

C0. Introduction

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C0.1

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(C0.1) Give a general description and introduction to your organization.

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 lifecycle, 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.

Ceridian's brand promise is "Makes Work Life Better." It embodies who we are, what we believe, and what we stand for. We deliver on that promise by aiming to improve the work lives of our customers, their employees, and our own teams at Ceridian every day and with everything we do.

Our Way is the set of values that guide our behavior. These values are core to Ceridian's culture and our thinking. They are embodied by everyone at our organization.

- Customer focus
- Equity
- Shared ambition
- Optimism
- Agility
- Transparency

C0.2

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(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1 2022

End date

December 31 2022

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 2 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 3 emissions data for

3 years

C0.3

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(C0.3) Select the countries/areas in which you operate.

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

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	CDAY

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	The Nominating and Corporate Governance committee of Ceridian's Board of Directors ("the "Board") oversees environmental, social and governance (ESG) matters, including climate-related issues. It reviews strategy, goalsetting, and the performance of both individual initiatives and the company overall in these areas.

C1.1b

**(C1.1b) Provide further details on the board's oversight of climate-related issues.**

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing and guiding strategy Overseeing the setting of corporate targets Monitoring progress towards corporate targets Reviewing and guiding the risk management process	<Not Applicable>	The Nominating and Corporate Governance committee of Ceridian's Board of Directors ("the "Board") oversees environmental, social and governance (ESG) matters, including climate-related issues. It reviews strategy, goalsetting, and the performance of both individual initiatives and the company overall in these areas. This includes the results of a third-party materiality assessment and the adoption of a new strategic framework. This framework established Climate and Energy as a priority topic as well as a new goal to substantially reduce greenhouse gas emissions from most Scope 1 & 2 sources before 2030. The Committee receives annual updates on corporate performance in pursuit of this goal among other climate-related activities and reporting. In addition, the Board's Audit Committee receives regular updates on the Company's ongoing Enterprise Risk Management activities as well as the results of a yearly risk assessment. This assessment includes potential climate-related risks.

**C1.1d****(C1.1d) Does your organization have at least one board member with competence on climate-related issues?**

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	Ceridian's criteria used by the board to self-report competence in select areas include prior experience in ESG. As part of a self-evaluation, 8 of our board members have indicated they have experience in ESG matters including: prior experience in ESG, community affairs, and/or corporate responsibility including sustainability, diversity, and inclusion. In early 2023, the Nominating and Corporate Governance Committee received a climate-specific training from a credentialed third-party and Ceridian's Vice President for Corporate Responsibility and Sustainability.	<Not Applicable>	<Not Applicable>

**C1.2****(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.****Position or committee**

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

**Climate-related responsibilities of this position**

Integrating climate-related issues into the strategy

Setting climate-related corporate targets

Monitoring progress against climate-related corporate targets

Managing climate-related risks and opportunities

**Coverage of responsibilities**

<Not Applicable>

**Reporting line**

CEO reporting line

**Frequency of reporting to the board on climate-related issues via this reporting line**

Quarterly

**Please explain**

Ceridian's Chief Marketing and Communications Officer reports to the co-CEO level and oversees the performance of several departments, including the Corporate Responsibility and Sustainability department. The Vice President for Corporate Responsibility and Sustainability develops the strategy and leads the overall management of climate-related issues. This includes programs and initiatives, goal setting, data collection and reporting, and the identification of potential climate-related risks.

Members of Ceridian's Corporate Responsibility and Sustainability department work closely with senior leaders in several other departments to identify and evaluate potential climate-related risks. These include: Cloud Infrastructure; Enterprise Risk Management; Facilities; Finance; Legal and Corporate Governance; IT Infrastructure; and Procurement, among others.

The Company's co-CEOs and senior management team approved the organization's goal to substantially reduce GHG emissions from most Scope 1 and 2 sources. The senior management team is briefed on Ceridian's performance on this goal as well as the identification and evaluation of climate-related risks on an annual basis.

**Position or committee**

Business unit manager

**Climate-related responsibilities of this position**

Setting climate-related corporate targets

Monitoring progress against climate-related corporate targets

Managing value chain engagement on climate-related issues

Assessing climate-related risks and opportunities

Managing climate-related risks and opportunities

**Coverage of responsibilities**

&lt;Not Applicable&gt;

**Reporting line**

Corporate Sustainability/CSR reporting line

**Frequency of reporting to the board on climate-related issues via this reporting line**

Quarterly

**Please explain**

Ceridian's Vice President for Corporate Responsibility and Sustainability

Ceridian's Chief Marketing and Communications Officer reports to the co-CEO level and oversees the performance of several departments, including the Corporate Responsibility and Sustainability department. The Vice President for Corporate Responsibility and Sustainability develops the strategy and leads the overall management of climate-related issues. This includes programs and initiatives, goal setting, data collection and reporting, and the identification of potential climate-related risks.

Members of Ceridian's Corporate Responsibility and Sustainability department work closely with senior leaders in several other departments to identify and evaluate potential climate-related risks. These include: Cloud Infrastructure; Enterprise Risk Management; Facilities; Finance; Legal and Corporate Governance; IT Infrastructure; and Procurement, among others.

The Company's co-CEOs and senior management team approved the organization's goal to substantially reduce GHG emissions from most Scope 1 and 2 sources. The senior management team is briefed on Ceridian's performance on this goal as well as the identification and evaluation of climate-related risks on an annual basis.

