customer portal support for customers that are using Dayforce or Powerpay for payroll input and processing, workforce management, HR and reporting.

Our support teams work with product development to provide input on system enhancements, perform user acceptance testing and support program releases. We provide input on training, videos and webinars to support our customer base. We provide guidance and direction on legislative requirements. Customers depend on our support, and we were able to increase our already world class Net Promoter Scores (NPS) through 2020.

Customer Training

In 2020, Ceridian customers received more than 52,000 hours of training through a combination of in-person instructor-led training, virtual instructor led training, and self-paced online training.

A robust course library is available online, with customers using a self-service model to identify and consume training relevant for their specific need. Individuals who are in key administrative roles can optionally select to earn a Dayforce Professional Badge by successfully completing specific courses and online assessments. The Professional Badging program was developed to help ensure pay and time transactions are completed accurately and efficiently. Training feedback is monitored closely. In 2020, the average overall training experience was rated 9.1 on a 10-point scale.

In 2020, Ceridian customers received more than **52,000** hours of training

Cybersecurity

Ceridian is committed to protecting our customers', employees', and contractors' information, along with other business data. Our program reflects the suggested practices in security standards issued by the ISO, the United States National Institute of Standards and Technology (NIST), and other reputed industry sources. Ceridian has implemented a broad range of detective and preventive safeguards to protect the confidentiality, integrity, and availability of information and information assets.

Our commitment to cybersecurity extends to our executives and Board of Directors. The Ceridian Security Council, a cross-functional group of executives, provides leadership, sponsorship, and oversight of all aspects of the global security program, drives executive alignment across our organization and ensures that security awareness and initiatives permeate throughout our organization. The cyber risks are discussed at quarterly meetings of the Audit Committee of the Board for oversight and situational awareness.



Vibrant communities

Ceridian has always believed in the importance of “giving where we’re living”. Through corporate pledges, support of employee-initiated fundraising, and encouragement of staff volunteerism, Ceridian has been proud to contribute to the communities where we live and work. We recognize the value of social responsibility, and we strive to make a concrete difference in communities everywhere.

Volunteerism and employee giving

Ceridian is committed to supporting community initiatives and places high importance on giving back to the communities in which we live and work. It is why we encourage our employees active participation in volunteer activities. Employees can be paid one normally scheduled workday, each calendar year, to volunteer their time to a community non-profit or charitable organization.

At Ceridian, giving back to our communities has always been important. With the establishment of our own charity, Ceridian Cares, we’ve made a commitment to do that in a very direct, meaningful way. The mission of Ceridian Cares is to be an employee-driven charity that makes a difference by supporting people and improving the communities in which we live and work. With employee-raised funds, Ceridian Cares provides grants directly to families and individuals in need in our communities.

In 2020, Ceridian donated nearly \$400,000 to our communities through the Ceridian Cares Foundation, as well as to other charities and causes, including the NAACP, Australia wildfire relief, the Mauritius oil spill cleanup efforts, and the Red Cross to assist with typhoon relief in the Philippines.



The 2020 Ceridian Cares Foundation campaign raised over **\$720,000 USD** from our employees.

The 2020 Ceridian Cares Foundation campaign raised over \$720,000 USD from our North American employees, which was up 23% in constant currency over prior year. Since inception, Ceridian Cares has distributed over \$3.5 million USD distributed across North America, with over 2,300 grants made.



Abudi's Bed

Abudi was born with a number of severe health issues and is paralyzed from the waist down. As he got older, his parents Adnan and Suhaila worried about him every night, as he would often get tangled in his sheets or fall out of bed. Having fled war-torn Syria and relocated to Canada, the family has

managed to provide for their family of four children but struggled to afford the specialized bed that Abudi needed as he got older. They reached out to Ceridian Cares for help. Now Abudi and his parents sleep soundly, knowing that he is protected in his new custom bed.

[Click here to learn more about Ceridian Cares](#)

Sustainable world

As a leading cloud-based company, we help make the world more sustainable. We help our customers transition from paper-based processes and legacy technology to a digital world, where data is protected in the cloud, rather than on servers and local area networks.

