

dayforce

2025 Sustainability Report



Contents

2024 Performance Highlights	02
A Message from our CEO	03
Our Company	04
Our People	06
Governance and Trust	13
Tech for Good	19
Environment	25
Our Communities	32
Appendix and Key Data	35

2024 Performance Highlights



Our People

55 employee Net Promoter Score (eNPS)

Over 240,000 hours of professional and career development completed



Governance and Trust

BitSight for Dayforce Suite: 710 Advanced

ISO 22301: Business Continuity Management certification



Tech for Good

Surpassed \$5 billion in earned wages delivered through Dayforce Wallet

Launched new Dayforce Learning module and AI Co-Pilot

Launched peer mentorship feature within Dayforce Career Explorer



Environment

Climate targets validated by Science Based Targets initiative (SBTi)

Achieved a 60% year-over-year reduction in annual electricity usage and Scope 1 and 2 (location-based) emissions



Our Communities

Maintained 50% of employees giving and volunteering annually

Increased the time our employees spent volunteering by 60%, reaching over 15,000 hours

A Message from our CEO

At Dayforce, our brand promise is to make work life better. It's a commitment we extend to our customers, their teams, and our own people every day as we shape the workforce of tomorrow. We can't look ahead without looking back, and I'm very proud of our strong performance for the company and our community in 2024.

Dayforce reached \$1.76 billion in annual revenue, had 6,876 customers live on our global people platform, and was trusted by over 7.6 million employees. We united our brand as Dayforce™, maintained our product positioning as leaders in HCM, and developed new innovations that help organizations worldwide unlock their full potential, operate with confidence, and realize quantifiable value.

We accomplished this because of the remarkable contributions of our Dayforce community, including our customers, partners, and people.

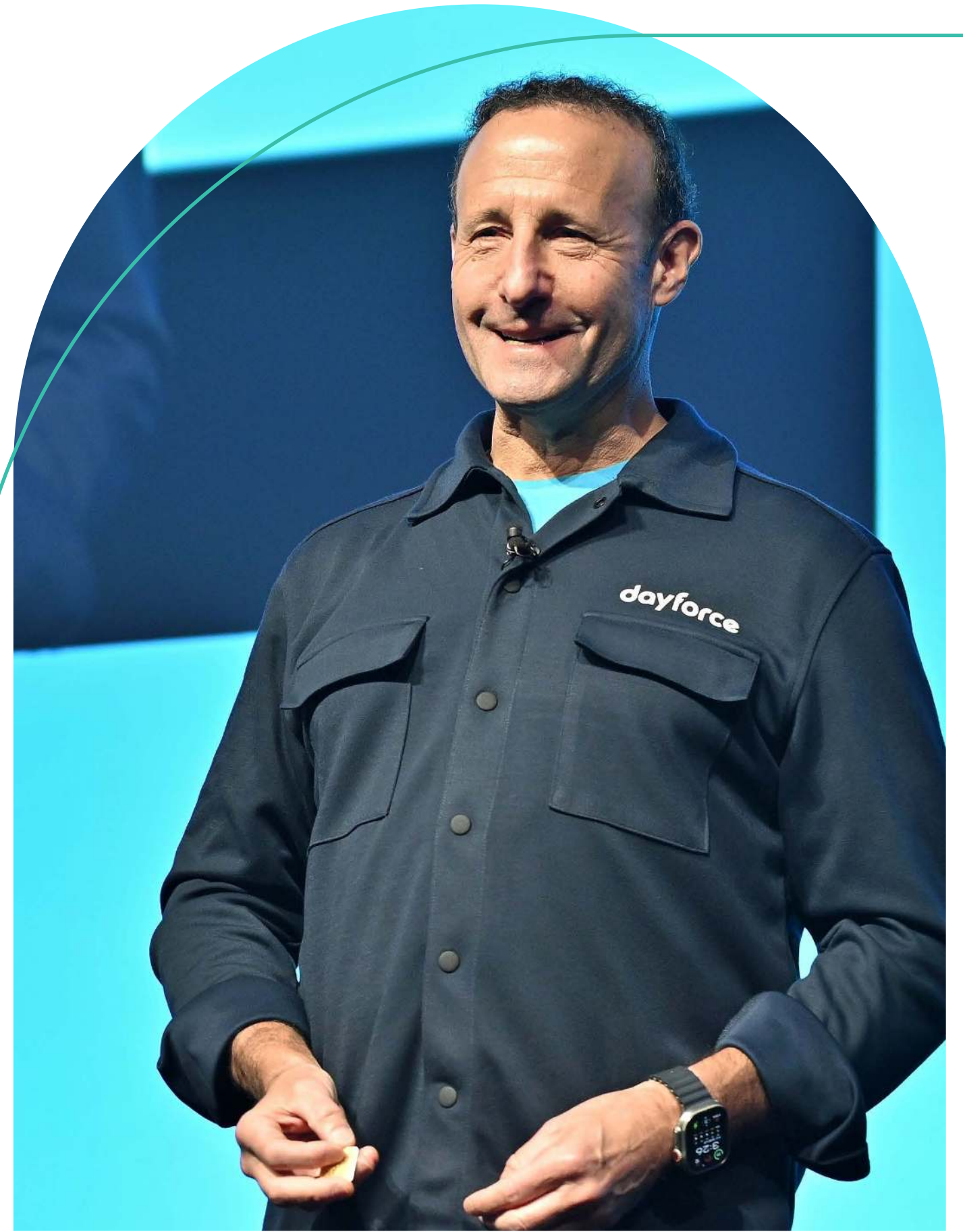
Another key to our success was maintaining our commitment to act responsibly, operate sustainably, and strengthen the communities we serve. The five pillars of our sustainability strategy — Tech for Good, Our People, Governance and Trust, Our Communities, and the Environment — keep us focused on the priorities that matter most to our stakeholders.

In our view, the companies that are best positioned to create long-term value are also strong corporate citizens. Although we still have work to do, this report covers the many actions and investments we made last year to help us achieve both goals.



David Ossip

Chair and CEO



Our Company

Our Way

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

- Customer Focus**

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

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

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

We are open, honest, and respectful.
- Agility**

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

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

Business Performance

Dayforce innovations delivered simplicity at scale to help customers create better experiences, streamline HCM processes, and navigate compliance complexities. In 2024, we delivered robust growth across new business and add-on sales, a record annual gross revenue retention rate, and meaningful improvements across all profitability metrics.

Financial and Customer Data

98.0% Dayforce gross revenue retention rate ¹	20.6% Dayforce recurring revenue annual growth
\$1.76B (+16.3%) Total revenue and annual growth	\$1.47B (+17.9%) Cloud annualized recurring revenue and annual growth ¹
28.5% Adjusted EBITDA margin ¹	7.6M+ Global employees live on the Dayforce platform
6,876 (+7.6%) Dayforce customers live and annual growth	\$281.1 million Net cash provided by operating activities

Sustainability Strategy

At Dayforce, we are committed to acting responsibly, operating sustainably, and contributing to the greater good. We seek to make this ambition a reality by serving as a strong corporate citizen, an effective environmental steward, and by maintaining the highest standard of ethics. We believe that doing so helps us deliver long-term value creation while meeting the needs and expectations of our stakeholders.

Our sustainability strategy has five pillars, each of which includes areas that are key to our success.

Our People

- Employee Wellness and Engagement
- Inclusion and Belonging
- Learning and Development

Governance and Trust

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

Tech for Good

- Responsible AI
- A New World of Work

Environment

- Climate Change

Our Communities

- Giving and Volunteering



In 2021, we completed a third-party materiality assessment, the results of which are included in the appendix of this report. We used these findings to establish the sustainability pillars and topics referenced above. We leveraged this data to establish quantitative targets to help propel our performance in these areas while ensuring transparency and accountability to our stakeholders. Each of these targets was time-bound, and the approach we took in selecting the years for them was based on achieving the target before the start of the calendar year listed, rather than by the end of it.

Our targets for employee engagement, system availability, data security, and giving and volunteering have reached their conclusion. The annual performance data for each of them is available in relevant sections of this report. In addition, we decided to sunset three targets relating to diversity — one connected to our products and two relating to our own workforce. We continue to work towards our near-term climate reduction targets as well as maintain our 100% renewable electricity commitment. In the coming year, we aim to complete a refreshed materiality assessment that will inform the strategic approach of our program, our pillars, and the setting of new potential targets.



- Culture and Belonging
- Wellness and Safety
- Learning and Development
- Talent
- Benefits



Our People



The Human Resources team works to build and sustain our culture of performance excellence through the selection, development, and growth of highly energized and talented Daymakers. We aim to create and implement meaningful and enriching programs to make work life better for every person at Dayforce.

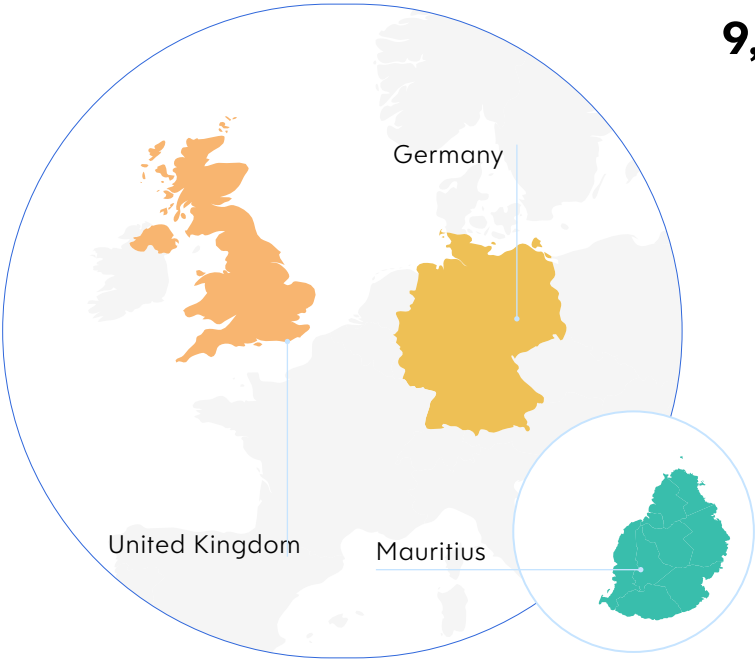
In 2024, we significantly surpassed our employee engagement target by increasing our employee net promoter score (eNPS) from 50 in 2023 to 55.

55
employee Net Promoter Score (eNPS)

North America
4,817



EMEA
1,757



Global
9,610

APJ
3,036



At Dayforce, one of our top priorities is maintaining a culture of inspiration, innovation, and creativity. That’s only possible by investing in our people, unlocking their talent and potential, and ensuring they have every opportunity to thrive both at work and at home.

Amy Cappellanti-Wolf
Chief People Officer,
Dayforce





Culture and Belonging

We aim to cultivate an inclusive workplace in which every employee is empowered to grow, develop, and contribute meaningfully. Our Culture and Belonging strategy has three pillars: Development, Empowerment, and Belonging. By promoting a sense of belonging and embracing diverse perspectives, we aim to create an environment in which every Daymaker feels valued, respected, and inspired to innovate and collaborate.

Belonging

We foster an inclusive culture that is intentional about how employees are rewarded, recognized, and able to connect with each other. Voluntary employee-led Connect Communities allow our employees to foster meaningful relationships within their local regions, collaborate with cross-functional teams to support our customers, and maintain global connections. In 2024, we expanded the Connect Communities to better support our virtual workforce clusters, which exist alongside our voluntary employee-led Employee Resource Groups (ERGs). Connect Communities and ERGs are open to all employees.

Empowerment

We apply a holistic view to our wellness and well-being programs across five categories: Career, Financial, Social, Physical, and Emotional. Through our global virtual-first approach, flexible work locations, Focus Fridays, generous time away from work, and two dedicated Wellness Days each year, we create an environment in which people can be the best version of themselves both at work as well as outside of it. In 2024, we launched the Global Movement Pledge with supplemental exercise and physical wellness activities, and we also offered a dedicated program to raise awareness of and improve the mental wellness of our employees.

Development

Dayforce’s School of Culture and Belonging delivers programming and training solutions to help employees grow as professionals. Employees can participate in the two culture and belonging-focused micro-lessons available every quarter or pursue new certifications focused on inclusive leadership as well as allyship. Over 600 employees participated in our Inclusive Leadership program in 2024. We also offer resources to educate employees on global cross-cultural differences which enable better collaboration internally and with our customers.



LGBTQ+ employees and allies



Asian employees and allies



Employees with disabilities, caregivers, and allies



Native and Indigenous employees and allies



Women employees and allies



Latin and Hispanic employees and allies



Parent and caregiver employees and allies



Black employees and allies



Breaking Barriers Program

In 2024, we partnered with Enable, one of Scotland’s largest charities, to support their Breaking Barriers program through their Enable Works strategy. The program is designed to support young people facing barriers to education and employment. It provides them with the opportunity to attend a world-class business school, achieve an accredited qualification, and gain real work experience with some of Scotland’s most prominent corporate employers. Over the past year, nine students who face challenges such as autism, ADHD, anxiety, and dyslexia joined Dayforce for rotations across different functions, giving them a well-rounded experience. Our involvement in this program not only allows us to give back to the communities in which our employees live and work, but it also helps us succeed as an organization.



Wellness and Safety

Employee safety and well-being are of the highest priority at Dayforce. We have a Global Workplace Health and Safety Steering Committee comprised of leaders representing Workplace Health and Safety, Human Resources, Facilities, Legal, and Business Continuity Management that oversees the global workplace health and safety program. Our workplace health and safety notices and policies include worker and management responsibilities, health and safety committees, reporting and investigating workplace incidents and injuries, emergency response, trainings and supervision of workers, workplace inspections and risk assessments, and safety measures. These policies allow for meaningful consultation with employees and their representatives on work health and safety issues, which can help support the program’s continuous improvement.

Our Global Crisis Management Team continues to use the AlertMedia emergency notification system to effectively communicate with potentially impacted employees before and during major events. With a virtual-first workplace, we also focus on helping our employees build personal preparedness plans for events that may impact them at home. In 2024, we conducted awareness campaigns to help prepare employees for hurricanes and tropical cyclones in Florida and Mauritius. Importantly, we maintain a library of personal and business preparedness resources and proactively share resources with employees on a regular basis.





Learning and Development

We are committed to helping our employees grow and develop their careers. We offer a robust array of learning opportunities for Daymakers, combining core required courses with optional on-demand and live instructor-led courses. In addition to specific development programs for individuals, we provide targeted development workshops such as Understanding Individual Communication Styles and Building Team Effectiveness. In 2024, we conducted nearly 30 targeted development sessions with over 200 participants, and colleagues from around the globe participated in over 240,000 hours of professional and career development learning and growth opportunities.

We invest in the continued professional development of our employees through tailored programs at different stages of their career journeys:

➤ See the [Appendix](#) for a list of annual required employee training courses as well as leadership development and professional development courses offered to employees.

Aspiring Leaders Learning Journey

A self-paced e-learning program that provides aspiring leaders with key concepts and foundational development to grow leadership skills. This program is designed for those who aspire to become people leaders, and over 200 Daymakers participated last year. 98.5% strongly agree or agree that it increased their engagement/interest in growing their career at Dayforce.



Cultivate

A two-day program for leaders of people leaders. Content includes leading high-performance teams, ethical leadership, and talent and personal development. Over 150 Daymakers have participated since 2022. The program has an eNPS of 76%.



Thrive

A global development program for top talent/high potential Senior Manager and Manager-level employees. Currently, 75 Daymakers are participating in this program in its inaugural year.



Activate

A two-day program for leaders of individual contributors. Content includes performance management, effective communications and coaching, and leading with emotional intelligence. Nearly 680 Daymakers have completed it since its inception. The program has an eNPS of 61%.



Transform

A global development program for top talent/high potential Senior Director and Director-level employees. Over 130 Daymakers have participated over the past two years. In 2024, 100% of the participants agreed or strongly agreed that the program increased their engagement as a leader in Dayforce.





Talent

Our ability to attract and retain top talent remains critical to our continued success as a business. In 2024, the Early Talent Intern program was a notable part of our talent acquisition strategy, and it played a critical role in shaping the future of our workforce. From 2022 to 2024, we proudly hired over 1,000 interns globally who make our organization better and more successful through their creativity, innovation, and diverse perspectives. More than half were ultimately hired as Daymakers, and in 2024 we built on this success by expanding our internship program beyond North America.