**Position or committee**

Environment/ Sustainability manager

**Climate-related responsibilities of this position**

Managing annual budgets for climate mitigation activities

Developing a climate transition plan

Implementing a climate transition plan

Integrating climate-related issues into the strategy

Setting climate-related corporate targets

Monitoring progress against climate-related corporate targets

Assessing climate-related risks and opportunities

Managing climate-related risks and opportunities

**Coverage of responsibilities**

&lt;Not Applicable&gt;

**Reporting line**

Corporate Sustainability/CSR reporting line

**Frequency of reporting to the board on climate-related issues via this reporting line**

Please select

**Please explain**

Ceridian's ESG and Sustainability Senior Manager

Ceridian's Chief Marketing and Communications Officer reports to the co-CEO level and oversees the performance of several departments, including the Corporate Responsibility and Sustainability department. The Vice President for Corporate Responsibility and Sustainability develops the strategy and leads the overall management of climate-related issues. This includes programs and initiatives, goal setting, data collection and reporting, and the identification of potential climate-related risks.

Members of Ceridian's Corporate Responsibility and Sustainability department work closely with senior leaders in several other departments to identify and evaluate potential climate-related risks. These include: Cloud Infrastructure; Enterprise Risk Management; Facilities; Finance; Legal and Corporate Governance; IT Infrastructure; and Procurement, among others.

The Company's co-CEOs and senior management team approved the organization's goal to substantially reduce GHG emissions from most Scope 1 and 2 sources. The senior management team is briefed on Ceridian's performance on this goal as well as the identification and evaluation of climate-related risks on an annual basis.

**C1.3****(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	Employee performance and incentives for Ceridian's ESG Sustainability Senior Manager and Vice President for Corporate Responsibility and Sustainability are connected to the successful management of climate-related issues including initiatives in support of our stated emissions reduction target.

**C1.3a**

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Business unit manager

Type of incentive

Non-monetary reward

Incentive(s)

Other, please specify (Non-monetary performance ratings)

Performance indicator(s)

Progress towards a climate-related target  
Reduction in absolute emissions  
Increased share of renewable energy in total energy consumption

Incentive plan(s) this incentive is linked to

Not part of an existing incentive plan

Further details of incentive(s)

Non-monetary performance ratings for Ceridian's ESG & Sustainability Senior Manager and Vice President for Corporate Responsibility & Sustainability is connected to the successful management of climate-related issues including initiatives in support of our stated emissions reduction target.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

Non-monetary performance ratings for Ceridian's ESG & Sustainability Senior Manager and Vice President for Corporate Responsibility & Sustainability is connected to the successful management of climate-related issues including initiatives in support of our stated emissions reduction target.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?  
Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	5	
Medium-term	6	10	
Long-term	11	15	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Ceridian's definition of substantive financial or strategic impact is:

- A risk that could have a greater than a \$50M impact organizationally; or
- A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives

C2.2

## Value chain stage(s) covered

## Risk management process

Integrated into multi-disciplinary company-wide risk management process

### Frequency of assessment

Annually

## Time horizon(s) covered

Short-term

### Description of process

In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service (“SaaS”) and other technology companies. An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders.

Insights from discussions with internal stakeholders resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the impact (financial, legal and compliance, operational, reputational, strategic), likelihood, and velocity as well as the level of risk tolerance associated with:

- GHG pricing and new regulations
- Customer demand
- Employee recruitment and retention
- Stakeholder perception
- Investor interest
- Costs of production, purchased goods and services, and raw materials
- The impact of extreme weather events and extreme variability in weather and precipitation patterns on Ceridian's facilities, workforce, and operations

## C2.2a

**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & Inclusion	Please explain
Current regulation	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Policy and Legal Risks: increased pricing of GHG emissions; current and emerging mandates on and regulation of existing products and services; and exposure to litigation.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with: GHG pricing and new regulations.</p> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Emerging regulation	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Policy and Legal Risks: increased pricing of GHG emissions; current and emerging mandates on and regulation of existing products and services; and exposure to litigation.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with: GHG pricing and new regulations.</p> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Technology	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Technology Risks: substitution of existing products and services with lower emissions options.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with: Customer demand.</p> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Legal	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Policy and Legal Risks: increased pricing of GHG emissions; current and emerging mandates on and regulation of existing products and services; and exposure to litigation.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with: GHG pricing and new regulations.</p> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Market	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Market Risks: changing customer behavior; increased cost of raw materials; recruitment and retention of employees; and reduced investor interest.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with:</p> <ul style="list-style-type: none"> <li>• Customer demand</li> <li>• Employee recruitment and retention</li> <li>• Stakeholder perception</li> <li>• Investor interest</li> </ul> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Reputation	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Reputation Risks: shift in consumer preferences; and increased stakeholder and local community concern or negative feedback.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with:</p> <ul style="list-style-type: none"> <li>• Customer demand</li> <li>• Employee recruitment and retention</li> <li>• Stakeholder perception</li> <li>• Investor interest</li> </ul> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Acute physical	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Acute Physical Risks: increased severity of extreme weather events such as cyclones and floods.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with:</p> <ul style="list-style-type: none"> <li>• Costs of production, purchased goods and services, and raw materials.</li> <li>• The impact of extreme weather events and extreme variability in weather and precipitation patterns on Ceridian's facilities, workforce, and operations.</li> </ul> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>
Chronic physical	Relevant, always included	<p>In 2022, Ceridian began the process of identifying potential climate-related risks to the organization. A long list was developed through researching examples provided in TCFD guidance as well as external climate reporting by peer Software as a Service ("SaaS") and other technology companies.</p> <p>An initial screening of this list resulted in a refined version being discussed with nearly 30 internal stakeholders. Among the potential risks evaluated were: Chronic Physical Risks: changes in precipitation patterns; extreme variability in weather patterns; rising mean temperatures; and rising sea levels.</p> <p>Internal stakeholders were asked a series of questions to determine the probability, magnitude, and timeframe for the impacts of potential climate-related risks. Insights from these discussions resulted in the incorporation of a core set of potential risks into the Company's annual Enterprise Risk Assessment. This included evaluating the probability, velocity, negative financial impacts, and level of risk tolerance associated with:</p> <ul style="list-style-type: none"> <li>• Costs of production, purchased goods and services, and raw materials.</li> <li>• The impact of extreme weather events and extreme variability in weather and precipitation patterns on Ceridian's facilities, workforce, and operations.</li> </ul> <p>The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.</p>