Public cloud commitment

We are committed to a 100% public cloud environment to provide a highly efficient environmental footprint. Research shows that large data centers are more efficient than smaller, local servers. Our move to the public cloud provides infrastructure that is more energy, carbon, and water efficient than traditional enterprise data centers, benefitting the environment and all stakeholders.

Leveraging public cloud infrastructure also provides our customers with scale, high availability, reliability and performance. It also provides local data residency options to support changing regulations and provides best-in-class options to protect data and customer information.

Reducing our footprint

As of December 31, 2020, we lease approximately 904,000 square feet of office space in various other locations across North America, Europe, Mauritius, Asia-Pacific, and Australia. We own our St. Petersburg, Florida facility, which consists of 383,000 square feet.

As a result of the COVID-19 pandemic and our successful transition to a virtual working environment, we evaluated our lease portfolio and made the decision to close certain office locations in the U.S. and Canada.



We are committed to a **100% public cloud environment** to provide a highly efficient environmental footprint. We strive to be sustainable in our own physical footprint and in all our business practices.

The employees in the impacted offices fully transitioned to virtual work by the end of fiscal 2020, effectively halving emissions related to daily commuting. Across our footprint, we engage in recycling and other forms of landfill diversion. Our initiatives include the recycling of can and bottles, newsprint and cardboard, batteries, paper and electronic waste, toner cartridges, and K cups. We also engage in composting, double-sided printing, and have community garbage and recycling bins to eliminate the need for individual bins at each desk.

Helping our customers become more sustainable

Ceridian is committed to provide services to our customers that maximize the use of technology to lessen the impact to our environment and communities. We continue to migrate from servers to the Cloud. We promote self-service and paperless solutions (online reports and employee self-service portals) for payroll and HR. Thru electronic rather than physical delivery of pay and tax documents for employees and critical data and reports for customers, Ceridian has consistently year-over-year reduced the amount of physical mailings requiring less utilization of resources and reducing vehicle miles for delivery and its resulting pollution.

Working virtually

Working virtually is one of the many benefits of Ceridian's flexible workplace experience. Ceridian offers employees opportunities to work in ways that are beneficial for them and for Ceridian. Our flexible approach reduces our footprint and that of our employees, who spend less time commuting to work. We offer virtual roles, where 2500 employees (as of December 31, 2020) work remotely permanently. In some instances, employees are provided flexibility to work outside of the office on agreed upon days with their manager. Since the COVID-19 pandemic began, the vast majority of Ceridian employees are working remotely.

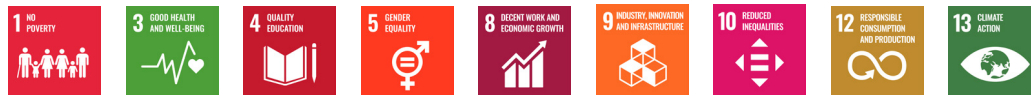
Business travel

At all times, Ceridian employees are trusted to exercise good judgment to minimize business travel. We have made significant investments in technology to enable employees to work effectively without traveling long distances. In addition to saving money, avoiding unnecessary travel fosters better work-life balance and helps to mitigate the harmful environmental impacts of high-altitude aircraft emissions.



Virtual events

Healthy and safety are a top priority at Ceridian. With the pandemic, we made a successful transition to virtual events. Our 2020 INSIGHTS conference saw record attendance, with eight times more prospects and 2.5 times more customers attending than in 2019. The virtual format enabled us to engage more than 300 C-level attendees, which is significantly higher than in previous years. It also allowed us to reach a larger base of customers and prospects from the EMEA and APJ regions, who were able to join us without the need for travel.