Another way we build and maintain a strong talent pipeline is through partnerships with universities and professional networks. These include collaborating with over 25 universities in North America, the U.K., Mauritius, and India, as well as QueerTech and the Black Professional Tech Network, among others. We maintain a global

Talent Acquisition Policy that guides our processes and outlines the code of conduct, employment checks, job postings, interviewing standards, offers, rehire guidelines, and candidate travel.

We encourage consistent, ongoing communication and two-way feedback between employees and their leaders throughout the year. To support these efforts, we have a robust performance management process with three formal touchpoints for employees and their leaders each year. This allows them to set annual goals, discuss performance expectations, establish a plan for their professional and career development, and monitor progress and performance. In 2024, more than nine in 10 Daymakers received feedback in our annual lookback touchpoint and nearly 80% created forward-looking individual development plans. In addition, nearly 90% of Daymakers were assessed as part of our talent planning processes, generating a pipeline of talent to grow the success of our people and our organization.



The Dayforce intern program provides students with an excellent opportunity to experience how real-world projects operate, collaborating closely with developers, project managers, and cross-functional teams. The program fosters an open and transparent environment where interns feel empowered to share their ideas, all while embracing a remote work culture that supports a healthy work-life balance.

Esperanza Chen
Mobile Software Developer
Dayforce





Benefits

Dayforce’s benefits options support our employees during every stage of their lives. In the last year, we made new benefits available to Daymakers to help improve their overall health and wellness as well as support them as individuals, parents, spouses, and caretakers. This included specialized programs for colleagues with autoimmune conditions, those who will work with a doula as part of their parenting journey, and targeted clinical care for women’s health issues at each life stage. Recognizing that financial health is directly connected to physical and mental health, we added an emergency savings account option to our retirement plans, as well as the ability for victims of domestic violence to make penalty-free withdrawals to help ensure their safety. Additionally, we added discounted identity and online privacy protection for employees and their families.

- 

Dayforce continues to offer fertility and family building benefits for employees through Progyny, with added reimbursement to work with a doula during their parenting journey
- 

Daymakers can receive personalized, whole-body care to help treat autoimmune diseases
- 

Employees and their family members have access to LifeLock identity protection, Norton online privacy, and device security at a discounted rate
- 

A new emergency savings program from T. Rowe Price helps Daymakers build emergency savings to prepare for unexpected costs and is designed to help improve financial wellness
- 

Dayforce added a voluntary life insurance policy with a benefit for long-term care expenses



Few responsibilities are more important to a company than supporting the well-being of their people. Last year, we expanded our robust suite of benefits to help strengthen the physical, mental, and financial health of all Daymakers as well as their families.

Tom Armani
Director, Benefits
Dayforce





- Corporate Governance, Ethics, and Compliance
- Responsible AI
- Cybersecurity
- Privacy
- Enterprise Risk Management (ERM)
- Business Continuity and Resilience



Governance and Trust



Corporate Governance, Ethics, and Compliance

At Dayforce, we aim to maintain high standards of corporate governance and ethics. Corporate governance, ethics, and compliance are overseen by the Executive Vice President, Chief Legal and Compliance Officer, and Corporate Secretary at Dayforce. This role is responsible for Dayforce’s global legal activities and ethics and compliance programs, including commercial transactions, corporate governance, employment, mergers and acquisitions, privacy, and product compliance.

In 2024, we continued to mature our strong ethics and compliance program and policies. We established a new Governance Risk and Compliance Executive Committee (GRCEC) comprised of senior executives representing Legal, HR, Finance, and Digital to regularly report to the Executive Operating Committee. The GRCEC is responsible for providing oversight and operational support to Dayforce and senior leadership with respect to governance, compliance and risk, including: cybersecurity and privacy, ethics and compliance, internal audits, internal controls, and third-party risk management.

In 2024, we developed a new Policy on Policies which communicates Dayforce’s framework and process for the creation and implementation of company policies and to help us manage our robust library of company policies. In addition, we launched an initiative to modernize our company's internal AI usage policy, which included updated guidelines for evaluating vendors who incorporate AI capabilities into their products and services, among other areas. These changes will ensure Dayforce maintains its commitment to using AI responsibly, while upholding our legal obligations to our customers.

Our employees are required to complete annual trainings on a variety of important compliance matters, including the company Code of Conduct, anti-corruption, and creating a respectful workplace. They cover topics including modern slavery, business ethics, anti-competitive practices, corruption and bribery, and anti-harassment and discrimination, among several other areas.

Last year, we established a Third-Party Risk Management Governance Committee to oversee the third-party risk management program. This program is focused on ensuring that risks associated with third parties are consistently identified, assessed, mitigated, and communicated across several risk management categories including: cybersecurity and information technology, privacy, compliance, finance and capital markets, and operations.



Please visit the [Governance](#) section of the appendix to review relevant governance data, policies, and principles.

Responsible AI

Artificial intelligence (AI) is a remarkably powerful technology that helps organizations unlock efficiency at scale and helps their people reach new levels of productivity, creativity, and fulfillment. Dayforce's AI-powered people platform is intelligent, flexible, and connected. It helps our customers and their employees achieve these critically important goals by augmenting their work through automating routine admin tasks, increasing accuracy, and making time for more strategic work. We believe that AI must be developed and deployed responsibly, and we took a number of steps last year to ensure that we continue to realize that ambition.

This started with building new back-end processes, expanded systems, and internal auditing capabilities to further deepen and mature our AI Governance Framework. From ideation to release, it is an important tool that allows us to evaluate the potential use of AI through all key stages of the product

development lifecycle. These reviews are also conducted on a regular basis post-release by an internal working group of leaders from our Data Science, Privacy, Risk, Information Security, Technology, Corporate Compliance, and Data and AI Governance teams. We further built out governance of AI considerations with a responsible AI training for the Board of Directors conducted by BSR.

To supplement this work, we are pursuing ISO 42001 Artificial Intelligence (AI) Management System certification. We also continue to refine the methodology of our framework's scoring rubric, including the addition of new risk considerations. We are centralizing our AI inventory and mapping compliance to global regulations. In addition, we have developed employee training to upskill the organization in AI literacy and educate employees on the potential opportunities and risks of AI. Daymakers will complete this training in 2025.

AI Ethics Principles

Privacy and Security

Privacy and security are always top of mind.

Transparency

AI systems must be accessible and understandable.

Reliability

We prioritize dependability in our system operations.

Sustainability

We prioritize environmental considerations in creating and using AI.

Social Good

We develop technology that empowers and helps people.

Inclusion

We strive to prevent bias in AI systems.

Accountability

We act with integrity at all stages of our development lifecycle.

Cybersecurity

Effective stewardship and protection of customer data is a high priority for our organization. In 2024, we successfully prevented any material data breaches.² During the year, we implemented several new initiatives to ensure that our customers’ data remains safe and secure from external threats and attacks. This included partnering with SafeBreach to deploy a new control attestation program that enhanced our system’s resiliency through real-world attack simulations. In addition, we collaborated with HackerOne to create a Bug Bounty program that leverages the knowledge and expertise of an ethical hacker community to help identify and address potential vulnerabilities. We launched a new identity governance platform with One Identity, developed new processes to mature how we protect the enterprise from non-human identities, and advanced our product security program by integrating AI large language models (LLMs) into the development process to improve code quality and security.

Last year, we conducted four tabletop exercises with senior leaders that covered real-world scenarios such as ransomware events and money movement. This supplements the quarterly updates to our board’s Audit Committee on our cybersecurity strategy and performance. In 2024, we continued to invest 1.5% of annual revenue into our cybersecurity program and grew the team by 15%. We trained more than 95% of our global workforce on phishing, data handling and security, and cloud and internet security topics and further engaged our employees through our Cybersecurity and Privacy Awareness Month activities. As a result of these and other efforts, we maintained best-in-class scores from BitSight and RiskRecon.



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



Protecting our enterprise and customer data from external threats is a high priority at Dayforce. This requires a continuous focus on making the right investments so that we have the technologies, tools, and expertise necessary to get the job done.

Amy Morris
Senior Director, Cybersecurity
Dayforce



➤ Please visit the [Cybersecurity](#) section of the appendix to learn more about our overall program strategy as well as relevant policies and certifications.

Privacy

Safeguarding data privacy is one of our most important responsibilities as a business, and Dayforce customers trust us to handle some of their employees’ most sensitive personal information. In 2024, we maintained a privacy assessment program that enables employees to be good data stewards and requires review for any product features through which personal information (PI) is collected, used, stored, or shared.

In 2024, we continued to build a privacy-aware workforce through an annual privacy training with a completion rate of over 98.7% and Cybersecurity and Privacy Awareness Month activities, that included a thought leadership series covering topics such as privacy engineering, privacy by design, and AI, and contests and games. We enhanced our privacy by design strategy through role-based trainings for our product and engineering teams and integrated the strategy more deeply into our software development lifecycle.



At Dayforce, we are committed to ensuring privacy and data protection are core competencies of our products and services so that we continuously earn and maintain the trust of all our stakeholders. We pursue this through building scalable best practice data lifecycle management capabilities, consistently practicing privacy by design when developing products, services, and processes that impact personal information, and by educating our workforce to be privacy conscious in all they do for Dayforce.

Sheila Jambekar
Senior Vice President, Chief Privacy Officer
and Associate General Counsel of Privacy and Data Security
Dayforce

We published a new Global Customer Employee Retention and Deletion Standard to ensure effective management of customer data including internal retention and deletion processes and are systematically reviewing retention and deletion practices across the organization to confirm compliance and remediate any misalignment. Additionally, we published guidelines for the use of identifiable and de-identified customer data in non-production environments to support operational adherence to contractual-driven data use limitations, issued best practice guidance relating to password use and generation, and are actively working to further mature our standards and practices for third-party privacy risk management. We have made progress in establishing more fault-tolerant systems to minimize potential issues from human-caused mistakes.

➤ Please visit the [Privacy](#) section of the appendix to review our overall program strategy as well as relevant policies and certifications.



Enterprise Risk Management (ERM)

We believe that successful management of enterprise risk is important for our company to operate effectively and achieve key business objectives. Through our fact-based, globally integrated model, our approach to ERM is built on the goals of continuous improvement as well as execution of a rigorous risk identification, analysis, and mitigation process. In 2024, we regularly reported to the new Governance Risk and Compliance Executive Committee and the Audit Committee of the Board of Directors.

We updated our organizational risk appetite statements by theme and evolved the annual ERM assessment process to include more in-depth interviews with key stakeholders across the business. In addition, we conducted over 40 structured in-depth interviews across executive and senior leadership levels globally to refresh the enterprise risk landscape, which resulted in a more focused, consistent, and actionable prioritization of risks against our goals and objectives. We also integrated key program enhancements, including tolerance levels, a capability and future-outlook assessment, and Key Risk Indicators (KRIs), creating a foundation to strengthen risk-informed decision making, deepen understanding, and advance risk oversight.

➤ Please visit the [Enterprise Risk Management \(ERM\)](#) section of the appendix to learn more about our overall program strategy.

Business Continuity and Resilience

The Business Continuity Management (BCM) program is in place to manage risk associated with business disruptions, build organizational resiliency, and ensure continuous delivery of critical services following natural disasters, cybersecurity events, technology failures, or other disruptive events. The program is guided by a global Business Continuity Management Policy and became ISO 22301 certified in 2024.

In 2024, we developed new or updated existing:

- 27** business impact assessments
- 27** business continuity plans covering 18 potential scenarios
- 50** disaster recovery plans covering 69 separate applications

Last year, we also continued to automate several BCM processes in support of this work and deployed more system capabilities. The work of our ERM and Business Continuity and Resilience teams is overseen by our Vice President of Enterprise Risk Management, Compliance, and Service Management in coordination with our senior leadership team. This brings together a cross-disciplinary group of leaders to establish management accountabilities and direct initiatives.

➤ Please visit the [Business Continuity and Resilience](#) section of the appendix to learn more about our overall program strategy.



- Dayforce Wallet
- Dayforce Career Explorer
- Dayforce Learning
- AI in Action
- WorkWell

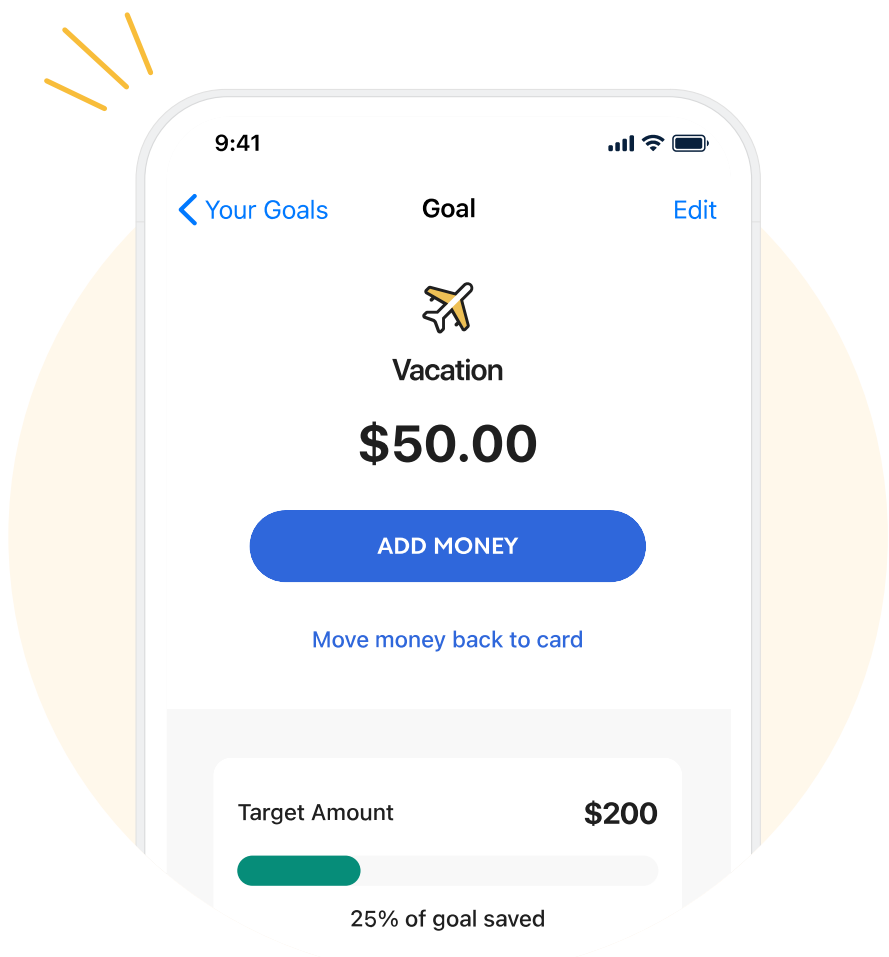


Tech for Good



Dayforce Wallet

Last year, Dayforce Wallet continued its growth as a valuable tool that can improve the financial health of people and their families. We have exceeded over \$5 billion in total funds delivered through Dayforce Wallet since its inception in 2020, including over \$2 billion in 2024 alone. In addition, the total number of our customers who signed up for Dayforce Wallet grew by over 18% in 2024, with an almost 18% annual increase in customers live last year. Eighty percent of surveyed users report that they feel financially empowered because they have Dayforce Wallet.³ Dayforce Wallet's ability to improve financial wellness has been strengthened by the addition of two new features:



The first is our **savings feature** that empowers our users to set and achieve their personal financial goals, fostering habits that build long-term security and resilience. By making saving intuitive and accessible, we are not just improving financial wellness — we are helping people take charge of their financial journey, cultivating a sense of confidence and empowerment. Savings are fundamental to our broader financial wellness strategy, designed to provide tools that enable everyone to thrive financially, regardless of their starting point. In 2024, 69% of surveyed users say that Dayforce Wallet helps their ability to put money into their savings monthly.³

The second is our **cashless tips** solution that is designed to meet the unique needs of the hospitality industry in a rapidly cashless world. By enabling secure, digital tip disbursement at the end of each shift, we are addressing key pain points for both employees and employers — reducing reliance on cash, enhancing security, and ensuring workers have immediate access to their earnings. This solution not only simplifies operations but also underscores our commitment to empowering frontline workers with flexible, real-time pay options tailored to their needs.