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	The results of Ceridian's Enterprise Risk Assessment determined that no climate-related risks pose a substantive financial or strategic impact to the business at this time.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

No

C2.4b

(C2.4b) Why do you not consider your organization to have climate-related opportunities?

	Primary reason	Please explain
Row 1	Not yet evaluated	Ceridian has not yet determined whether any climate-related opportunities have a reasonable likelihood of having a potentially substantive financial or strategic impact to the business.

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

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

Publicly available climate transition plan

Yes

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

We do not have a feedback mechanism in place, but we plan to introduce one within the next two years

Description of feedback mechanism

<Not Applicable>

Frequency of feedback collection

<Not Applicable>

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

Ceridian-2023-ESG-Report.pdf

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

<Not Applicable>

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2



**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	Ceridian has undergone the process of identifying potential climate-related risks and opportunities and did not identify any that would have a substantive financial impact on the business. In the coming year, Ceridian intends to further evaluate potential climate-related risks and opportunities in the short, medium, and long term. This includes partnering with third-party experts to conduct a climate scenario analysis.

**C3.3****(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	No	Ceridian has undergone the process of identifying potential climate-related risks and opportunities and did not identify any that would have a substantive financial impact on the business.
Supply chain and/or value chain	Yes	Ceridian has undergone the process of identifying potential climate-related risks and opportunities and did not identify any that would have a substantive financial impact on the business. While there are no currently identified climate-related risks and opportunities in this area, Ceridian has set a near-term Scope 3 GHG emissions reduction target in line with the 1.5°C ambition. This target covers Purchased Goods & Services, reflective of Ceridian's supply chain.
Investment in R&D	No	Ceridian has undergone the process of identifying potential climate-related risks and opportunities and did not identify any that would have a substantive financial impact on the business.
Operations	Yes	Ceridian has undergone the process of identifying potential climate-related risks and opportunities and did not identify any that would have a substantive financial impact on the business. While there are no currently identified climate-related risks and opportunities in this area, Ceridian has set a near-term Scope 1 and 2 GHG emissions reduction target in line with the 1.5°C ambition. This target covers Ceridian's operations.

**C3.4****(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Indirect costs	Ceridian has undergone the process of identifying potential climate-related risks and opportunities and did not identify any that would have a substantive financial impact on the business. While there are no currently identified climate-related risks and opportunities, Ceridian has purchased Energy Attribute Certificates for 100% of its global electricity in 2022.

**C3.5****(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?**

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, and we do not plan to in the next two years	<Not Applicable>

**C4. Targets and performance****C4.1****(C4.1) Did you have an emissions target that was active in the reporting year?**

Absolute target  
Intensity target

**C4.1a****(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.****Target reference number**

Abs 42

**Is this a science-based target?**

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

**Target ambition**

1.5°C aligned

**Year target was set**

2021

**Target coverage**

Company-wide

**Scope(s)**

Scope 1

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

&lt;Not Applicable&gt;

**Base year**

2019

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

1241

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

11877

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

&lt;Not Applicable&gt;

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

&lt;Not Applicable&gt;

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

13119

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

<b>Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)</b>
<Not Applicable>
<b>Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)</b>
<Not Applicable>
<b>Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)</b>
<Not Applicable>
<b>Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes</b>
100
<b>Target year</b>
2029
<b>Targeted reduction from base year (%)</b>
42
<b>Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]</b>
7609.02
<b>Scope 1 emissions in reporting year covered by target (metric tons CO2e)</b>
340
<b>Scope 2 emissions in reporting year covered by target (metric tons CO2e)</b>
0
<b>Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)</b>
<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

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

340

**Does this target cover any land-related emissions?**

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

**% of target achieved relative to base year [auto-calculated]**

231.924616786268

**Target status in reporting year**

Revised

**Please explain target coverage and identify any exclusions**

Ceridian's emissions reduction target is to reduce absolute Scope 1 & 2 emissions from Ceridian's operations by 42% before 2030, compared to a 2019 baseline. This has been revised to include all global operations including acquisitions since 2019. Previously the target only covered Ceridian's core operations excluding those acquisitions.

**Plan for achieving target, and progress made to the end of the reporting year**

Ceridian has taken some steps to right-size our physical footprint to meet the needs of an increasingly virtual-first era. In 2022, we consolidated two offices in 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 in 2022, resulting in a reduction of over 400,000 square feet since 2019. This change occurred despite the acquisition of five companies during that time. Although emissions reduction was not the primary intent of the actions, this has reduced some of our Scope 1 & 2 emissions. In addition, our ongoing transition to the public cloud from a greater reliance on colocation data centers and on-premises servers also led to meaningful emissions reductions. Scope 2 emissions from this activity declined from 3,516 mtCO2e in 2019 to 743 mtCO2e in 2022, a 79% reduction. We also purchased renewable energy through high-quality Energy Attribute Certificates (EACs) to offset all of our electricity use across our global operations. In addition to these ongoing efforts, Ceridian intends to deploy submeters across newly leased offices and add them to some existing offices, as well as establish environmental policies aligned with business travel, procurement, and facilities in the following year.