Good governance

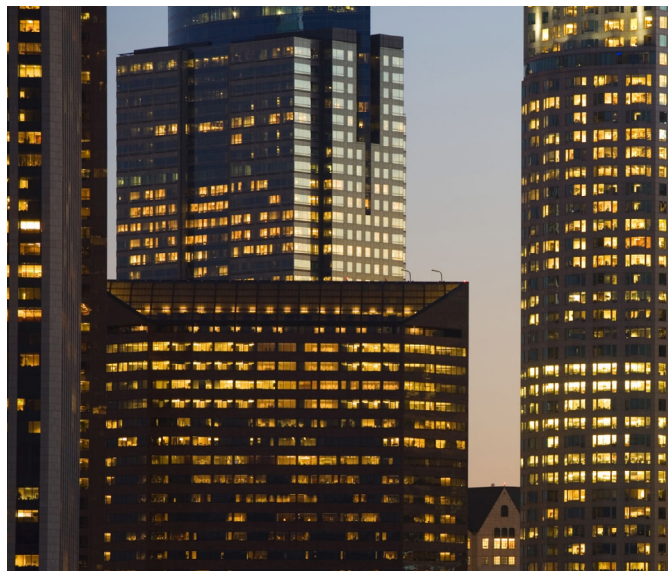
We are committed to sound corporate governance and rigorous oversight practices. Good governance is all about balancing the interests of Ceridian's many stakeholders in the furtherance of the Company's objectives. The Board and management believe in accountability and adhering to highly ethical business standards and transparency with all stakeholders.

The Ceridian board

Our nine-member Board is comprised of a majority of independent directors. Its membership boasts accomplished business leaders attentive to the value of diversity in thought, experience, and perspective. As a body, it is continuously focused on evaluating the membership of the Board to ensure an optimal structure and composition.

Our Board has established an Audit Committee, a Compensation Committee, and a Corporate Governance and Nominating Committee. Each committee operates under a charter that has been approved by our Board and has the composition and responsibilities described more fully in our Proxy Statement and in the committee charters available on our website at ceridian.com. Further, the membership on each of these Board committees is comprised of independent directors.

One third of the directors are women and a woman chairs our Corporate Governance and Nominating Committee. Further, one member of the Board is ethnically diverse.



Stockholder engagement

The Board values stockholder input as it provides oversight of the strategic growth of the company. We reached out to the holders of over a majority of Ceridian's common stock in order to solicit feedback on corporate governance, compensation practices, and environmental, social & governance topics. The Board is listening to this feedback as it continues its corporate governance journey.

Code of conduct

We have a Code of Conduct that applies to all employees, contractors, officers and directors of Ceridian HCM Holding Inc. and its majority-owned subsidiaries and controlled affiliates. A copy of the Code of Conduct is **available on our website**. The Code of Conduct reflects our values, and it sets the standards for how Ceridian operates on a daily basis.

Board's role in risk oversight

Our Board's role in overseeing the management of our risks is conducted primarily through committees of our Board, as disclosed in the descriptions of each of the Board committees, and in the charters of each of the Board committees. Our full Board (or the appropriate Board committee in the case of risks that are under the purview of a particular committee) discusses with management our major risk exposures, including cyber risk, their potential impact on us, and the steps we take to manage them. When a Board committee is responsible for evaluating and overseeing the management of a particular risk or risks, the chair of the relevant committee reports on the discussion to the full Board. This enables the Board and its committees to coordinate the risk oversight role, particularly with respect to risk interrelationships.

Enterprise risk management

We continually identify, monitor, and manage potential risks to minimize the negative impact they could potentially have on our business. The Enterprise Risk Management team is responsible for the centralized tracking of risks, risk responses, and the oversight of mitigation efforts. The Ceridian risk inventory contains relevant data about the risk: risk description, risk ranking, response, associated mitigation effort(s), and activity owner(s). Risk oversight is provided by the Audit Committee of the Board, and risk is discussed at each quarterly meeting of the Audit Committee.

Privacy

Ceridian is committed to protecting privacy and data. The company's privacy compliance and risk posture is overseen by Ceridian's President and Chief Operating Officer and its General Counsel, and the Audit Committee of the Board of Directors. The company has a dedicated privacy team, led by the Chief Privacy Officer, who heads Ceridian's enterprise-wide privacy and data protection management program. This program spans all aspects of privacy governance – from policy, workforce education and awareness, and transparency to cross border data flows strategies, third party management, and privacy.

Business continuity management (BCM)

Business Continuity Management enables Ceridian to take steps necessary to respond, recover, and return to normal operations following a significant business disruption. It involves designing processes and information architecture to limit single points of failure as well as developing support areas, department contingency, and resumption plans.

Vendors

Ceridian is committed to conducting our business in accordance with the highest ethical standards and in compliance with all applicable laws, rules and regulations. We expect our Vendors to also comply with all applicable laws wherever they operate, including but not limited to laws on employment, modern slavery, human trafficking, the environment, corruption, bribery, record-keeping, taxation, antitrust, securities, insider trading, data privacy, confidentiality, and trade sanctions.

Where applicable, we also expect our Vendors to share our principles with their employees and business partners. We also expect them to develop policies and programs as appropriate to ensure that their employees and business partners understand Ceridian's standards.

Ceridian's Vendor Code of Conduct applies to individuals and entities who are under contract with Ceridian.

Ceridian expects its Vendors to adhere to the following principles in their employment and labor practices:

- Eliminate all forms of forced labor, child labor, and illegal discrimination in the workplace.
- Establish safe and healthy working conditions.
- Value diversity as part of the Vendor's business strategy.
- Seek to compensate employees competitively and to comply with applicable wage, work hours, overtime, and benefits law.
- Respect principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice.

Ceridian expects its Vendors to embrace the following principles in their business practices affecting the environment:

- Conduct operations with due diligence on those operations' environmental impact.
- Strive to play a positive role in advancing responsible and sustainable development, and in improving standards of living.

Ceridian expects its Vendors to adhere to the following principles with regard to corruption and bribery practices:

- Refrain from offering or allowing anything of value to be given in order to obtain or retain business or favored treatment, to influence actions, or to obtain an improper advantage for Ceridian, the Vendor, or any third party.
- Refrain from asking for or accepting anything of value which the Vendor knows or suspects is being offered in order to obtain an improper advantage.
- Refrain from circumventing or causing non-enforcement of laws or regulations applicable to Ceridian.

Awards

Ceridian has received numerous awards for product innovation and corporate culture



Ceridian is Best Workplaces™ certified in the U.S., and inclusion in lists Best Workplace for Women, Best Workplaces for Inclusion, and Best Workplaces in Technology



Recognized as a top 100 company in the U.S. by 'Working Mother' for two years in a row. And Recognized in 2019 as a 'Best Companies for Dads' in the U.S.



Recognized and named a leader in the Gartner Magic Quadrant for Cloud HCM Suites for 1,000+ Employee Enterprises

Gartner
Ranked highest
in 2020

Ranked highest in both 'North American Compliance Suite' Use Cases in Gartner's 2020 Critical Capabilities Report, scored top in the workforce management and payroll capabilities

Gartner
Ranked highest
in 2019

Ranked highest in 'North American Compliance Suite' Use Case in Gartner's 2019 Critical Capabilities Report



Recognized as a Gartner Peer Insights Customers' Choice for 'Cloud HCM Suites for 1,000+ Employee Enterprises



Dayforce Wallet named a Top HR Product of the Year by Human Resource Executive



Dayforce named the leader in Nucleus Research's Workforce Management (WFM) Value Matrix for the sixth consecutive year



Globally EDGE (Economic Dividends for Gender Equality) certified for our ongoing commitment to gender equality in the workplace



Recognized as a Fortune 100 Best Workplace for Diversity in 2019, for creating an inclusive employee culture

CERIDIAN

Ceridian is a provider of human capital management software and services including global payroll services, human resources, and workforce management. Ceridian helps its customers navigate the future of work through modern technologies, including the award-winning Dayforce platform. Ceridian HCM Holding Inc. is a publicly traded company listed on the New York Stock Exchange and Toronto Stock Exchange., with subsidiaries in the U.S., U.K., Canada, Australia, New Zealand, Ireland, Mauritius, Singapore, China, Malaysia, the Philippines, Germany, Mexico, and India.

Ceridian. Makes Work Life Better™

www.ceridian.com