Building on this momentum, we've expanded access to on-demand pay. Now, eligible employees can choose to send their available earned pay to Dayforce Wallet or directly to any personal bank account⁴ — on-demand, at any time outside of their scheduled payday. This enhancement provides even greater flexibility, empowering individuals to choose how they access their earnings. It aligns with our commitment to delivering innovative solutions that meet users where they are, ensuring financial freedom and convenience remain at the forefront of our mission.

3. SSRS Research Study on U.S. Dayforce Wallet users conducted on behalf of Dayforce, September 2024.
4. Direct to bank deposits will incur a per transaction fee. Earned wages can always be accessed for free through Dayforce Wallet. By allowing employees to use the Direct to Bank (DTB) feature, employer customers agree that the payments made using DTB are considered an employer advance and subject to repayment under the Dayforce Card Program - Dayforce Advance Repayment Agreement of the Dayforce Payroll Terms.



Dayforce Career Explorer

The Career Explorer module gives people greater autonomy to develop new skills and identify their next career step within the organization. Powered by the Dayforce Skills Engine, Career Explorer gives employees access to data-driven career pathing, provides job notifications for open internal roles that match their interests and abilities, and creates more equitable opportunities and actionable steps to help them reach their career goals. In 2024, we launched Peer Mentorship, a new feature within the Career Explorer module that is designed to foster collaboration and skill development within organizations. This feature enables users to connect with peers who have similar skill levels, creating a supportive environment for mutual learning and growth.

With Peer Mentorship, employees can easily find and match with colleagues who share their professional interests and expertise. This matching process is streamlined to ensure that users are paired with peers who can provide relevant insights and support. Once matched, peers can engage in various collaborative activities, such as sharing best practices, discussing challenges, and working on projects together.

The primary goal of Peer Mentorship is to enhance the learning experience by leveraging the collective knowledge within the organization. It encourages a culture of continuous improvement and knowledge sharing, which can lead to increased job satisfaction and professional development. Additionally, this feature helps build stronger relationships among employees, fostering a sense of community and teamwork.



Dayforce named a Leader in the 2024 Gartner® Magic Quadrant™ for Cloud HCM Suites for fifth consecutive year.

Additionally, we scored highest in both North American Compliance Suite 1,000-2,500 and North American Compliance Suite 2,500+ Use Cases in the 2024 Critical Capabilities report for Cloud HCM Suites for Enterprises with 1,000+ Employees.



Dayforce Career Explorer is a powerful tool that offers clear benefits to both employers and their people. It helps organizations retain top talent while building a more agile and resilient workforce. And it gives tailored development plans and matches them with open opportunities internally based on their talent profile, skills, and interests.

Josh Valdez
Senior Vice President, Product Management and Development
Dayforce

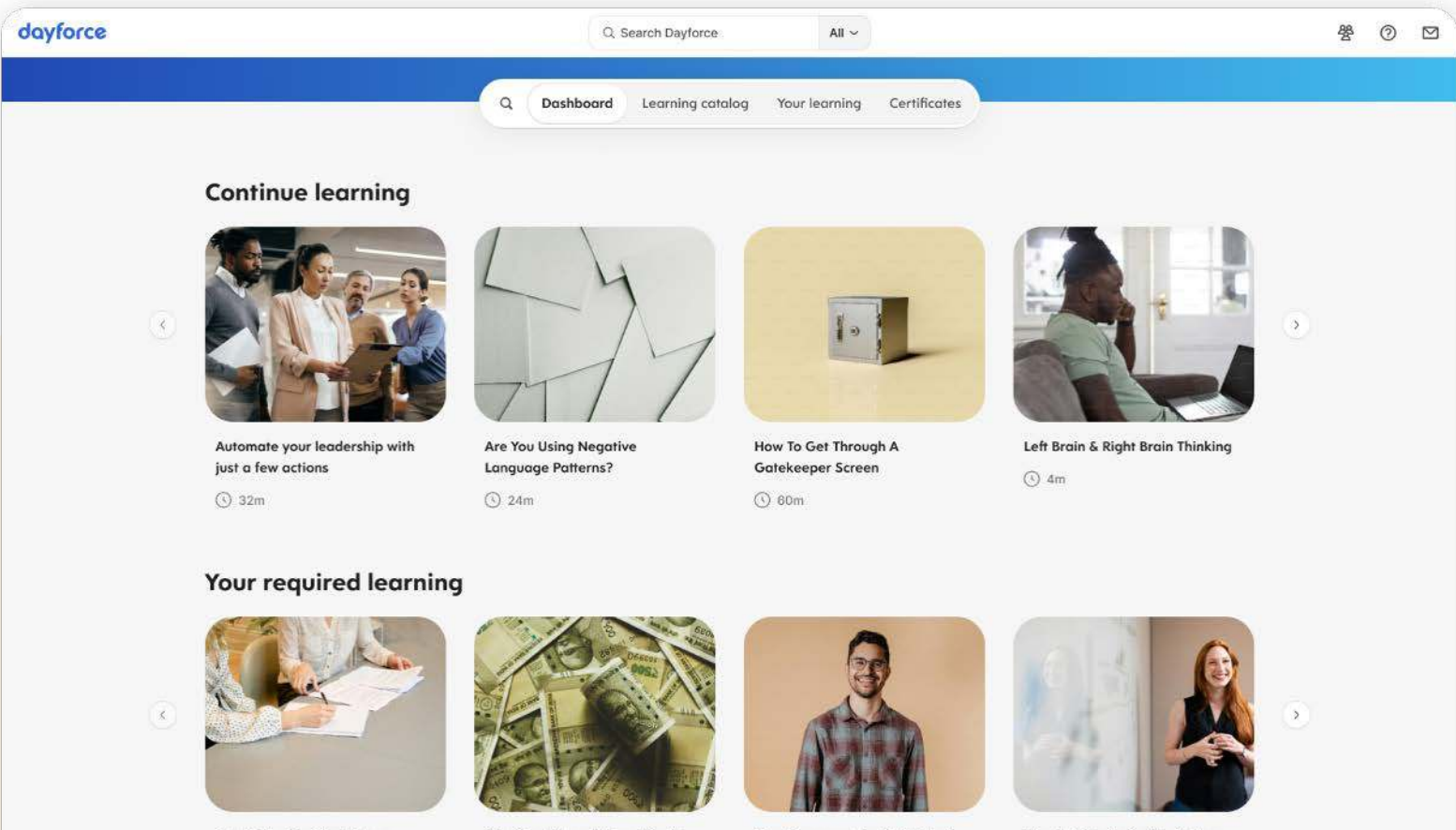
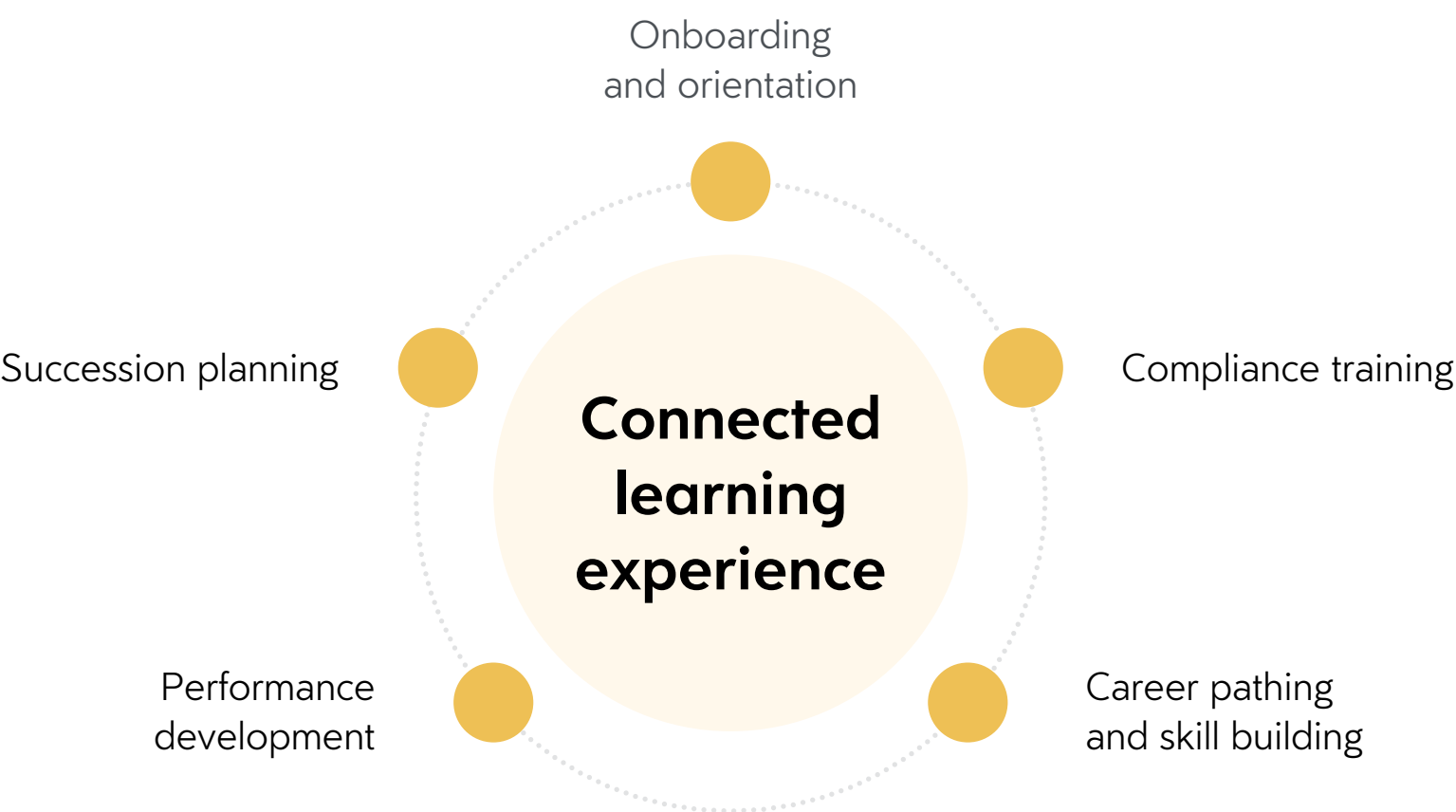


Dayforce Learning

HR leaders are focused on retaining talent, increasing mobility, as well as upskilling, reskilling, and filling skill gaps within their workforce. In 2024, we launched the new Dayforce Learning module to help our customers develop their employees’ skills and help them meet personal and company objectives. We created this connected learning experience within Dayforce using the capabilities from our acquisition of eloomi, while planning for AI capabilities and skills-based learning in the next year.

The updated platform is intuitive for learners and managers, accessible by employees within their Dayforce app or browser, and fully integrated with the rest of the Dayforce platform. It provides a comprehensive content library for companies to provide to their employees. Managers have a simple yet powerful dashboard that allows them to review their team’s learning progress at a course, topic, and learner level.

We are committed to helping organizations close these skill gaps, retain top talent, and help ensure employees are equipped to succeed and thrive. Dayforce Learning enables companies to create a connected learning experience that plays a pivotal role in all aspects of the employee lifecycle, from onboarding and orientation to compliance training to succession planning.





AI in Action

Dayforce AI is infused throughout our platform to help make work life simpler, more enjoyable, and more productive. Below are just a few of the ways Dayforce makes that possible.

Dayforce Skills Engine

Make hiring, training, and retaining your people more effective with our AI-assisted skills technology.

Benefits Intelligence

Make smarter plan design choices for your business with help from our Benefits Intelligence engine.

Smart Scheduling

Generate smart schedules that consider factors like business demand, budget, employee preferences, rules, and more.

Intelligent Search

Help your people find information faster with natural language processing.

Career Explorer

Equip your employees with AI-assisted career pathing software to help develop their skills and grow their career.

Candidate Screening

Quickly surface top candidates in your recruiting funnel with AI-assisted screening and matching tools.

Dayforce Co-Pilot

AI has the potential to transform the employee experience, forever change the way we work, and unlock the potential of both organizations and their people. Dayforce Co-Pilot is an indispensable partner to people leaders and their team members so they can focus on the projects and responsibilities that are most important to their roles. The powerful AI assistant gives people leaders insights and answers to improve decision making, automates repetitive tasks so HR teams can focus on more meaningful activities, and serves as a hyper-personalized guide for employees.

Its three core functionalities — answer and summarize, create and refine, and automate and nudge — are valuable for a wide range of HCM topics. This includes talent acquisition through generating draft job descriptions, talent management through aiding annual goal-setting and performance review processes, talent development through drafting individual learning paths, and assistance with HR service delivery through suggested answers to employees for certain HR-related questions.



WorkWell

At Dayforce, we believe that every worker deserves the opportunity to realize their potential and enjoy happy, healthy, and productive lives. In 2024, we launched our new [WorkWell research series](#) to make progress towards that goal and advance our mission to make work life better. Over the past year, we have delivered meaningful insights to employers seeking to best support their employees as individuals, parents, spouses, and caretakers. The research series combines Dayforce’s extensive data, expertise from leading third parties, and public surveys to help organizations improve in four core areas of human capital: pay, leave, retirement, and scheduling.

We believe businesses and employees thrive when workers receive just and equitable wages, fair and flexible schedules, meaningful paid leave, and retirement security. Last year, we published four reports that highlight best practices and provide actionable intelligence in these areas. This included partnerships with the [Living Wage Institute](#), the [Financial Health Network](#), [JUST Capital](#), and [SSRS](#).

Our inaugural [Dayforce Living Wage Index](#) revealed for the first time which portions of the U.S. workforce are and are not earning enough to cover their families’ basic needs. Developed with the Living Wage Institute, the report provided groundbreaking insights on the percentage of U.S. full-time workers that make a family-sustaining living wage based on gender, race and ethnicity, industry, and geography.

With funding from Dayforce, the Financial Health Network published a [research brief](#) on innovative new practices that can help employers improve the retirement security of their lower- and middle-income workers.

Another report in the WorkWell series was a [paid leave toolkit](#) to help companies implement effective policies. Developed in partnership with Dayforce, JUST Capital’s research delivers actionable insights to businesses on paid time off (PTO), paid sick leave, paid parental leave, paid family and medical leave, and dependent care policies. This includes industry-specific peer benchmarking data and best practices for each category of leave.

Our first-ever [Employee Health Survey](#), conducted with SSRS, explored how workers’ income levels relate to overall wellness, including mental health and financial well-being.



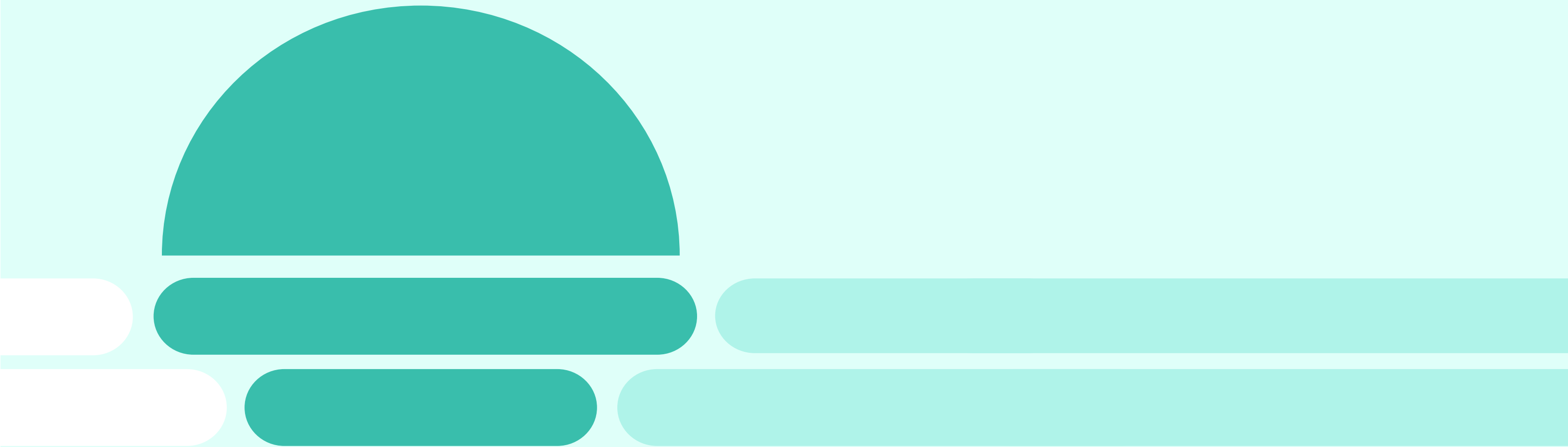
We are relentlessly focused on making work life better through our industry-leading products and innovation. This research provides actionable insights to help employers support their people not only as employees, but also as individuals, parents, spouses and caretakers.