**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

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## C4.1b

**(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).**

**Target reference number**

Int 1

**Is this a science-based target?**

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

**Target ambition**

Well-below 2°C aligned

**Year target was set**

2023

**Target coverage**

Company-wide

**Scope(s)**

Scope 3

**Scope 2 accounting method**

<Not Applicable>

**Scope 3 category(ies)**

Category 1: Purchased goods and services

Category 6: Business travel

Category 7: Employee commuting

**Intensity metric**

Metric tons CO2e per unit revenue

**Base year**

2019

**Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)**

<Not Applicable>

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

0.0000449

**Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)**

<Not Applicable>

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

0.0000045

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

0.0000124

**Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)**

<Not Applicable>

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

0.0000683

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

0.0000618

<b>% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure</b>	100
<b>% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure</b>	100
<b>% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure</b>	100
<b>% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure</b>	<Not Applicable>
<b>% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure</b>	90.4
<b>% of total base year emissions in all selected Scopes covered by this intensity figure</b>	100
<b>Target year</b>	2029
<b>Targeted reduction from base year (%)</b>	51.6
<b>Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]</b>	0.0000299112
<b>% change anticipated in absolute Scope 1+2 emissions</b>	0
<b>% change anticipated in absolute Scope 3 emissions</b>	
<b>Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)</b>	<Not Applicable>

<b>Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)</b>	0.0000228
<b>Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)</b>	0.0000023
<b>Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)</b>	6e-7
<b>Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)</b>	<Not Applicable>
<b>Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)</b>	0.0000309
<b>Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)</b>	0.0000258
<b>Does this target cover any land-related emissions?</b>	No, it does not cover any land-related emissions (e.g. non-FLAG SBT)
<b>% of target achieved relative to base year [auto-calculated]</b>	112.892300745089
<b>Target status in reporting year</b>	New
<b>Please explain target coverage and identify any exclusions</b>	Reduce Scope 3 emissions intensity per revenue from purchased goods and services, business travel, and employee commuting by 51.6% before 2030 from 2019 baseline.
<b>Plan for achieving target, and progress made to the end of the reporting year</b>	This is a new target as of 2023.
<b>List the emissions reduction initiatives which contributed most to achieving this target</b>	<Not Applicable>

## C4.2

### (C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

## C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2022

Target coverage

Company-wide

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Base year

2022

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

12459

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

0

Target year

2022

% share of low-carbon or renewable energy in target year

100

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

100

% of target achieved relative to base year [auto-calculated]

100

Target status in reporting year

New

Is this target part of an emissions target?

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

Is this target part of an overarching initiative?

Science Based Targets initiative

Please explain target coverage and identify any exclusions

This target covers our global offices and colocation data centers

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

We purchased renewable energy through high-quality Energy Attribute Certificates (EACs) to offset all of our electricity use across our global operations. We achieved 100% renewable electricity for 2022 and plan to continue this on an ongoing basis.

List the actions which contributed most to achieving this target

<Not Applicable>

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	2	
To be implemented*	0	0
Implementation commenced*	1	750
Implemented*	2	7500
Not to be implemented	0	0

C4.3b



(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type	
Low-carbon energy consumption	Other, please specify (Unbundled Energy Attribute Certificates (EACs))
Estimated annual CO2e savings (metric tonnes CO2e)	
5500	
Scope(s) or Scope 3 category(ies) where emissions savings occur	
Scope 2 (market-based)	
Voluntary/Mandatory	
Voluntary	
Annual monetary savings (unit currency – as specified in C0.4)	
0	
Investment required (unit currency – as specified in C0.4)	
96000	
Payback period	
No payback	
Estimated lifetime of the initiative	
Ongoing	
Comment	
mtCO2e from new renewable energy purchases in 2022 compared to case without them	

Initiative category & Initiative type	
Company policy or behavioral change	Site consolidation/closure
Estimated annual CO2e savings (metric tonnes CO2e)	
2000	
Scope(s) or Scope 3 category(ies) where emissions savings occur	
Scope 1	
Scope 2 (location-based)	
Scope 2 (market-based)	
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)	
Voluntary/Mandatory	
Voluntary	
Annual monetary savings (unit currency – as specified in C0.4)	
Investment required (unit currency – as specified in C0.4)	
0	
Payback period	
1-3 years	
Estimated lifetime of the initiative	
Ongoing	
Comment	
Remaining reduction in Scope 1 and Scope 2 emissions attributed to consolidating facilities within global operations and better primary data availability	

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Employee engagement	Ceridian has established a green team within the Facilities department which helps to increase employee engagement and awareness of emissions reduction initiatives and opportunities. The purpose of the team is to champion sustainable actions within the company and engage employees globally on sustainability practices that can be done either at work or at home. We hope to expand this employee resource group to include members of other departments in the next year.
Dedicated budget for other emissions reduction activities	We purchased Energy Attribute Certificates (EACs) equivalent to our full global electricity consumption of our offices and colocation data centers in 2022.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

No

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?  
No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?  
Yes, an acquisition

Name of organization(s) acquired, divested from, or merged with  
Ascender, Excellity, ADAM HCM, Ideal

Details of structural change(s), including completion dates  
Acquisitions of the following were completed on these dates: Ascender: March 1, 2021, Excellity: May 29, 2020, ADAM HCM: December 3, 2021; Ideal: April 30, 2021.

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary	Acquisitions have changed the boundary of our emissions data. Our 2019-2021 data has been restated to account for the rebaselining and inclusion of acquisitions since 2019. This data includes Ceridian operations plus the acquisitions of Ascender, Excellity, Adam HCM, and Ideal.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	Yes	Scope 1 Scope 2, location-based Scope 2, market-based Scope 3	A base year emissions recalculation is deemed necessary if a significant structural or methodology change occurs or a discovery of error(s) resulting in at least a 5% change in total firm wide GHG emissions.	Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start  
January 1 2019

Base year end  
December 31 2019

Base year emissions (metric tons CO2e)  
1241

Comment  
Our Scope 1 emissions in FY 2019 were 1,241 MTCO2e, and included emissions from the following sources: Generator Diesel, Natural Gas, Propane, and Refrigerants

**Scope 2 (location-based)****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

12128

**Comment****Scope 2 (market-based)****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

11877

**Comment****Scope 3 category 1: Purchased goods and services****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

37012

**Comment**

Utilized US EEIO model to calculate emissions associated with spend data.

**Scope 3 category 2: Capital goods****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

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

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

2931

**Comment****Scope 3 category 4: Upstream transportation and distribution****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

252

**Comment****Scope 3 category 5: Waste generated in operations****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

1078

**Comment**

**Scope 3 category 6: Business travel****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

3692

**Comment****Scope 3 category 7: Employee commuting****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

10210

**Comment**

Ceridian has 10,210 MTCO2e for employee commuting in 2019. The company also had 768 MTCO2e for virtual workforce, an optional component of Category 7.

**Scope 3 category 8: Upstream leased assets****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

**Scope 3 category 9: Downstream transportation and distribution****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

**Scope 3 category 10: Processing of sold products****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

**Scope 3 category 11: Use of sold products****Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

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

**Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

362

**Comment**

**Scope 3 category 13: Downstream leased assets**

**Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

**Scope 3 category 14: Franchises**

**Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

**Scope 3 category 15: Investments**

**Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not relevant.

**Scope 3: Other (upstream)**

**Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

768

**Comment**

Ceridian has 10,210 MTCO2e for employee commuting in 2019. The company also had 768 MTCO2e for virtual workforce, an optional component of Category 7.

**Scope 3: Other (downstream)**

**Base year start**

January 1 2019

**Base year end**

December 31 2019

**Base year emissions (metric tons CO2e)**

0

**Comment**

No other sources.

**C5.3**

---

**(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)  
The Greenhouse Gas Protocol: Scope 2 Guidance  
The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard  
Other, please specify (US Environmentally-Extended Input-Output (USEEIO) )

C6. Emissions data

C6.1

**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

Reporting year
Gross global Scope 1 emissions (metric tons CO2e)
340
Start date
January 1 2022
End date
December 31 2022
Comment
Past year 1
Gross global Scope 1 emissions (metric tons CO2e)
525
Start date
January 1 2021
End date
December 31 2021
Comment
Past year 2
Gross global Scope 1 emissions (metric tons CO2e)
731
Start date
January 1 2020
End date
December 31 2020
Comment
Past year 3
Gross global Scope 1 emissions (metric tons CO2e)
1241
Start date
January 1 2019
End date
December 31 2019
Comment

C6.2

**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

Row 1
Scope 2, location-based
We are reporting a Scope 2, location-based figure
Scope 2, market-based
We are reporting a Scope 2, market-based figure
Comment

C6.3

(C6.3) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

5434

Scope 2, market-based (if applicable)

0

Start date

January 1 2022

End date

December 31 2022

Comment

Past year 1

Scope 2, location-based

7026

Scope 2, market-based (if applicable)

7315

Start date

January 1 2021

End date

December 31 2021

Comment

Past year 2

Scope 2, location-based

9695

Scope 2, market-based (if applicable)

9610

Start date

January 1 2020

End date

December 31 2020

Comment

Past year 3

Scope 2, location-based

12128

Scope 2, market-based (if applicable)

11877

Start date

January 1 2019

End date

December 31 2019

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

## Purchased goods and services

### Evaluation status

Relevant, calculated

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

28436

### Emissions calculation methodology

Spend-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

## Capital goods

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Not relevant to business. All supply chain spend accounted for in Purchased Goods and Services.

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

### Evaluation status

Relevant, calculated

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

1837

### Emissions calculation methodology

Average data method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

### Please explain

Fuel- and energy-related emissions not included in Scope 1 and 2 associated with purchased electricity and fuels

## Upstream transportation and distribution

### Evaluation status

Relevant, calculated

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

160

### Emissions calculation methodology

Spend-based method  
Distance-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

### Please explain

Upstream transportation and distribution for the limited business items that Ceridian ships to customers such as printed materials (e.g., payslips) and clocks.

## Waste generated in operations

### Evaluation status

Relevant, calculated

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

103

### Emissions calculation methodology

Average data method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Waste generated within Ceridian offices



## Business travel

### Evaluation status

Relevant, calculated

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

2877

### Emissions calculation methodology

Distance-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### Please explain

Business travel includes air travel, hotels, and car services.