Jason Rahlan
Global Head of Sustainability
and Impact
Dayforce





- Climate Change
- Direct Operations
- Supply Chain Sustainability
- Business Travel



Environment

Climate Change

At Dayforce, we believe that addressing the climate crisis is a responsibility, not a choice. Our climate strategy focuses on creating the most impact in the near-term through ambitious greenhouse gas (GHG) reductions aligned with the best available climate science, while also funding carbon dioxide removal (CDR) projects to contribute to the development of these newer technologies and remove carbon from the atmosphere.

Dayforce has three active climate targets that have been validated by the Science Based Targets initiative (SBTi):

- Reduce absolute Scope 1 and 2 emissions by 98.2% by 2029 from a 2019 baseline
- Reduce Scope 3 emissions from purchased goods and services, business travel, and employee commuting by 51.6% per USD value added by 2029 from a 2019 baseline⁵
- Annually source 100% renewable electricity across our entire global operations through 2030

Our approach to reducing our carbon footprint includes managing and monitoring our direct operations footprint, continuing to source 100% renewable electricity for our global operations annually, engaging with our vendors to have and execute meaningful decarbonization strategies, and reducing our business travel emissions.

We are on track to meet our 2029 GHG emissions targets. Since 2019, we have achieved the following:

- Reduced our Scope 1 and 2 (market-based) emissions by 98% since 2019
- Reduced our Scope 1 and 2 (location-based) emissions by 87% since 2019
- Reduced our Scope 3 emissions intensity per gross profit from purchased goods and services, business travel, and employee commuting by 55% since 2019

In 2024, we achieved the following:

- Maintained 100% renewable electricity for our global operations⁶
- Reduced our annual Scope 1 and 2 (location-based) emissions by over 60%
- Invested in our first CDR projects
- Reduced our operational electricity usage by over 60% from 2023

The evaluation and management of potential climate-related risks is a cross-functional process that is integrated into the company’s ERM program. In 2024, the annual ERM process was supplemented by the completion of a qualitative and quantitative forward-looking scenario analysis of potential climate-related risks and opportunities by third-party experts. See the [TCFD Index](#) for more information.

5. Dayforce uses gross profit as unit of value added for the economy intensity metric. We measure and report the optional emissions from remote work (Category 7) and hotel stays (Category 6) in our GHG inventory. Following SBTi guidance, we exclude these optional emissions from the Scope 3 target.

6. Achieved 100% renewable electricity in 2024 through 22 MWh of utility renewable energy tariffs and purchasing 3,958 MWh of Energy Attribute Certificates (EACs). Details of our EAC purchases can be found in our annual CDP Climate Change response.

Carbon Removal

We implemented the first phase of our internal carbon fee program for business travel emissions, with those funds allocated to impactful CDR projects around the globe. This included the use of biochar in Bolivia and biomass carbon removal and storage in the United States. Overall, we contracted 450 metric tons of carbon removal from these projects for future delivery. While Dayforce has ambitious GHG targets to reduce our contribution to climate change across our operations and value chain, these CDR projects support a growing ecosystem of carbon removal that climate science indicates will also be necessary to limit warming.



Biochar: Exomad Green

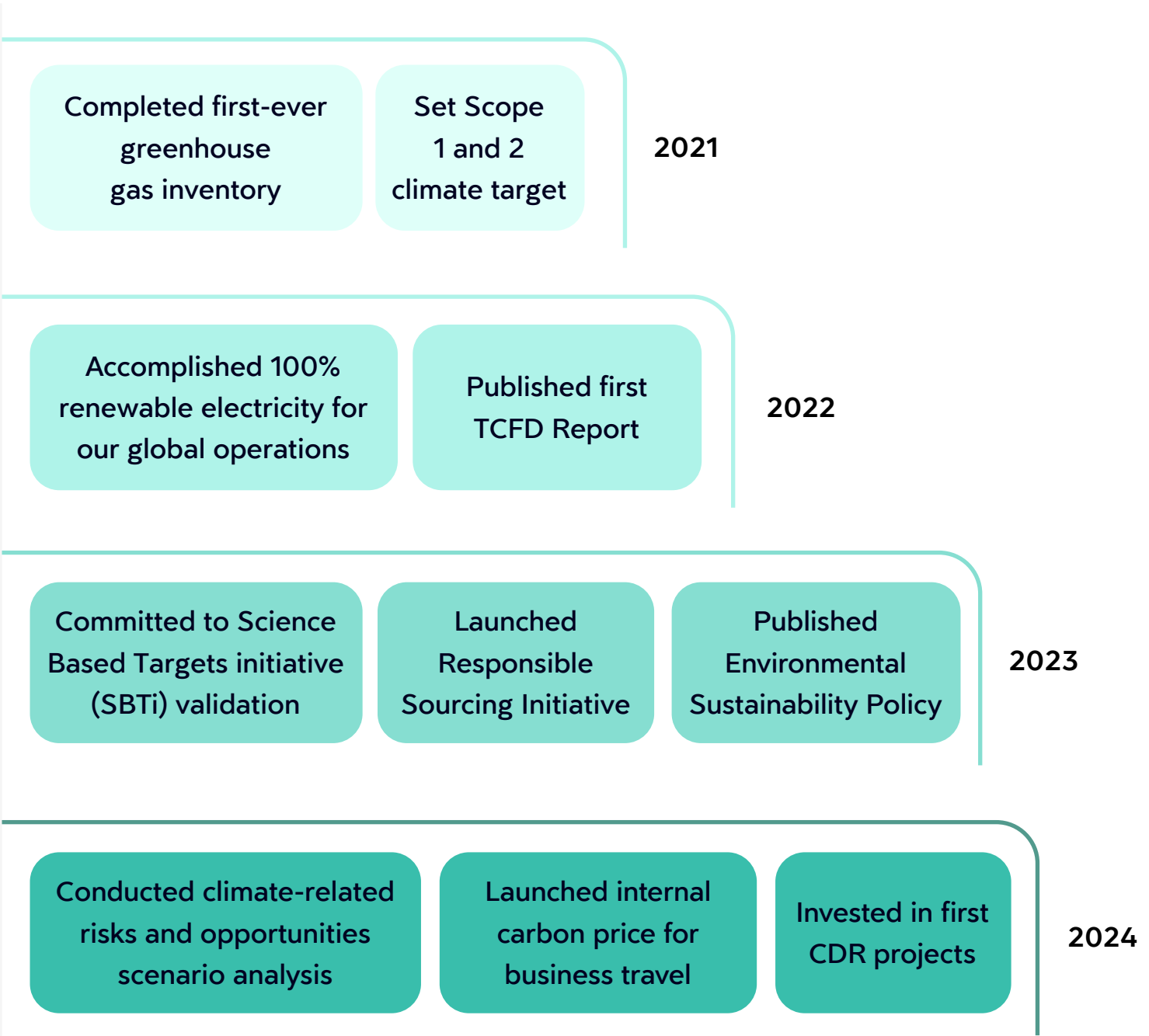
Exomad Green transforms waste wood from local sawmills in Bolivia into high-quality biochar, reducing air pollution. By providing biochar to local farmers for free, the project improves soil fertility and water retention, sequesters carbon, and supports agricultural productivity and local communities.



Biomass Carbon Removal and Storage (BiCRS): Vaulted Deep

Vaulted Deep injects organic waste underground for permanent carbon removal, supporting clean land, air, and water and economic benefits for their waste partners. Their process safely disposes of biosolids, manure, food and agricultural waste, and paper sludge which could otherwise result in carbon emissions.

We are fundamentally committed to doing our part to address climate change. We have been actively working to measure and reduce our climate impacts in line with our Scope 1, 2, and 3 targets, which have now been validated by the Science Based Targets initiative (SBTi).





Direct Operations

Facilities

In a virtual-first work culture, our global offices continue to enable employee connection, collaboration, and service excellence for our customers while also operating efficiently. In 2024, we made significant progress in right-sizing our facility portfolio and reducing its overall environmental impact. We closed three Dayforce offices in North America and APJ, reduced the square footage of one of our EMEA locations, and transitioned three offices into buildings with more sustainable features in Noida, Manila, and Bangkok.

We achieved LEED Interior Design and Construction Commercial Interior Certification for our office in Ebene, Mauritius, which is one of our largest globally. This LEED certification recognizes Dayforce’s efforts to prioritize sustainability and employee well-being through choosing an office location with accessible public transit, optimizing energy performance and indoor water use, and purchasing 100% renewable electricity for the office.

To complement our virtual-first workforce strategy, we implemented a new Flex First initiative that has allowed us to transition away from desk space to office areas where Daymakers can gather, connect, and collaborate.

Although we added two locations in North America and EMEA as part of our acquisition of eloomi, we saw a 12% reduction in square footage in 2024 and a 32% reduction since 2019. Through these efforts to consolidate our physical footprint, Dayforce realized over \$2.7 million in annual savings last year.

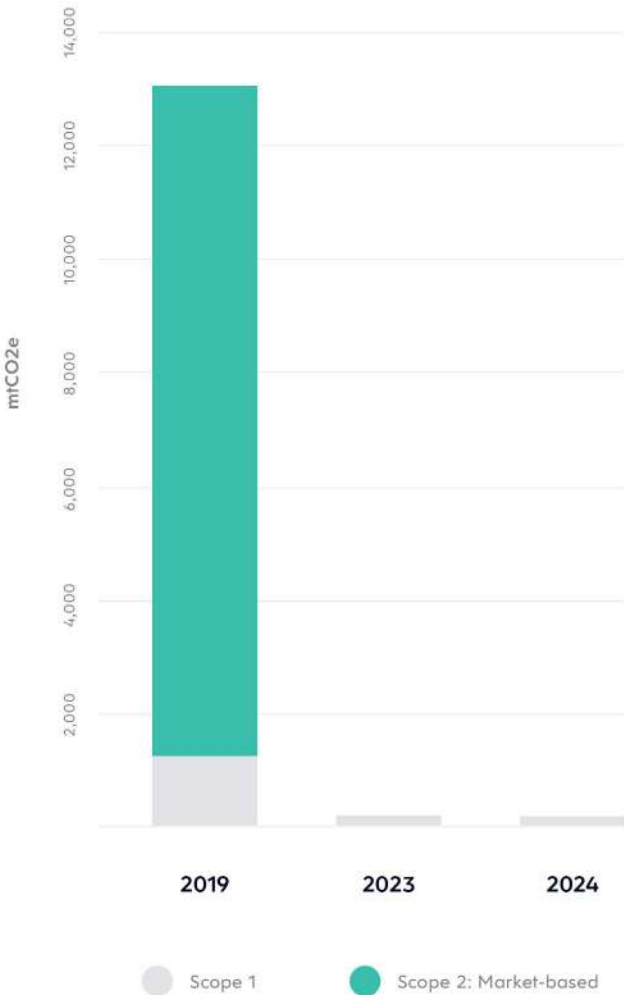
In 2024, we reached an 87% reduction in annual location-based Scope 1 and 2 GHG emissions from our physical operations since 2019. From 2023 to 2024 alone, these emissions declined by over 60% due to a similar annual decrease in electricity usage. In addition, investments tied to our ongoing 100% renewable electricity commitment resulted in a 98% reduction in the market-based calculation of Scope 1 and 2 emissions since 2019.

Dayforce Global Facility Greenhouse Gas Emissions Reductions

Scope 1 and 2 Emissions (Location-based)



Scope 1 and 2 Emissions (Market-based)





Cloud and IT Operations

In 2024, we continued to make progress in reducing our already limited use of on-premises servers. This coincides with a planned consolidation of our colocation data centers and our ongoing partnership with low-carbon providers for both our product and non-product cloud service needs.

In addition, we took two new steps to incorporate more efficient and sustainable practices to support the hardware needs of our company and our employees. This includes partnering with vendors to more effectively recycle hardware when possible or responsibly dispose of it across our global operations and a new feature for virtual employees — which represent a large majority of our workforce — to select only which hardware they want or need during onboarding.

Print Operations

We enable our customers and their employees to access their important payroll, tax, and other HR information digitally through our products, reducing the need for printed materials such as paystubs and annual tax documents.

As part of our strategic approach to deliver best-in-class services, we have reduced our in-house print operations and primarily collaborate with external print providers across the U.S. and Canada. This partnership enhances printing efficiency and enables us to implement a distributed print model, where documents are produced in locations nearest to our customers, thereby reducing shipping distances. Furthermore, we have transitioned to white paper for all Direct Deposit Agreements (DDAs) in the U.S. This change eliminates a material manufacturing step and removes a shipping component between the customization and final printing processes. We continue to optimize our shipping impact by moving away from overnight shipments when not required by customers.

As of 2024, we have reduced paper printing by 14% since 2023 and by 68% since 2019 in our U.S. and Canada operations. This aligns with the global trend of decreasing demand for printing due to increased digitization. These initiatives demonstrate our commitment to operational excellence, cost-effectiveness, and environmental responsibility while maintaining high-quality customer service.

Supply Chain Sustainability

Purchased goods and services is Dayforce’s largest category of GHG emissions, resulting in our continued efforts to understand and manage the climate impact of this area. Over the past year and a half, we continued the integration of our Responsible Sourcing Initiative (RSI) into our procurement processes to make our supply chain more resilient, efficient, and sustainable. We analyzed key data from our current and new vendors to understand their performance across RSI priorities and support vendors to disclose their GHG emissions and have human rights and non-discrimination policies.

To continue to communicate our RSI priorities directly with vendors and support their ability to meet practices that align with these priorities, we developed voluntary trainings for all interested supply chain partners and provided actionable insights on best practices in these areas and guidance for how to implement them.

Vendor performance on RSI areas is also considered during our vendor bidding processes. We assess and monitor the proportion of our annual procurement spend that aligns with our RSI priorities, including vendors who disclose their GHG emissions, have GHG emissions targets, and have human rights and non-discrimination policies.

We have made progress in reducing our Scope 3 emissions, with a 15% reduction in total Scope 3 emissions since 2019.

Despite growing our procurement spend in 2024, we have reduced emissions from purchased goods and services by 9% in the last year.



By seeking out vendor partners that maintain responsible and sustainable practices, our supply chain strategy helps us to mitigate risks and reduce costs, all while driving better outcomes for our society and our planet.

Judy Rozal
Vice President, Real Estate, Facilities, and Procurement
Dayforce





Business Travel

We have made significant investments in technology to enable employees to work together effectively, limit long-distance travel, and reduce unnecessary expenses. When travel is warranted, our policy is that all employees make decisions around travel and expenses that are consistent with sustainability and personal well-being. Our business travel booking system empowers employees to choose more sustainable alternatives by showing the emissions associated with travel options during the selection process. In 2024, we implemented a new travel policy that requires Daymakers to make cost-effective and sustainable choices whenever possible. They are encouraged to select direct flights over those with stops, seek alternative transportation choices such as trains over flights, and use public transportation instead of taxis, ride shares, or rental cars. This process included evaluating recommended industry’s best practices from the Global Business Travel Association (GBTA).

We scored above the average global sustainability maturity score across all industry sectors on GBTA’s first Sustainability Acceleration Global Benchmark of corporate travel programs. The baseline year assessed companies on their travel decisions, emissions tracking, decarbonization, and supplier engagement. We joined GBTA’s Sustainability Acceleration Challenge to continue to progress the sustainability of our business travel program.

Despite our revenue growing by 17% to \$1.76 billion in 2024, we were able to reduce our annual business travel emissions by 19% compared to 2023.



Empowering our employees to make more sustainable choices when they travel is a clear win-win. It helps reduce our carbon footprint while also driving greater efficiency and savings to reinvest in our company’s success.

Kadie Sorensen
Director, Accounts Payable and Corporate Travel
Dayforce





Dayforce Cares
Giving and Volunteering



Our Communities



Dayforce Cares

At Dayforce, we are committed to being a catalyst for positive change. Through our employee-led Dayforce Cares foundations, we support basic needs and quality of life in the United States and Canada and local youth organizations in Mauritius. Since its inception, Dayforce Cares has provided over \$7 million in grants, which have benefited over 5,000 individuals and families.

Grant Recipient

Janice’s life changed significantly when she lost her husband of 50 years. At the same time, a decline in mobility exacerbated her isolation, as she feared leaving her room in case she fell down the stairs. A Dayforce Cares grant helped Janice to install a much-needed stair lift, increasing her mobility and improving her quality of life.