## Employee commuting

### Evaluation status

Relevant, calculated

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

779

### Emissions calculation methodology

Average data method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Ceridian's emissions from employee commuting were 779 MTCO2e in the reporting year. In addition, Ceridian has 4,150 MTCO2e from remote work, an optional component of this category, reported in other upstream emissions below.

## Upstream leased assets

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

All facilities emissions are captured in Scope 1 and 2.

## Downstream transportation and distribution

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

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

## Processing of sold products

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Ceridian is a Software-as-a-Service (SaaS) company and does not have any activities to process sold products, therefore this is not relevant to the business.

## Use of sold products

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Ceridian is a Software-as-a-Service (SaaS) company, therefore this is not relevant to the business.

## End of life treatment of sold products

### Evaluation status

Relevant, calculated

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

174

### Emissions calculation methodology

Waste-type-specific method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

End of life treatment of sold products for the limited business items that Ceridian ships to customers such as printed materials (e.g., payslips) and clocks.

## Downstream leased assets

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

This is not a relevant category for Ceridian's business as Ceridian does not lease facilities to other entities.

## Franchises

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

This is not a relevant category for Ceridian's business as Ceridian does not have any franchises.

## Investments

### Evaluation status

Not relevant, explanation provided

### Emissions in reporting year (metric tons CO<sub>2</sub>e)

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

This is not a relevant category for Ceridian's business. Any acquisitions since 2019 are included in Scope 1 and 2 emissions.

Other (upstream)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

4150

Emissions calculation methodology

Average data method

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

0

Please explain

Ceridian's emissions from employee commuting were 779 MTCO2e in the reporting year. In addition, Ceridian has 4,150 MTCO2e from remote work, an optional component of this category.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

There are no other emissions sources.

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

**Past year 1**

**Start date**

January 1 2021

**End date**

December 31 2021

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

25979

**Scope 3: Capital goods (metric tons CO2e)**

0

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

2377

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

161

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

119

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

316

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

1006

**Scope 3: Upstream leased assets (metric tons CO2e)**

0

**Scope 3: Downstream transportation and distribution (metric tons CO2e)**

0

**Scope 3: Processing of sold products (metric tons CO2e)**

0

**Scope 3: Use of sold products (metric tons CO2e)**

0

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

301

**Scope 3: Downstream leased assets (metric tons CO2e)**

0

**Scope 3: Franchises (metric tons CO2e)**

0

**Scope 3: Investments (metric tons CO2e)**

0

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

3348

**Scope 3: Other (downstream) (metric tons CO2e)**

0

**Comment**

Other upstream emissions are the optional component of Category 7: Remote Work

**Past year 2**

**Start date**

January 1 2020

**End date**

December 31 2020

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

30295

**Scope 3: Capital goods (metric tons CO2e)**

0

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

2264

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

209

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

286

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

582

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

2704

**Scope 3: Upstream leased assets (metric tons CO2e)**

0

**Scope 3: Downstream transportation and distribution (metric tons CO2e)**

0

**Scope 3: Processing of sold products (metric tons CO2e)**

0

**Scope 3: Use of sold products (metric tons CO2e)**

0

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

223

**Scope 3: Downstream leased assets (metric tons CO2e)**

0

**Scope 3: Franchises (metric tons CO2e)**

0

**Scope 3: Investments (metric tons CO2e)**

0

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

2503

**Scope 3: Other (downstream) (metric tons CO2e)**

0

**Comment**

Other upstream emissions are the optional component of Category 7: Remote Work

Past year 3

Start date

January 1 2019

End date

December 31 2019

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

37012

Scope 3: Capital goods (metric tons CO2e)

0

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

2931

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

252

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

1078

Scope 3: Business travel (metric tons CO2e)

3692

Scope 3: Employee commuting (metric tons CO2e)

10210

Scope 3: Upstream leased assets (metric tons CO2e)

0

Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

Scope 3: Processing of sold products (metric tons CO2e)

0

Scope 3: Use of sold products (metric tons CO2e)

0

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

362

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

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

768

Scope 3: Other (downstream) (metric tons CO2e)

0

Comment

Other upstream emissions are the optional component of Category 7: Remote Work

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

2.7e-7

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

340

Metric denominator

unit total revenue

Metric denominator: Unit total

1246200000

Scope 2 figure used

Market-based

% change from previous year

96.44

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption  
Other emissions reduction activities  
Change in revenue

Please explain

Gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue. Significant change in renewable energy consumption is the main driver for the decrease.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Australia	15
Canada	68
China	2
Germany	0
India	9
Japan	1
Malaysia	3
Mauritius	12
Mexico	1
New Zealand	1
Philippines	6
Singapore	2
Thailand	0
United Kingdom of Great Britain and Northern Ireland	13
United States of America	208

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Ceridian facilities for operations	340
Colocation datacenters	0

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	486	0
Canada	18	0
China	114	0
Germany	1	0
India	502	0
Japan	37	0
Malaysia	69	0
Mauritius	848	0
Mexico	9	0
New Zealand	5	0
Philippines	533	0
Singapore	50	0
Thailand	8	0
United Kingdom of Great Britain and Northern Ireland	27	0
United States of America	2728	0

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Ceridian facilities for operations	5363	0
Colocatoin datacenters	71	0

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a



**(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	5519	Decreased	74	mtCO2e from new renewable energy purchases in 2022 compared to case without them. 74% of the total reduction of combined scope 1 and 2 in 2021
Other emissions reduction activities	1981	Decreased	26	Remaining reduction in Scope 1 and Scope 2 emissions attributed to consolidating facilities within global operations and better primary data availability
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output		<Not Applicable>		
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

**(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**  
 Market-based

C8. Energy

C8.1

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**  
 More than 0% but less than or equal to 5%

C8.2

**(C8.2) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	1193	1193
Consumption of purchased or acquired electricity	<Not Applicable>	12459	0	12459
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	12459	1193	13652

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

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

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

**Sustainable biomass**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other biomass**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other renewable fuels (e.g. renewable hydrogen)**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Coal

Heating value	Unable to confirm heating value
Total fuel MWh consumed by the organization	0
MWh fuel consumed for self-generation of electricity	0
MWh fuel consumed for self-generation of heat	0
MWh fuel consumed for self-generation of steam	<Not Applicable>
MWh fuel consumed for self-generation of cooling	<Not Applicable>
MWh fuel consumed for self- cogeneration or self-trigeneration	<Not Applicable>
Comment	

Oil

Heating value	Unable to confirm heating value
Total fuel MWh consumed by the organization	0
MWh fuel consumed for self-generation of electricity	0
MWh fuel consumed for self-generation of heat	0
MWh fuel consumed for self-generation of steam	<Not Applicable>
MWh fuel consumed for self-generation of cooling	<Not Applicable>
MWh fuel consumed for self- cogeneration or self-trigeneration	<Not Applicable>
Comment	

Gas

Heating value	Unable to confirm heating value
Total fuel MWh consumed by the organization	1128
MWh fuel consumed for self-generation of electricity	0
MWh fuel consumed for self-generation of heat	1128
MWh fuel consumed for self-generation of steam	<Not Applicable>
MWh fuel consumed for self-generation of cooling	<Not Applicable>
MWh fuel consumed for self- cogeneration or self-trigeneration	<Not Applicable>
Comment	Natural Gas

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

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

65

MWh fuel consumed for self-generation of electricity

65

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Diesel

Total fuel

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

1193

MWh fuel consumed for self-generation of electricity

65

MWh fuel consumed for self-generation of heat

1128

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption

Australia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

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

686

Tracking instrument used

Australian LGC

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

Australia

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

No

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

<Not Applicable>

Comment

Country/area of low-carbon energy consumption

China

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Hydropower (capacity unknown)

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

187

**Tracking instrument used**

I-REC

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

China

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

Yes

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

2010

**Comment**

---

**Country/area of low-carbon energy consumption**

Germany

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

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

3

**Tracking instrument used**

GO

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

Spain

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

Yes

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

2020

**Comment**

---

**Country/area of low-carbon energy consumption**

Malaysia

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Sustainable biomass

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

105

**Tracking instrument used**

I-REC

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

Malaysia

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

Yes

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

2016

**Comment**

---

**Country/area of low-carbon energy consumption**

Mauritius

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Sustainable biomass

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

1076

**Tracking instrument used**

I-REC

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

Mauritius

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

No

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

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Mexico

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

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

21

**Tracking instrument used**

I-REC

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

Mexico

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

Yes

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

2014

**Comment**

---

**Country/area of low-carbon energy consumption**

New Zealand

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Hydropower (capacity unknown)

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

44

**Tracking instrument used**

NZREC

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

New Zealand

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

No

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

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Philippines

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

---

Geothermal

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

762

**Tracking instrument used**

I-REC

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

Philippines

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

No

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

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Singapore

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Solar

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

130

**Tracking instrument used**

TIGR

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

Singapore

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

No

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

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Thailand

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Solar

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

18

**Tracking instrument used**

I-REC

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

Thailand

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

Yes

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

2013

**Comment**

---

**Country/area of low-carbon energy consumption**

Japan

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Solar

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

---

**Tracking instrument used**

J-Credit (Renewable)

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

Japan

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

Yes

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

2019

**Comment**

---

**Country/area of low-carbon energy consumption**

United Kingdom of Great Britain and Northern Ireland

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

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

118

**Tracking instrument used**

REGO

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

United Kingdom of Great Britain and Northern Ireland

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

No

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

&lt;Not Applicable&gt;

**Comment**

---

**Country/area of low-carbon energy consumption**

United States of America

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

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

7032

**Tracking instrument used**

US-REC

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

United States of America

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

No

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

&lt;Not Applicable&gt;

**Comment**

---

**Country/area of low-carbon energy consumption**

Canada

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

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

1536

**Tracking instrument used**

---



US-REC

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

United States of America

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

No

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

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

India

**Sourcing method**

Unbundled procurement of energy attribute certificates (EACs)

**Energy carrier**

Electricity

**Low-carbon technology type**

Solar

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

672

**Tracking instrument used**

I-REC

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

India

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

Yes

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

2015

**Comment**

---

## C8.2g

---

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

**Country/area**

Australia

**Consumption of purchased electricity (MWh)**

686

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

0

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

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

0

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

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

686

---

**Country/area**

Canada

**Consumption of purchased electricity (MWh)**

1536

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

0

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

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

0

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

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

1536

---

---

**Country/area**

China

**Consumption of purchased electricity (MWh)**

187

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

0

**Is this electricity consumption excluded from your RE100 commitment?**

&lt;Not Applicable&gt;

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

0

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

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

187

---

**Country/area**

Germany

**Consumption of purchased electricity (MWh)**

3

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

0

**Is this electricity consumption excluded from your RE100 commitment?**

&lt;Not Applicable&gt;

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

0

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

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

3

---

**Country/area**

India

**Consumption of purchased electricity (MWh)**

672

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

0

**Is this electricity consumption excluded from your RE100 commitment?**

&lt;Not Applicable&gt;