I am writing to express my sincere thanks to you for awarding me a grant to purchase a stair lift. As a result of your generosity, my independence will be greatly enhanced. I look forward to being able to socialize with family and friends.

Janice
Ohio
United States of America





Giving and Volunteering

In 2024, we expanded our global giving and volunteering program to make a bigger difference in the communities where our employees live and work. Our company and our global workforce together supported over 1,500 nonprofits worldwide through donations last year. Our teams also mobilized to support various humanitarian relief efforts, including support for local communities dealing with the impact of Hurricanes Milton and Helene in the Southeast U.S., Hurricane Beryl in Mexico, and the Westfield Mall attack in Australia.

Last year, the time our employees spent volunteering increased by 60%, reaching over 15,000 hours supporting impactful projects on five continents. This includes caring for rescue dogs in the Philippines, writing kindness cards for seniors in Toronto, and running a

park cleanup in Japan, among others. During our annual Giving Campaign, Dayforce matched donations and provided new donors with an additional donation credit to allocate to any nonprofit of their choice. This initiative underscores our mission to foster a culture of generosity and community engagement.

In 2024, our employees personally donated nearly \$500,000 to charities around the world, and Dayforce gave over \$500,000 to Dayforce Cares and other charities globally. As of 2024, over 50% of our employees participated in giving and volunteering. As we look ahead, Dayforce remains dedicated to making a meaningful difference in the lives of those we serve, driven by the passion and generosity of our incredible team.



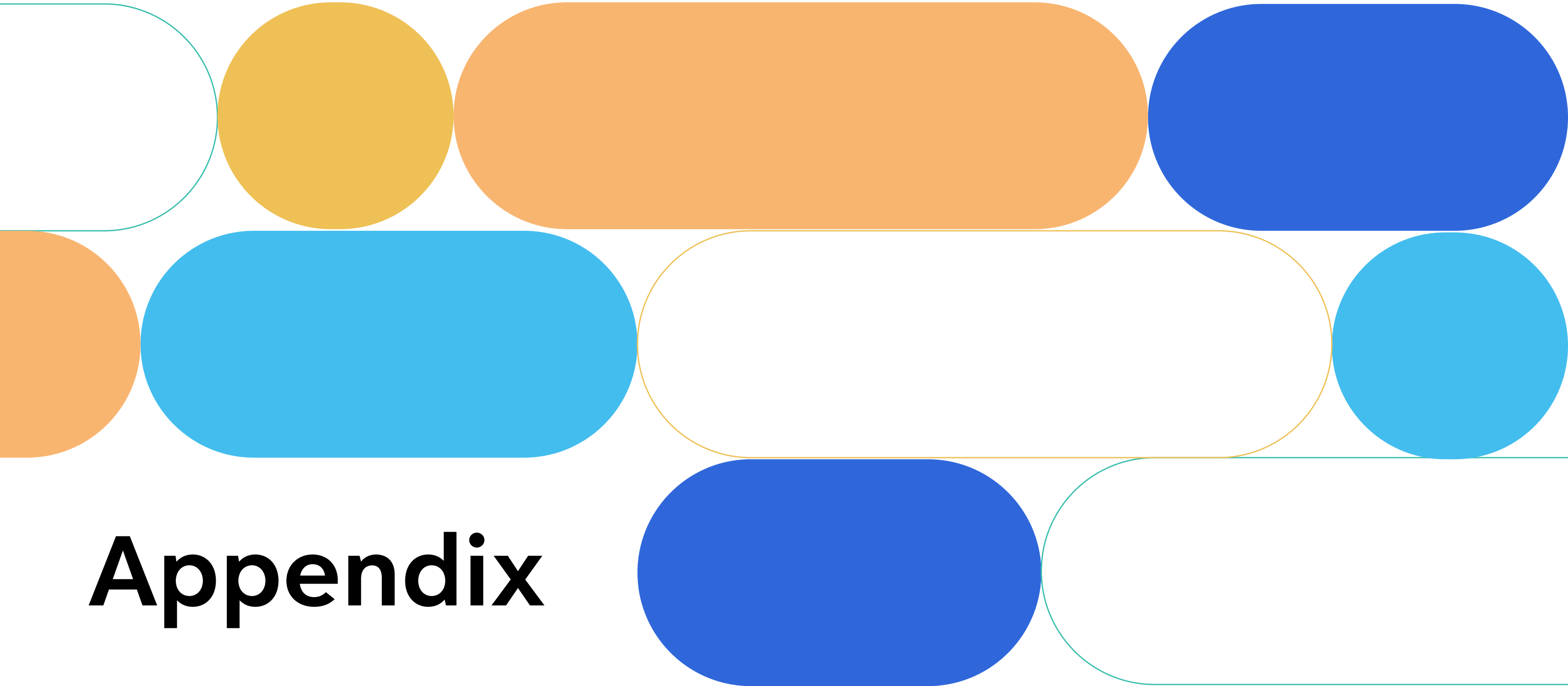
Dayforce has amplified my passion to make a difference by providing opportunities to give back to the community and live out our values. It's rewarding to play a part in fostering a culture built on empathy, support, and making a meaningful impact.

Rea Lissa (Jingle) Santos
Manager, Technical Customer Support
Dayforce



Through the experience of creating a volunteer initiative, I was able to connect with colleagues who shared similar feelings and align with a common purpose. I now feel that volunteering is a wonderful way to give back to society while building strong connections with others.

Hiroki Sugibayashi
Director, Customer Support
Dayforce



Appendix

Stakeholder Engagement

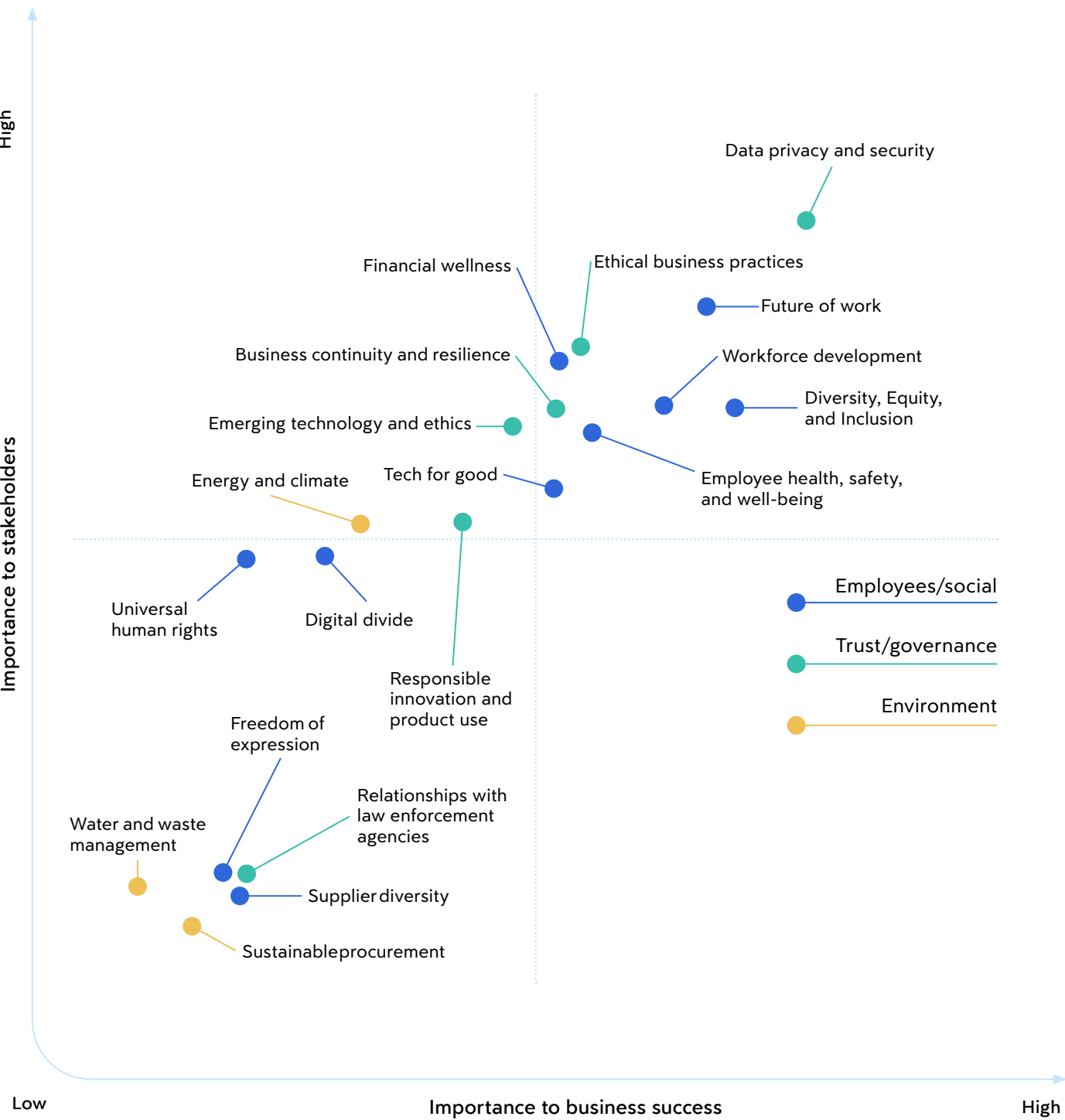
Our Approach

At Dayforce, we define stakeholder engagement as our efforts to seek and incorporate the opinions and perspectives of individuals and organizations that are impacted by our activities as a business into our overall corporate strategy. They deserve an opportunity to express their point of view, and it is our responsibility to ensure their voices are heard and considered. Learning from these unique insights can help make us a stronger, more resilient, and more impactful business for our people, our society, and our planet. The Dayforce [Code of Conduct](#) outlines Dayforce’s guidance for ethical business operations and for interacting with our stakeholders.

To report an accounting, corporate governance, ethical or legal issue regarding Dayforce, any internal or external stakeholder can submit anonymously through EthicsPoint [online](#) or by calling 1-866-ETHICSP (866-384-4277). Further details on sharing concerns and non-retaliation policies can be found in the Code of Conduct.

Stakeholder	Interactions
Customers	Dayforce is trusted by thousands of organizations and used by millions people around the globe. We serve some of the largest and most recognizable brands in the world. In 2024, Dayforce served nearly 6,880 customers with over 7.6 million employees live on the Dayforce platform globally, reached a 98% gross revenue retention rate, and surpassed \$5 billion in earned wages delivered through Dayforce Wallet. We launched and enhanced our Dayforce people platform to help our customers around the globe manage millions of employees every day, from recruiting and onboarding to payroll to career development and beyond. See the Tech for Good section for more details.
Employees	We conduct an annual employee engagement survey. In 2024, our eNPS was 55. We are transitioning to a more dynamic, year-round listening strategy to be even more responsive to employee needs throughout the year. See the Our People section for more details.
Partners	With deep product expertise and industry knowledge, Dayforce partners deliver innovative and best-in-class services and solutions that help customers realize value from Dayforce more quickly. We enhanced the Dayforce Partner Network to accelerate growth opportunities and value for Dayforce partners.
Investors	We held an Investor Day at Dayforce Discover in 2024, the company’s annual customer conference, to provide an overview of our vision, strategy, and multi-year financial model. We hold annual stockholder engagement meetings with many of our largest investors.
Industry and Financial Analysts	We hold monthly conversations with our industry analysts.
Government Agencies and NGOs	We do not provide any political contributions. We interact with government agencies through the normal course of doing business in a global operating environment. Our Code of Conduct outlines our expectations for interactions with government agencies, officials, and others.
Vendors	We outline the expectations of our vendors in our Vendor Code of Conduct. We continue the integration of our Responsible Sourcing Initiative (RSI) into our procurement processes to make our supply chain more resilient, efficient, and sustainable. See the Supply Chain Sustainability section for more details.

Dayforce's 2021 Materiality Matrix



Materiality Assessment

In 2021, Dayforce partnered with the nonprofit [BSR](#) to lead our first-ever third-party materiality assessment. We sought to understand the key material environmental, social, and governance issues that are most important to our business success and our key stakeholders. From the outset, it was imperative that a broad array of stakeholders was included to provide feedback and insight on this work and our direction as a company. For that reason, the team conducted stakeholder interviews and

surveys with customers, investors, nongovernmental organizations (NGOs), including [Oxfam America](#) and the [World Benchmarking Alliance](#), dozens of senior leaders at Dayforce, and hundreds of our employees globally. In addition, BSR consulted a number of other sources in its assessment, including prominent reporting standards and frameworks such as the [IFRS Foundation's SASB Standards](#), the [Global Reporting Initiative \(GRI\)](#), and the [United Nations Sustainable Development Goals](#). Following the completion of the project, Dayforce evaluated the results and built a new strategic sustainability framework with five key pillars and 10 priority topics.

Dayforce is a member of



In 2025, we aim to conduct a refreshed materiality assessment.



SASB Table	Accounting Metric	SASB Code	2021	2022	2023	2024
Environmental Footprint	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	68,595 GJ; 89%; 0%	49,148 GJ; 91%; 0%	39,190 GJ; 98%; 0%	16,132 GJ; 89%; 0%
	(1) Total water withdrawn	TC-SI-130a.2	7 TCM	6 TCM	9 TCM	6 TCM
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Environment			
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Privacy			
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	We do not use data for secondary purposes. All data collected is used for the purpose it was initially intended for, as outlined in our contractual agreements with our customers.			
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	No material monetary losses.	\$3.49 million ⁷	No material monetary losses.	
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Law Enforcement Requests Reports: June 2021 and December 2021.	Law Enforcement Requests Reports: January-June 2022 and July-December 2022.	Law Enforcement Requests Reports: January-June 2023 and July-December 2023.	Law Enforcement Requests Reports: January-June 2024 and July-December 2024 .
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	None			

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

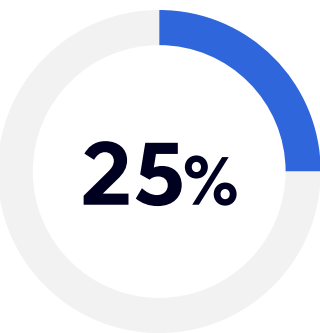


SASB Table	Accounting Metric	SASB Code	2021	2022	2023	2024
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1 SV-PS-230a.3	No material data breaches.			
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Privacy			
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2 SV-PS-230a.1	Cybersecurity			
Recruiting and Managing a Global, Diverse, and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	2.8%; 23.1%	0.32%; 48.7%	0.42%; 50.5%	0.38%; 51.7%
	Employee engagement as a percentage	TC-SI-330a.2 SV-PS-330a.3	75%	74%	77%	85%
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3 SV-PS-330a.1	Representation			
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	No material monetary losses			
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions	TC-SI-550a.1	18; 182	30; 267	31; 241	37; 200
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Enterprise Risk Management			
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Governance and Trust			

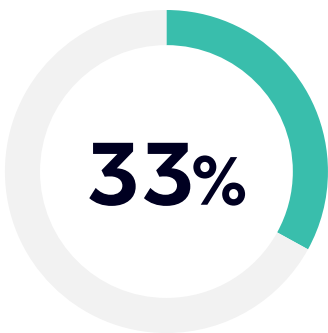
Board of Directors

Board Composition

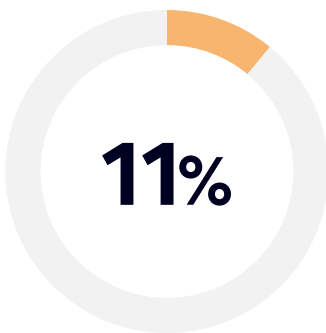
- 9 total members
- 89% are independent
- 5 new directors since 2018
- 62.7 years is the average age of directors
- 7.6 years is the average board tenure
- 100% of board committees are fully comprised of independent directors



of board committees are chaired by women



of directors self-identify as women



of directors self-identify as people of color

Areas of Expertise

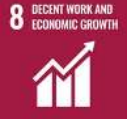
- Corporate finance
- C-Suite or senior management leadership
- Cybersecurity
- Enterprise risk management
- Financial literacy
- Global business background
- Human resources and talent management
- Industry background
- Mergers and acquisitions
- Public company board service
- Strategic transformation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

Committee Structure

- Acquisition and Finance
- Audit
- Compensation
- Corporate Governance and Nominating

U.N. Sustainable Development Goals (SDGs)

Dayforce's commitment to the five pillars of our strategic sustainability framework will help ensure that we always act responsibly and sustainably. It is our road map to continue being a leading corporate citizen as well as a thoughtful and accountable partner to key stakeholders. Successful performance on each of most materials topics will result in some progress toward achieving several United Nations SDGs.

SDG	References
	Our People Tech for Good Our Communities
	Our People
	Our People
	Our People Tech for Good
	Tech for Good
	Our People
	Environment
	Environment

Oversight

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

Stockholder Engagement and Feedback

Our Board is committed to engaging with our stockholders to understand their views on significant matters affecting Dayforce, including corporate governance, executive compensation, and other strategic matters. Our engagement since our 2024 Annual Meeting with stockholders included senior members of management and members of our Board.

Contacted stockholders holding approximately 92.7% of outstanding Common Stock of the Company as of June 30, 2024

Met with stockholders holding approximately 68.9% of outstanding Common Stock of the Company as of June 30, 2024

Directors participated in meetings with stockholders holding approximately 56.5% of outstanding Common Stock of the Company as of June 30, 2024

In addition to the above meetings, our executive team regularly met with investors and stakeholders throughout 2024 to discuss company performance, corporate governance, and sustainability initiatives. These meetings offer investors and stakeholders a forum to engage in constructive conversations with management around the aforementioned topics.

Governance

Size of board	9
Number of independent directors	8
Percentage of directors who are independent	89%
Fully independent committees	Yes
Independent lead director	Yes
Average age of directors	62.7
Average director tenure	7.6
Mandatory retirement age	No
Number of female directors	3
Number of ethnically diverse directors	1
Number of board and committee meetings in 2024	30
Number of directors attending less than 80% of meetings in 2024	0
Periodic executive sessions	Yes
Annual election of directors	Yes
Majority voting in director elections	Yes
Poison pill	No
Stockholder ability to call special meeting	No
Stockholder right to act by written consent	No
Compensation recovery (“clawback”) policy	Yes
Annual say-on-pay vote	Yes
Stock ownership guidelines for directors and executive officers	Yes
Corporate governance guidelines	Yes
Director “overboarding” guidelines	Yes
Related person transactions policy	Yes

Annual board and committee evaluations	Yes
New director orientation program	Yes

Policies and Principles

AI Ethics Principles
Anti-Corruption Policy
Anti-Fraud Standards
Code of Conduct
Corporate Records Retention Policy
Delegation of Authority Policy
Disclosure Policy
Environmental Sustainability Policy
Human Rights Statement
Insider Trading and Tipping Policy
Modern Slavery Statement
Sanctions Compliance Policy
Vendor Code of Conduct

Trust

Privacy Strategy

We recognize that maintaining stakeholder trust is essential to our success as a business. That is why we maintain a robust global privacy management program that allows us to meet these high expectations. In addition to a commitment to continuous improvement, our areas of focus include:

- Fostering more consistent cross-functional coordination between Privacy and other enterprise trust functions
- Building a team culture to be outcomes-driven and solutions-oriented
- Raising Raise Dayforce privacy brand profile internally and externally
- Clear policies, guidance, and procedures that foster accountability in our enterprise and that reflect legal requirements and best practices
- Privacy by Design assessments of our operations and offerings
- Ongoing workforce training and communication to ensure an always-on privacy mindset
- Third-party privacy risk management
- Transparency and management of individual rights
- Reducing privacy risk caused by human error

The Dayforce privacy program is led by the Senior Vice President, Chief Privacy Officer and Associate General Counsel (SVP AGC) of Privacy and Data Security and overseen by the Executive Vice President, Chief Legal and Compliance Officer, and Corporate Secretary who reports directly to the CEO. To ensure effective oversight and management of our privacy program, the SVP, Chief Privacy Officer and AGC of Privacy and Data Security regularly briefs the senior leadership teams and reports quarterly to the Audit Committee of the Board of Directors.

- [↗ Global Privacy Statement](#)
- [↗ Cookie Statement](#)
- [↗ Biometric Statement](#)

Dayforce maintains additional internal privacy policies, including:

- Dayforce as a Controller: Global Data Protection Policy
- Dayforce as a Processor: Global Data Protection Policy
- HIPAA Policy
- Cross-Border Data Transfers Standard
- Global Customer Employee Retention and Deletion Standard
- Global Third-Party Privacy Risk Management Standard

Cybersecurity Strategy

At Dayforce, we believe that effective security detection and response depends upon the deployment of analytics, automation, and highly skilled professionals. We know that strong data governance and data-centric security are also critical to maintaining our already high levels of compliance, privacy, and customer protection. To combat a growing number of data security threats and an enhanced level of sophistication, our Cybersecurity team is focused on six priority areas in the short- and intermediate-term.

The Dayforce cybersecurity program is overseen by our Chief Information Security Officer ("CISO") Colin Anderson. Our CISO works closely with our Vice President of Enterprise Risk Management, Compliance, and Service Management, who oversees our incident response and business continuity management programs, to assess and manage the cybersecurity element of our ERM program. To ensure effective oversight and management of our data security program, the CISO briefs the senior leadership team twice a quarter and the Audit Committee of the Board of Directors on a quarterly basis.

[Information Security statement](#)

Cloud and Data Security

We leverage cloud posture management solutions to meet compliance and security requirements and exceed industry benchmarks for cloud security, and we invest in attack surface management solutions to monitor and secure our Dayforce cloud footprint. We align to Azure and AWS cloud security best practices, and we run continuous scans and tests against our cloud environments to monitor our security posture.

Product Security

Security and privacy by design are at the core of our product security strategy. Beginning with ideation all the way to implementation, security and privacy are completely embedded into our research and development processes. We continuously leverage internal and external penetrations tests on our code throughout the entire product development life cycle.

Identity and Access Management

Security starts with strong access controls, and Dayforce continues to invest in phish resistant multi-factor authentication, access governance solutions to limit entitlements, and the management and security of non-human identities that are a growing attack vector.

Risk-Aware Workforce

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

Strong Data Governance

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

Advanced Analytics and Automation

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

Enterprise Risk Management (ERM) Strategy

Effective risk management is a critical component of Dayforce’s success as an organization. We have deeply embedded our Enterprise Risk Management (ERM) program into company-wide decision making and how we approach performance improvement, encourage innovation, and pursue our strategic goals and objectives. Our program is based on two global standards — the COSO Enterprise Risk Management Framework and ISO 31000 — and it aims to do the following:

- Identify and assess risk across the organization, prioritizing mitigation efforts to address mission-critical enterprise risks
- Assess current controls and capabilities to protect and increase stakeholder value, promoting continuous, sustainable improvement across the organization globally
- Ensure decisions are made with sufficient awareness and transparency around risk and opportunity

Our strategy has two core components: our Enterprise Risk Framework and our Enterprise Risk Process.

Our Enterprise Risk Framework guides the overall direction and operations of the program. It features an enterprise risk taxonomy for categorizing risks and developing actionable insights for leaders and departments across the organization. It focuses on 12 capability-based enterprise risk themes:

Business and Operational Resilience

Commercial Strategy

Cybersecurity Resilience

Data Governance and Stewardship

Financial Performance and Accountability

Global Strategy, Readiness and Execution

Human Capital/People

Legal and Compliance (Corporate, Product, Operational)

Money Movement/Tax and Payment

Product and Technology Innovation

Sustainability, Stakeholder Trust, and Community Impact

Third-Party and Partner Reliance

Our Enterprise Risk Process outlines our lifecycle and method of identifying, assessing and prioritizing, and responding to enterprise risks to successfully achieve our strategic organizational goals and objectives, minimizing any potential negative impact should they be realized. It also includes our collaborative risk assessment process. Frequent touchpoints throughout the year are conducted through interviews with identified subject matter experts from each functional group within the business to identify emerging risks that could impact our ability to meet our strategic goals and objectives as a company, specifically in the following four impact categories:

Financial

Legal/Compliance

Operational

Strategic

Our overall ERM program has three intermediate-term priorities:

Ongoing cross-functional evaluation and prioritization of mission-critical risks at the enterprise level to ensure accuracy of Dayforce’s global risk profile

Quarterly discussions around emerging and significant risk exposure identification and review of controls, mitigation strategies, and response effectiveness, along with action to mitigate in a timely manner

Ongoing review of our global ERM program and opportunities for continual improvement and maturation

To ensure effective oversight and management of our risk management program, our Vice President of Enterprise Risk Management, Compliance, and Service Management briefs the senior leadership team regularly and the Audit Committee of the Board of Directors on a quarterly basis.

Business Continuity and Resilience Strategy

The Business Continuity Management Program (BCMP) contributes to Dayforce’s overall resiliency and ability to continue delivery of products or services at acceptable, predefined levels following a disruptive incident and ensure that critical functions and processes are continually evaluated and improved upon. The Dayforce BCMP provides the necessary steps to be taken to prepare to respond, recover, restore, and return to normal operations following a significant business disruption. The program is guided by a global Business Continuity Management Policy and is ISO 22301 certified.



The Crisis Management discipline is responsible for the process of preparing for, responding to, and recovering from an unexpected event or situation that poses a significant threat to Dayforce, its stakeholders, or the public.

The Emergency Response discipline is responsible for the initial stages of an incident with a primary focus on life safety. It is the immediate and coordinated initial response to an unexpected or potentially dangerous situation or event. The goal of emergency response is to ensure employee safety, communicate with employees to develop situational awareness, coordinate required resources, and evaluate facility safety when applicable.

The Business Continuity discipline is responsible for the recovery of all critical business processes to an acceptable degraded level until the situation returns to normal. Business continuity considerations are evaluated immediately after the initial response of an unpredicted event, and Business Continuity Plans (BCP) outline the actions taken to minimize impact and continue business function operations following a disruptive event by enacting business continuity plans that detail the recovery steps, controls, and resources required.

Our Disaster Recovery (DR) discipline aims to ensure the continuity of critical business technology in the event of a disruptive incident, such as natural disasters, cyber-attacks, or equipment failures. Our disaster recovery plans are designed to minimize downtime, ensure the integrity and availability of critical data during and after a disaster, and comply with industry regulations and compliance standards.

Certifications and Attestations

The Dayforce data security program closely aligns with a variety of industry standard frameworks. This is reinforced by a requirement to have independent reviews of our supporting controls and provides the needed transparency for our customers to have confidence we take the protection of their data very seriously. The audits and certifications for Dayforce and our products apply around the globe wherever the products are authorized for use.

ISO/IEC 27001	ISO/IEC 27017
ISO/IEC 27018	ISO/IEC 27701
ISO/IEC 27036	ISO/IEC 22301
SOC 1 Type 2	SOC 2 Type 2
NIST 800-171 (SOC for Cyber)	

Dayforce (the Company) and all Dayforce products are ISO27001 audited and certified. The ISO certificate covers every location and every jurisdiction within which Dayforce operates. Our ISO 27001 certificate had no major or minor nonconformities.

Our NIST attestation had no controls that were considered not met

Our SOC 2 Type 2 audit report had no exceptions found

Service Excellence

We have a Service Excellence team at Dayforce that works to enhance the delivery of our services, ensuring reliability, resiliency, security, and availability for our customers and business functions. Service Excellence includes change management, major incident management, and problem management:

Change Management: Aims to provide a standardized set of procedures used to promptly handle all requests for change. It ensures that all changes are recorded, assessed, approved, prioritized, and implemented in a manner that meets business requirements and protects the stability and reliability of critical applications and IT systems.

Major Incident Management: Aims to effectively respond to and resolve significant incidents related to technology, privacy, and cybersecurity that can have a severe impact on operations, services, or reputation. This can minimize the impact of such incidents by restoring normal operations as quickly as possible while ensuring effective communication, coordination, and decision making throughout the incident response process.

Problem Management: Aims to enhance product resiliency and reliability by minimizing the adverse impact of incidents. This is achieved by preventing incidents from occurring or recurring through post-incident reviews and root cause identification. Action items are tracked through problem resolution.

We maintained strong service availability throughout 2024, with Dayforce uptime at 99.98% when excluding for the globally-disruptive CrowdStrike outage, and 99.84% when accounting for it. With the impacts of CrowdStrike excluded, the team reduced downtime by over 50% from 2023 through the creation of new problem and change management programs, infrastructure standardization and automation, increased infrastructure monitoring, and quality improvements across how the team develops, tests, and deploys software.

Human Capital Metrics

Our People

Global employees	9,610
North America employees	4,817
APJ employees	3,036
EMEA employees	1,757
2024 new employee hires	1,775
Percent of open positions filled by internal candidates	16%
Voluntary employee turnover rate	9.9%
Average training hours per employee	25
Average amount spent per FTE on training and development	\$51.03
Percent of FTE <30 years old	21.19%
Percent of FTE 30-50 years old	58.45%
Percent of FTE >50 years old	20.36%
Percent of workforce covered by trade unions/collective agreements	0%
Total Recordable Incident Rate (TRIR) ⁸	0

Annual Required Employee Training Courses Offered to All Employees

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

Leadership Development and Professional Development Courses Offered to Employees

Activate: Required 2-day program for people leaders including performance management, effective communications and coaching, and leading with emotional intelligence
Cultivate: Required 2-day program for leaders of leaders including leading high-performance teams, ethical leadership, and talent and personal development
Catalog of available professional development courses are available on-demand to all employees
Team development workshops offered at request of teams

Data as of 12/31/2024

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

Benefits

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

Benefits	U.S.	Canada
Employee Stock Purchase Plan	Yes	Yes
Time Away From Work	Yes	Yes
Sick Time Program ⁹	Yes	Yes
Holidays	Yes	Yes
Bereavement	Yes	Yes
Voting Time Off	Yes	Yes
Flexible Working Hours	Yes	Yes
Working-from-home Arrangements	Yes	Yes
Paid Parental Leave ¹⁰	Yes	Yes
Backup Child Care	No	No
Dependent Care Reimbursement	Yes	N/A
Adoption Reimbursement	Yes	Yes
Fertility/Family Building Benefit	Yes	Yes
Breastfeeding/Lactation Facilities	Yes	Yes
Fitness Benefit	Yes	Yes
Business Travel Accident	Yes	Yes
Pet Insurance	Yes	Yes
Home/Auto Insurance	Yes	Yes
Legal Plan	Yes	No
Dave McKay Volunteer Day	Yes	Yes
Scholarship Program	Yes	Yes
Tuition Reimbursement ¹¹	Yes	Yes
Ergonomics Assessments	Yes	Yes

9. Dedicated 80 hours of sick leave provided.

10. For primary and non-primary caregivers in excess of the minimum legal requirement. For new and expecting parents, our paid parental leave policy includes 17 weeks for all foster, adoption, and biological parents, regardless of their gender or caregiver status.

11. Tuition reimbursement is available to employees in all countries in which Dayforce operates. In the US and Canada, \$2000 is available per employee per year for reimbursement.

Representation | All Employees

2024

Employee level	Female	Male
Senior management	35.9%	63.4%
Management and above	43.8%	55.4%
Tech	37.2%	62.5%
All employees	49.5%	49.9%

2023

Employee level	Female	Male
Senior management	35.9%	64.1%
Management and above	43.8%	56.2%
Tech	37.1%	62.9%
All employees	49.8%	50.2%

2022

Employee level	Female	Male
Senior management	38.0%	62.0%
Management and above	43.7%	56.1%
Tech	36.0%	63.8%
All employees	49.4%	50.4%

Representation | U.S. Employees

Employee level	American Indian or Alaska Native			Asian			Black or African American			Hispanic or Latino		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Senior management	—	—	—	19.0%	15.6%	8.9%	5.3%	5.2%	3.0%	2.1%	3.1%	3.0%
Management and above	0.6%	0.4%	0.4%	12.4%	11.4%	9.7%	6.4%	5.4%	5.6%	4.6%	4.6%	4.6%
Tech	0.2%	0.2%	0.2%	24.4%	18.7%	18.2%	10.7%	11.2%	10.7%	6.0%	7.1%	7.1%
All employees	0.2%	0.2%	0.1%	15.0%	12.4%	12.0%	11.8%	11.4%	10.9%	6.2%	6.3%	6.9%

Employee level	Two or More Races			Native Hawaiian or Pacific Islander			White			No Answer		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Senior management	2.1%	3.1%	2.0%	—	—	—	71.6%	71.9%	77.2%	—	1.0%	5.9%
Management and above	1.7%	2.4%	1.9%	—	—	—	73.3%	72.7%	73.7%	1.0%	3.0%	4.1%
Tech	2.6%	2.8%	2.8%	0.3%	0.3%	0.3%	52.7%	57.9%	58.2%	3.1%	1.9%	2.6%
All employees	2.3%	2.7%	3.0%	0.3%	0.2%	0.2%	62.3%	64.7%	64.3%	2.0%	2.1%	2.6%

EEO-1

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 7359044				EMPLOYER NAME Ceridian HCM Inc.											
ADDRESS 3311 East Old Shakopee Road						CITY/TOWN MINNEAPOLIS				STATE MN		ZIP CODE 55425			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID				HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME											
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 593228107															
SECTION E – EMPLOYER FILING ELIGIBILITY ☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE ☐ YES (Single-Establishment Employer is Federal Contractor) ☒ YES (Multi-Establishment Employer is Federal Contractor) ☒ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor) ☒ YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 541214 - Payroll Services															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	1	49	1	9	0	0	1	21	3	6	0	0	1	93
First/Mid-Level Officials and Managers	7	15	145	8	23	0	0	6	155	19	16	0	2	4	400
Professionals	36	42	371	59	88	0	0	14	442	111	100	1	1	24	1289
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	7	6	101	4	3	0	0	4	81	5	1	0	0	5	217
Administrative Support Workers	8	18	31	11	11	1	0	5	79	37	19	1	1	0	222
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	59	82	697	83	134	1	0	30	778	175	142	2	4	34	2221
PRIOR 2022 REPORTING YEAR TOTAL	64	88	733	99	143	3	0	32	827	205	152	2	4	34	2386
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/9/2023 - 10/22/2023															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION															
EMPLOYER IDENTIFICATION															
OFS COMPANY ID 7359044				EMPLOYER NAME Ceridian HCM Inc.											
ADDRESS 3311 East Old Shakopee Road						CITY/TOWN MINNEAPOLIS				STATE MN		ZIP CODE 55425			
CERTIFICATION COMMENTS (optional) No Certification Comments Provided															
CERTIFICATION STATEMENT “I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions.” Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.															
DATE OF CERTIFICATION 7/8/2024 5:53 PM [EST]															
EMPLOYER'S CERTIFYING OFFICIAL															
Name of Employer's Certifying Official Donnebra McClendon										Title of Certifying Official VP, Culture and Belonging					
Email Address of Certifying Official										Telephone Number of Certifying Official					
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING															
Name of Primary POC Donnebra McClendon										Title and Employer of Primary POC VP, Culture and Belonging Dayforce					
Email Address of Primary POC										Telephone Number of Primary POC					

Environmental Data

		2019	2023	2024	% Change from 2019	% Change from 2023
Electricity	Total Electricity (MWh)	29,402	10,689	3,973	-86%	-63%
	Total Electricity (Gj)	105,847	38,480	14,301	-86%	-63%
	Renewable Electricity (MWh)	0	10,689	3,979	100%	-63%
	Percent Renewable Electricity	0%	100%	100%	100%	0%
Energy	Total Energy (MWh)	34,927	10,886	4,481	-87%	-59%
	Total Energy (Gj)	125,738	39,190	16,132	-87%	-59%
	Percent Renewable Energy	0%	98%	89%		
	Diesel (Gallons)	135	82	370	174%	351%
	Natural Gas (Therms)	179,806	6,182	16,835	-91%	172%
	Refrigerants (lbs)	397	212	132	-67%	-38%
Emissions (mtCO2e)	Scope 1 and 2: Total	13,119	265	230	-98%	-13%
	• Scope 1	1,241	265	230	-81%	-13%
	• Scope 2: Location-based	12,128	4,334	1,506	-88%	-65%
	• Scope 2: Market-based	11,877	0	0	-100%	0%
	Scope 3: Total	59,329	55,515	50,623	-15%	-9%
	• Category 1: Purchased Goods and Services	31,979	36,454	33,167	4%	-9%
	• Category 3: Fuel- and Energy-Related Activities	2,931	1,543	544	-81%	-65%
	• Category 4: Upstream Transportation and Distribution	252	615	1,239	392%	101%
	• Category 5: Waste Generated in Operations	1,078	148	94	-91%	-36%
	• Category 6: Business Travel	10,749	10,474	8,454	-21%	-19%
	• Category 7: Employee Commuting	10,210	1,175	1,185	-88%	1%
	• Category 7: Remote Work	768	4,022	4,195	446%	4%
	• Category 11: Use of Sold Products	1,000	876	1,611	61%	84%
	• Category 12: End-of-Life Treatment of Sold Products	362	208	134	-63%	-36%
	Scope 1, 2 (Market-based), and 3: Total	72,447	55,780	50,853	-30%	-9%



Environmental Data

		2019	2023	2024	% Change from 2019	% Change from 2023
Water	Water Withdrawals (Gallons)	16,643,250	2,304,343	2,004,982	-88%	-13%
	Total Tonnage	2,074	385	277	-87%	-28%
Waste (U.S. Tons)	• Recycled Tonnage		94	59		-37%
	• Composted Tonnage		14	17		21%
	• Landfilled Tonnage		277	201		-27%
	• Percent Diverted from Landfill		28%	27%		-2%



STATEMENT

Introduction

DNV Business Assurance USA, Inc. (DNV) has been commissioned by the management of Dayforce Inc. (Dayforce) to carry out an independent verification of its GHG emissions (*Scope 1, 2 and 3*). These assertions are relevant to the 2024 calendar year.

Dayforce has sole responsibility for preparation of the data and external report. DNV, in performing our assurance work, is responsible to the management of Dayforce. Our assurance statement, however, represents our independent opinion and is intended to inform all stakeholders including Dayforce.

Verification Objective

The objective of this verification is to verify conformance with applicable verification criteria, including the principles and requirements of relevant standards or GHG programmes, within the scope of the verification; The organization's GHG inventory of GHG emissions; any significant changes in the organization's GHG inventory since the last reporting period; and the organization's GHG-related controls.

Verification Scope

2024 Greenhouse Gas (GHG) emissions inventory Scope 1, 2, and 3 (Category 1 – Purchased Goods and Services, Category 3 – Fuel and Energy Related Activities, Category 4 – Upstream Transportation and Distribution, Category 5 – Waste Generated in Operations, Category 6 – Business Travel, Category 7 – Remote Working, Category 7 – Employee Commuting, Category 11 – Use of Sold Products, Category 12 – End-of-life Treatment of Sold Products)

Verification Level of Assurance

The verification was conducted by DNV to a limited level of assurance with the qualification reported in the below Verification Conclusions.

Materiality Level

Errors / omissions which represent, single or aggregated, the 5% of total emissions are considered material.

Verification Criteria

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard (Scope 1 & 2)



- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- ISO 14064-3:2019: Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Verification Protocols

- ISO 14064-3:2019 Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Operational Boundary

- Operational control
- Global sites
- Reporting Period: 1 January 2024 to 31 December 2024

Data Verified

Greenhouse Gas Emissions	
Scope 1 Emissions	230 MtCO ₂ e
Scope 2 Emissions (Location based)	1,506 MtCO ₂ e
Scope 2 Emissions (Market based)	0 MtCO ₂ e
Scope 3 Emissions	
o Category 1 – Purchased Goods and Services	33,167 MtCO ₂ e
o Category 3 – Fuel and Energy Related Activities	544 MtCO ₂ e
o Category 4 – Upstream Transportation and Distribution	1,239 MtCO ₂ e
o Category 5 – Waste Generated in Operations	94 MtCO ₂ e
o Category 6 – Business Travel	8,454 MtCO ₂ e
o Category 7 – Remote Working	4,195 MtCO ₂ e
o Category 7 – Employee Commuting	1,185 MtCO ₂ e
o Category 11 – Use of Sold Products	1,611 MtCO ₂ e
o Category 12 – End-of-life Treatment of Sold Products	134 MtCO ₂ e



Assurance Opinion

Based on the verification process conducted by DNV, we provide a Limited Assurance of the GHG Emissions Inventory for *Dayforce*. DNV found no evidence that the assertion:

- is not materially correct;
- is not a fair representation of the GHG emissions information; and
- is not prepared in accordance with the *Reporting Criteria*

Independence

DNV was not involved in the preparation of any part of *Dayforce's* data or report. We adopt a balanced approach towards all stakeholders when performing our evaluation.

DNV Business Assurance USA, Inc.
May 5th, 2025

Kyle Silon

Lead Verifier
Kyle Silon

Digitally signed by Kyle Silon
Date: 2025.05.05 14:03:24 -07'00'

Ilango, Chandran

Technical Reviewer (Trainee)
Chandran Ilango

Digitally signed by Ilango, Chandran
Date: 2025.05.05 16:15:41 -05'00'

Bachamanda, Shruthi Poonacha

Technical Reviewer & Approver
Shruthi Poonacha Bachamanda

Digitally signed by Bachamanda, Shruthi Poonacha
Date: 2025.05.06 17:11:08 -04'00'

The purpose of the DNV group of companies is to promote safe and sustainable futures. The USA & Canada Sustainability team is part of DNV Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com/sustainability



WHEN TRUST MATTERS

Independent Assurance Report

DNV Business Assurance USA, Inc. (DNV) has been commissioned by the management of Dayforce, Inc. ("Dayforce") to carry out an independent limited level assurance engagement of Selected Performance Information for calendar year ending December 31, 2024. The assurance was carried out during February - April 2025.

Our Conclusion:
Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Performance Information is not fairly stated and has not been prepared, in all material respects, in accordance with the criteria stated. This conclusion relates only to the Selected Performance Information and is to be read in the context of this Assurance Report, in particular, the inherent limitations explained below.

Scope of Assurance

- Reporting Boundary – Global Operations
- Time Period – January 1, 2024 – December 31, 2024

Selected Performance Information

The scope and boundary of our work is restricted to the following performance indicators (the Selected Performance Information):

Environmental Data Verified for January 1 st to December 31 st , 2024
2024 Energy • Total Energy Consumption • Footprint Subcategories
2024 Water • Total Water Withdrawals
2024 Waste • Total Waste Generated

Our competence, independence, and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any part of Dayforce's data or report. This is our second year of providing assurance for Dayforce. We adopt a balanced approach towards all stakeholders when performing our evaluation.

We do not express any conclusions on any other information that may be published on Dayforce's website or Report for the current reporting or for previous periods. DNV has provided a separate statement for GHG Emissions (Scope 1, 2, and 3) for CY 2024 in Statement No. DNV-2025-ASR-778094, dated May 6, 2025.

Scope and Approach

We performed a limited level assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Statement No. DNV-2025-ASR-776257



WHEN TRUST MATTERS

Scope and Approach Continued

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance conclusion, so that the risk of this conclusion being in error is reduced but not reduced to very low. A 'reasonable level' of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance conclusion. All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non- financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities.

DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. This includes, but is not limited to, sales and acquisitions, square footage, and financial/ operational control. Financial data, including financial data that feeds into the calculation of the Selected Performance Indicators, is outside of the scope of the assurance.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance Methodology

The environmental footprint inventories have been evaluated against the following reporting criteria:

- World Business Council for Sustainable Development (WBCSD) / World Resources Institute (WRI) Greenhouse Gas Protocol, Corporate Accounting Standard REVISED EDITION

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both Dayforce and its stakeholders. DNV applied a materiality threshold of five percent for energy consumption, water withdrawal, and waste generated.

2024 Environmental Data Verified

2024 Energy	
Total Energy Consumption	16,132 GJ
Footprint Subcategory	Quantity Unit
Diesel	370.47 Gallons
Natural Gas	1683.54 MMBTU
Electricity	3,972,560.01 kWh

Independence

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

2024 Water	
Total Water Withdrawal	2,004,982 Gallons

2024 Waste	
Total Waste Generated	277.48 US tons

Basis of Our Conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Performance Information; our work included, but was not restricted to:

- Conducting interviews with Dayforce's management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Performance Information;
- Performing limited substantive testing on a selective basis of the Selected Performance Information to check that data had been appropriately measured, recorded, collated and reported;

Statement No. DNV-2025-ASR-776257



WHEN TRUST MATTERS

Basis of Our Conclusion Continued

- Reviewing that the evidence, measurements and the scope provided to us by Dayforce for the Selected Performance Information is prepared in line with the agreed-upon procedures and criteria
- Review of documentation, data records and sources relating to the corporate environmental data claims assertions;
- Review of the processes and tools used to collect, aggregate and report on all environmental data and metrics;
- Assessment of environmental information systems and controls, including:
 - Selection and management of all relevant environmental data and information;
 - Processes for collecting, processing, consolidating, and reporting the relevant environmental data and information;
 - Design and maintenance of the environmental information system;
 - Systems and processes that support the environmental information system.
- Performed sample-based audits of the processes for generating, gathering and managing the quantitative and qualitative environmental data;
- Examination of all relevant environmental data and information to develop evidence for the assessment of the environmental claims and assertions made;
- Confirmation of whether the organization conforms to the verification criteria

In addition to the above, specific to the environmental indicators, the following steps were conducted for the Water and Waste:

Water:

- Review of the water withdrawal methodology;
- Review of calculations and water per-capita assumptions.

Waste

- Review of the waste estimation methodology;
- Review of calculations and waste per-capita assumptions.

Responsibilities of Dayforce and DNV

Dayforce has sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the criteria
- Designing, implementing, and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements
- Measuring and reporting the Selected Information
- Contents and statements contained within the Report or website

In performing our assurance work, our responsibility is to the management of Dayforce; however, our assurance report represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report or website except for this Assurance Statement.

For and on behalf of DNV Business Assurance USA, Inc.
Katy, Texas
May 06th, 2025

Kyle Silon
Digitally signed by Kyle Silon
Date: 2025.05.06 14:02:53 -07'00'

Kyle Silon
Lead Verifier

D'Silva, Natasha
Digitally signed by D'Silva, Natasha
Date: 2025.05.06 16:09:26 -07'00'

Natasha D'Silva
Technical Reviewer

DNV Supply Chain Product & Assurance

DNV Supply Chain & Product Assurance is a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

<https://www.dnv.us/assurance/>

This Statement is for the sole use and benefit of the party contracting with DNV Business Assurance USA, Inc. to produce this Statement (the "Client"). Any use of or reliance on this document by any party other than the Client shall be at the sole risk of such party. In no event will DNV or any of its parent or affiliate companies, or their respective directors, officers, shareholders, employees or subcontractors, be liable to any other party regarding any statements, findings, conclusions or other content in this Statement, or for any use of, reliance on, accuracy, or adequacy of this Statement.

Statement No. DNV-2025-ASR-776257

TCFD Index

Governance

Disclose the organization’s governance around climate-related risks and opportunities.

Dayforce’s integrated approach to reducing its annual greenhouse gas (“GHG”) emissions and addressing potential climate-related risks includes oversight, management, and engagement at many levels of the organization.

TCFD Recommendation	Dayforce Disclosure	References
a. Describe the board’s oversight of climate-related risks and opportunities.	The Corporate Governance and Nominating Committee (the “Committee”) of the Board of Directors (the “Board”) of Dayforce, Inc. (the “Company” or “Dayforce”) oversees corporate governance, social responsibility, and environmental sustainability matters, including those related to climate change. It reviews the Company’s decarbonization strategy, goalsetting efforts, and progress towards reaching its emissions reduction and other climate-related targets. The Global Head of Sustainability and Impact provides updates to the Committee on climate and other sustainability-related matters multiple times per year. In addition, the Board’s Audit Committee receives updates from the Vice President of Enterprise Risk Management, Compliance, and Service Management on the Company’s Enterprise Risk Management (“ERM”) strategy on a quarterly basis. This includes measures to identify, evaluate, manage, and, where appropriate, mitigate relevant risks. These efforts are informed by the Company’s annual and ongoing enterprise risk assessment processes, which includes the evaluation of potential climate-related risks.	CDP C4.1, 4.1.1, 4.1.2
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	The Chief Marketing and Communications Officer reports to the President and Chief Operating Officer and oversees the performance of several departments, including the Sustainability and Impact department. The Global Head for Sustainability and Impact leads the Company’s decarbonization strategy and the overall management of climate-related issues. This includes programs and initiatives, target setting, data collection and reporting, and the identification and evaluation of potential climate-related risks and opportunities. The evaluation and management of potential climate-related risks is a cross-functional process that is integrated into the Company’s ERM program. In 2024, the annual ERM process was supplemented by the completion of a qualitative and quantitative forward-looking scenario analysis of potential climate-related risks and opportunities by third-party experts. The Global Head for Sustainability and Impact provides at least annual updates to the executive leadership team on the Company’s climate strategy and performance. Members of Dayforce’s Sustainability department work closely with senior leaders in several other departments to carry out these efforts.	CDP C4.3, 4.3.1

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

Potential climate-related risks are integrated into Dayforce’s strategy to manage enterprise risk, operate effectively, and achieve key business objectives.

TCFD Recommendation	Dayforce Disclosure	References
a. Describe the organization’s processes for identifying and assessing climate-related risks. b. Describe the organization’s processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Dayforce has a fact-based, globally integrated strategy to effectively manage enterprise risk. This includes the execution of a rigorous risk identification, analysis, and mitigation process. Enterprise Risk Assessment Sustainability, stakeholder trust, and community impact is one of the twelve capability-based enterprise risk themes in Dayforce’s risk taxonomy. The Company’s annual enterprise risk assessment of environmental stewardship risks, including climate-related risks, is led by the ERM department and is integrated into the Company’s overall risk management identification, assessment, and management process. Dayforce annually monitors climate-related risks through its ERM process and determines the level of residual risk and whether any need to be accepted, avoided, pursued, reduced, or shared. The Company’s analysis of potential risks includes evaluating the impact, likelihood, velocity, and level of risk tolerance associated with each. Dayforce evaluates the following functional potential climate-related physical and transition risks on an annual basis: Physical Acute Risks: • The impact of extreme weather events on its facilities, workforce, and operations. Chronic Risks: • The impact of extreme variability in weather and precipitation patterns on its facilities, workforce, and operations.	CDP C2.1, 2.2.1, 2.2.2, 2.4, 5.1, 5.1.1



TCFD Recommendation	Dayforce Disclosure	References
a. Describe the organization’s processes for identifying and assessing climate-related risks. b. Describe the organization’s processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Transition Policy and Legal Risks: • The impact of carbon pricing or new climate-related regulations. Technology Risks: • The impact of low emissions products from competitors on customer demand and sales revenue. Market Risks: • The impact of costs of production, purchased goods and services, and raw materials. • The impact of climate performance on investor interest. • The impact of climate performance on employee recruitment and retention. Reputation Risks: • The impact of climate performance on customer demand. • The impact of climate performance on stakeholder perception. In addition to these specific functional risks, the Company also evaluates the following two relevant enterprise risks in its annual enterprise risk assessment: • The impact of global sustainability-related regulatory changes on compliance costs and reputation. • The impact of sustainability objectives and relevant disclosures on reputation and performance.	CDP C2.1, 2.2.1, 2.2.2, 2.4, 5.1, 5.1.1

TCFD Recommendation	Dayforce Disclosure	References
a. Describe the organization’s processes for identifying and assessing climate-related risks.	Scenario Analysis In 2024, Dayforce partnered with third-party experts at WSP to conduct a qualitative and quantitative TCFD-aligned climate scenario analysis of potential physical and transition risks and opportunities. The time horizons considered were the short term (present day through 2025), the medium term (2030), and the long term (2040). Climate-related Physical Risk and Resilience Scenario Analysis The qualitative climate-related physical risk scenario analysis assessed how climate hazards could impact Dayforce’s leased offices as well as the colocation data centers it uses that are operated by third parties. The physical assessment evaluated the potential impact of both acute and chronic hazards, including extreme heat, flooding, coastal flooding, wildfires, heavy snowfall, tropical cyclones, drought, and rising average temperatures. Two forward-looking scenarios were used in the assessment: the low-medium warming scenario SSP2-4.5 and the high warming scenario SSP5-8.5 (“SSP” is Shared Socioeconomic Pathway). WSP also conducted resilience assessments on select facilities with higher inherent risk to understand the extent to which these critical facilities had been exposed to and are prepared for potential climate impacts. They also assessed the overall resilience for Dayforce employees in key geographies related to extreme heat.	CDP C2.1, 2.2.1, 2.2.2, 2.4, 5.1, 5.1.1
b. Describe the organization’s processes for managing climate-related risks.		
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Climate-related Transition Risk and Opportunity Analysis The qualitative scenario analysis of transition risks and opportunities explored eight risks and six opportunities aligned with TCFD guidance. Three Network for Greening the Financial System (“NGFS”) scenarios were used: Current Policies, Delayed Transition, and Net Zero Emissions by 2050. These three scenarios together represent high (3°C by 2100), medium (1.6°C by 2100), and low (1.4°C by 2100) warming respectively. WSP analyzed the potential future impacts on business operations, markets, supply chain, and the associated potential effects on revenues, costs, and expenditures. Following the completion of the qualitative assessment, the quantitative analysis focused on potential increases in costs associated with three risks that had higher risk scores: • Maintaining 100% renewable electricity due to price increases and reduced availability of sources in regions of operations. • Procuring cloud services from low-emission providers. • Complying with new climate regulations and increasing expenses from potential compliance failures. Many departments participated in the climate scenario analysis process, including Business Continuity; Cloud Infrastructure; Communications; Disaster Recovery; Enterprise Risk Management; Facilities; Finance; Health and Safety; Human Resources; IT Infrastructure; Legal and Corporate Governance; Major Incident and Problem Management; Marketing; Procurement; Sales; and Sustainability. Results of the analysis were presented to key senior leaders, and specific resilience opportunities are being evaluated by relevant teams. The scenario analysis will contribute to future annual ERM reviews of the 11 sustainability, stakeholder trust, and community impact risks.	

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

The Company conducts annual and ongoing analyses to evaluate how and to what degree potential climate-related risks could impact Dayforce’s current and future success.

TCFD Recommendation	Dayforce Disclosure	References
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning. c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	The results of Dayforce’s annual enterprise risk assessment determined that none of the climate-related risks that were evaluated pose a potential substantive financial or strategic impact on the business in the short term. In addition, the 2024 qualitative and quantitative TCFD-aligned climate scenario analysis conducted by WSP determined that none of the climate-related physical risks that were evaluated pose a potential substantive financial or strategic impact on Dayforce in the short, medium, or long term. In addition, it determined that none of the climate-related transition risks pose a potential substantive financial or strategic impact in the short or medium term. It did determine that the transition risk of increasing costs to procure cloud services from low-emission providers poses a potential substantive financial or strategic impact on the business in the long term. The results of the qualitative scenario analysis of climate-related transition opportunities determined that none were likely to have a potential substantive financial or strategic impact at this time. In this context, Dayforce’s definition of substantive financial or strategic impact is: • A risk that could have a greater than a \$50 million annual impact organizationally; or • A risk that could stop business operations and create significant difficulty in returning to normalcy—resulting in an inability to meet several business objectives The Company defines the short term as 0-5 years, medium term as 6-10 years, and long term as 11-16 years. The third-party scenario analysis looked at 2025, 2030, and 2040 respectively, which are consistent with these timeframes.	CDP C3.1, 3.1.1, 3.1.2, 3.6, 5.3, 5.3.1, 5.10, 5.10.1, 5.11, 5.11.1, 5.11.2, 5.11.5, 5.11.6, 5.11.7, 7.55.2, 7.55.3 Environment

TCFD Recommendation	Dayforce Disclosure	References
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning. c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	While climate-related physical risks are not expected to have a substantive impact on Dayforce, its existing business continuity and disaster recovery programs, as well as Dayforce’s virtual-first workforce business model, help to mitigate inherent physical risks that do exist. The Business Continuity Management Program (“BCMP”) focuses on the operational resilience of Dayforce facilities and employees through activities such as business impact assessments, business continuity plans, and disaster recovery plans. The BCMP is reviewing several specific future improvement suggestions from the scenario analysis and resilience assessment conducted by WSP. Dayforce’s sustainability strategy focuses on contributing to and preparing for a low-carbon economy, enabling it to support the transition, mitigate potential transition risks, and be positioned to capitalize on climate-related opportunities as they present. The Company seeks to mitigate potential transition risks by activities such as actively monitoring emerging climate and related disclosure regulations, focusing on energy reductions in operations, securing long-term contracts for renewable electricity in appropriate regions, evaluating potential mitigation activities for incremental climate-related costs from low-carbon cloud services, and implementing and disclosing progress on an ambitious climate strategy. Dayforce has three active climate targets that have been validated by the Science-based Targets Initiative (SBTi). Dayforce has been actively working toward meeting its Scope 1 and 2 near-term emissions reduction target and has made significant progress in reducing those emissions since 2019. It has maintained 100% renewable electricity for global operations since 2022. The Company also has a near-term Scope 3 emissions reduction target, and its decarbonization strategy includes a Responsible Sourcing Initiative (“RSI”) to help address supply chain emissions and an internal carbon price on business travel that funds carbon dioxide removal (“CDR”) projects.	CDP C3.1, 3.1.1, 3.1.2, 3.6, 5.3, 5.3.1, 5.10, 5.10.1, 5.11, 5.11.1, 5.11.2, 5.11.5, 5.11.6, 5.11.7, 7.55.2, 7.55.3 Environment

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

Dayforce’s approach to reducing its carbon footprint includes pursuing near-term emissions reduction targets, continuing to source 100% renewable electricity for its global operations, engaging with its vendors to have and execute meaningful decarbonization strategies, and funding CDR projects.

TCFD Recommendation	Dayforce Disclosure				References
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process. b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Greenhouse Gas Emissions (mtCO2e)				CDP C7.1.1, 7.1.2, 7.1.3, 7.3, 7.5, 7.6, 7.7, 7.8, 7.8.1, 7.9, 7.9.1, 7.9.2, 7.9.3, 7.10.1, 7.16, 7.17.3, 7.20.3, 7.22, 7.30, 7.30.1, 7.30.6, 7.30.7, 7.30.14, 7.30.16, 7.45, 7.52, 7.53.1, 7.53.2, 7.54.1, 13.1.1
	Scope 1 and 2: Total	2019	2023	2024	
	• Scope 1	13,119	265	230	
	• Scope 2: Location-based	1,241	265	230	
	• Scope 2: Market-based	12,128	4,334	1,506	
	Scope 3: Total	11,877	0	0	
	• Category 1: Purchased Goods and Services	58,329	54,639	50,623	
	• Category 3: Fuel- and Energy-Related Activities	31,979	36,454	33,167	
	• Category 4: Upstream Transportation and Distribution	2,931	1,543	544	
	• Category 5: Waste Generated in Operations	252	615	1239	
	• Category 6: Business Travel	1,078	148	94	
	• Category 7: Employee Commuting	10,749	10,474	8,454	
	• Category 7: Remote Work	10,210	1,175	1,185	
	• Category 11: Use of Sold Products	768	4,022	4,195	
	• Category 12: End of Life Treatment of Sold Products	1,000	876	1,611	
	Scope 1, 2 (Market-based), and 3: Total	362	208	134	
		72,447	55,780	50,853	



TCFD Recommendation	Dayforce Disclosure	References
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Dayforce has three active emissions reduction targets: • Reduce absolute Scope 1 and 2 emissions by 98.2% by 2029 from a 2019 baseline • Reduce Scope 3 emissions from purchased goods and services, business travel, and employee commuting by 51.6% per USD value added by 2029 from a 2019 baseline • Annually source 100% renewable electricity across its entire global operations through 2030 The ambition of these targets is aligned with the best available climate science, and they have been validated by the Science Based Targets initiative (“SBTi”).	CDP C7.1.1, 7.1.2, 7.1.3, 7.3, 7.5, 7.6, 7.7, 7.8, 7.8.1, 7.9, 7.9.1, 7.9.2, 7.9.3, 7.10.1, 7.16, 7.17.3, 7.20.3, 7.22, 7.30, 7.30.1, 7.30.6, 7.30.7, 7.30.14, 7.30.16, 7.45, 7.52, 7.53.1, 7.53.2, 7.54.1, 13.1.1

Use of Non-GAAP Financial Measures

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

We define these non-GAAP financial measures as follows:

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

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

EBITDA is net income before interest, taxes, depreciation, and amortization, and Adjusted EBITDA is EBITDA, as adjusted to exclude share-based compensation expense and related employer taxes, and certain other items. Adjusted EBITDA margin is determined by calculating the percentage that Adjusted EBITDA is of total revenue.

The following table presents a reconciliation of the GAAP results to the non-GAAP financial measures EBITDA, adjusted EBITDA, and Adjusted EBITDA margin:

Year Ended December 31, 2024									
Net income	Interest expense, net	Income tax expense	Depreciation and amortization	EBITDA	Share-based compensation	Other ¹²	Adjusted EBITDA	Net profit margin	Adjusted EBITDA margin
(Unaudited, Dollars in millions)									
\$18.1	\$40.6	\$19.5	\$209.8	\$288.0	\$156.6	\$56.9	\$501.5	1.0%	28.5%

12. The Other column includes \$19.8 million of restructuring expenses, \$14.2 million of foreign exchange loss, \$12.9 million of costs associated with the planned termination of our frozen U.S. pension plan, \$9.0 million related to the impact of the fair value adjustment for the DataFuzion contingent consideration, and \$1.0 million of fees associated with initiating the receivables securitization program.

About the Report

Reporting Year and Scope

Unless otherwise specified, this report focuses primarily on activities during calendar year 2024. All references to a “year” refer to calendar years. Dayforce’s fiscal years coincide with calendar years; therefore, information relating to financial performance is referring to calendar and fiscal years, which are the same.

Unless otherwise specified, the scope of this report refers to the entirety of Dayforce’s global business operations. Dayforce has acquired a number of companies over the past few years, including Riteq in 2019, Excelity in 2020, Adam HCM, Ascender, DataFuzion assets, and Ideal in 2021, and eloomi in 2024, among others. Wherever applicable, data from their activity is included from their acquisition date onward. In several sections, information is presented relating only to Dayforce’s U.S. companies and those are referenced accordingly.

Third-Party Assurance

Dayforce's collects data for and measures and tracks GHG emissions in accordance with the Greenhouse Gas Protocol. The Company uses the Watershed platform for its calculations and tracking data and measurements over time. Dayforce engaged DNV for third-party verification of our Scope 1, 2, and relevant Scope 3 GHG emissions, water withdrawals, waste tonnage, and energy usage for 2024. Eight Scope 3 categories were included— Purchased Goods and Services, Fuel- and Energy-related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting and Virtual Work, Use of Sold Products, and End-of-Life Treatment of Sold Products. The firm completed its limited assurance verification in April 2025, and a copy of its letter is available in this report’s Appendix.

Forward-Looking Statements

This report contains statements, estimates, or projections that constitute “forward-looking statements” as defined under U.S. federal securities laws. All statements other than statements of historical fact or relating to present facts or current conditions included in this report are forward-looking statements. These statements may include words such as “anticipate,” “estimate,” “expect,” "assume", “project,” “seek,” “plan,” “intend,” “believe,” “will,” “may,” “could,” “continue,” “likely,” “should,” and other words and terms of similar meaning in connection with any discussion of the timing or nature of future operating or financial performance or other events, but not all forward-looking statements contain these identifying words. Forward-looking statements give Dayforce's current expectations and projections relating to its financial condition, results

of operations, plans, objectives, future performance, and business. Forward-looking statements are subject to certain risks and uncertainties that could cause Dayforce’s actual results to differ materially from its historical experience and present expectations or projections, including those risks discussed in Dayforce’s filings with the Securities and Exchange Commission (the “SEC”), which are available from the SEC. For the reasons described above, you should not rely on any forward-looking statements. Any forward-looking statement made by Dayforce in this report speaks only as of the date on which it is made. Dayforce undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by law.

About Dayforce

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

Makes Work Life Better

The Dayforce brand promise is to make work life better. It is our purpose, and it embodies who we are, what we believe, and what we stand for. We live our promise and purpose by aiming to improve the work lives of our customers, their employees, and our own teams at Dayforce every day and with everything we do.





Dayforce makes work life better. Everything we do as a global leader in HCM technology is focused on improving work for thousands of customers and millions of employees around the world. Our single, global people platform for HR, payroll, talent, workforce management, and benefits equips Dayforce customers to unlock their full workforce potential and operate with confidence. To learn how Dayforce helps create quantifiable value for organizations of all sizes and industries, visit dayforce.com.

dayforce.com



Contact Us

responsibility@dayforce.com

dayforce.com/who-we-are/corporate-responsibility

3311 East Old Shakopee Road
Minneapolis, MN 55425-1640
Phone: (952) 853-8100