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

0

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

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

672

---

**Country/area**

Japan

**Consumption of purchased electricity (MWh)**

75

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

0

**Is this electricity consumption excluded from your RE100 commitment?**

&lt;Not Applicable&gt;

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

0

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

0

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

75

---

**Country/area**

Malaysia

**Consumption of purchased electricity (MWh)**

105

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

105

---

Country/area

Mauritius

Consumption of purchased electricity (MWh)

1076

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1076

---

Country/area

Mexico

Consumption of purchased electricity (MWh)

21

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

21

---

Country/area

New Zealand

Consumption of purchased electricity (MWh)

44

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

44

---

Country/area

Philippines

Consumption of purchased electricity (MWh)

762

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

762

---

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

118

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

118

---

Country/area

Singapore

Consumption of purchased electricity (MWh)

130

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

130

---

Country/area

Thailand

Consumption of purchased electricity (MWh)

18

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

18

---

Country/area

United States of America

Consumption of purchased electricity (MWh)

7032

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

7032

## C9. Additional metrics

### C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

**Description**

Waste

**Metric value**

199

**Metric numerator**

199

**Metric denominator (intensity metric only)**

**% change from previous year**

13.5

**Direction of change**

Decreased

**Please explain**

Measured in US tons

**Description**

Energy usage

**Metric value**

49148

**Metric numerator**

49148

**Metric denominator (intensity metric only)**

**% change from previous year**

28.4

**Direction of change**

Decreased

**Please explain**

Measured in GJ

**Description**

Other, please specify (Water Withdrawals)

**Metric value**

1632177

**Metric numerator**

1,632,177

**Metric denominator (intensity metric only)**

**% change from previous year**

11.5

**Direction of change**

Decreased

**Please explain**

Measured in gallons

## C10. Verification

### C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

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

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Ceridian-2023-ESG-Report.pdf

Page/ section reference

51

Relevant standard

Other, please specify (ISO 14065)

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

**Scope 2 approach**

Scope 2 location-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

Ceridian-2023-ESG-Report.pdf

**Page/ section reference**

51

**Relevant standard**

Other, please specify (ISO 14065)

**Proportion of reported emissions verified (%)**

100

**Scope 2 approach**

Scope 2 market-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

Ceridian-2023-ESG-Report.pdf

**Page/ section reference**

51

**Relevant standard**

Other, please specify (ISO 14065)

**Proportion of reported emissions verified (%)**

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

**Scope 3 category**

Scope 3: Purchased goods and services

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

Scope 3: Upstream transportation and distribution

Scope 3: Waste generated in operations

Scope 3: Business travel

Scope 3: Employee commuting

Scope 3: End-of-life treatment of sold products

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

Ceridian-2023-ESG-Report.pdf

**Page/section reference**

51

**Relevant standard**

Other, please specify (ISO 14065)

**Proportion of reported emissions verified (%)**

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C9. Additional metrics	Waste data	ISO 14065	Total waste generated in US tons within the reporting year Ceridian-2023-ESG-Report.pdf
C9. Additional metrics	Energy consumption	ISO 14065	Electricity, diesel, and natural gas within the reporting year Ceridian-2023-ESG-Report.pdf
C9. Additional metrics	Other, please specify	ISO 14065	Water Withdrawals in gallons within the reporting year Ceridian-2023-ESG-Report.pdf

Ceridian-2023-ESG-Report.pdf

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

No, we do not engage

C12.1e

(C12.1e) Why do you not engage with any elements of your value chain on climate-related issues, and what are your plans to do so in the future?

Ceridian has undertaken an evaluation of its value chain and has identified a partner platform to engage its suppliers on climate-related issues. Ceridian is building a Responsible Sourcing program to collect data from its suppliers.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years



C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate  
Not assessed

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?  
No, and we do not plan to have one in the next two years

Attach commitment or position statement(s)  
<Not Applicable>

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan  
Policy engagement is important to the continued reduction of impacts on climate, however, Ceridian has not yet engaged in these activities.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate  
<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate  
<Not Applicable>

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication  
In voluntary sustainability report

Status  
Complete

Attach the document  
Ceridian-2023-ESG-Report.pdf

Page/Section reference  
7, 10, 33-36, 50-51

Content elements  
Governance  
Strategy  
Risks & opportunities  
Emissions figures  
Emission targets  
Other metrics

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

Publication  
In mainstream reports

Status  
Complete

Attach the document  
2022-Annual-Report-(Final).pdf

Page/Section reference  
7-8, 23

Content elements  
Strategy  
Risks & opportunities

Comment  
2022 Annual Report/Form 10-K filing

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Other, please specify	Member of BSR Sustainable Business Network; Member of US EPA Green Power Partnership

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, and we do not plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	No, and we do not plan to undertake any biodiversity-related actions	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization’s response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications	<Not Applicable>	<Not Applicable>

C16. Signoff

C-FI

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

For additional information please visit [ceridian.com/ESG](https://ceridian.com/ESG).

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	ESG & Sustainability Senior Manager	Environment/Sustainability manager

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

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 lifecycle, 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.

SC0.1

(SC0.1) What is your company’s annual revenue for the stated reporting period?

	Annual Revenue
Row 1	1246200000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

N/A

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Other, please specify	Although we report total emissions from Purchased Goods and Services annually based upon spend data and the US EEIO calculation methodology, at this time we are unable to break that down by individual customers.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms