UKG Corporate Responsibility and Sustainability



FY25 UKG Global Impact Report

About UKG

Who We Are

UKG is a leading global AI platform for HR, pay, and workforce management. By unifying award-winning solutions with one of the world's largest collections of workforce data and people-first AI, UKG delivers meaningful visibility into today's workforce. This helps organizations across industries turn data into decisions that strengthen productivity, workplace experience, and business performance.

More than 80,000 organizations across 150 countries trust UKG, supporting tens of millions of employees every day, from small businesses to global enterprises. To learn more, visit ukg.com.

For more about who we are at UKG, please visit ukg.com/culture.

Solving workforce challenges starts with understanding your people and your industry. UKG delivers AI-led HR, pay, workforce management solutions that surface workforce intelligence to help HR, operations, payroll, and frontline teams turn complex workforce challenges into everyday progress. To learn more, visit ukg.com/products.



A Message from our CEO

When I look at where we are today — as a company, as a community, and as a working world — I see both complexity and clarity. The complexity of leading through constant change, and the clarity that comes from responsibility: to build and advance technology that helps organizations operate better, treat people fairly, and make decisions they can act on with confidence.

The pace of change is accelerating everywhere. AI is reshaping how work gets done. Expectations around trust, transparency, and accountability are rising. And global challenges are reminding us that progress isn't measured by growth alone, but by how responsibly that growth is achieved.

At UKG, these realities reinforce why our work matters. We are the Workforce Operating Platform — built to support how work actually gets done, from the front office to the front line. Tens of millions of frontline and knowledge workers rely on UKG every day, across industries where labor decisions happen minute by minute. Sitting in the flow of work — especially for the frontline — carries responsibility. It means building technology that is not only powerful and innovative, but also secure, fair, and worthy of trust.

Over the past year, we have made meaningful progress in how we operate and scale as a company. We strengthened transparency and governance with the launch of the UKG Trust Center, giving customers easier access to security, privacy, and compliance information. And we continued embedding responsible, people-first AI across our products and our own workforce. We also achieved third party validation of our near-term and net-zero climate targets through the Science Based Targets initiative (SBTi).

Alongside this progress, we continued investing deeply in our people and communities. In FY25, UKG employees around the world contributed thousands of volunteer hours through UKG Impact initiatives, supporting workforce development, education, and community resilience. We expanded our employee resource groups, including the launch of UKG RISE to support early-career talent, and we saw meaningful gains in trust and pride through our Great Place To Work® Trust Index results — with improvements across every survey area and certification in 10 of our largest countries.

These outcomes aren't separate from our business strategy — they are foundational to it. Customers increasingly demand partners who can deliver human-centered, AI-powered solutions and also demonstrate ethical governance, environmental stewardship, and care for people. By aligning innovation with responsibility, we create durable value for our employees, our customers, our partners, our investors, and the communities we serve.

As we look ahead, we will continue advancing toward our climate goals, deepening responsible AI and data governance, and expanding opportunity through belonging and impact. We will do this with discipline and a commitment to continuous improvement, recognizing that meaningful progress is built over time.

I'm proud of the work reflected in this report, and grateful to the UKG employees, customers, partners, and community organizations who make it possible. Together, we are proving that when work works — responsibly and at scale — it creates business and societal outcomes that endure.

Jennifer Morgan

Chief Executive Officer, UKG



FY25 Report Highlights

Environmental

- UKG's near-term and net-zero climate targets were officially validated and approved by the Science Based Targets initiative (SBTi).
- UKG earned a B Climate Score in the 2025 CDP assessment, reinforcing our commitment to environmental transparency and sustainable business practices.

UKG earned a Gold Medal, placing in the top 5% of companies assessed by EcoVadis.

Social

- UKG Impact planned and executed more than 100 social-impact events, engaged approximately 28,000 participants at external conference volunteer activations, and activated more than 2,000 UKG employees in Impact-led events throughout the year.
- UKG RISE, our 10th employee resource group, launched to support employees early in their careers, stepping into new roles, or navigating their next move — and those who want to support them.
- UKG launched the AI Hub, a central resource for tools, updates, and learning. As a result,

92% of UKG employees reported clear alignment between their goals and enterprise strategy.

- In the 2025 Great Place To Work® Trust Index, scores increased across every survey area. UKG earned Great Place To Work certification in 10 of our largest countries, and

83% of employees reported pride in working here.

Governance

- UKG launched the UKG Trust Center, centralizing access to security, privacy, and governance resources to strengthen transparency.
- UKG exceeded its 95% Code of Conduct training completion goal in FY25.

UKG achieved a 95% global completion rate for Data Privacy and Security Awareness Training, meeting its annual goal.

About This Report

The fiscal year 2025 (FY25) UKG Global Impact Report covers our corporate responsibility and sustainability (CR&S) strategies, activities, progress, metrics, and performance from October 1, 2024, through September 30, 2025, unless otherwise noted. UKG is committed to regular, transparent communication of our progress and will continue to provide updates at least annually.

This report has been prepared in reference to leading disclosure frameworks and standards, including the Global Reporting Initiative (GRI) utilizing the updated Universal Standards, the Software and IT services standard from the Sustainability Accounting Standards Board (SASB), now managed by the International Financial Reporting Standards (IFRS) Foundation, the United Nations Sustainable Development Goals (UN SDGs); and others. More details on our approach to climate change can be found in the Task Force on Climate-Related Financial Disclosures (TCFD) Report and our 2025 CDP Disclosure.

Visit ukg.com/company/responsibility for more information about our corporate responsibility and sustainability initiatives, ambitions, and progress. We welcome any comments and questions at corporateresponsibility@ukg.com.



Our Approach

Our Strategy

At UKG, we believe success starts with trust and scales when organizations can turn workforce understanding into action. As the Workforce Operating Platform, we are built to support the workforce that powers the world, especially the frontline where work happens minute by minute.

Our commitment for HR, payroll, and workforce management goes beyond technology. We help organizations operate with clarity and confidence by connecting data, decisions, and people. By strengthening visibility across the full workforce, from the front office to the front line, we enable smarter execution, stronger engagement, and better outcomes.

Work shapes people's lives, families, and futures. UKG sits at the center of that connection, linking leaders, managers, supervisors, and frontline workers with the customers, patients, and communities they serve. When work works, organizations perform better and people benefit.

Our corporate responsibility and sustainability strategy is built on the Environmental, Social, Governance (ESG) framework which enables us to measure, evaluate, and report on performance across these areas. We understand that our mandate extends beyond reporting — it includes strategy, engagement, programs, and continuous improvement across the business.

Our robust governance structure aims to support the continuous improvement and success of our program:

Board of Directors	• Responsible for high-level engagement with the UKG CR&S program
Corporate Responsibility and Sustainability Steering Committee	• Provides oversight and strategic direction • Reports on the CR&S program to the board of directors and other stakeholders • Led by UKG chief legal officer as executive sponsor
Corporate Responsibility and Sustainability Leadership Team	• Sets CR&S goals and ensures program development • Composed of functional leaders throughout UKG to ensure partner input
Corporate Responsibility and Sustainability Cross-Functional Working Group	• Charged with implementation of CR&S programs • Aligned with each of the material CR&S focus areas • Supports data collection, reporting, and progress toward priorities and goals

In accordance with our commitment to transparency and oversight, UKG regularly seeks feedback and involvement from a wide range of stakeholders from both inside and outside our company. This strengthens our strategy, ensures our program reflects all perspectives, and enables us to achieve our goals.

These groups include but are not limited to employees, customers, partners, suppliers, community and advocacy groups, industry organizations, investors, and shareholders.

Our Priority Topic Areas

To ensure we remain focused on the areas we're best positioned to have an impact, UKG conducted its biennial global ESG materiality assessment FY25 using an independent, impartial third party provider. We use this assessment to refine our strategy, inform our goals, and align our responsible and sustainable practices as our business continues to shift and evolve.

Our assessment is guided by various recognized frameworks, including GRI, SASB, TCFD, and the UN SDGs. By engaging with both internal and external stakeholders as part of this assessment, we are better able to capture the areas where we can truly make an impact.

Our latest materiality results:

Environmental

- Climate Change
- Sustainable Procurement
- Water Use

Social

- Belonging and Impact
- Talent and Engagement

Governance

- Business Conduct
- Cybersecurity
- Privacy and Data Protection
- Product Innovation
- Responsible Use of AI
- Supply Chain Management

Our Goals

Customers increasingly look to UKG for intelligent, AI-powered experiences and leadership in responsible business practices. Delivering on both requires long-term focus, a deep understanding of complex and evolving systems, and practical expertise that drives results.

Our corporate responsibility and sustainability goals are designed to drive accountability and meaningful action within UKG. In FY25, we made important progress towards those goals, working together across our global workforce to deliver positive outcomes for our people, customers, and planet. As you continue through this report, you'll learn more about those ESG-based goals. We'll also discuss the dedicated teams across the organization working on them, and how we're translating ambition into action.

Environmental

Climate change goal

Overall net-zero targets

- Reach net-zero GHG emissions across the value chain by FY40

Near-term targets

- Reduce absolute scope 1 and 2 GHG emissions 42% by FY30 from a FY24 base year*
- Reduce absolute scope 3 GHG emissions 25% by FY30 from a FY24 base year*

Long-term targets

- Reduce absolute scope 1 and 2 GHG emissions 90% by FY40 from a FY24 base year*
- Reduce absolute scope 3 GHG emissions 90% by FY40 from a FY24 base year*

*The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Sustainable procurement goal

- Reduce absolute Scope 3 GHG emissions by 25% by 2030
- Annually engage with at least 40 key suppliers to discuss climate strategies and encourage adoption of science based targets

Water use goal

- By the end of FY26, map our water use to improve the traceability of water-related activities and data across our value chain

Social

Belonging and impact goal

- Double employee participation in giving or volunteering by FY30*

*Participation counts globally for any employee who donates or volunteers at least once a fiscal year, including virtual, skills-based, pro bono, and giving

Talent and engagement goal

- Achieve measurable adoption of AI-enabled tools and practices across the UKG workforce, with at least 80% of employees actively integrating AI into their workflows
- Equip all people leaders to foster a high-performance, growth-oriented culture by ensuring that managers provide continuous feedback and conduct ongoing career development conversations

Governance

Business conduct goal

- Maintain at least 95% annual completion of Code of Conduct training for all UKG employees year over year

Cybersecurity goal

- Maintain above 95% completion of Data Privacy and Security Awareness Training for all UKG employees year over year
- For UKG core solutions ("the primary software-as-a-service (SaaS) product families covered by UKG's standard terms and service-level agreements, which include UKG Pro®, UKG Workforce Management™, UKG Ready® and UKG HR Service Delivery™"):
  - Maintain uptime rate of 99.75% for UKG products year over year
  - Maintain compliance with International Organization for Standardization (ISO) ISO 27001, ISO 27017, and ISO 27018 year over year

Privacy and data protection goal

- Maintain above 95% completion of data privacy and security awareness training for all employees year over year

Product innovation goal

- Embed responsible, human-centered AI across UKG solutions to enhance work experiences while upholding ethical standards

Responsible Use of AI

- AI Governance Committee oversight: The AI Governance Committee will receive a formal AI risk dashboard quarterly to enable consistent monitoring, escalation, and decision making
- Role-based responsible AI training: We will institute an AI ethics training program that includes an annual AI ethics, privacy, and security module for all employees; an advanced responsible AI development module for product, engineering, and data science employees; and advanced AI bias and fairness training for people managers
- Transparency: We will make available to customers information describing the intended use of UKG models, known limitations, evaluation results, and where human-in-the-loop review occurs

Supply chain management goal

- Support clear governance, accountability, and risk oversight across supplier relationships, informed by enterprise-wide insights and aligned with defined areas of ownership



Environmental

Climate Change

Climate Change at UKG

Guided by our UKG values, we are committed to building a sustainable future grounded in collaboration, shared responsibility, and environmental stewardship. We work to reduce our carbon footprint, assess and manage climate-related risks, and engage employees to strengthen collective progress. By partnering with employees, customers, vendors, and communities, we contribute to a lower-carbon economy and advance innovation within the technology sector.

Transparency and accountability are central to this work. We report regularly on our performance through this Report and other channels and continue refining our approach as we learn, ensuring our strategy remains informed by leading expertise and scientific guidance.

Good climate strategy manages today's risks; great climate strategy unlocks tomorrow's innovation.

Sarah E.
Sr. Corporate Responsibility & Sustainability Analyst



Our environmental goals are aligned with globally recognized frameworks like the Science Based Targets initiative (SBTi) and Task Force on Climate-related Financial Disclosures (TCFD), as well as the United Nations Sustainable Development Goals SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

Our focus

We performed our initial greenhouse gas (GHG) inventory in 2021 and have since improved the process to better represent our global footprint. We aligned our emissions reporting and general reporting to match our fiscal year (FY). We adopted our FY24 emissions to serve as our base year for our climate targets. In FY23, UKG committed to setting robust climate goals, and in FY25 our near-term and net-zero targets were officially validated and approved by SBTi. Our science-based emissions reduction targets span the entire value chain and are consistent with keeping global warming to 1.5°C above preindustrial levels.

In FY25, UKG's near-term and net-zero targets were officially validated and approved by SBTi.

Our climate goals:

Overall net-zero target:

- Reach net-zero GHG emissions across the value chain by FY40

Near-term targets:

- Reduce absolute scope 1 and 2 GHG emissions 42% by FY30 from a FY24 base year*
- Reduce absolute scope 3 GHG emissions 25% by FY30 from a FY24 base year*

Long-term targets:

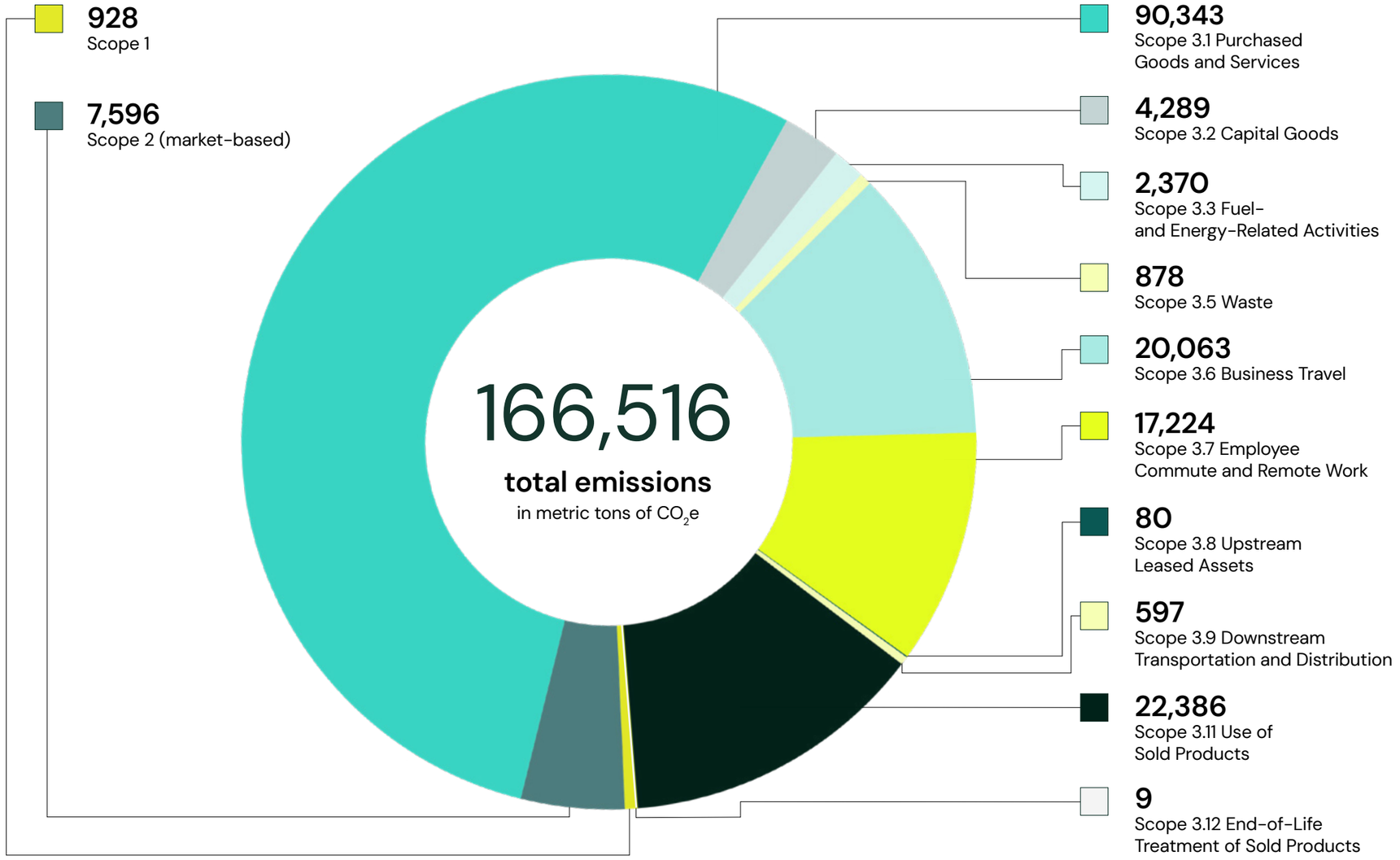
- Reduce absolute scope 1 and 2 GHG emissions 90% by FY40 from a FY24 base year*
- Reduce absolute scope 3 GHG emissions 90% by FY40 from a FY24 base year*

*The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Emissions snapshot

Reducing our environmental impact is a continuous journey that we are committed to tracking and reporting on. Over the past two years, we have strengthened data collection and calculation processes to improve accuracy. While we have made progress in this area, areas remain where we have limited insight into our carbon impact, (e.g., a limited number of leased office spaces where we are unable to obtain energy consumption data). Since FY24 we have achieved limited assurance of our Scope 1 and 2 emissions.

FY25 Emissions Breakdown



Strategies, processes, and initiatives driving progress

This section outlines how UKG approaches the management of our GHG emissions through defined governance, data collection, and cross-functional coordination. Our focus is establishing a clear baseline, maintaining consistency in measurement, and applying consistent processes that support transparency and informed decision making as climate-related expectations continue to evolve.

Decarbonization strategy and roadmap

Climate targets and progress

During our first year of tracking toward our near-term and net-zero targets, we observed both progress and setbacks in different areas of our emissions profile. Recognizing that progress is not always linear, we are committed to transparently sharing both what is working and where additional effort is required to drive continued improvement.

We continue to invest in climate action programs and cross-functional sustainability initiatives to reduce environmental impact while supporting responsible business decisions.

Near-Term Climate Targets Progress

STATUS UPDATE

SBTi Target #1: Absolute reduction of Scope 1 and 2 GHG emissions by 42% by FY30 from a FY24 baseline

Target:

42%

reduction by FY30

Progress:

11%

reduction for FY25

STATUS UPDATE

SBTi Target #2: Absolute reduction of Scope 3 GHG emissions by 25% by FY30 from a FY24 baseline

Target:

25%

reduction by FY30

Progress:

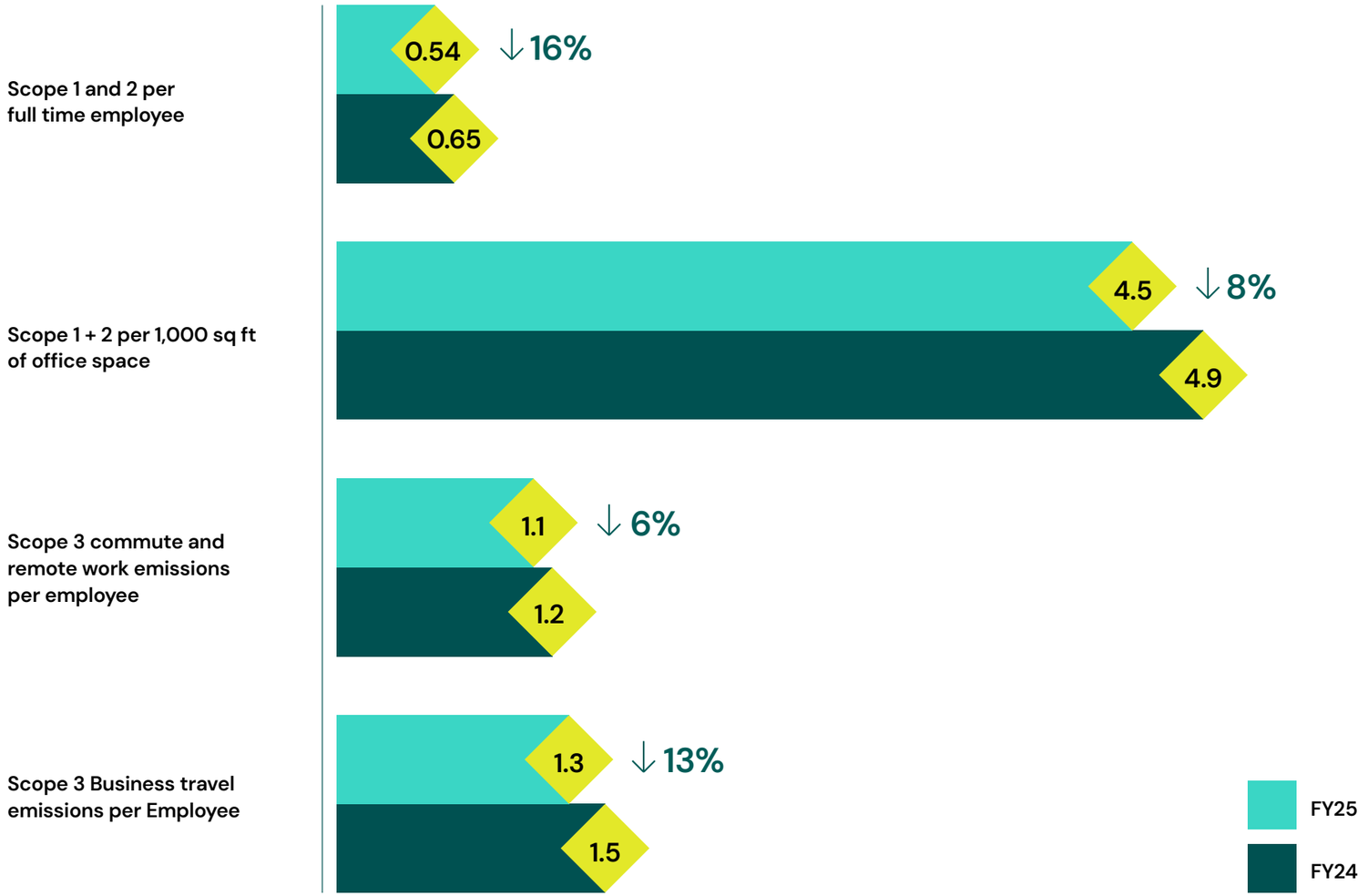
(2%)

increase for FY25

Near-Term Climate Targets Progress

Our carbon intensity metrics show that our emissions are becoming less tied to business growth. In FY25, revenue and headcount increased, while absolute emissions rose by 1.3% compared with our FY24 baseline. Our emissions growth has remained meaningfully below the pace of revenue and employee expansion, reflecting both operational efficiencies and intentional changes in how we measure and manage our footprint. At the same time, shifts in workforce geography have helped reduce per-employee commuting emissions compared to more car-dependent markets. Additionally, reduced business travel has further moderated overall emissions growth. Together, these factors demonstrate progress toward decoupling emissions from business growth.

Carbon Intensity Comparisons



Climate action strategy

Achieving net-zero GHG emissions requires a deep understanding of our carbon footprint and setting ambitious near-term targets. Our 2030 reduction targets enable us to focus on decarbonization categories where we have the greatest opportunity for impact.

Our approach to climate action is as follows:

Climate risk identification

- Implemented a biennial climate risk assessment
- Identified potential opportunities for impact

Energy

- Plan to participate in long-term renewable energy projects
- Continue to transition owned and leased company vehicles to electric or low-emission alternatives

Procurement

- Continue to engage and train key suppliers on setting climate targets
- Continue to collaborate with suppliers on data collection

Travel

- Prioritize virtual meetings
- Utilize low-emissive travel methods where possible
- Implement commuting programs where feasible

Offices and waste

- Continue to implement efficiency measures across our offices
- Continue to responsibly dispose of 100% of our IT equipment
- Continue to implement waste management and composting services in our offices
- Seek to lease office space in highly energy-efficient and/or certified buildings

Products

- Continue to investigate ways to offer low-emission cloud services
- Continue to incorporate circularity in our hardware packaging
- Aim to introduce timeclock recycling programs for our customers

Communication

- Look to raise awareness with employees and key stakeholders
- Continue to embed internal policies and standards

Climate risk identification

Climate risk assessment process

UKG engaged an independent third party in 2025 to conduct a climate risk assessment and scenario analysis (CRA) of our full value chain based on the guidelines set forth by the TCFD. Through interviews with UKG employees and a variety of internal and publicly available data sources, the provider assessed our transition and physical climate-related risks and opportunities using a three-phased approach:

- Baseline assessment: reviewed UKG materials and engaged stakeholders to identify areas of risk and opportunity
- Climate-related risk and opportunity assessment: conducted a qualitative scenario analysis across our direct operations and value chain
- Financial impact assessment: quantified material climate-related risks and opportunities to inform internal opportunities and financial planning

This assessment and the resulting impact, risk, and opportunity ratings, which were aligned with UKG's Enterprise Risk Management Framework, will be repeated every two years, with findings summarized in our annual *Global Impact Report* and CDP disclosure. More details on the identified risks and opportunities can be found in our TCFD Report and our 2025 CDP Disclosure.

Climate Risk Assessment Results

Risk Name (TCFD-aligned)	UKG Description	Impact Rating
Increased acute and chronic physical hazards	Increased extreme weather events and changes in variability of weather patterns	Very Low
Increased stakeholder concern or negative stakeholder feedback	Risk of not meeting our public climate targets may result in loss of investor confidence and erode brand reputation and talent retention	High
Increased pricing of GHG emissions	Indirect and direct impacts of a federal carbon price could become more expensive and increase operational costs	Very High
Changing customer behavior	Reduced demand for goods and services due to shift in consumer preferences for vendors to take climate action and meet climate targets	Very High

Opportunity Name (TCFD-aligned)	UKG Description	Impact Rating
Move to more efficient buildings	Move UKG offices to buildings with energy efficiency certifications such as LEED, BREEAM, or similar to lower energy needs, reduce GHG emissions, and decrease spend	High
Shifts in consumer behavior	Increase engagement with sustainable suppliers to reduce supply chain emissions and boost our ability to promote our services as lower carbon due to reductions throughout our value chain	Very High

Energy

Renewable energy

Over the past few years, UKG has evaluated options to participate in renewable energy projects. In early 2026, UKG signed a seven-year virtual power purchase agreement (VPPA) to support renewable energy development in markets where we have an operating presence. This VPPA supports 17 MW of new solar projects in Florida, home to one of our corporate headquarters, and Texas, and will provide UKG up to 13,000 MWh of renewable energy annually, accounting for approximately 63% of the electricity consumption in our FY24 base year footprint.



Procurement

Annual supplier engagement

We work closely with key suppliers to advance climate and sustainability goals across our value chain, including collaborating on data collection to improve transparency and better understand emissions and other environmental impacts. Looking ahead, we plan to deepen this engagement by encouraging suppliers to set their own climate targets and offering training opportunities to build knowledge and drive action. These efforts are intended to reinforce shared accountability and support progress toward a more sustainable supply chain. To learn more about our work with suppliers, please visit the Sustainable Procurement section of this report.

Travel

As UKG continues to grow, demand for in-person employee and customer interactions has increased. UKG works to strike a thoughtful balance between essential face-to-face meetings and more mindful, efficient travel choices. Through our business travel partnerships, we can apply unused flight miles toward sustainable aviation fuel (SAF) credits. While these credits are not counted toward our emissions reductions in accordance with the GHG protocol and SBTi guidelines, we invest in SAF as part of our commitment to a more sustainable future for air travel. We successfully applied unused credits to contribute approximately 94 tons of CO2 equivalent reduction during FY25. We plan to continue investing in SAF and sustainable travel programs in 2026 and beyond.

Company vehicles

We own or lease a small number of vehicles for company use at our headquarters and Belgium locations. Hybrid and fully electric vehicles are now in use by our Belgium employees, with a commitment to transition more of our fleet to low-emission alternatives in the coming years.

Employee commuting

In FY24, we expanded our free employee ride share pick-up and drop-off services at our Noida and Pune offices, reinforcing our commitment to sustainable commuting. The services at both India locations exclusively use low emission vehicles such as electric vehicles (EVs) and compressed natural gas (CNG) vehicles. In FY25, employees completed approximately 46,000 EV trips and 207,000 CNG trips between their homes and UKG offices using this program. By supporting ride-sharing and lower-emission vehicles, UKG reduces the number of individual vehicles on the road and the environmental impact of employee commuting.



Offices and waste

Improved workplace sustainability tracking

In FY25, a cross-functional team created a *Global Workplace Sustainability Playbook* designed to educate employees about workplace sustainability practices, track sustainability initiatives, and collect energy data related to UKG's workplaces. The Playbook, which includes sustainability insights and best practices, is accompanied by a Workplace Sustainability Initiatives Tracker that monitors and reports on sustainability activities in UKG offices, and offers a more comprehensive view of company-wide projects, progress, and impact via dashboards.

Rebrand swag recycling

During UKG's corporate rebrand in FY25, we partnered with a third party textile recycling servicer to help us responsibly dispose of outdated UKG-branded materials. Multiple office locations were supplied with drop boxes for employees to dispose of unwanted or outdated swag materials.

A collection station was also set up at our annual Go-To-Market Experience (GTMX) event for employees and partners to turn in their outdated swag. In 2025, more than 22,709 pounds of cardboard, e-waste, plastics, metals, and textile materials were successfully recycled, achieving an overall landfill diversion rate of 100% for all items provided.



Electronic waste

Since 2023, we have met our goal of responsibly disposing of 100% of our employee IT equipment in our headquarters locations. Reducing electronic waste remains a priority, and we manage end-of-life electronic equipment through secure, environmentally responsible processes. In accordance with our data security standards, hard drives from decommissioned laptops and devices are securely wiped and destroyed. Equipment is then collected by certified e-waste services for proper reuse or recycling, and certificates of destruction are retained. This program has been implemented globally with services that hold e-Steward certifications (or comparable local standards).

UKG has met our goal of responsibly disposing of 100% of our employee IT equipment in our headquarters locations.

Composting in offices

We have implemented composting services at our headquarters locations in Weston and Lowell. Both food service staff and UKG employees have access to the composting bins to ensure food waste can be diverted appropriately at both the kitchen and consumer levels. Since implementation, we have supported small local businesses in these areas and diverted more than 25,000 pounds* of food waste from landfills. Expanding opportunities to implement composting and waste management initiatives within other offices will be a future focus.

*References total diverted food waste from April 2024 to September 2025.



Products

Cloud services

This year we launched cross-functional efforts to better understand the environmental impact of our cloud service suppliers. Building on this foundation, we plan to gather more granular data points and work more closely with our cloud providers to better understand emissions related to cloud usage. These insights will help inform how we design and deliver products that are both operationally efficient and less carbon-intensive.

Timeclocks

The use of recyclable materials and efficient shipping methods are important components of our timeclock hardware products business. Additionally, we are exploring recycling programs for our timeclock customers to simplify responsible disposal of electronic hardware.

Communications

Employees

Providing employees with training and learning opportunities to deepen their understanding of corporate responsibility and sustainability is an important part of our program. In FY26, we launched the UKG Corporate Responsibility and Sustainability training for employees to complement the online content current available on platforms like LinkedIn Learning. These trainings and resources provide flexible options for employees to build skills and stay informed on relevant sustainability topics.

Our internal policies and standards also reflect our commitment to responsible business practices. These documents are designed to incorporate corporate responsibility and sustainability considerations into decision making across the organization, helping to ensure that our values are embedded in everyday actions.

Earth Day in action

We marked Earth Day 2025 with simple, practical ways to make a difference. Employees participated in raffles where winning entries became company-funded donations to tree-planting organizations. Offices were also provided with plantable seed cards for employees to take home, allowing them to plant native flowers in their communities around the world.



Customers

UKG actively keeps customers informed and engaged on climate-related topics through a variety of established channels. Timely responses to customer RFPs and sustainability surveys are a natural way to share details about our climate strategy, goals, and progress while helping them understand how we manage climate risks and opportunities across our operations and value chain.

We further demonstrate transparency through annual disclosures to CDP, EcoVadis, and Sedex, providing credible and consistent data on our emissions, targets, and climate action plans. In addition, the UKG Trust Center, available on ukg.com, serves as a central resource for customers, employees, and partners, highlighting program progress, key achievements, and opportunities for engagement, as well as independent ratings and assessments that reflect our overall performance.

Recycling at Aspire

The FY25 annual Aspire customer conference achieved an 88% recycling rate in partnership with Mandalay Bay Resort.

UKG and Fill it Forward at GTMX and Aspire

At UKG's FY25 GTMX and Aspire events, we partnered with Fill it Forward to make reuse the default. Instead of handing out disposable bottles and cups, attendees received reusable bottles and were encouraged to refill throughout the day, turning a simple habit into measurable results. Across the two events, we diverted more than 7,000 single-use items, saving an estimated 210 pounds of waste. That commitment was recognized when Fill it Forward named UKG as a Top 25 Changemaker of 2025 in the Community Leadership category, honoring organizations that engage and uplift their communities through sustainability and environmental stewardship.



Investors

Investors are kept informed about our sustainability strategy and progress through multiple, consistent channels. The annual *Global Impact Report* offers a comprehensive view of our environmental, social, and governance initiatives, including climate-related goals and performance.

Direct engagement with investors takes place through surveys, calls, and responses to information requests, supporting open and ongoing dialogue. Participation in recognized corporate sustainability ratings and assessments, such as CDP and EcoVadis, further provides transparent data. Collectively, these efforts demonstrate our commitment to accountability and enable investors to assess UKG's long-term resilience, value creation, and positive impact.



Looking forward

The past year was one of preparation, data collection, and internal assessment. That momentum carries forward as we work toward our newly validated near-term targets, incorporating identified climate risks into our internal enterprise risk framework, and taking action in our high-impact areas.

In the coming years, we will take decisive steps toward achieving our near-term and net-zero-by-2040 climate targets. A central focus of this effort is expanding the use of renewable energy, most notably through an aggregated VPPA in North America. This approach is expected to drive a 66% increase in our global renewable energy use by 2027, representing a significant step forward in reducing our environmental footprint.

We will continue to expand our supplier engagement program by launching climate-related trainings and maintaining annual engagement surveys.

Experience over the past few years has reinforced the importance of clear direction, strong employee education, and shared organizational understanding in driving meaningful progress. Building on these lessons, we are developing a clear roadmap that will guide actions we take as we transition to a low-carbon economy.

Meaningful progress is not achieved by one individual, one team, or even one organization alone. We are actively engaging passionate employees, convening cross-functional working groups, and seeking insights from external stakeholders. Through intentional actions and purposeful partnership, we aim to deliver measurable impact while advancing toward a climate-resilient future.



Sustainable Procurement

Sustainable Procurement at UKG

UKG is committed to protecting our planet and collaborating with stakeholders across our value chain to address the effects of climate change. Sustainable procurement means choosing goods and services with environmental, social, and governance (ESG) factors in mind, alongside cost and quality. Our goal is to reduce environmental impact and create positive social outcomes while meeting stakeholder needs.

We hold ourselves to high ethical standards. We expect the same from our suppliers, vendors, partners, and third parties. All suppliers are expected to comply with applicable laws, uphold ethical business practices, and meet UKG requirements that support our corporate responsibility and sustainability (CR&S) goals, as outlined in our Third Party Code of Conduct.

We put these standards into practice by:

- Reducing our own carbon footprint and assessing climate-related risks in UKG's operations
- Engaging with our employees to make sustainable purchasing decisions at work
- Tracking progress on our procurement practices, adjusting our approach as we learn, and referring to industry guidance from our partners

This work aligns with United Nations Sustainable Development Goal SDG 12 (Responsible Consumption and Production) by promoting responsible sourcing and efficient resource use through governance and standards, and with United Nations Sustainable Development Goal SDG 7 (Affordable and Clean Energy) by supporting supplier expectations and partnerships that encourage energy efficiency and responsible energy practices where relevant.



Our focus

In FY23, we developed a plan to achieve a 25% absolute emissions reduction target for Scope 3, with an initial focus on purchased goods and services and capital goods. As of FY25, we continue into our third year of identifying and engaging with at least 40 key suppliers to discuss climate strategies and encourage adoption of science-based targets. We will continue to track progress, refine our approach, and strengthen outcomes over time.

What we ask of our key suppliers:

- Measure and report relevant greenhouse gas (GHG) emissions, with a focus on material Scope 1, Scope 2, and applicable Scope 3 categories
- Set, or work toward setting, science-based targets
- Share plans, milestones, and progress with UKG, and collaborate on practical reduction measures
- Uphold ethical, safe, and responsible practices across their operations and supply chain

Sustainable procurement practices are informed by relevant cross-functional initiatives, including the FY25 value chain mapping conducted by UKG's CR&S team as part of the ESG materiality assessment.

Our sustainable procurement goals:

Goal 1: Reduce absolute Scope 3 GHG emissions by 25% by 2030

Goal 2: Annually engage with at least 40 key suppliers to discuss climate strategies and encourage adoption of science based targets

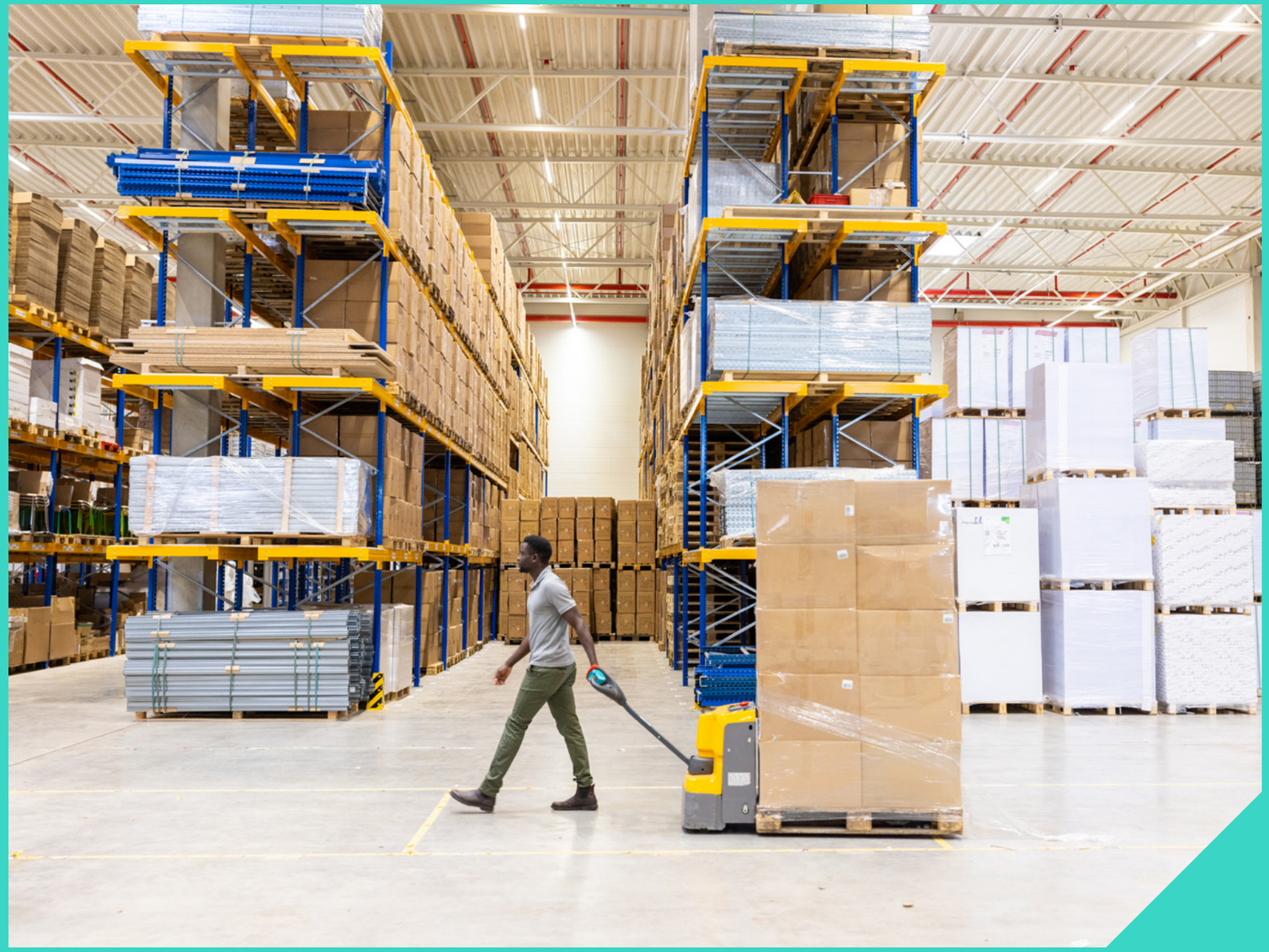


Responsible supplier engagement

Sustainable procurement emerged as an area of focus for UKG in FY23, when a cross-functional working group was established to align on scope, expectations, and priorities for the business. The Sustainable Suppliers Working Group brought together stakeholders from CR&S, procurement, manufacturing, and supply chain teams to develop a shared understanding of sustainable procurement and identify early focus areas, including supplier engagement, data quality, and emissions calculation.

As a result of updates made in the prior year, UKG made measurable progress in strengthening sustainable procurement practices in FY25. We completed our second year of supplier engagement on sustainability and climate topics, reinforcing program awareness and expectations through structured outreach. We also improved supplier data quality, increasing completeness and consistency of key attributes needed to support sustainability-related analysis. In parallel, we enhanced the accuracy of supplier-related emissions data, improving the reliability of our Scope 3 reporting.

While the program continues to mature and requires deeper integration into procurement processes and systems, FY25 marked a meaningful step forward. Current efforts reflect stronger supplier engagement, improved data foundations, and a clear pathway toward more consistent performance management and future target setting.



Strategies, processes, and initiatives driving progress

UKG's approach to sustainable procurement focuses on embedding responsible sourcing principles into the Company's existing governance, supplier engagement, and data practices. Our focus is on strengthening consistency, clarity, and coordination across functions rather than creating parallel sustainability processes.

Sustainable procurement roadmap

Since FY23, we have been establishing the foundational elements of a sustainable procurement program — aligning teams, setting achievable objectives, and improving the processes and tools needed to support meaningful impact. In FY25, we advanced supplier engagement efforts, expanded a carbon accounting and supplier engagement platform, and strengthened procurement data and systems to enable better supplier mapping and increase the reliability of emissions reporting. The sections that follow outline our progress so far, our priorities for FY26, and our long-term vision to deepen supplier partnerships and fully embed sustainability into our procurement practices.

Progress through 2025

We've worked to create a foundation for building a sturdy sustainable procurement program. Since 2023, we have:

- Brought together procurement, strategic sourcing, supply chain management, and sustainability teams to understand our internal processes
- Developed and recommended objectives, initiatives, and projects related to sustainable procurement, including updates to policy, processes, and reporting
- Implemented a carbon accounting and supplier engagement platform to more effectively account for supplier emissions and track supplier engagement efforts on sustainability topics
- Supported annual supplier engagement efforts with key suppliers
- Implemented new procurement processes and software to improve data quality for emissions reporting and supplier mapping

Forward looking objectives

The year ahead provides opportunity to grow our program and expand our impact. We plan to:

- Refresh and revive a cross-functional working group focused on taking our sustainable procurement program to the next level
- Continue engaging with top suppliers to collect climate data and initiatives
- Expand upon our engagement efforts to offer training on setting climate targets to suppliers without existing climate programs

Our long-term vision

As we progress toward a low-carbon transition, we ultimately intend to:

- Work with suppliers on setting their own climate targets
- Develop partnerships with key suppliers to expand our impact and achieve climate goals
- Set more specific goals for internal progress and tracking of our sustainable procurement program
- Incorporate CR&S into procurement training

Engagement

Annual supplier climate engagement

Each year, UKG engages at least 40 suppliers on climate-related topics to advance emissions reductions, improve data transparency, and strengthen resilience across our value chain. Through these engagements, we collaborate with key partners to enhance the quality and consistency of our Scope 3 emissions data. We also ask them to provide information on their climate initiatives to gauge the maturity of climate programs among our highest-impact suppliers.

2025 Supplier Engagement Metrics

- 33% of Scope 3 emissions covered by engagement surveys
- 47% of supplier spend covered by engagement surveys

What customers can expect from us

We recognize and support our customers' climate commitments. As a supplier, UKG provides useful information through our annual sustainability report, external assessments such as CDP and EcoVadis, and our surveys. Our aim is to deliver the data and transparency our customers need to support their own climate and sustainability goals.



Policies

ESG highlights in Third Party Code of Conduct

We're committed to building strong partnerships across our supply chain and reducing our environmental impact throughout our value chain. It's the right thing to do — for our business, our communities, and the planet. To support this commitment, in recent years we updated our Third Party Code of Conduct to include clear expectations for suppliers on environmental responsibility.

Our Third Party Code reflects our expectations for responsible business practices for third parties with whom UKG does business. It supplements the written contractual commitments UKG requires third parties to make when doing business with the Company and includes content in important areas including privacy and data protection, anti-corruption, labor rights, health and safety, and environmental sustainability. Our suppliers are expected to comply with all applicable environmental laws, operate responsibly, and work to minimize their impact on the environment. This includes managing chemicals and waste safely, preventing contamination, protecting natural resources, and meeting requirements for water treatment, recycling, and environmental reporting.

Beyond compliance, we encourage suppliers to set ambitious goals for reducing GHG emissions, supporting renewable energy, and mitigating residual emissions. We value working with partners who share these priorities and who, in turn, promote sustainability within their own value chains.

Renewable Energy Tax Credits

In 2025, UKG purchased renewable energy-related transferable tax credits under the United States Inflation Reduction Act. This program allows renewable energy producers and manufacturers to sell tax credits generated by their activities to corporate buyers. By purchasing these credits, UKG reduced its federal tax liability while supporting companies that are accelerating the transition to renewable energy.



Looking forward

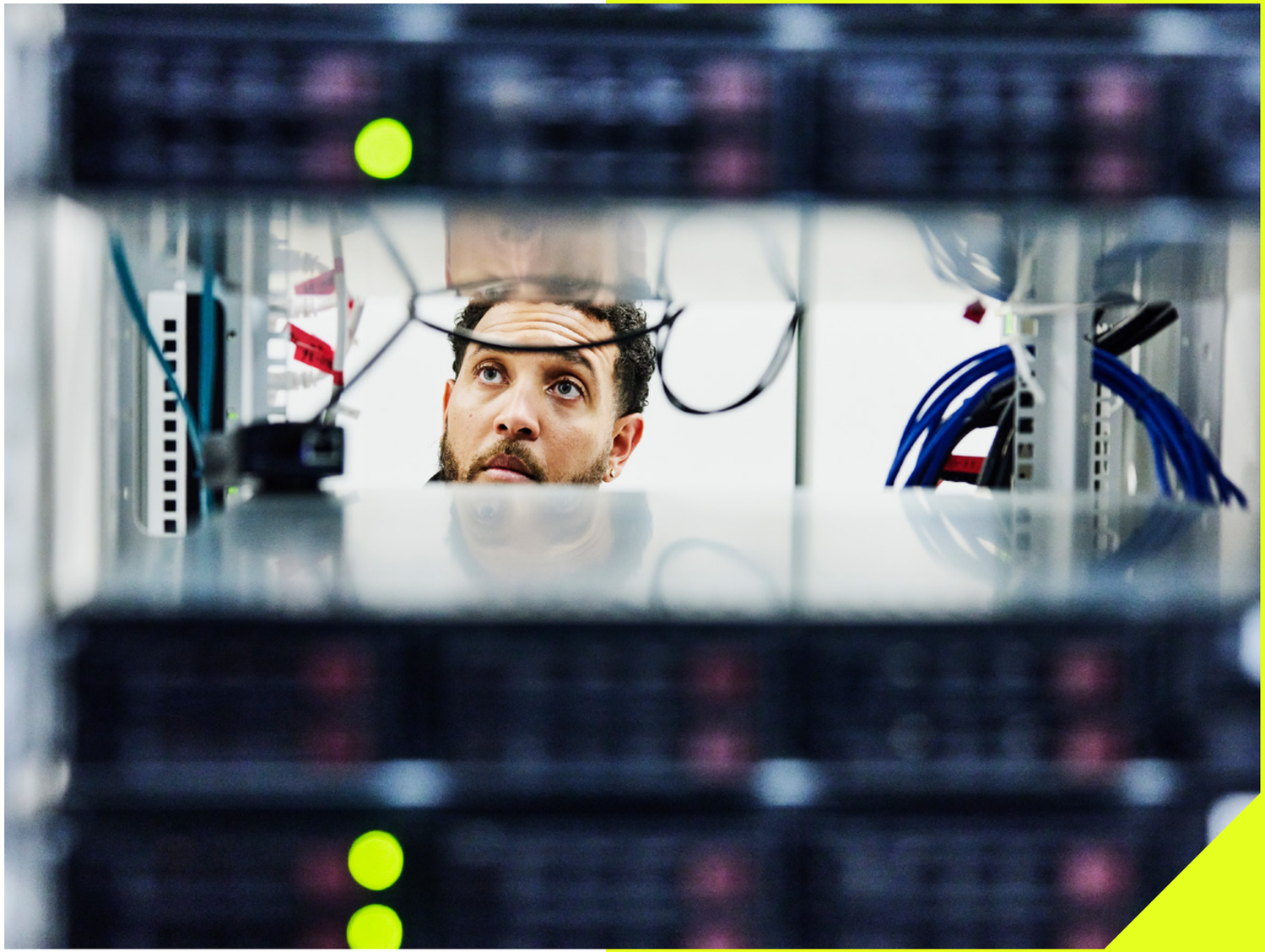
In the next phase of our sustainable procurement program, we are expanding our focus to include consistent execution and measurable outcomes. This includes more formally embedding sustainability expectations into our procurement processes and supplier lifecycle management. Our objective is to ensure sustainable procurement becomes a standard business practice rather than a stand-alone initiative. It also includes moving supplier engagement beyond awareness and toward meaningful action and accountability. In the next year, we'll expand collaboration on sustainability and climate topics, provide clearer guidance on performance expectations, and offer structured support to help suppliers strengthen their capabilities. Our efforts will prioritize suppliers presenting the greatest risk and opportunity — based on spend, materiality, and emissions relevance — while continuing to encourage broader participation across our supply base.



Water Use

Water Use at UKG

Our direct water usage is associated with the offices we occupy. Indirectly in our value chain, water is used by our data center service providers and other indirect operational activities. While our direct water footprint does not include water-intensive manufacturing processes, we recognize the importance of responsible water management, and are committed to understanding and responsibly managing the water footprint we do have. This includes the third party data centers that we use. For example, we recognize that water consumption supporting growing technological demands across our operations may affect water availability for communities. This focus aligns with United Nations Sustainable Development Goal SDG 6 (Clean Water and Sanitation).



Our focus

As part of our commitment to environmental stewardship, we plan to map our water use across our value chain and identify the appropriate point of contact for ongoing monitoring and collaboration. This includes establishing clear ownership, improving the traceability of water-related activities and data, and creating a foundation for water risk management, efficiency opportunities, and target setting. Mapping water use will help UKG better understand these dynamics, identify potential areas of risk, and engage more effectively with partners and service providers where these impacts are most relevant. Achieving this goal is expected to establish a clearer baseline for water-related impacts, support responsible resource management, and inform future considerations related to efficiency, resilience, and supplier engagement.

Understanding water use

Since FY24, we have estimated our annual water usage at our office locations using standardized methodologies based on square footage. These estimates allow us to assess total water withdrawals associated with our office locations as well as the percentage of water withdrawn in regions with high or extremely high baseline water stress. Because we lease most of our office buildings, access to accurate, timely, and location-specific utility data has been limited. As a result, estimation currently provides the most consistent and comparable approach for understanding our water footprint. We continue to explore opportunities to improve data availability and accuracy over time as part of our broader commitment to responsible water stewardship.

Our water use goal:

By the end of FY26, map our water use to improve the traceability of water-related activities and data across our value chain

FY25 Water Footprint:

Total estimated consumption:

26,531,351 **gallons**

Percentage of Water Withdrawn in Regions with High or Extremely High Baseline Water Stress:

20%

Strategies, processes, and initiatives driving progress

UKG's approach to water use focuses on building visibility and understanding across its operations and value chain to support responsible resource management. Our efforts are focused on mapping water use, identifying where impacts are most likely to occur, and strengthening the information base that guides future decisions. Currently our strategy prioritizes insight and transparency over the implementation of water-intensive operational controls, reflecting the nature of our business and current risk profile.

Water stress

Estimating water stress

Tools such as World Resources Institute (WRI) Aqueduct and Resource Watch are used to identify facilities with inherent water-related risks. By leveraging WRI Aqueduct baseline water stress indicators alongside our calculated usage estimates, we have identified that 20% of UKG's total water withdrawals occur within water-stressed countries. We publicly disclose these figures to enhance the robustness of our environmental metrics and to identify emerging trends where we may have opportunities to implement additional water management initiatives.

In-office initiatives

Water recycling

Across our offices we implement a variety of water management practices where possible, including water-efficient fixtures and appliances, smart irrigation systems, and water reuse and rainwater harvesting methods. Select locations, such as our facilities in Noida, India, and Sofia, Bulgaria, incorporate water reuse and rainwater harvesting systems. These measures are increasingly impactful in regions experiencing urban water stress, including India, where responsible water management supports both operational resilience and local community needs.



Looking forward

To deepen our understanding of UKG's impact on water resources, we plan to progressively map our water use across our value chain in the coming years.

Building on our current estimation approach, we will identify potential water-related risks and use these insights to prioritize office locations for new water-management initiatives. This work will establish the governance structures and data foundation we need to strengthen water risk management, identify efficiency opportunities, and inform the development of future water goals.





Social

Belonging and Impact

At UKG, we expand opportunity, make belonging real, and invest in our people's passions, our company's resources, and our shared commitment to service. When employees contribute meaningfully at work and in their communities, engagement and performance rise. This creates a ripple effect where the employees, customers, and communities we serve all thrive.

Heather G.
VP Belonging & Impact

Belonging and Impact at UKG

Belonging and Impact at UKG are business imperatives, driving engagement, retention and performance while creating pathways for talent, uplifting communities, and reinforcing trust with our customers. Our initiatives involve employees across roles, customers, and their workforces, nonprofit and education partners, and the communities that sustain them.

Belonging

Belonging is not a program at UKG, it is a principle woven into our business. It shapes how we connect with one another, how we design our products, and how we serve our customers. When people feel seen, valued, and included, they bring their best selves to work, and that sense of belonging extends outward, strengthening the communities where we live and operate.

Impact

Impact is how we turn that principle into action. Through the passions and talents of our employees, the investments we make as a company, and the partnerships we build, we strive to be a catalyst for expanded opportunity, strengthened communities, and a stronger workforce of the future.

Whether through employee resource group leadership and participation, volunteering, or direct community investment, we ensure that belonging is tangible, and that impact is measurable. We embed volunteerism into how we show up across the year—building on our global volunteer time-off policy—so that contribution isn't an annual event but a shared habit. The potential impact spans higher engagement and performance at work, increased access to opportunity for traditionally overlooked talent, and stronger local economies. This commitment extends to our customers and partners as we integrate service opportunities into our customer-facing events. By inviting customers to join us in meaningful acts of service, we create shared experiences that deepen relationships, foster community, and amplify our collective impact. Investing in people and communities aligns with United Nations Sustainable Development Goal SDG 8 (Decent Work and Economic Growth) by fostering supportive workplaces that enable employee wellbeing and sustainable growth, and United Nations Sustainable Development Goal SDG 10 (Reduced Inequalities) by addressing barriers to opportunity and promoting fair access to experiences across the workforce.

Our focus

Belonging and impact at UKG are grounded in the belief that engaged employees can create meaningful change in the communities where we live and work. By FY30, UKG Impact (our global social impact team responsible for volunteering, giving, and strategic philanthropy initiatives) will double employee participation in giving or volunteering amplifying our collective power to strengthen communities and expand opportunities.

Our belonging and impact goal:

Double employee participation in giving or volunteering by FY30

Participation counts globally for any employee who donates or volunteers at least once a fiscal year, including virtual, skills-based, pro bono, and giving. This goal supports UKG Impact's objectives and our broader strategy by strengthening communities, expanding opportunity for traditionally overlooked talent and reinforcing belonging inside UKG. It also advances business outcomes: when employees can contribute meaningfully in and beyond work, engagement and performance follow—benefiting employees, customers, and the communities we serve.

Expected benefits of this goal include more focused global footprint, direct pathways to impact opportunities, deeper belonging across teams and within the organization, and measurable gains in engagement and retention—creating value for our customers and the communities we call home.

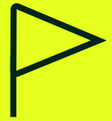
How we'll achieve the goal:



Embed service in moments where people already are (employee kickoff, customer/ prospect events, Service & Learns, local activations)



Offer **year-round, global opportunities** that are localized and shift-friendly



Anchor momentum in **flagship moments** like UKG Impact **Global Month of Service** and **Global Pay It Forward Day**



Continue to utilize and maximize our Volunteer Time-Off policy (at least two paid days per year, per employee)



Track participation and giving through **UKG Impact Connect**, our global platform for volunteering and giving, for consistent, global measurement

Impact in action

We embed service where people already are - including UKG's Impact Global Weeks of Service, Global Pay It Forward Day, Service & Learns, local volunteer events, team off-sites, and customer/prospect events. Our Global Volunteer Time-Off policy, introduced in FY23, allows employees at least two paid days per year to participate in volunteer activities. Across our ten ERGs — representing employees and allies across intersections of identity, experience, and background — more than 6,000 members are building belonging, leadership pathways, and community impact. These ERGs serve as vital engines of connection and advocacy, ensuring that service and inclusion are not only organizational priorities but lived experiences for our people.

> Our group found joy in this shared experience, and we got to know each other more during the event . . . Thanks to UKG for allowing us the time to step away from our busy work schedules to volunteer, bond with our peers, and serve others!
>
> UKG Employee

Key achievements in FY25 include:

UKG Impact planned and executed
100+ social impact events, engaged ~28,000 participants
at external conference volunteer activations, and
activated 2,000+ UKG employees
in UKG Impact-planned events across the year.

Employees logged
8,000+ volunteer hours
in UKG Workforce Management™
through September 2025.

Global Weeks of Service drove concentrated participation across regions, with
40+ service events in 40+ locations for 1,000+ employees.

ERG fairs (five in-office and one virtual) welcomed
~500 new ERG members —
creating on-ramps for community, mentoring, and service.

Across our 10 ERGs,
more than 6,000 UKG employees are members,
reflecting the central role ERGs play in building belonging, leadership pathways, and community impact.

Employees consistently cite team
connection, pride, and meaning —
echoing the idea that when people can do important things at and beyond work, engagement and performance follow for teams, customers, and communities.

Looking forward to FY26, we intend to focus on:

UKG Impact Connect, our single platform for giving and volunteering, rolled out at the end of **FY25** to support consistent global tracking. Beginning in **FY26, UKG Impact Connect will enable us** to quantify participation reliably, simplify sign-ups globally, and meet employees where they are with more localized and shift-friendly options.

Building on the strength of our 10 ERGs, FY26 will focus on scaling, simplifying, and globalizing ERG participation, ensuring employees and allies across intersections have consistent access to community, mentoring, and service opportunities worldwide. By streamlining processes and expanding reach, we will preserve the deep connection and impact ERGs already deliver while making it easier for more employees to engage, regardless of role, region, or schedule.



Strategies, processes, and initiatives driving progress

UKG's belonging and impact initiatives are designed to actively engage employees in strengthening communities and expanding opportunity. This approach reinforces our culture of belonging by connecting employees to purpose-driven work — giving their time, resources, and expertise in the communities where they and our customers live and work.

Embedding service where UKG employees and customers are

In FY23, we introduced the Global Volunteer Time-Off policy, encouraging every employee to take at least two paid days per calendar year to volunteer within their communities (with higher allowances in some countries). In FY24, we expanded opportunities for employees to integrate volunteer work into team meetings and off-sites, and with customers and prospects. In FY25, we launched UKG Impact Connect, our global platform for giving and volunteering powered by YourCause from Blackbaud. FY26 will mark the first full year of platform-enabled tracking.

UKG Impact Connect is a unified platform that allows employees to discover remote and in-person opportunities, sign up, track hours, match skills with nonprofits, and connect with fellow UKG employees — including fellow ERG members. It also enables the UKG Impact team to vet partners, coordinate logistics, and collaborate with stakeholders to ensure the quality, safety, and relevance of activities worldwide.

This approach aligns operations and culture. Signature moments like Global Weeks of Service, large team or department off-sites, and Aspire, UKG's customer conference, mobilize participation at scale. Localized events make volunteering accessible year-round, including formats that are shift-aware and friendly for teams who work closest to customers. In FY25, UKG planned and executed large-scale volunteer initiatives, engaging nearly 35,000 individuals, including employees, customers, and prospects. This included about 28,000 participants at external conference volunteer activations. With unified systems and clearer feedback loops, we can learn faster, reduce friction, and make service a consistent part of how we work at UKG.



UKG Global Weeks of Service

At the start of **FY25**, UKG integrated hands-on service into employee kickoff worldwide, during UKG's Global Weeks of Service. Over two weeks, employees volunteered across **40+** locations and events, logging **1,300+** hours and bringing **1,000+** teammates into community projects — from food bank sorting to education-focused activities. ERG leaders co-hosted activations, creating on-ramps to belonging and ongoing service. The result was immediate momentum for the year, adding almost 500 new ERG members, creating new connections across teams and regions, and clearly signaling that contribution is part of how UKG works — with each other, with customers, and in the neighborhoods we call home.

Building community infrastructure through the Solar Community Hub in Los Pinos

The Solar Community Hub in Los Pinos Park, Monterrey, Mexico, is one way UKG supports community infrastructure and expands access to technology, skills, and essential services for a traditionally overlooked community. Funded through UKG philanthropy and delivered in partnership with Dell Technologies, Computer Aid International, Tecnológico de Monterrey, and local organizations, the hub is designed to improve access to education, healthcare, and workforce skills for residents of the Campana-Altamira neighborhood.

In FY25, UKG and our partners constructed and launched the Dell Technologies Solar Community Hub, sponsored by UKG, in Los Pinos Park. Today, the hub provides technology-enabled classrooms, connectivity, healthcare services, clean water, bathrooms, and a safe community space — bringing critical resources closer to where people live and work.

The Los Pinos hub is now operational, with numerous programs implemented that range from digital literacy and science, technology, engineering, and mathematics (STEM) workshops to small-business advising and career-readiness coaching, equipping residents with practical skills and connections that support thriving careers. By investing in this solar-powered community hub and locally led programming, UKG is helping to expand access to opportunity and strengthen the local ecosystem.

Solar Community Hub

Before the Solar Community Hub opened in Los Pinos Park, many residents of the Campana-Altamira neighborhood faced barriers to accessing technology, reliable services, and safe public space. Working alongside Dell Technologies, Tecnológico de Monterrey, Computer Aid International, and local leaders, UKG helped transform a hillside park into a solar-powered community center offering classrooms, connectivity, clean water, and healthcare access. Community members now attend digital skills courses, entrepreneurship workshops, and advising sessions led by local students and volunteers. As of September 2025 the hub has:

- Implemented 38 programs
- Held 580 advising sessions
- Reached 1,360 people

The hub (known locally as Oasis) is described as a welcoming place where learning, opportunity, and community life come together.



Creating pathways to good jobs through workforce development

UKG's Human Capital Management (HCM) Certification program is a key part of our workforce development strategy to expand opportunities for traditionally overlooked students and communities. In partnership with community colleges, the program helps bridge the gap between education and in-demand roles in HR and workforce management by combining classroom learning with industry-recognized credentials, mentorship, and hands-on experience.

The program began at Broward College near our Weston headquarters and is funded through UKG philanthropy, so students can participate without tuition or program fees. Over the course of a semester, participants complete structured coursework and labs focused on the UKG Ready® HCM solution, guided by UKG subject-matter experts. They gain practical skills in time, labor, and people management, along with coaching that builds confidence, communication, and workplace readiness. Two cohorts have completed the program at Broward College, and all students who sat for the certification exam passed, demonstrating the strength of the model as a pathway into implementation, consulting, and HR operations roles.

At the end of FY25, UKG launched a third cohort that expanded the program to Middlesex Community College near our Lowell headquarters, creating the first "super cohort" operating across two campuses in two geographies. This expansion allows UKG to support students in both of our headquarters communities, deepen relationships with local educators and employers, and grow a well-rounded pipeline of HCM-skilled talent.

HCM Certification Cohorts

Students in the first HCM Certification cohorts describe the experience as both challenging and transformative. One graduate shared that completing the certification required "a lot of grit" and new approaches to time management but left them "very proud" of what they learned and contributed. Another noted that blending classroom knowledge with real-world product experience "makes you feel more prepared for the workforce, more prepared for life."

Through college partnerships and targeted programs, including the HCM Certification, UKG and our philanthropic partners delivered workforce development opportunities to 2,000+ students via workshops, internships, certifications, trainings, and scholarships, equipping young people with skills and credentials to succeed in the global economy.



Growing early-career belonging through UKG RISE, UKG's 10th ERG

UKG RISE is where early-career momentum and mentorship come together at UKG. As UKG's 10th ERG, UKG RISE was created for employees who are just starting out, stepping into new roles, or navigating the next jump in their careers and for those who want to support them. UKG RISE is committed to empowering early-career employees to excel and rise to their potential, both professionally and personally. Its vision is to build a community that fosters individual development and drives strong growth. The RISE mission is to cultivate cross-functional knowledge sharing and career growth, and to invest in early-career development to support UKG's continued success for customers.

The group soft-launched in July 2024 on National Intern Day, intentionally tying UKG RISE to the intern journeys that often spark careers at UKG. That event introduced the executive committee, invited ideas from early-career employees, and previewed the group's name and focus. In FY25, UKG RISE officially launched with in-person "Carnival Bash" celebrations at the Weston and Lowell offices on October 30 and a "Spooktacular" virtual launch on October 31. These events blended fun — games, prizes, and educational "Spooky Stories" about early-career lessons from executive leaders — with clear pathways into year-round programming and leadership opportunities.

UKG RISE is open to all UKG employees, regardless of age or role. Emerging professionals join to build skills, confidence, and networks; more tenured employees join as mentors, helping foster growth and build community as one team. Together, they create spaces where early-career employees can navigate transitions, learn from peers and leaders, and find meaningful ways to contribute across teams and geographies. UKG RISE also connects closely with UKG's intern programs, helping interns and recent graduates move from short-term experiences into long-term careers and, over time, into mentoring roles themselves.

UKG™ Rise

UKG RISE, UKG's 10th ERG, channels early-career momentum into growth, community, and mentoring — welcoming emerging professionals and the mentors who want to help the next generation rise.

Introducing UKG RISE

Early-career stories at UKG illustrate the purpose behind UKG RISE. Former interns describe their internships as "better than [they] could have imagined" and "truly incredible," citing meaningful work, strong values, and a culture that made them want to stay. As full-time UKG employees, they now mentor new interns and early-career colleagues, helping others navigate their first roles, build networks across ERGs, and engage in work that makes a real difference. Their journeys — from intern to impact, and now to mentors — reflect the community that UKG RISE is designed to scale: a space where early-career talent is supported, connected, and empowered to grow.

UKG Fire Up's Menopause Pod

UKG Fire Up's Menopause Pod brought more than **600 employees** together for its first flagship session — opening space for honest conversation about women's health, benefits, and support at work, and showing how ERG-led programs can turn lived experience into meaningful belonging.

UKG Fire up

Supporting women's health and life stages through UKG Fire Up's Menopause Pod

Belonging at UKG also means recognizing that people's lives and health needs change over time and that some of those experiences are rarely talked about at work. Last year, **UKG Fire Up**, UKG's ERG focused on women and allies, partnered with the UKG Wellness team to address one of those gaps by launching the **Menopause Pod**.

The Menopause Pod is a recurring series designed to create a safe, stigma-free space for conversation, education, and community around menopause and perimenopause. It brings together medical experts, benefits partners, and UKG employees to discuss symptoms, treatment options, workplace experiences, and how to navigate available support. The goal is twofold: to help employees feel seen and supported during a major life stage, and to equip managers and colleagues to respond with empathy and understanding.

The pod soft-launched in October 2024 and officially debuted during Women's History Month 2025, with the first flagship session drawing **600+ attendees** worldwide. Through expert-led events, personal stories, and benefits navigation tips, the Menopause Pod provides practical information, connection, and reassurance. It is a clear example of how ERGs like **UKG Fire Up** turn lived experience into programming that improves wellbeing, sparks dialogue, and strengthens community at work.

This initiative reflects a broader strategy for belonging and impact: using ERGs as listening posts and co-creators of programs that respond to real employee needs. UKG Fire Up surfaced the demand for more open dialogue about women's health, while the wellness team and benefits partners helped shape content and resources. Together, they designed programming that is accessible across regions and roles via virtual events, with recordings and follow-up materials available so more people can participate over time.

By centering on a topic that is often overlooked, the Menopause Pod strengthens trust, normalizes important conversations, and reinforces the message that employees are valued through every stage of their lives and careers, not just at the beginning.



Looking forward

In the years ahead, UKG will focus on turning our belonging and impact goal into visible, measurable progress — doubling the FY25 participation rate in giving and volunteering and deepening how we expand opportunity for traditionally overlooked communities, focusing directly on the frontline talent for our customers' workforces. This work plays a central role in advancing UKG's corporate responsibility and sustainability program by mobilizing employees to contribute time, resources, and skills in support of community outcomes.

Beginning in FY26, we will fully leverage **UKG Impact Connect** to gain clearer data and better tracking of participation across events, regions, and programs, and to maximize the reach and use of our **Global Volunteer Time-Off** policy. We will continue embedding service into key employee and customer moments, from flagship events to large-scale activations, including expanding our **Global Weeks of Service** into a **Global Month of Service**, giving employees more opportunities and flexibility to participate across geographies and schedules. Platform insights and employee feedback will guide us in understanding what drives participation and impact.

FY26 will also introduce global employee donation matching as a way to amplify individual generosity, extend UKG's reach into communities, and make our giving globally consistent. By doubling the impact of employee contributions, we will ensure transparency, inclusivity, and alignment with the passions of our people, turning personal commitments into collective impact. We will continue investing in **workforce development** with an increased focus on frontline talent for our customers. In FY26, we are piloting a **Skills to Work grant cycle**, partnering with nonprofit organizations that help people gain the skills, credentials, and support needed to access, keep, and grow in quality frontline roles. This pilot is an early step toward a longer-term focus on frontline futures across our philanthropic partnerships.

Inside UKG, we will build on our **world-class ERGs** by scaling, simplifying, and globalizing their reach. By expanding access and consistency across intersections of identity and geography, ERGs will continue to serve as engines of connection and community at work, making belonging tangible across our business. These commitments will be guided by active consultation with employees, ERG leaders, people managers, executives, and external partners, such as nonprofits, educators, and community organizations — to ensure our actions reflect both lived experience and the needs of the communities we serve. Together, we will embed belonging principles into every aspect of our business and catalyze impact that endures.



Talent and Engagement

Talent and Engagement at UKG

At UKG, we believe success starts with trust and grows when people feel they belong. Our passion for HR, payroll, and workforce management is matched by our commitment to helping organizations create intentional, people-centered workplaces. We partner with workforces around the world to strengthen connections, remove barriers, and build environments where everyone can thrive, from our own people to our customers and the people they serve.

Talent and engagement at UKG focuses on attracting, developing, and retaining people in an environment where employees can grow, perform, and contribute meaningfully. FY25 marked an important evolution for UKG's People organization as new leadership introduced streamlined expectations and strategic direction for our global workforce. Talent and engagement played a critical role in supporting this shift, anchoring how leaders align, how employees grow, and how UKG scales in a rapidly changing work environment.

The conditions employees work within deeply influence engagement, belonging, productivity, and trust — all of which directly impact customer outcomes and business performance. As UKG sharpened its focus on leadership capability, digital confidence, and values-driven decision making, talent and engagement became a core enabler of organizational resilience and long-term sustainability.

In FY25, UKG advanced efforts to strengthen skills, fairness, belonging, and accountability through increased transparency into employee survey insights, clearer leadership expectations, and expanded access to AI-driven tools and learning. These shifts reflect stakeholder feedback from employees and leaders seeking transparency, consistency, and modernized support systems across regions.

This work aligns closely with United Nations Sustainable Development Goal SDG 8 (Decent Work and Economic Growth) — through better leadership, fair processes, and skill development — and SDG 10 (Reduced Inequalities), by extending opportunity, digital access, and harmonious cultural experiences for all employees.



Our focus

These goals translate strategic priorities into operational change. Widespread, people-centered AI adoption will accelerate productivity and insight while preserving trust and fairness, and give us a deeper understanding of the challenges our customers face and the solutions they need when it comes to an AI-enabled workforce. Equally, equipping people leaders to give continuous feedback and run structured career conversations embeds a growth mindset into day-to-day work, improving retention, performance, and the employee experience. Together, these areas of focus advance UKG's mission to empower organizations.

We intend to achieve this goal by:

- Prioritizing the embedding of AI capabilities into core workflows and platforms so that employees can discover and adopt tools where they already work, reducing friction and accelerating value realization.
- Equipping people leaders with a streamlined, scalable manager development training that normalizes continuous feedback and ongoing career conversations as core leadership responsibilities.

By FY30, these actions will deliver measurable productivity gains, stronger manager-employee development rhythms, higher engagement and retention, and more access to career growth — while ensuring AI is adopted responsibly and in service of our people and customers.

Our talent and engagement goals:

Supporting people as they grow and thrive is central to UKG's long-term success. By FY30, UKG will:

Goal 1: Achieve measurable adoption of AI-enabled tools and practices across the UKG workforce, with at least 80% of employees actively integrating AI into their workflows

Goal 2: Equip all people leaders to foster a high-performance, growth-oriented culture by ensuring that managers provide continuous feedback and conduct ongoing career development conversations

Enabling growth and engagement

In FY25, UKG advanced talent and engagement practices to strengthen trust, elevate leadership capability, and prepare for growth — supporting our corporate responsibility and sustainability commitment to a fair, transparent, people-centered organization. As UKG evolved its priorities and team expectations, we equipped leaders and employees with the knowledge and tools to meet them confidently, embedding business priorities into leadership norms, performance processes, and communication practices. Scaling AI learning further reinforced our responsibility to help employees thrive in a rapidly shifting workplace.

Our priorities focused on:

- **Embedding business priorities in action** so decisions, recognition, and communication reflect fairness, accountability, and shared purpose
- **Equipping leaders** with tools and insights for consistent, responsible leadership
- **Scaling an AI-first workforce** to build digital confidence and opportunity for all employees

These priorities laid the foundation for cultural consistency, stronger leadership behaviors, and readiness to leverage emerging technologies.



Culture and engagement

At UKG, we center our culture on supporting employees and helping them thrive. We offer global benefits, including comprehensive health coverage for employees and dependents, generous paid leave for parents and caregivers, retirement savings with a competitive match, and flexible allowances for wellness and lifestyle needs. Our wellness programs go beyond physical care, providing mental health resources, fitness reimbursements, and access to free confidential support through our employee assistance program (EAP). Career development is embedded in our culture through continuous performance conversations, access to learning, mentoring, and tuition reimbursement programs. Recruitment at UKG emphasizes the candidate experience, supported by technology that streamlines hiring and onboarding while fostering a sense of belonging from day one. Employee perspectives and experiences play an important role in shaping decisions across UKG. We have an ongoing listening strategy that keeps us in touch with our teams and provides employee insights that help us understand what is working well and identify opportunities to make meaningful improvements. These foundational practices reflect our dedication to creating a workplace where every individual feels valued, supported, and empowered to grow.

In FY25, leaders gained self-service access to survey and HCM dashboards, enabling faster, business-aligned decisions. These efforts allow us to support wellness, development, and career growth; provide meaningful benefits; strengthen connection and collaboration; and align across the company to deliver exceptional results for our customers. Most importantly, they help ensure our priorities remain grounded in the real experiences of our people across the employee lifecycle.

Leadership capability and alignment

New executive development experiences strengthened strategic alignment and collaboration, while leadership programs launched across other layers to drive consistency and accountability.

AI-first enablement and skills development

Expanded access to AI tools, curated learning playlists, and role-specific sessions built digital confidence and supported responsible AI use. Integrated performance processes and transparent goal setting reinforced adoption of data-driven rhythms and technology.



Strategies, processes, and initiatives driving progress

To achieve FY25 progress, UKG implemented integrated strategies that translated enterprise priorities into action — advancing leadership alignment, AI-first readiness, and listening practices. Each strategy reflects the systems, governance, and cross-functional partnerships required to embed organizational evolution at scale.

A Global Standard of Care for Every Employee

UKG raised the global standard of care for employees and their households by unifying all wellbeing support under SupportLinc, our new single global employee assistance program (EAP). This shift ensures every employee receives the same high-quality support regardless of where they live or work.

SupportLinc provides immediate access to licensed clinicians, eliminating delays and simplifying care. Employees can schedule counseling directly through the platform and use personalized tools such as the Mental Health Navigator, self-guided therapy, and Mindstream Studio's live and on-demand wellbeing sessions. Leaders also receive dedicated guidance to support teams with understanding and compassion.

Beyond counseling, employees gain practical services, including text-based coaching, anonymous support groups, financial consultations, and verified childcare and eldercare referrals. By standardizing access and raising the bar for wellbeing worldwide, UKG delivered a fairer, more consistent support experience for all.

A single global EAP offers every employee and their household members the same high-quality global care, immediate clinical support, and personalized wellbeing resources.



Leadership evolution: building a high-performance culture

FY25 brought a significant evolution in leadership at UKG, with new executive leaders and the formation of the global leadership team (GLT) representing every business unit and geography. This shift required more than structural change; it demanded a consistent, values-driven approach to decision making and collaboration. UKG moved from episodic leadership training to a continuous capability model grounded in the Leadership Framework. Through partnership with The Leadership Consortium, GLT members engaged in shared learning experiences that strengthen strategic alignment, business acumen, and cross-functional trust. Newly designed director and manager programs delivered just-in-time tools and practices tailored to each leadership tier, embedding accountability and enabling iterative improvement.



Leading the Way Together, Aligning the Global Leadership Team

UKG partnered with The Leadership Consortium (TLC) to bring the newly formed global leadership team (GLT) on a shared leadership journey, the first of its kind at the organization. With nearly 90% new executives across the enterprise, the GLT needed a fast, consistent way to align expectations, build trust quickly, and form a cohesive team able to deliver on the company priorities.

TLC's model is grounded in collaborative case discussion, peer coaching, executive coaching, and practical leadership frameworks. This model created space for senior leaders to deepen strategic clarity and strengthen cross-functional relationships through interactive sessions with Harvard Business School faculty. The experience reinforced UKG's Leadership Framework capabilities, ensuring every GLT member understood what effective leadership looks like at scale, and establishing the foundation for unified, values-based leadership across the organization. Leaders described TLC as a meaningful investment that sparked real growth, deeper self-awareness, tangible behavior change, and a renewed commitment to human-centered leadership.

UKG's executive leadership capability-building is anchored in a program whose curriculum is delivered by Harvard Business School faculty and used by best-in-class organizations. With more than 4,000 graduates across 80 organizations and global reach in 50+ countries, the program underscores UKG's commitment to leadership excellence.

In a survey about TLC, participants said:

100%
Have applied TLC learnings in their role

100%
Are more self-aware as leaders

100%
Have increased business acumen

100%
Feel UKG is investing in them as a leader

92%
Are more committed to the success of UKG

92%
Are more confident leading teams

90%
Are more optimistic about their future at UKG

88%
Are more engaged managers

83%
Are more invested in the development of their team

Leadership capability at scale: Director Development

Building on the enterprise leadership evolution underway at the executive level, UKG launched: Director Development to strengthen leadership effectiveness at a critical layer of the organization. Insights from employee surveys highlighted opportunities to improve leadership consistency, collaboration, and decision making as expectations and organizational complexity increased. Director Development was created in response, prioritizing practical capability-building over episodic training.

Directors play a pivotal role in translating strategy into execution and shaping how work gets done across teams. Director Development is delivered through live, facilitated sessions that build four core leadership capabilities essential to operating at scale: applying an enterprise lens to collaborate across boundaries; reinforcing clarity and accountability to support effective execution; improving the speed and quality of decisions; and navigating change with greater confidence and discipline. Sessions emphasize application through facilitated discussion, reflection, and structured tools that leaders can immediately apply in their daily work.

To reinforce learning, leaders who complete the core modules gain access to an immersive business simulation, applying these capabilities in realistic, time-bound scenarios that require balanced decisions across multiple stakeholder needs.

The Director Development program supports UKG's talent and engagement objectives by creating shared leadership expectations, improving cross-functional alignment, and strengthening the systems that enable execution. By investing in directors at a critical point of influence, UKG is extending leadership capability beyond executives. This supports performance, reduces friction, and delivers more consistent employee and business outcomes.



AI enablement: evolving to a digital-first workforce

To accelerate AI-first readiness, our people team partnered with enterprise AI, legal, and product teams to launch the AI Hub — a central resource for tools, updates, and learning. Curated playlists, AI champions, and role-specific sessions empowered employees to integrate AI responsibly and confidently into daily work. The UKG Bryte™ AI tool streamlined performance reviews, creating more transparent feedback loops. By year-end, 92% of employees reported clear alignment between goals and enterprise strategy, reinforcing accountability and innovation.

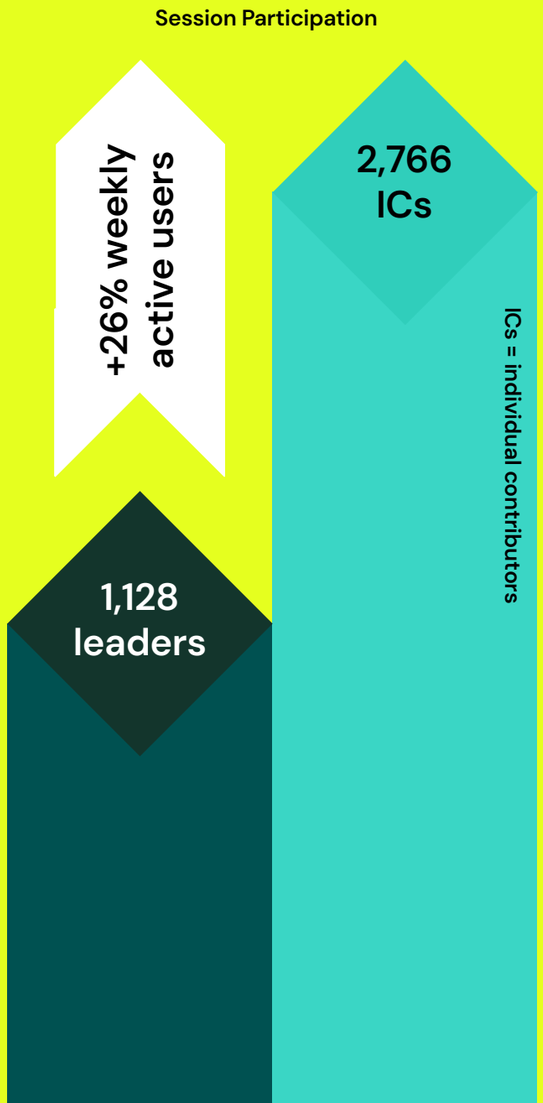
Leading with confidence in an AI-first world

UKG accelerated its AI-first evolution by equipping employees at every level with practical, human-centered skills for the future of work. More than 1,000 people leaders joined live workshops led by Geoff Woods, author of *The AI-Driven Leader*. These sessions offered clear, actionable strategies to utilize AI to make faster, better-informed decisions and lead teams confidently in an AI-powered environment.

Strong championing from leaders sparked an immediate expansion. UKG opened follow-up workshops to all employees, with more than 2,700 individual contributors attending live. Every UKG employee also received a digital copy of Woods's book, ensuring long-term access to the resources needed to integrate AI into daily work.

The impact was visible within weeks: Weekly active users increased 26% in one of UKG's enterprise AI tools, and on-demand recordings continue to increase adoption across teams, by making AI confidence accessible to all.

"Brilliant session!" said one participant of an AI-Driven Leader workshop. "Completely changed my prompting and the value I will achieve using AI."



Trust Index Results Signal Meaningful Culture Gains

UKG shared companywide results from the 2025 Great Place To Work® Trust Index, paired with new levels of transparency and action planning. Results improved across every Trust Index area, signaling a clear cultural upswing. Employees reported rising pride in working at UKG, growing confidence in the company's direction, and stronger trust in leadership — strong markers that FY25's people transformation is showing up in daily experience.

Functional town halls helped teams translate insights into shared commitments, supported by custom dashboards that enabled faster, more targeted action planning. These signals reflect meaningful momentum behind UKG's values-led organizational evolution.

The 2025 Trust Index shows remarkable momentum: Scores rose across every survey area, UKG earned Great Place To Work certification in 10 of our largest countries, and 83% of employees reported pride in working here — clear signals of rising trust and leadership confidence.

UKG also earned Great Place To Work certification in 10 of our largest countries, demonstrating global harmony as to how employees experience belonging, fairness, and opportunity.

A standout signal:

83% of employees said they are proud to work at UKG

90% of employees feel the culture is inclusive

84% of employees report genuine care

91% of employees report feeling welcomed when joining UKG

Across all strategies, the throughline was intentional evolution, progress with purpose. FY25 proved that when UKG's people, technology, and values advance together, we create a powerful culture that delivers sustainable business impact and shared success.

Looking forward

In FY26, UKG will advance three priorities that strengthen our organization, deepen trust, and prepare our workforce for long-term success.

These commitments will be guided by the Corporate Responsibility and Sustainability Steering Committee, talent and engagement leaders, and Centers of Excellence to ensure progress remains transparent, measurable, and informed by employee feedback.



High-performance culture

We will reinforce a performance-driven culture grounded in alignment, accountability, and continuous feedback reflecting UKG's commitment to our values: Customers First, Own It, Think Big, Integrity Always, and One Team. FY26 will be the baseline year for our redesigned employee experience survey, UKG Sync, establishing sentiment benchmarks. Success will be measured through increased survey results and positive trends in leadership indicators.

Leadership trust and growth

We will strengthen leadership capability through clearer expectations set by our Leadership Framework, better insight into team experience and employee feedback, and more consistent development rhythms. FY26 outcomes include stability or improvement in manager experience scores and more managers providing regular feedback and holding ongoing career and performance conversations, supported by streamlined tools and leader resources.

AI adoption and enablement

We will shift from AI fluency to measurable adoption across roles and functions by expanding access to AI-enabled tools, embedding practical AI into development programs, and increasing confidence in using AI. Progress will be measured through perceived value of AI enablement, innovation sentiment, and the percentage of employees reporting that internal tools help them work faster, advancing our goal of 80% of employees integrating AI into workflows by 2030.



Governance

Business Conduct

Business Conduct at UKG

Strong governance, effective risk management, and a culture of compliance are business priorities for UKG. Together, these disciplines support how UKG leads with integrity, but operating responsibly, managing risk effectively, and building trust with employees, customers, partners, and other stakeholders.

Our approach to business conduct is grounded in an integrated governance, risk, and compliance (GRC) framework.

- Governance establishes clear standards and expectations through centralized policies and defined accountability
- Risk management enables the organization to identify, assess, and mitigate risks across operations, technology, and third party providers
- Compliance reinforces these expectations through training, oversight, and monitoring that support consistent, ethical behavior

Business conduct is a key topic in our biennial environmental, social, and governance (ESG) materiality assessment, shaped by stakeholder feedback emphasizing transparency, accountability, and strong internal controls. As a global technology organization operating in an increasingly complex regulatory environment, UKG focuses on clearly defining expectations, communicating them consistently, and applying them across all regions.

UKG's GRC capabilities have evolved with the company's expanding geographic and regulatory footprint. Recent enhancements include embedding responsible AI governance principles throughout our business, modernizing the tools and processes we use to support our GRC programs, and implementing a connected governance model that provides us with a more holistic view of our risks, opportunities, and corresponding controls. We have also made operational improvements, such as automating the policy review process and enhancing our comprehensive training program, demonstrating our continued investment in scalable, disciplined governance practices. These efforts support a fair, ethical, and compliant workplace, strengthen operational integrity, and enable sustainable growth. Our commitment to ethical conduct, accountability, and responsible information management align with United Nations Sustainable Development Goal SDG 8 (Decent Work and Economic Growth), and support safe, fair, and well-governed working environments and reinforcing conditions necessary for long-term, inclusive economic growth.



Our focus

As part of our commitment to living our value of integrity always, we are committed to turning applicable regulatory requirements and ethical standards into clear, user-friendly everyday practices that our employees can readily understand and follow. Our policies and infographics feature practical guidance and tips, and we are modernizing our employee training to deliver digestible, compelling content that changes with our evolving needs. More broadly, our compliance program takes a risk-based approach to identifying, assessing, monitoring, and mitigating risks — we are focused where it matters most. To evidence our commitments, we have achieved our goal of maintaining at least 95% annual completion rate of our Code of Conduct training for all UKG employees year over year.

This goal supports our commitment to maintaining our reputation for good business conduct, the governance objectives of our corporate responsibility and sustainability program, and this Global Impact Report by demonstrating that our governance practices matter across our employee population — from leaders to individual contributors. Employee awareness is an important building block to our strong governance, risk management, compliance, and ethical business practices objectives, which are key drivers to long-term value creation and stakeholder trust. Achieving this goal is expected to reduce legal, operational, and reputational risk; improve audit readiness; and strengthen accountability across the enterprise.

Our business conduct goal:

Maintain at least 95% annual completion of Code of Conduct training for all UKG employees year over year



Strategies, processes, and initiatives driving progress

This section describes how we embed ethical standards, accountability, and strong governance into our everyday operations through coordinated that support responsible growth and consistent decision making.

UKG exceeded the Code of Conduct training goal of 95% completion rate in FY25 and looks to continue to exceed it year over year.

Governance: policy management program and standards

Our focus on cross-functional collaboration and coordination, and our commitment to using tools that support those objectives, underpins our "connected risk" governance approach — an approach that sees Legal, Internal Audit, Enterprise Risk, Security, and other functions working from an aligned set of objectives, priorities, language, measures, and deliverables. In FY25, UKG made meaningful progress towards realizing its vision through a broad spectrum of new activities and achievements, including the formation of the Company's first Compliance Committee, the automation and unification of the Company's policy review process, meaningful strides in embedding lawyers and other subject matter experts more deeply into the product innovation process, introducing artificial intelligence into a number of processes that had been historically manual, and making progress towards a unified control framework.

Risk: enterprise and Third Party risk management

UKG's ERM program enables leadership to identify, assess, and mitigate risks affecting operations, technology, and business continuity. Our connected governance model links enterprise risk, certifications, internal audit, and security, allowing these functions to collaborate as a unified voice when engaging the business.

Third party risk management is a cross-functional process involving procurement, security, risk, legal, privacy, and business stakeholders. In FY25, UKG enhanced this program through organizational restructuring, clearer scope definition, a new vendor categorization model, and process improvements designed to reduce friction while maintaining strong risk oversight.

Compliance: training and ethical awareness

UKG maintains a comprehensive compliance training program covering our Code of Conduct, anti-money laundering, data privacy and security awareness, and workplace anti-harassment and discrimination. Much of our company-wide training is designed to make our employees "issue spotters," and to reach out to the various experts we have internally for help if they are unclear how to handle a particular situation or if they believe they are being asked to do something improper. High completion rates across training programs demonstrate a strong culture of compliance that helps protect employees, vendors, and customers. In addition to company-wide training, UKG offers live and other specialized training to employees on topics relevant to them in their particular roles, including on topics ranging from the responsible use of artificial intelligence, to complying with the Company's Gift and Hospitality Policy, to handling leave requests appropriately to name just a few.

Our Code of Conduct training reinforces expectations for ethical behavior, accountability, and responsible decision making. UKG's goal is to maintain at least 95% annual completion across the global workforce, supporting regulatory readiness and equipping employees to navigate evolving risks and legal requirements.

Human rights, fair treatment, and ethical labor practices

UKG has a set of policies and practices designed to uphold human rights, promote fair treatment, and prevent discrimination and exploitation across our operations and value chain. These commitments are articulated through UKG's Human Rights Policy, Anti-Harassment and Discrimination and Equal Opportunity principles, and Modern Slavery Statement, which collectively establish clear expectations for ethical behavior, respect for human dignity, and compliance with applicable labor and human rights laws. The policies apply globally and are aligned with internationally recognized standards, reinforcing UKG's commitment to responsible business conduct as we operate across different regions and regulatory environments. To further promote a workplace where everyone is treated fairly, employees participate in annual training on preventing harassment, discrimination, and human rights violations.

Governance of these policies is supported through cross-functional collaboration among legal, HR, compliance, and regional leaders to ensure consistent interpretation, communication, and implementation. Expectations related to human rights, nondiscrimination, and modern slavery are integrated into broader governance mechanisms, including policy reviews, training, and third party standards, helping ensure that commitments are embedded into day-to-day decision making rather than treated as stand-alone requirements. This approach helps UKG mitigate legal, operational, and reputational risk while supporting safe, fair, and welcoming working environments. By clearly defining expectations and reinforcing accountability, these efforts contribute to ethical employment practices, protect individual rights, and support sustainable growth across UKG's global operations.



Looking forward

Over the coming years, UKG will continue strengthening our governance framework by advancing our programs and strategies in alignment with evolving regulatory requirements and stakeholder expectations.

- **Governance**: doubling down on our commitment to eliminating silos and duplication and enhancing collaboration by continuing to connect the various functions within the company that touch on risk and compliance. Our connected risk framework demands that our subject matter experts adapt and implement an enterprise mindset in approaching an executing their work, and UKG seeks to support them through the creation of forums, processes, objectives, priorities, deliverables, and tools that encourage the same.
- **Risk**: continue advancing enterprise and third party risk management capabilities through improved integration, analytics, and collaboration across risk, audit, security, and business stakeholders.
- **Compliance**: maintain at least 95% annual completion of Code of Conduct training and refresh compliance training content to address emerging risks, regulatory changes, and real-world scenarios.

UKG will continue to consult internal partners and track external regulatory guidance and industry best practices to adapt as expectations evolve. Through these actions, UKG will reinforce accountability, strengthen resilience, and maintain trust across our global operations.



Cybersecurity

Cybersecurity at UKG

At UKG, cybersecurity is a core business priority. Our program is designed to protect the confidentiality, integrity, and availability of our data, systems, and services. As a global provider of human capital management (HCM) and workforce management solutions (WFM), we safeguard information across our enterprise network, cloud platforms, and customer-facing services. Strong security supports reliable operations, stakeholder trust, and long-term resilience.

Our strategy focuses on preventing, detecting, and responding to threats from both internal and external sources. We pair rigorous safeguards with processes that enable secure innovation at scale. This work aligns with our governance commitments to ethical operations, transparency, and responsible stewardship of technology and information.

The threat landscape is evolving, and customers expect secure, seamless digital experiences. Our environment spans complex cloud architectures, interconnected systems, and multiple regulatory frameworks, and UKG maintains disciplined oversight and invests in continuous improvement to meet these expectations.

Cybersecurity is a priority for UKG, and a material topic identified through stakeholder feedback and risk assessments, reflecting growing expectations from customers, regulators, and partners around resilience, reliability, and transparency. UKG's cybersecurity program continues to evolve alongside the organization's scale and regulatory footprint, with ongoing investments in security operations, controls, and resilience capabilities. These efforts help protect sensitive workforce and business data, support compliance with applicable regulations, and enable secure innovation. By strengthening cyber resilience and protecting digital infrastructure, UKG supports United Nations Sustainable Development Goal SDG 9 (Industry, Innovation and Infrastructure) by contributing to secure, reliable, and resilient digital systems that underpin modern work and economic activity.



Our focus

UKG's cybersecurity goals focus on strengthening cyber resilience through a combination of employee awareness, operational reliability, and adherence to recognized security standards.

We aim to maintain above 95% completion of Data Privacy and Security Awareness Training for all employees year over year, a shared goal with the Privacy and Data Protection topic area that reflects the interconnected nature of data protection and cybersecurity responsibilities. High completion rates ensure employees can identify new threats, apply required controls, and handle data responsibly. This shared awareness reduces risk across the organization.

In parallel, UKG is committed to maintaining a minimum uptime rate of 99.75% for our core SaaS solutions supporting reliable access to critical workforce systems. UKG also seeks to maintain ongoing compliance with internationally recognized security standards, including ISO 27001, ISO 27017, and ISO 27018, reflecting a disciplined approach to information security management, cloud security, and protection of personal data.

By meeting these goals year over year, we strengthen trust with customers, partners, and employees through clear governance, reliable performance, and a proactive approach to risk. This alignment of standards, people, and secure technology sets the foundation for our strategies and commitments.

Our cybersecurity goals:

UKG's cybersecurity goal is simple: protect data, keep systems running, and earn your trust. We focus on three objectives:

Goal 1:

Maintain above 95% completion of Data Privacy and Security Awareness Training for all UKG employees year over year

Goal 2:

For UKG core solutions ("the primary software-as-a-service (SaaS) product families covered by UKG's standard terms and service-level agreements, which include UKG Pro®, UKG Workforce Management™, UKG Ready® and UKG HR Service Delivery™"):

- Maintain uptime rate of 99.75% for UKG products year over year
- Maintain compliance with International Organization for Standardization (ISO) ISO 27001, ISO 27017, and ISO 27018 year over year

Secure and reliable operations

UKG maintains a comprehensive cybersecurity program designed to protect systems, data, and services while supporting the reliability of our cloud-based workforce solutions. The program is built around layered security controls, continuous monitoring, and operational resilience practices that help safeguard the confidentiality, integrity, and availability of information across global operations. In FY25, we met or exceeded our core security performance objectives, supporting data protection, service continuity, and customer trust.

What this means for our customers, vendors, suppliers, and other stakeholders:

- Employee awareness remains a critical component of UKG's cybersecurity posture. Data Privacy and Security Awareness Training continues to achieve high completion rates across the global workforce, reinforcing shared responsibility for identifying and mitigating cyber risks. Qualitative feedback from internal assessments, audits, and customer engagements indicates that these controls support consistent security practices, incident readiness, and customer confidence.
- UKG also maintains compliance with internationally recognized security standards — ISO 27001, ISO 27017, and ISO 27018 — reflecting disciplined information security management, cloud security practices, and protection of personal data. These certifications confirm our adherence to international standards for information security management, cloud service controls, and protection of personal data in the cloud.
- UKG continues to demonstrate strong operational reliability for our core SaaS solutions with uptime performance aligned to our 99.75% availability objective. This result reflects ongoing investment in resilient architecture, proactive monitoring, and operational processes designed to minimize disruptions.

We will stay vigilant as threats, customer needs, and regulations evolve. The results in 2025 show that our security framework is working effectively. We will continue to strengthen prevention, response, and system resilience in the years ahead.



Strategies, processes, and initiatives driving progress

UKG's cybersecurity strategy is designed to protect the availability, integrity, and confidentiality of its systems and data while supporting reliable service delivery and secure innovation. The approach integrates governance, technical controls, workforce engagement, and resilience planning to manage cyber risk across a complex and evolving threat landscape. These initiatives align with UKG's cybersecurity goals and broader organizational strategy by embedding security into operations, building trust, and decision making.

Customer transparency: launch of UKG Trust Center

In late FY25, UKG launched the new UKG Trust Center, a unified platform designed to strengthen transparency and trust by centralizing access to security, privacy, and governance resources. The Trust Center provides customers with streamlined access to compliance documentation, proactive communications, and security-related workflows — all in one place.

Security and governance expectations are constantly evolving; therefore, we anticipate continuous enhancements to the Trust Center to meet emerging standards and customer needs. We regularly review and update our security practices to ensure stakeholders have the most accurate and comprehensive information available. Reflecting this commitment, the FY25 launch introduced several notable improvements:

Self-service access to security documentation

Customers can now access up-to-date certifications, audit reports, and governance policies directly through UKG Community™, reducing turnaround times for due diligence and compliance reviews.

Streamlined security questionnaire submission

The Trust Center enables customers to upload and submit security questionnaires directly through the platform, simplifying workflows and improving transparency in the review process.

Proactive communication and notifications

Customers can opt in to receive email and SMS alerts for security updates and compliance changes, ensuring organizations never miss critical information.

Governance and compliance framework

A centralized repository of policies and certifications supports cross-functional collaboration and aligns with broader organizational security strategies.

These enhancements position UKG to deliver a more secure, transparent, and customer-centric experience while adapting to evolving compliance requirements.

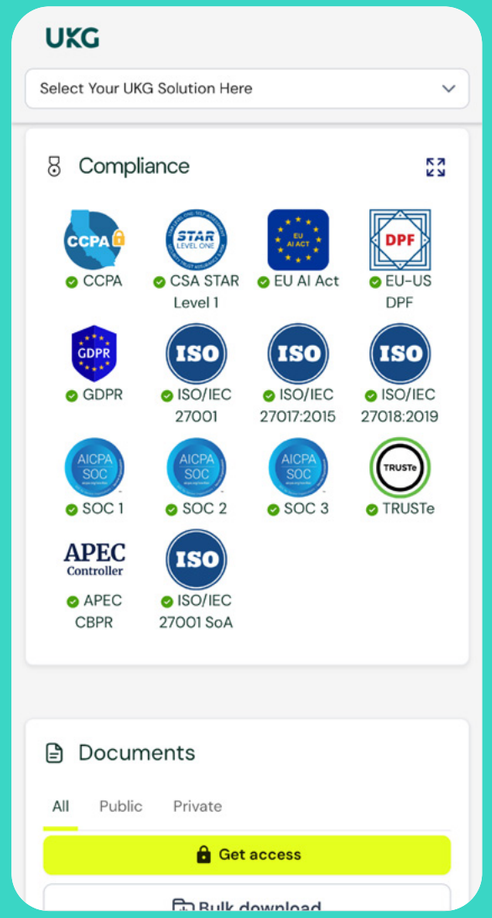
UKG Trust Center

With over 90% of customers relying on cloud-based solutions, the new UKG Trust Center plays a critical role in helping organizations evaluate risk and partner confidently with UKG.

Facing growing customer demand for streamlined access to security and privacy information, UKG teams across legal, security, compliance, and customer success collaborated to improve navigation, automate NDA and document-access workflows, and expand the library of certifications, audit reports, and privacy documentation.

Our customers have responded positively to the transparency and convenience they now have with this new centralized resource that offers clear, current, and easy-to-use access to our UKG controls.

These updates reduced friction during customer due diligence, increased platform engagement, and strengthened trust at key points in the sales and renewal cycles. Next steps include expanding multilingual materials and integrating real-time update notifications.



Looking forward

Through FY26, we are advancing our cybersecurity program with a sharper focus on data security to strengthen enterprise safeguards and resilience. Building on current controls and certifications, we will implement a data security posture management (DSPM) tool to improve visibility, classification, and protection of sensitive data across our enterprise and cloud environments.

What DSPM will do:

- Continuously monitor data stores, access patterns, and exposure points
- Identify and prioritize data risks at scale
- Strengthen data privacy and regulatory compliance
- Reduce the likelihood of unauthorized access, data leakage, or misconfiguration

Additionally, as AI becomes further embedded in our products and operations, knowing where sensitive data lives and who can access it is critical. DSPM will help enforce data boundaries, protect regulated information, and lower the risk of unintended data use in AI workflows. It will guide how we train, deploy, and govern AI responsibly.

Aligning this work with our corporate responsibility and sustainability program and governance frameworks will help support long-term resilience, regulatory readiness, and enhance stakeholder trust. We will measure progress, work across teams, and adjust as needed. Our goal is to keep pace with new technologies while maintaining the reliability and integrity you expect from UKG.

Privacy and Data Protection

Privacy and Data Protection at UKG

Privacy and data protection at UKG focuses on how we responsibly collect, use, safeguard, and govern personal and sensitive information across our products, services, and operations. As a provider of workforce and human capital management solutions, UKG processes sensitive employee and organizational data, making strong privacy and data protection practices essential to maintaining trust and delivering secure, reliable technology. We are committed to advancing data rights, transparency, and global readiness across our privacy and governance programs. In addition to complying with the key privacy and data protection laws throughout the world in which we do business, and maintaining various privacy-related certifications. Our approach to privacy and data protection aligns with United Nations Sustainable Development Goal SDG 9 (Industry, Innovation and Infrastructure) by supporting secure, reliable, and resilient digital infrastructure worldwide.

Rapid digitalization, expanding global data flows, evolving privacy regulations, and rising cyber threats have made privacy and data protection increasingly critical. UKG employs privacy subject matter experts who help support our privacy program alongside our compliance committee, a cross-functional team that helps us establish privacy-related priorities, discusses key trends, and ensures effective collaboration across the various groups within UKG that support our program. All UKG employees are required to complete data privacy and security awareness training when they are hired and annually thereafter. In-depth training is also provided for teams as appropriate and upon request.



Our focus

A strong culture of prioritzing privacy and data protection is essential to UKG's ability to operate responsibly, manage risk, and maintain trust across our global workforce and customer base. Employee awareness and accountability play a critical role in protecting personal and sensitive information, particularly as cyber threats continue to increase and evolve. To support this, UKG aims to maintain above 95% completion of data privacy and security awareness training for all employees year over year, reinforcing consistent understanding of privacy responsibilities across regions and roles.

Achieving this goal is expected to reduce data-related risks, strengthen compliance with evolving global privacy regulations, and build trust with customers, employees, and partners. It also aligns with UKG's organizational strategy to deliver secure, resilient technology solutions by embedding privacy and security awareness into everyday behaviors. This goal provides a foundation for the analysis, actions, and initiatives outlined in this section.

Our privacy and data protection goal:

Maintain above 95% completion of data privacy and security awareness training for all employees year over year

Responsible data stewardship

In FY25, UKG advanced our global privacy practices by, among other initiatives, modernizing our data subject request (DSR) processes, expanding employee privacy training, enhancing customer trust through the implementation of SafeBase, UKG's centralized trust center, and aligning our policies with evolving global regulations. These efforts increased transparency and reinforced UKG's commitment to responsible data governance.

To achieve this, we pursued four objectives:

1

We modernized our DSR operations by streamlining intake processes, introducing automations, and strengthening verification and documentation practices. These enhancements improved accuracy, accelerated response times, and reinforced trust for individuals seeking clarity and control over their personal information.

2

We expanded our privacy training and awareness program to ensure all employees understand their role in safeguarding data. Tailored, localized training and ongoing "privacy moments" build a capable, accountable workforce.

3

We advanced customer transparency through the implementation of SafeBase, our centralized trust and compliance portal. Enhanced navigation, automated workflows, and expanded documentation empower customers to evaluate risk confidently and deepen their trust in UKG.

4

We strengthened global regulatory alignment by harmonizing policies and fostering cross-functional collaboration, ensuring consistent interpretation of emerging requirements and enabling UKG to scale responsibly across jurisdictions.

Strategies, processes, and initiatives driving progress

We continue to enhance data governance across the organization to protect individual rights, sustain customer trust, and comply with our obligations in a rapidly evolving regulatory landscape. This section outlines the key programs and operational frameworks advancing UKG's data governance, transparency, and regulatory readiness goals. These initiatives embed privacy and responsible innovation into our systems, processes, and day-to-day decision making.

Following the implementation of an automated DSR solution, average response time decreased by 76%.

DSR modernization and rights management

We modernized our DSR process to enhance scalability, consistency, and responsiveness. Prior to FY25, the process was supported by manual, distributed workflows, including email-based intake, verification steps, and localized documentation practices. While effective, this approach became increasingly resource-intensive as request volumes and jurisdictional complexity grew.

In July 2025, UKG implemented a centralized DSR management solution, introducing structured workflows, automated routing, and standardized verification checkpoints. This modernization reduced the average DSR response time from approximately 21 days to 15 days immediately following implementation. Continued optimization and increased team proficiency further improved performance, with average response times declining to five days by December 2025. Centralized case management also enhanced audit readiness, cross-functional coordination, and workflow transparency.

Feedback from internal partners and data subjects reflects increased consistency, transparency, and predictability in DSR handling. In addition to providing us with a scalable foundation, the DSR initiative will allow us to expand our use of automation in the future in ways that extend beyond DSRs.



Privacy training and awareness: building a globally accountable workforce

The privacy training and awareness program at UKG is designed to ensure employees understand their role in protecting personal and sensitive data across the organization. The program delivers awareness training to all employees, with completion rates exceeding 95% in FY25, and targeted supplemental training to employees throughout the company. Beyond our awareness course, UKG looked for more ways to engage with employees and reinforce learning on this important topic, including periodic "privacy moments" in team meetings. In addition to modernizing the look and feel of the training materials, we regularly update the educational materials we provide to employees to ensure it keeps up with the rapidly changing landscape — including on topics such as artificial intelligence, digital deep fakes, and more.

Global regulatory alignment and governance: scaling responsibly across jurisdictions

In FY25 we harmonized key global policies — including the Privacy Notice, Employee Privacy Notice, Subprocessor Policy, Third Party Code of Conduct, and Data Governance Policy — to enhance our ability to operate consistently across global markets. In addition to updating our policy framework, we worked cross-functionally across key teams — Legal, Security, Internal Audit, and other functions — to enhance collaboration in key areas of risk and opportunity for us as part of our ongoing "connected risk" model, discussed elsewhere in this report. This includes aligning on priorities, goals, tools, requested inputs from stakeholders, and outputs — the results of which we intend to highlight in next year's report.



Looking forward

In FY26, we will continue to focus on governance and making our commitment to privacy and AI governance a differentiating feature of our product offerings. Using modern tools to automate and scale the work that our team of subject matter experts does will enhance our ability to scale our privacy-by-design and responsible AI practices as our product and other teams continue to increase the speed with which they innovate.

This includes building on the automation and tooling work done this year, and otherwise ensuring that our privacy-by-design, privacy and AI governance, and risk-related processes operate with greater efficiency. As is discussed in greater detail in the next section of this Global Impact Report, we are committed to the responsible use of AI both internally and with our customers. Strong privacy and data protection practices are core to that commitment As our subject matter experts embed more deeply into the software development lifecycle process, we aim to scale and accelerate their privacy-by-design work through the use of automation, agentic AI, and guided workflows.

UKG will also continue investing in global compliance readiness in FY26, including with respect to emerging privacy and data protection laws across regions. These efforts are intended to strengthen UKG's role as a trusted steward and throughout the world in which we serve our valued customers.

Collaboration remains central to our progress. Internally, we remain committed to embedding our subject matter experts into the idea and development phases of our software development lifecycle because we believe partnering those experts with our product and other teams yields better outcomes for our customers and our business. Externally, our continued engagement with our customers, industry groups, and other thought leaders remains a priority.



Product Innovation

Product Innovation at UKG

Product innovation at UKG centers on designing workforce solutions that respond to real customer needs and support better outcomes for employers and employees. As a global provider of workforce and human capital management (HCM) solutions, UKG's products play a critical role in supporting employers and employees across industries, regions, and regulatory environments. Innovation is therefore central to how UKG delivers value, responds to changing customer needs, and supports long-term, sustainable growth.

AI is a cornerstone of UKG's innovation strategy, embedded across our UKG Pro® Human Capital Management and UKG Workforce Management™ solutions to transform work experiences. UKG's AI-first approach prioritizes people, leveraging decades of workforce data to deliver assistive and agentic AI capabilities that simplify tasks, improve decision making, and enhance employee engagement. This topic is critical because AI addresses pressing global challenges — talent shortages, productivity gaps, and compliance complexity — while aligning with stakeholder expectations for ethical, transparent technology.

Product innovation is a priority for UKG as identified in our latest materiality assessment, as customers, employees, and other stakeholders continue to demand solutions that are secure, fair, and designed to work well for everyone. UKG responds by embedding key responsible AI principles — privacy, transparency, and bias mitigation — into every product. Our governance framework ensures compliance with global standards like General Data Protection Regulation (GDPR) and the European Union Artificial Intelligence Act (EU AI Act), reinforcing trust and adoption. Learn more about our responsible AI practices in the Responsible Use of AI section of this report.

Historically, UKG has integrated AI for decades, evolving from predictive scheduling to advanced generative and agentic models. Today, AI in product innovation enables proactive workforce recommendations, personalized employee experiences, and operational resilience. UKG's approach to innovation emphasizes customer-centric design, scalable technology, and continuous improvement, enabling solutions that adapt as work and workforce needs evolve. UKG's product portfolio continues to advance through ongoing investment in research and development, cross-functional collaboration, and feedback-driven enhancements. These efforts support innovation that is not only technically advanced but also practical, secure, and aligned with customer outcomes.

UKG's approach to product innovation aligns with United Nations Sustainable Development Goal SDG 8 (Decent Work and Economic Growth) by enabling organizations to manage their workforces effectively, support fair and compliant workplace practices, and drive sustainable productivity. It also supports United Nations Sustainable Development Goal SDG 9 (Industry, Innovation and Infrastructure) by advancing reliable, scalable workforce technology that strengthens digital infrastructure and enables organizations to adapt as work and workforce needs evolve.

UKG Bryte™ AI introduces a conversational interface that reimagines how people interact with workforce technology, moving beyond traditional point-and-click systems to a search- and context-driven experience that's deeply personalized, more intuitive, and adaptive. As the world's Workforce Operating Platform trusted by more than 70% of the Fortune 500 to solve their most complex frontline workforce challenges, we're proud to lead the way in delivering AI-guided technology designed for people.

Suresh V.
Chief Product Officer at UKG

Our focus

Our goal is to embed responsible, human-centered AI across UKG solutions to enhance work experiences while upholding ethical standards. This goal supports the overall objectives of the corporate responsibility and sustainability program's strategy by ensuring technology adoption aligns with stakeholder expectations for fairness, transparency, and sustainability. It reflects our commitment to creating value for people and organizations through innovation that respects privacy and mitigates bias.

UKG advances this goal by prioritizing customer-informed development, continuous product improvement, and technology investments that enhance usability, performance, and reliability across our solutions. Achieving this goal will deliver measurable benefits, including improved productivity through intelligent automation, greater employee engagement via personalized experiences, and stronger compliance with global regulations. These improvements will help organizations address critical challenges like talent shortages, operational inefficiencies, and workforce wellbeing, while reinforcing trust in AI-driven solutions.

By prioritizing responsible AI, UKG has taken a leading role in ethical technology, driving industry standards and influencing broader trends toward sustainable innovation. The analysis that follows will explore governance frameworks, stakeholder engagement, and continuous improvement strategies to ensure AI delivers fair outcomes for everyone.

Our product innovation goal:

Embed responsible, human-centered AI across UKG solutions to enhance work experiences while upholding ethical standards



Innovation in practice

UKG's product portfolio reflects a mature and continuously evolving approach to innovation, grounded in customer needs and operational reliability. Across our core WFM and HCM solutions, UKG continues to deliver enhancements that support scalability, usability, and performance for organizations operating in wide-ranging and regulated environments. Product development efforts are informed by customer feedback, market signals, and internal performance data, helping ensure resulting innovative outcomes address real-world workforce challenges. To learn more about UKG product offerings, please visit ukg.com/products.

UKG has fully embraced an AI-first strategy, embedding AI across our HCM and WFM platforms. Today, AI powers more than 2,500 active model instances within UKG solutions, supporting capabilities such as schedule optimization, retention prediction, fatigue analysis, and conversational reporting. These models are complemented by next-generation innovations like agentic AI, which enables autonomous multistep actions, and assistive AI, which simplifies everyday tasks for employees and managers.

Internal adoption reflects strong momentum: Nearly 2,000 employees currently use Bryte AI, with **usage growing at 9%** month over month, leading to a dramatic increase as we head into 2026. This adoption spans departments, including sales, legal, IT, engineering, and customer service, signaling confidence in AI's ability to improve productivity and decision making.

From a customer perspective, AI is deeply integrated into the UKG Pro® and UKG Ready® solutions, delivering personalized insights and predictive analytics to address critical challenges such as talent shortages, compliance complexity, and operational inefficiencies. Industry trends show that organizations leveraging AI for workforce planning and engagement report measurable gains in productivity and retention, aligning with UKG's mission to create great workplaces through technology.

UKG's innovation practices are supported by established product governance, cross-functional collaboration, and defined development processes that help balance speed, quality, and risk. As customer expectations continue to evolve — particularly around flexibility, data-driven insights, and responsible use of technology — UKG's current innovation efforts emphasize adaptability and continuous improvement. Despite progress, cultural readiness remains a barrier. UKG research indicates that two-thirds of organizations are unprepared for AI transformation, and only 53% of frontline employees feel equipped for an AI-driven workplace. Building trust and transparency — through initiatives like the Bryte Confidence Score — is essential for accelerating adoption. Building trust and transparency through initiatives like the Bryte Confidence Score, is essential for accelerating adoption. By expanding vertical-specific AI models, enhancing personalization, and leveraging our unique dataset of 30+ years of workplace research, UKG is positioned to lead the industry in ethical, human-centered AI innovation.



Strategies, processes, and initiatives driving progress

UKG's product innovation strategy is designed to deliver practical, scalable workforce solutions that respond to evolving customer needs while supporting reliability, compliance, and responsible growth. The approach integrates customer insight, disciplined product governance, and continuous improvement to ensure innovation delivers measurable value for organizations and their people.

Responsible AI governance and compliance-by-design

UKG is advancing a responsible AI governance model designed to operationalize "AI you can trust" across our Bryte AI capabilities, including generative, assistive, and agentic features within UKG Pro®, UKG Ready®, and UKG Workforce Management™ solutions. This approach focuses on embedding fairness, transparency, privacy, and safety directly into AI design and deployment. Governance principles are published and integrated into enablement materials, with public-facing resources reinforcing UKG's commitment to responsible AI. Controls are implemented through role-based access and feature enablement, including opt-in functionality for paid AI features and clearly defined service descriptions. Data protection safeguards include de-identification practices aligned with National Institute of Standards and Technology (NIST) 800-122, additional data loss prevention controls, and explicit restrictions preventing the use of customer personally identifiable information or tenant data for model training. Ongoing assurance activities include model testing for bias, reliability, and safety, as well as engagement with external stakeholders through customer forums, industry analysts, and evolving regulatory frameworks such as the EU AI Act and GDPR. Governance materials and customer-facing guidance are updated as capabilities mature, with continued efforts focused on expanding automation of compliance checks and oversight as AI adoption scales. Learn more about our responsible AI practices in the Responsible Use of AI section of this report.

AI interlock and cross-functional delivery for Bryte

UKG has established a structured, cross-functional coordination model to support the responsible development, commercialization, and adoption of AI capabilities across the organization. Through a biweekly AI interlock and related working groups, teams from product, engineering, sales, customer success, and marketing align on roadmaps, launch readiness, and enablement activities to unblock delivery and accelerate adoption. This coordination model provides a consistent decision rhythm, with agenda-driven updates covering opportunities, risks, roadmap highlights, and defined next steps. Commercialization and field enablement are supported through general availability announcements, pricing and service guidance, and recorded webinars that help ensure consistent messaging and seller readiness. UKG also applies a phased adoption approach for AI capabilities, beginning with controlled pilot deployments and scaling more broadly after an initial evaluation period informed by early-adopter feedback. Ongoing check-ins, pre-launch "Tech Check" sessions, and structured follow-ups support continuous improvement, while current priorities include expanding role-based provisioning to support controlled pilots as adoption scales.

Impact measurement: Bryte AI usage dashboard and customer co-creation

UKG is strengthening our product innovation approach by improving how adoption and value are measured and translated into actionable recommendations. The organization is advancing a standardized telemetry and reporting framework, including the transition from initial Grafana-based dashboards to enhanced Power BI dashboards, to capture consistent usage and performance data. This approach enables visibility into persona-level and feature-level adoption trends and supports self-service dashboards, enablement recommendations, and structured metrics programs. Insights from telemetry are used to inform product roadmaps, customer-facing campaigns, and content strategies. In parallel, UKG engages early adopters through customer panels and UKG Community™ groups to gather qualitative feedback, share best practices, and shape enablement tool kits that support adoption. Weekly pulse reports and executive sessions help track progress and guide adjustments, while ongoing focus areas include improving consolidation of feature-level adoption data to better identify power users and support customer references and outcome-based storytelling.

Looking forward

UKG is committed to accelerating product and service innovation while ensuring the use of AI remains ethical, transparent, and human-centered. Over the next 12 to 24 months, we intend to expand agentic AI capabilities across UKG Pro® and UKG Ready®, enabling semiautonomous workflows that simplify complex tasks while keeping people in control. Planned initiatives include vertical-specific AI models for industries such as healthcare and retail, delivering tailored insights to address unique workforce challenges.

We will continue to invest in AI governance enhancements, including bias audits, explainability tools, and compliance alignment with global frameworks like the EU AI Act, GDPR, and ISO standards. These actions reinforce our pledge to provide “AI you can trust,” ensuring fairness and accountability at scale.

UKG will launch pilot programs for conversational analytics and predictive workforce planning, collaborating with customers to validate outcomes and refine experiences. Partnerships with leading research institutions and industry analysts inform our innovation roadmap and strengthen alignment with responsible AI standards. Internally, we will engage cross-functional teams — product, engineering, legal, and corporate responsibility and sustainability — to embed ethical AI principles into every stage of design and deployment. Externally, we will consult with customers, regulators, and advocacy groups to ensure our commitments reflect stakeholder priorities and industry best practices. These actions will empower organizations to improve productivity, enhance employee wellbeing, and build trust in AI-driven decisions — advancing UKG’s mission to create great workplaces worldwide.



Responsible Use of AI

Responsible Use of AI at UKG

AI is becoming increasingly embedded in HR, payroll, and workforce management experiences. Used well, AI can help employers make better decisions and reduce administrative burden so managers can focus on people. Used poorly, it can reinforce discrimination, compromise privacy, and erode trust. As AI capabilities become increasingly integrated into workforce technology, UKG recognizes our responsibility to design and use AI in ways that maintain trust with customers, employees, and regulators. Responsible AI is therefore not only a governance and risk management priority but also a core product consideration.

Our latest materiality assessment identified the responsible use of AI as a top priority, reflecting stakeholder feedback that AI must be transparent, accountable, and human-centered, especially in workplace contexts where outcomes affect livelihoods. Rapid advancements in generative and agentic AI, evolving regulatory frameworks, and heightened public scrutiny have increased the need for clear standards and disciplined oversight. UKG addresses these expectations by embedding responsible AI principles into governance, product development, and operational practices, ensuring AI capabilities are deployed with appropriate safeguards and structured oversight. By promoting trustworthy AI practices and aligning innovation with ethical standards, UKG supports United Nations Sustainable Development Goal SDG 8 (Decent Work and Economic Growth) by enabling fair and well-governed workplaces, and United Nations Sustainable Development Goal SDG 9 (Industry, Innovation and Infrastructure) by advancing reliable, responsible digital innovation that strengthens confidence in AI-enabled technologies.

Our work requires us to meet some key challenges, including mitigating bias in models and data, protecting sensitive personal information, monitoring performance over time, and explaining AI outputs in ways users can understand and contest. However, by focusing on this area, we have an opportunity to create more fairer workforce practices, more accessible insights for frontline and HR teams, and better operational planning.



Our focus

UKG's goal for responsible use of AI is to ensure that AI integrated into our products and operations is governed, transparent, and aligned with human-centered outcomes so that we keep our customers' trust while enabling innovation. This goal advances the *Global Impact Report*'s objectives by demonstrating how UKG manages emerging technology risks, strengthens accountability, and creates shared value for customers and the people they serve.

Our responsible use of AI goals:

By the end of FY25, UKG aims to implement three measurable targets that operationalize responsible AI across governance, workforce capability, and customer transparency.

Goal 1: AI Governance Committee oversight: The AI Governance Committee will receive a formal AI risk dashboard quarterly to enable consistent monitoring, escalation, and decision making

Goal 2: Role-based responsible AI training: We will institute an AI ethics training program that includes an annual AI ethics, privacy, and security module for all employees; an advanced responsible AI development module for product, engineering, and data science employees; and advanced AI bias and fairness training for people managers

Goal 3: Transparency: We will make available to customers information describing the intended use of UKG models, known limitations, evaluation results, and where human-in-the-loop review occurs

Achieving these targets is expected to improve product integrity, reduce bias and privacy/security risks, and increase confidence in AI-supported decisions that affect people's work and pay. Together, these commitments establish the foundation for the analysis and actions that follow, including how we assess risk, strengthen controls across the AI lifecycle, and track progress over time.

Trustworthy AI in practice

In FY24, UKG established an AI Governance Committee to align product, engineering, and legal, shape AI product capabilities, guide internal and customer-facing AI use, and assess and mitigate risk. As AI expectations and regulations evolve rapidly, we anticipate ongoing refinement of our governance program, controls, and documentation to meet customer audit requirements and emerging standards. To date, the committee has met quarterly and is evolving to strengthen its remit and composition as AI adoption expands across the organization.

Over the past year, we have also built foundational infrastructure to manage AI activity consistently. The AI Hub and AI Champions network provide centralized intake and case management for AI use cases; a reach, impact, confidence, and effort (RICE)-based prioritization approach; consolidation of data sources; and movement toward a unified dashboard. Reflecting our shift from a "Defined" to "Integrated" maturity stage, we have focused on strengthening cross-functional interlocks across AI, privacy, product compliance, and go-to-market (GTM) to surface and respond to customer expectations — particularly around bias testing and disclosures — and to harmonize internal guidance into repeatable practices.

In FY25, UKG revised its AI Policy, which requires the use of approved AI tools (or exceptions granted through governance) and adherence to four responsible AI principles: ethical use, transparency, accountability, and privacy and security. We also created standards for AI assistants that recommend informing users at the start of an interaction that they are engaging with AI and providing a path to a human on request, balancing transparency with user experience.

As we scale, our current state includes monitoring and bias review processes, as well as active work streams to define data provenance, auditability, and lineage requirements. Stakeholder surveys across legal, product, engineering, IT, and the global leadership team (GLT) indicate strong alignment on unifying AI and data governance, alongside requests for improved dashboard accuracy and more real-time visibility.



Strategies, processes, and initiatives driving progress

UKG's approach to responsible use of AI is designed to ensure that AI capabilities are governed, deployed, and scaled in ways that are ethical, transparent, and aligned with human-centered values. The strategy integrates governance, technical safeguards, cross-functional oversight, and stakeholder engagement to manage risk while enabling innovation. These initiatives support UKG's broader corporate responsibility and sustainability priorities and organizational strategy by embedding responsibility and accountability into AI-enabled technology.

AI Governance Committee: program oversight and accountability

UKG's responsible use of AI strategy is anchored in cross-functional governance designed to keep pace with rapidly evolving expectations. Our AI Governance Committee (established mid-FY24) was created to align with key stakeholders (including legal, product, and engineering), shape AI product capabilities, guide internal and customer-facing AI use, advise on legal obligations, assess and mitigate risk, and periodically evaluate the maturity of the overall program. This governance model reinforces UKG's broader corporate responsibility and sustainability objective of pairing innovation with strong governance and transparent accountability, consistent with the commitments described in the *UKG Global Impact Report*.

A core focus for the coming cycle is strengthening formal oversight mechanisms by establishing routine, decision-useful reporting. In support of our goal, the committee is being reconstituted to reinforce remit and composition and to enable a formal AI risk dashboard that can be reviewed quarterly. This dashboard is intended to consolidate signal from intake, risk assessments, monitoring, and customer/audit learnings so leaders can prioritize mitigations, track residual risk, and confirm that controls are scaling with adoption.

The committee's work is grounded in publicly stated UKG commitments and values. UKG's Code of Conduct explicitly links responsible AI use to our corporate responsibility and sustainability initiatives. Those principles — fairness and inclusiveness, transparency and interpretability, privacy and security, and reliability and safety — provide the standard against which governance decisions are evaluated, and they are designed to be iterated as requirements and best practices evolve. Finally, the committee engages externally to remain current, including participation in privacy and AI governance forums that share emerging best practices and policy trends.



Responsible AI within the product

UKG operationalizes responsible AI by embedding principles and safeguards into product development and deployment — not by treating ethics as an "after-the-fact" review. These principles and supporting processes are incorporated into our development lifecycle, including bias testing before and after deployment, ongoing monitoring to address model drift, and a consistent emphasis on AI that supports human judgment. This approach reflects the realities of AI in the workplace, where outputs can influence decisions with direct consequences for individuals, making explainability and appropriate human oversight essential to maintaining trust.

Work is currently progressing across three practical themes that map directly to our goals.

Governance-by-design:

Product teams are aligning with legal, privacy, security, and product compliance interlocks to translate legal requirements and customer audit expectations into actionable engineering controls (e.g., data provenance, lineage, auditability, and security testing metrics).

Transparency-by-design:

UKG's public commitments emphasize explaining when, how, and why AI is used — and what safeguards exist. Our goal to provide customers with "model card" style information (intended use, limitations, evaluation results, and human-in-the-loop points) is the next step in making that transparency durable and scalable.

Reliability and safety:

Our public materials emphasize continuous training, testing, feedback, and monitoring to reduce drift and improve trustworthiness over time.

This work also connects to how UKG describes its "people-first" AI strategy externally. For example, UKG Bryte™ AI is positioned as delivering trustworthy insights as well as being "fair, designed to work well for everyone, and secure by design," reinforcing that responsible use is part of the product value proposition — not a separate compliance layer. Additionally, UKG's corporate responsibility and sustainability materials explicitly tie AI innovation to protecting sensitive and personally identifiable data and to using security processes in our AI-powered solutions.

The AI Hub

To scale responsible AI consistently across a large organization, UKG is strengthening centralized "rails" that make the right way the easy way. Internally, the AI Hub and AI Champions network are being used as the operational backbone for intake and case management of AI use cases, consolidation of data sources, and prioritization (including a RICE-based approach), with the intent to enable a unified dashboard and clearer end-to-end accountability. This structure is also the practical conduit for policy compliance — supporting actions such as registering custom GPTs, de-duplicating overlapping use cases, and standardizing risk assessment and documentation so teams avoid duplicating controls across projects. The AI Hub is also a culture and capability lever. It creates a single front door for guidance, templates, and decision records, reducing friction for teams building responsibly. It is the natural platform to support the role-based training goal: tracking completion, distributing scenario-based guidance for product/engineering/data science teams, and reinforcing manager-facing expectations around bias and fairness. Over time, it will become the evidence layer for governance reporting by feeding the quarterly AI risk dashboard with consistent, comparable signals across use cases.

Looking forward

In the year ahead, UKG will expand our responsible use of AI program to keep pace with growing customer expectations, evolving regulations, and the increasing role of AI in workplace decisions. Building on our existing AI Policy and governance foundations, we will implement comprehensive AI standards to maintain and increase customer and user trust in our solutions. Across FY26, our AI Center of Excellence roadmap will prioritize high-impact use cases by domain, strengthen "ways of working" for AI Champions and Power Users, expand AI literacy and predictive AI capabilities, and redesign workflows and standards to scale adoption responsibly.

By FY27, we aim to operationalize quarterly AI risk dashboard reporting to the AI Governance Committee, launch role-based responsible AI training, and expand customer transparency through model cards and an AI registry. In parallel, we will pursue ISO 42001 certification through staged internal and external audits to strengthen accountability and market trust.

Finally, we will consult employees, customer councils, and strategic partners — and engage external frameworks (e.g., National Institute of Standards and Technology (NIST) AI Risk Management Framework (AI RMF), International Organization for Standardization (ISO) 42001)) and industry groups — to validate our approach, incorporate feedback, and report progress through our corporate responsibility and sustainability governance forums and global impact reporting. Through these focused initiatives, UKG will accelerate measurable progress toward becoming a leader in the responsible use of AI.



Supply Chain Management

Supply Chain Management at UKG

At UKG, supply chain management encompasses the governance and oversight of supplier relationships across multiple functions, including procurement, manufacturing partnerships, and supporting enterprise teams. Within this structure, UKG Procurement is responsible for sourcing and managing technology, software-as-a-service, and services suppliers, and, in partnership with legal, establishing contractual standards and conducting risk-based due diligence. Manufacturing activities and downstream supplier management are handled through UKG's Data Collection teams, while corporate responsibility and sustainability (CR&S)-related initiatives are led through cross-functional collaboration outside of procurement's direct ownership.

This topic is a strategic priority for our stakeholders, our employees, customers, suppliers, and communities, who expect transparency, fairness, and accountability from every relationship that touches UKG. Through materiality assessments, responsible sourcing, and supplier engagement, we continually evaluate how our practices impact people and the planet. Supply chain integrity influences everything from data security and business continuity to social impact and environmental performance.

We have a strong foundation of supplier governance as reflected in our Third Party Code of Conduct and ongoing due diligence. When overseeing manufacturing-related activities, UKG does not manage sub-tier suppliers directly; instead, ethical sourcing, labor standards, and compliance requirements are governed through UKG's contract manufacturer, Jabil. Within procurement's direct scope and with partnership from legal, UKG focuses on contract management, supplier risk assessment, and ongoing governance for the suppliers we engage directly.

This work aligns most closely with United Nations Sustainable Development Goal SDG 12 (Responsible Consumption and Production) by supporting responsible business practices and efficient resource use through clearly defined supplier governance, contractual accountability, and appropriate oversight across UKG's supply chain while maintaining transparency around ownership and execution.



Our focus

UKG's goal for supply chain management is to support clear governance, accountability, and risk oversight across supplier relationships, informed by enterprise-wide insights and aligned with defined areas of ownership. In FY25, UKG's CR&S team conducted a value chain mapping exercise as part of the organization's materiality assessment, providing greater visibility into upstream and downstream impacts. While procurement and data collection teams did not lead this exercise, their involvement and insights will help to inform how supplier governance, contracting standards, and risk considerations are applied within both teams' direct scopes.

By leveraging the outcomes of the recent materiality assessment, UKG aims to strengthen operational resilience, support compliance with applicable requirements, and maintain trust with stakeholders. This goal contributes to responsible business practices by ensuring that procurement and data collection activities are aligned with enterprise risk priorities and informed by materiality findings while remaining focused on execution within their defined remit.

Our supply chain management goal:

To support clear governance, accountability, and risk oversight across supplier relationships, informed by enterprise-wide insights and aligned with defined areas of ownership



Managing supplier risk

UKG's supply chain management is guided by a foundation of strong governance, ethical standards, and continuous improvement. Our Third Party Code of Conduct, Procurement Policy, Modern Slavery Statement, and Human Rights Policy set clear expectations for suppliers regarding labor rights, environmental responsibility, and business integrity. Procurement requires new vendors to complete standard due diligence as part of UKG's onboarding process, including legal, privacy, security, and third party risk management reviews. These requirements apply to suppliers within UKG's direct contracting scope. They are also cascaded, as appropriate, to manufacturing sub-tier suppliers managed by UKG's contract manufacturing partner, Jabil, under our managed services agreement.

To ensure partners operate in alignment with our values, all third parties with which we do business are required to comply with applicable laws, regulations, and professional standards governing their relationship with UKG. This includes requirements related to employment and labor rights; anti-corruption; export controls; and health, safety, and environmental protections.

UKG also oversees elements of the technology asset lifecycle related to internally managed IT hardware, such as employee devices. This oversight includes working with technology vendors that supply corporate hardware and services, and applying appropriate due diligence and governance controls aligned with UKG policies.

By maintaining clear boundaries around ownership and execution, UKG supports effective risk management, operational resilience, and transparency while enabling collaboration with manufacturing partners and cross-functional teams where responsibilities are shared or contractually defined.



Strategies, processes, and initiatives driving progress

UKG's approach to supply chain management is centered on clear governance, defined ownership, and informed decision making across supplier relationships. Our procurement and data collection teams focus on applying consistent standards, contractual requirements, and risk controls within their direct scope, while leveraging enterprise insights generated through cross-functional efforts.

Embedding responsible procurement standards

UKG's Third Party Code of Conduct, Procurement Policy, Modern Slavery Statement, and Human Rights Policy outline the ethical, environmental, and labor standards expected of suppliers and partners we engage with. UKG is committed to following the law and maintaining high ethical standards, and we expect the same from the suppliers, vendors, and partners (collectively, third parties) with which we do business. The UKG Third Party Code of Conduct describes the minimum standards that third parties, their employees and contractors, and any fourth parties that they use to provide services in support of UKG are expected to comply with when conducting UKG-related business. All third parties must comply with our Third Party Code of Conduct and the laws and regulations applicable to their work in support of UKG.

Where appropriate, UKG conducts risk-based due diligence on third parties as part of assessing whether to enter or remain in a business relationship with them. UKG expects third parties to provide complete and accurate information in connection with that due diligence. If UKG determines that a third party has violated our Third Party Code of Conduct with respect to UKG-related business, UKG may, in its sole discretion, require that third party to implement a remediation plan or, in appropriate circumstances, suspend or terminate the relationship.

Risk of forced labor and child labor in our business and supply chains

UKG is committed to preventing and addressing the use of forced labor and child labor in our supply chains and protecting the rights of vulnerable individuals. We undertake credible due diligence on our suppliers, and we expect them to do the same and monitor their operations to ensure that their sites and supply chains are free from forced labor and child labor.

Reports of forced labor and child labor can be made via the UKG ReportingLINE. To date, no such reports about UKG or a third party conducting business in support of UKG have been received. If UKG receives a credible report of forced labor or child labor at a third party site, our priority is the protection of the victim(s). In a circumstance where UKG determines it does not need to suspend or otherwise terminate its relationship with the third party, UKG's remediation process requires that the third party:

- Immediately rescue and rehabilitate the vulnerable person(s)
- Provide counseling and other support to the vulnerable person(s) and their families
- Take immediate steps to correct the situation of the vulnerable person(s), including providing educational opportunities for the child and providing adequate support and assistance
- Relocate young workers engaged in hazardous work to age-appropriate, safer alternative roles without penalty

UKG has designated resources responsible for providing ongoing support and monitoring to evaluate the effectiveness of our remediation in such circumstances. These requirements apply to suppliers within UKG's direct contracting scope and are indirectly cascaded to UKG's contract manufacturing partner Jabil under UKG's managed services agreement.

Materiality value chain mapping

In FY25, UKG's CR&S team conducted a value chain mapping exercise as part of the organization's materiality assessment. This work provided enterprise-level visibility into upstream and downstream impacts and informed priority areas for risk awareness and governance. The mapping was designed to support materiality analysis and strategic risk awareness, rather than to assign operational ownership or introduce new execution requirements. In particular, the exercise helped to inform awareness of supplier-related risk areas, reinforced the importance of contractual standards and due diligence, and supported coordination with CR&S and other functions as enterprise sustainability priorities continue to evolve.

Employee training

UKG maintains a Code of Business Conduct and Ethics. All new hires are required to acknowledge and agree to comply with the Code as a condition of employment upon hire. In addition, all new hires and all employees are required to take the annual Code training. That training includes content on UKG's modern slavery commitment and policy and is reviewed and updated on an annual basis. To learn more about our Code of Conduct, please visit the Business Conduct section of this report.

Looking forward

UKG will continue strengthening clarity, consistency, and accountability across supply chain governance by reinforcing roles and responsibilities across key business units. Procurement and data collection teams will stay focused on disciplined vendor governance within their direct scope, while supporting enterprise priorities through informed coordination.

As the corporate responsibility and sustainability (CR&S) program evolves, insights from the FY25 value chain mapping exercise will inform future conversations about supplier risk awareness, material impacts, and governance alignment. Relevant business units and stakeholders will ensure supplier considerations are reflected in contractual standards, due diligence practices, and escalation mechanisms.

By maintaining a focused, role-appropriate approach, UKG aims to support a resilient, well-governed supply ecosystem that enables cross-functional collaboration and sustains transparency and credibility as expectations and regulatory landscapes evolve.





Appendix

Global Reporting Initiative (GRI) Index

UKG has reported the information cited in this GRI content index for the period Oct. 1, 2024 through Sept. 30, 2025 with reference to the updated Universal GRI Standards. The following index includes the required "General Disclosures" and "Topic-Standard Disclosures," per the GRI Standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021		
THE ORGANIZATION AND ITS REPORTING		
2-1	Organizational details	UKG Inc. is a Delaware corporation with dual headquarters located at 2250 N. Commerce Parkway, Weston, FL 33326 and 900 Chelmsford St., Lowell, MA 01851. UKG Inc. is a wholly owned, indirect subsidiary of Unite Parent Corp., a Delaware corporation. More than 80,000 organizations across all sizes, industries, and geographies trust UKG HR, payroll, workforce management, and culture cloud solutions to drive great workplace experiences and make better, more confident people and business decisions.
2-2	Entities included in the organization's sustainability reporting	UKG Inc. (and its subsidiaries and affiliates, hereinafter referred to as "UKG" or the "Company".)
2-3	Reporting period, frequency, and contact point	The fiscal year 2025 (FY25) UKG Global Impact Report covers our corporate responsibility and sustainability (CR&S) strategies, activities, progress, metrics, and performance from October 1, 2024, through September 30, 2025, unless otherwise noted. UKG is committed to regular, transparent communication of our progress and will continue to provide updates annually or as is otherwise warranted. We collect data for our CR&S reporting on a fiscal year basis, and therefore report on a fiscal year cycle. Published on 04/29/2026. For any questions, please email corporateresponsibility@ukg.com.
2-4	Restatements of information	Global Impact Report (Appendix)
2-5	External assurance	UKG worked with Apex Companies, LLC. to obtain limited assurance for our Scope 1 and Scope 2 greenhouse gas (GHG) emissions. We intend to continue exploring further opportunities for assurance for our other ESG-related metrics.

Global Reporting Initiative (GRI) Index

ACTIVITIES AND WORKERS		
2-6	Activities, value chain, and other business relationships	https://www.ukg.com/company
2-7	Employees	https://www.ukg.com/company
2-8	Workers who are not employees	As business needs dictate, UKG engages contingent workers through staffing agencies to temporarily augment its workforce. These workers, who work at UKG's direction, help cover peaks in demand and short-term capacity needs and work. As of the end of the reporting period, UKG engaged 494 non-employee workers. The number of contingent workers may fluctuate during and between reporting periods based on business demand.
GOVERNANCE		
2-9	Governance structure and composition	UKG Leadership
2-10	Nomination and selection of the highest governance body	Not applicable. UKG is privately controlled.
2-11	Chair of the highest governance body	The chair of the highest governance body for UKG, i.e., the chair of UKG's Board of Directors, is not a senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	The Board of Directors has oversight responsibility with respect to the management of the strategic and operational risks and opportunities related to Corporate Responsibility and Sustainability at UKG. This includes, but is not limited to, involvement in the Company's biennial ESG materiality assessment process, the development and monitoring of KPIs and goals aligned with identified material topics, strategic program road-mapping, review of the Company's annual Global Impact Report, and external alignment with ESG standards/frameworks as well as regulatory preparedness. The CLO and Corporate Responsibility and Sustainability Team provide regular updates to the Board and/or the Board's Audit Committee on the company's ESG practices—including greenhouse gas emissions, energy reduction, and other initiatives pertinent to climate change—on at least an annual basis.
2-13	Delegation of responsibility for managing impacts	Under the direction of our Chief Legal Officer as the program's Executive Sponsor, the Corporate Responsibility and Sustainability program and related-initiatives have been instated as annual topics for the UKG Board of Directors. As part of the UKG review process, the UKG Corporate Responsibility and Sustainability Team presents to the Audit Committee and/or the complete Board at least annually.
2-14	Role of the highest governance body in sustainability reporting	The Board of Directors has oversight responsibility with respect to the management of the strategic and operational risks and opportunities related to Corporate Responsibility and Sustainability at UKG, including both involvement in the Company's biennial ESG materiality assessment process and the risks and opportunities identified in the process. This information is included in the annual presentation to the Audit Committee and/or the complete Board.

Global Reporting Initiative (GRI) Index

GOVERNANCE		
2-15	Conflicts of interest	Code of Conduct
2-16	Communication of critical concerns	The UKG Board of Directors meets with UKG management regularly on a formal and informal basis to discuss issues impacting our business, including any critical concerns. For example, the UKG Board has an Audit Committee that is attended by key members of UKG senior management. During those meetings, which take place at least quarterly, UKG management reports any critical regulatory or financial reporting concerns to the Committee, which in turn would report those concerns to the Board as appropriate. While UKG tracks the number and nature of matters reported to its Board, it does not report on that information publicly.
2-17	Collective knowledge of the highest governance body	Under the direction of our Chief Legal Officer as the program's Executive Sponsor, the Corporate Responsibility and Sustainability program and related-initiatives have been instated as annual topics for the UKG Board of Directors. As part of the UKG review process, the UKG Corporate Responsibility and Sustainability Team presents to the Audit Committee and/or the complete Board at least annually.
2-18	Evaluation of the performance of the highest governance body	UKG continues to assess the collective knowledge, skills, and experience of the Board on ESG-related topics.
2-19	Remuneration policies	Confidentiality constraints. UKG is privately held.
2-20	Process to determine remuneration	Confidentiality constraints. UKG is privately held.
2-21	Annual total compensation ratio	Confidentiality constraints. UKG is privately held.
STRATEGY, POLICIES, AND PRACTICES		
2-22	Statement on sustainable development strategy	Global Impact Report (A Message from our CEO)
2-23	Policy commitments	Code of Conduct
2-24	Embedding policy commitments	Code of Conduct Modern Slavery Statement Human Rights Policy Third Party Code of Conduct Global Environmental Policy
2-25	Processes to remediate negative impacts	Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct
2-27	Compliance with laws and regulations	Confidentiality constraints. UKG does not publicly disclose this information.
2-28	Membership associations	https://www.ukg.com/company/partners

Global Reporting Initiative (GRI) Index

STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	https://www.ukg.com/company
2-30	Collective bargaining agreements	The percentage of employees from our total global workforce*, ** covered by collective bargaining agreements is 1.76%. This data was determined using the percentage of regular employees in Belgium, Brazil, and France out of the total number of regular non-US employees. *Data reported as of the end of the 2025 fiscal year **Limited to regular employees (excludes interns, temporary workers, contractors)
MATERIAL TOPICS		
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	https://www.ukg.com/company/responsibility
3-2	List of material topics	Global Impact Report (Topic Area Glossary/SDG Index)
GRI 200: ECONOMIC		
GRI 204: PROCUREMENT PRACTICES		
3-3	Management of material topic	Global Impact Report (Sustainable Procurement, Supply Chain Management)
204-1	Proportion of spending on local suppliers	UKG is committed to ensuring that the businesses in our supply chain reflect the communities, regions, and customers we serve. By investing in the growth and success of these businesses, we not only strengthen our supplier ecosystem but also drive innovation, mitigate risk, and create sustainable business value for UKG and its stakeholders.
GRI 205: ANTI-CORRUPTION		
3-3	Management of material topic	Global Impact Report (Business Conduct)
205-1	Operations assessed for risks related to corruption	Our efforts to ensure adequate due diligence of third parties continues to expand as our global footprint increases. All appropriate third parties are evaluated leveraging a combination of risk analysis tools and more in-depth analysis based on risk scoring. UKG employs a risk-based approach and assesses appropriate aspects of its business for anti-corruption risk and/or compliance.
205-2	Communication and training about anti-corruption policies and procedures	UKG anti-corruption policies and procedures are delivered to all UKG global employees (including those with governance responsibilities) annually via mandatory Code of Conduct training. UKG also provides enhanced training to international customer-facing employees where appropriate. UKG uses a risk-based approach with respect to third parties with whom it does business; all UKG global service partners and resellers are contractually obligated to comply with anti-corruption laws and are further obligated under the UKG Third-Party Code of Conduct that incorporates the UKG anti-corruption policy and applicable procedures.
205-3	Confirmed incidents of corruption and actions taken	Confidentiality constraints. UKG does not publicly disclose this information.

Global Reporting Initiative (GRI) Index

GRI 206: ANTI-COMPETITIVE BEHAVIOR		
3-3	Management of material topic	Global Impact Report (Business Conduct)
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Confidentiality constraints. UKG does not publicly disclose this information.
GRI 300: ENVIRONMENTAL		
GRI 302: ENERGY		
3-3	Management of material topic	Global Impact Report (Climate Change)
302-1	Energy consumption within the organization	Global Impact Report (Appendix)
302-2	Energy consumption outside of the organization	Global Impact Report (Appendix)
302-3	Energy intensity	Global Impact Report (Appendix)
302-4	Reduction of energy consumption	Global Impact Report (Appendix)
302-5	Reductions in energy requirements of products and services	We did not have any quantifiable energy reductions in place for our sold products and services in FY25.
GRI 303: WATER AND EFFLUENTS		
3-3	Management of material topic	Global Impact Report (Water Use)
303-1	Interactions with water as a shared resource	Global Impact Report (Water Use)

Global Reporting Initiative (GRI) Index

GRI 305: EMISSIONS		
3-3	Management of material topic	Global Impact Report (Climate Change)
305-1	Direct (Scope 1) GHG emissions	Global Impact Report (Appendix)
305-2	Energy indirect (Scope 2) GHG emissions	Global Impact Report (Appendix)
305-3	Other indirect (Scope 3) GHG emissions	Global Impact Report (Appendix)
305-4	GHG emissions intensity	Global Impact Report (Appendix)
305-5	Reduction of GHG emissions	Global Impact Report (Appendix)
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable. UKG does not have any production, imports, or exports of ODS.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable. UKG does not have any significant air emissions.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topic	Global Impact Report (Sustainable Procurement)
308-1	New suppliers that were screened using environmental criteria	UKG is committed to protecting our planet and collaborating with stakeholders across our value chain to address the effects of climate change. We are working to streamline our approach to supplier management to improve the overall quality of supplier data.
308-2	Negative environmental impacts in the supply chain and actions taken	Global Impact Report (Sustainable Procurement)
GRI 400: SOCIAL		
GRI 401: EMPLOYMENT		
3-3	Management of material topic	https://www.ukg.com/company/careers
401-1	New employee hires and employee turnover	Confidentiality constraints. UKG is privately held.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	https://www.ukg.com/about-us/careers/benefits
401-3	Parental leave	https://www.ukg.com/about-us/careers/benefits

Global Reporting Initiative (GRI) Index

GRI 402: LABOR/MANAGEMENT RELATIONS		
3-3	Management of material topic	https://www.ukg.com/company/culture https://www.ukg.com/company/careers
402-1	Minimum notice periods regarding operational changes	https://www.ukg.com/about-us/careers/benefits
GRI 404: TRAINING AND EDUCATION		
3-3	Management of material topic	https://www.ukg.com/company/culture
404-1	Average hours of training per year per employee	We invest in several professional development, learning, and training programs that enable employees to build and refine skills. In addition, UKG invests in significant additional trainings to drive product awareness, leadership development, job-specific skills, and other career- and growth-based skills through additional platforms. In 2025, the average hours of completed training per employee was approximately 27 hours.
GRI 404: TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	UKG provides a wide range of programs to upskill our employees. On a global level we provide regular leadership training to help managers — from our frontline managers to our executive leaders — grow, which are facilitated through both online, virtual and in-person learning opportunities. We provide self-paced/self-selected learning opportunities with LinkedIn Learning for both professional and technical skills as well as our own UKG Product Learning. Employees are also provided with real-time learning — from when they are onboarded to key annual activities such as performance management, AI learning, and security & compliance. Business units provide additional training opportunities for role-specific skills through functional specific learning programs and on-the-job opportunities such as 48-hour hackathons.
404-3	Percentage of employees receiving regular performance and career development reviews	One hundred percent of our eligible employees receive an annual written performance review and development review. Additional feedback on performance is expected to be given by each employee's manager on at least a quarterly basis. All regular employees hired before July 2025 are eligible for an annual review.
GRI 405: EQUAL OPPORTUNITY		
3-3	Management of material topic	https://www.ukg.com/company/responsibility/belonging-impact
405-1	Governance bodies and employees	Confidentiality constraints. UKG is privately held.
GRI 406: NON-DISCRIMINATION		
3-3	Management of material topic	Global Impact Report (Business Conduct)
406-1	Incidents of discrimination and corrective actions taken	Confidentiality constraints. UKG does not publicly disclose this information.

Global Reporting Initiative (GRI) Index

GRI 413: LOCAL COMMUNITIES		
3-3	Management of material topic	Global Impact Report (Belonging and Impact)
413-1	Operations with local community engagement, impact assessments, and development programs	Global Impact Report (Belonging and Impact)
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
3-3	Management of material topic	https://www.ukg.com/company/responsibility/privacy-and-data-protection
414-1	New suppliers that were screened using social criteria	Global Impact Report (Sustainable Procurement, Supply Chain Management)
		Third Party Code of Conduct
414-2	Negative social impacts in the supply chain and actions taken	Global Impact Report (Sustainable Procurement, Supply Chain Management)
		Third Party Code of Conduct
GRI 418: CUSTOMER PRIVACY		
3-3	Management of material topic	https://www.ukg.com/company/responsibility/privacy-and-data-protection
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Please see the UKG Privacy and Data Protection page for more information about our commitment to providing direct, timely, and relevant information about our privacy, security, and compliance practices: https://www.ukg.com/company/responsibility/privacy-and-data-protection.

Sustainability Accounting Standards Board (SASB) Index

This report contains disclosures in accordance with the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard Version 2023-12 Under Stewardship of the International Sustainability Standards Board.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	TC-SI-130a.1	Global Impact Report (Appendix)
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Global Impact Report (Appendix)
	Discussion of the integration of environmental considerations into strategic planning for data centre needs	TC-SI-130a.3	UKG mainly relies on third parties for its data center and cloud provider needs and seeks to do business with partners who are mindful and prioritize environmental considerations in their own strategic planning.

Sustainability Accounting Standards Board (SASB) Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Data Privacy & Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	UKG policies and practices relating to targeted advertising and user privacy are developed in compliance with applicable data protection and cybersecurity laws throughout the world where we conduct business, including in the U.S., EU, and UK. Our Privacy Policy details our approach to protecting the personal data we process and share. For more information, please visit our Privacy Notice: https://www.ukg.com/privacy.
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Our Privacy Policy details our approach to protecting the personal data we process and share. More information about our privacy practices be found in the UKG Privacy Notice at https://www.ukg.com/privacy and the Data Privacy and Protection Page: https://www.ukg.com/company/responsibility/privacy-and-data-protection
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Confidentiality constraints. UKG does not publicly disclose this information.
	(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	We are committed to providing direct, timely, and relevant information about our privacy, security, and compliance practices. For more information, please visit https://www.ukg.com/transparency-report.
	List of countries where core products or services are subject to governmentrequired monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	UKG has no knowledge of our products being monitored or our content being filtered or censored by a government authority or law enforcement agency. Please see the Transparency Report — Government Requests for more information at https://www.ukg.com/transparency-report
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	UKG is continually strengthening and validating our defenses and resilience to events that could impact the confidentiality, integrity, and availability of all physical, electronic, and informational assets as they relate to our solutions and services. UKG is also committed to protecting Human Capital Management (HCM) assets from all threats, whether internal or external and deliberate or accidental. During 2025, UKG did not have any material breaches that resulted in the unauthorized disclosure of PII.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Global Impact Report (Business Conduct, Cybersecurity, Privacy and Data Protection)

Sustainability Accounting Standards Board (SASB) Index

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Recruiting & Managing a Global Skilled Workforce	Percentage of employees that require a work visa	TC-SI-330a.1	Less than 2% of our global workforce requires work visas. UKG works closely with immigration partners globally to ensure compliance and maintenance of work visas and to keep apprised of any changes to regulations that impact the work visas of current employees.
	Employee engagement as a percentage	TC-SI-330a.2	UKG did not do its annual employee engagement survey in 2025, opting to use other surveys instead. The next employee engagement survey, UKG Sync, will launch in January 2026. Our last engagement survey in 2024 had a 91% response rate with an engagement score of 77%.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Confidentiality constraints. UKG does not publicly disclose this information.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Confidentiality constraints. UKG does not publicly disclose information on performance issues and service disruptions. We provide our existing customers with real-time information regarding any performance issues or outages. UKG commits to HCM industry-leading service level agreements (SLAs) of 99.75%. During FY25, our products continue to meet or exceed this standard.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	The Business Resiliency Management (BRM) program proactively develops capabilities and procedures that enable UKG to avoid business interruptions where possible, and to efficiently, effectively, and safely resume critical business operations and services following a business disruption. Business Impact Analyses (BIAs) are conducted annually to identify risks related to disruptions that aid in the development of Business Continuity Plans (BCPs) that document how the organization will continue to operate during an unexpected event. The program aligns to ISO 22301 standards and is reviewed by UKG Leadership.
ACTIVITY METRIC			
(1) Number of licences or subscriptions, (2) percentage cloud-based		TC-SI-000.A	More than 90% of the 80,000+ organizations that use UKG solutions use them in the cloud.
(1) Data processing capacity, (2) percentage outsourced		TC-SI-000.B	Confidentiality constraints. UKG does not publicly disclose this information.
(1) Amount of data storage, (2) percentage outsourced		TC-SI-000.C	Confidentiality constraints. UKG does not publicly disclose this information.

United Nations Global Compact (UNGC) Index

The UKG Global Impact Report serves as our Communication on Progress, an annual disclosure to all stakeholders on the progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment, and anti-corruption. In this index, we reference exisiting disclosures and commiments UKG has made in alignment with the UNGC Principles.

GLOBAL COMPACT PRINCIPLE	UKG WRITTEN COMMITMENT
HUMAN RIGHTS	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Code of Conduct Modern Slavery Statement Human Rights Policy Third Party Code of Conduct Global Environmental Policy Responsible and Ethical Use of Artificial Intelligence
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Code of Conduct Modern Slavery Statement Human Rights Policy Third Party Code of Conduct Global Environmental Policy Responsible and Ethical Use of Artificial Intelligence

United Nations Global Compact (UNGC) Index

GLOBAL COMPACT PRINCIPLE	UKG WRITTEN COMMITMENT
LABOR	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Code of Conduct
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	Code of Conduct Modern Slavery Statement Human Rights Policy
Principle 5: Businesses should uphold the effective abolition of child labor.	Code of Conduct Modern Slavery Statement Human Rights Policy
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Code of Conduct Modern Slavery Statement Human Rights Policy
ENVIRONMENT	
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Code of Conduct Global Environmental Policy
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Code of Conduct Global Environmental Policy
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Code of Conduct Global Environmental Policy
ANTI-CORRUPTION	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Code of Conduct Third Party Code of Conduct

Assurance Statement

APEX

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of UKG Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by UKG Inc. (UKG) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of UKG. UKG is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO_2, N_2O, CH_4, HFCs

GHG Emissions Statement:

- **Scope 1:** 928 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 7,349 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 7,596 metric tons of CO_2 equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were historical in nature, but in some cases estimated.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) 2025 (2023 data), version 1
- USEPA Emission Factor Hub, 2024 & 2025
- International Energy Agency (IEA) Emission Factor Database, 2024 (2022 data)
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, 2024 & 2025
- Environment Canada, National Inventory Report 1990–2022: Greenhouse Gas Sources and Sinks in Canada, Annex 13 - Electricity in Canada: Summary and Intensity Tables, 2025 (2023 data)
- Australia National Greenhouse Accounts Factors for 2024 & 2025
- Green-E Residual Mix Emissions Rates, 2024 (2022 Data)

- Association of Issuing Bodies (AIB) European Residual Mixes, 2025 (2024 data)
- Ecoinvent 3.10
- Utility-specific emission factors for renewable energy purchases
- Watershed's district heat emission factor

Period covered by GHG emissions verification:

- October 1, 2024 to September 30, 2025

Criteria against which verification was conducted:

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

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG Emissions Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of UKG and their consultant;
- Review of documentary evidence produced by UKG and their consultant;
- Review of UKG data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit sample of data used by UKG to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

It is our opinion that UKG has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

APEX

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with UKG, its Directors, or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Kate Pagan

Kate Pagan, Lead Verifier
ESG Project Manager 2
Apex Companies, LLC
Seattle, Washington

Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

2/27/2026

This verification opinion declaration, including the opinion expressed herein, is provided to UKG Inc. and is solely for the benefit of UKG Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

APEX

Performance Tables

For Environmental Performance Tables, emissions and environmental performance metrics were calculated using a verified carbon accounting calculation tool. We regularly review our emissions reporting methodologies to ensure accuracy and alignment with evolving standards. With internal data improvement measures implemented in FY25, we looked back on how our FY24 GHG emissions were calculated.

Reported emissions for FY24 have been recalculated for improved accuracy in accordance with both SBTi's materiality threshold and our internal recalculation policy. We were able to improve our data quality around supplier spend, which affects our Scope 3.1 Purchased Goods & Services, Scope 3.2 Capital Goods, and Scope 3.6 Business Travel emissions.

Table 1: Energy

Electricity Consumption by Country (MWh)[1]	**FY25**	**FY24**
Australia	423	508
Belgium	93	190
Bulgaria	286	197
Canada	855	887
France	281	199
Germany	23	48
India	2,321	1,565
Ireland	45	61
Mexico	54	45
United Kingdom	134	149
United States	14,794	16,834
Uruguay	139	45
Total Electricity Consumption	19,448	20,728
Renewable Energy Consumption[1]		
Utility renewable energy tariffs (MWh)	215	367
Renewable electricity consumption (% of total electricity)[1]	1%	2%
Other Energy Indicators (MWh)[1]		
Consumption of electricity	19,448	20,728
Consumption of fuel	1,375	2,654
Total Energy Consumption	20,823	23,382

Footnotes:

[1] Includes only electricity usage in offices with operational control.

Performance Tables

Table 2: Greenhouse Gas (GHG) Emissions		
GHG Emissions by Source (metric tons CO2e)	**FY25**	**FY24**
Scope 1 Natural Gas	202	428
Scope 1 Company-Operated Vehicles	55	62
Scope 1 Fugitive (Refrigerants)	664	694
Scope 1 Energy Use	7	4
Total Scope 1 Emissions	**928**	**1,188**
Scope 2 location-based	7,349	8,050
Scope 2 market-based	7,596	8,338
Total Scope 1 and Scope 2 Location-Based Emissions	**8,277**	**9,238**
Scope 3.1 Purchased Goods and Services	90,343	87,528
Scope 3.2 Capital Goods	4,289	4,155
Scope 3.3 Fuel- and Energy-Related Activities	2,370	2,396
Scope 3.5 Waste	878	737
Scope 3.6 Business Travel[2]	20,063	21,613
Scope 3.7 Employee Commute and Remote Work[3]	17,224	17,080
Scope 3.8 Upstream Leased Assets	80	97
Scope 3.9 Downstream Transportation and Distribution	597	838
Scope 3.11 Use of Sold Products	22,386	20,612
Scope 3.12 End-of-Life Treatment of Sold Products	9	9
Total Scope 3 Emissions[4]	**158,239**	**155,065**
TOTAL EMISSIONS	166,516	164,303

Footnotes:

[2] Business travel includes emissions from air travel, rental cars, hotels, rail, and train transportation.

[3] Employee commuting includes emissions from commuting to and from offices and emissions from remote working. Note: Per the GHG Protocol's guidance, remote work emissions are included under Scope 3 Category 7 Employee Commuting. However, remote work emissions are not counted toward our Scope 3 science-based targets coverage.

[4] Total Scope 3 emissions per UKG's SBTi target boundary. Hotel stays and homeworking emissions are disaggregated.

Performance Tables

Table 3: Carbon Credits		
Carbon Credits and Offsets (metric tons CO2e)	**FY25**	**FY24**
Sustainable Aviation Fuel (SAF)	94	16
Carbon Credits Total	94	16

Table 4: GHG Emissions Intensity Metrics		
GHG Emissions Intensities (location-based, metric tons CO2e)	**FY25**	**FY24**
Scope 1 + 2 per Employee	0.55	0.65
Scope 1 + 2 per 1,000 sq ft Office Space	4.5	4.9
Scope 3 Commute and Remote Work Emissions per Employee	1.1	1.2
Scope 3 Business travel emissions per Employee	1.3	1.5

Table 5: Science-Based Targets GHG Emissions Coverage		
GHG Emissions in SBTi Boundary (metric tons CO2e)	**FY25**	**FY24**
Scope 1 and 2 market-based emissions	8,524	9,526
Scope 3 Emissions in SBTi boundary[5]	151,915	147,686

Table 6: Water		
Water Metrics (gallons)	**FY25**	**FY24**
Withdrawal[6]	26,531,351	27,967,321
Percentage withdrawn in water stressed regions[7]	20%	18%

Footnotes:

[5] Restating Our FY24 Base Year Emissions: We are constantly revisiting our emissions activity reporting methodologies and hold ourselves to high standards. With internal data improvement measures implemented in FY25, we looked back on how our FY24 GHG emissions were calculated.

[6] Water consumption and withdrawal are assumed to be equal for our operations. This estimate only includes water usage in offices where UKG has operational control.

[7] We estimate our annual water usage at our office locations using standardized methodologies based on square footage and industry benchmarking figures from EIA CBECs water use intensities. These estimates allow us to assess total water withdrawals associated with our office locations as well as the percentage of water withdrawn in regions with high or extremely high baseline water stress. Because we lease most of our office buildings, access to accurate, timely, and location-specific utility data has been limited. As a result, estimation currently provides the most consistent and comparable approach for understanding our water footprint. We continue to explore opportunities to improve data availability and accuracy over time as part of our broader commitment to responsible water stewardship. Tools such as WRI Aqueduct and Resource Watch are used to identify facilities with potential inherent water-related risks.

Topic Area Glossary/SDG Index

Priority Topics	Definition	SDG Alignment
Belonging and Impact	The strategies and initiatives that advance belonging, opportunity, and positive social impact for our people, customers, and communities. This includes inclusive culture, and philanthropic and volunteer efforts that create meaningful, long-term value for society and UKG.	SDG 8, 10
Business Conduct	The policies, practices, and governance structures that ensure UKG operates ethically, transparently, and with integrity across all markets. This includes compliance, anti-corruption, fair competition, and accountability throughout our business and Third Party relationships.	SDG 8
Climate Change	The management of climate-related impacts, risks, and opportunities across UKG's operations and value chain, including greenhouse gas emissions, energy use, and climate resilience. This topic reflects our responsibility to reduce environmental impact while supporting a low-carbon future for our customers and communities.	SDG 7, 13
Cybersecurity	The safeguards, controls, and practices designed to protect UKG systems, products, and data from cyber threats and disruptions. Effective cybersecurity is critical to maintaining trust, protecting sensitive information, and ensuring reliable service for customers and employees.	SDG 9
Privacy and Data Protection	The responsible collection, use, storage, and protection of personal and sensitive data entrusted to UKG by customers, employees, and end users. This includes compliance with global privacy regulations and proactive practices that uphold individual rights and build long-term trust.	SDG 9
Product Innovation	The development of people-centric products and solutions that help organizations create great workplaces and improve outcomes for employees. This includes innovation that enhances efficiency, transparency, and the ability for customers to measure and advance their performance.	SDG 8, 9
Responsible Use of AI	The ethical, secure, and transparent design and deployment of artificial intelligence across UKG's products and operations. This topic focuses on maximizing the benefits of AI while preventing harm, misuse, or unintended impacts on people and society.	SDG 8, 9
Supply Chain Management	The management of risks, resilience, and ethical standards across UKG's supply chain, including reliance on key suppliers and operational continuity. This includes oversight of labor practices, data security, and responsible business conduct throughout the value chain.	SDG 12
Sustainable Procurement	The integration of environmental and social considerations into supplier selection, engagement, and performance management. Sustainable procurement supports emissions reduction, responsible sourcing, and collaboration with suppliers to drive shared sustainability outcomes.	SDG 7, 12
Talent and Engagement	The initiatives that support employee engagement, wellbeing, development, and performance across the full employee lifecycle. This includes fair pay and benefits, learning and growth opportunities, and a culture that enables people to thrive while supporting UKG's long-term success.	SDG 8, 10
Water Use	The management of water consumption and efficiency across UKG's operations and value chain. This topic reflects the need to minimize impacts on water resources, particularly as technological growth and climate change increase pressure on shared water systems.	SDG 6

Report Endnotes

Reporting principles and external standards

UKG works to conduct business in ways that are principled, transparent, and accountable. We annually publish this Global Impact Report to provide information on our strategy, our performance and progress against our goals, and key challenges and trends we see in this work. We publish all Corporate Responsibility and Sustainability related data and reports on our Reporting Hub available at ukg.com/company/responsibility.

About this report:

This report includes updates on our corporate responsibility and sustainability strategy, performance and related metrics, covering our FY25 (October 1, 2024, to September 30, 2025). Unless indicated or the context requires otherwise, all metrics cover our FY25. The report covers the social and environmental performance, governance, compliance, and risk management aspects of our business and is informed by the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the UN SDGs. More details on our approach to climate change can be found in the Task Force on Climate-Related Financial Disclosures (TCFD) Report and our 2025 CDP Disclosure. We obtained limited or reasonable assurance, as applicable, from Apex Companies, LLC, our external auditor, for select sustainability metrics as further described within this report.

Forward-looking statements

Statements regarding future events or conditions, including those concerning future circumstances or results that are not historical facts and are sometimes identified by the words “may,” “will,” “should,” “potential,” “intend,” “expect,” “endeavor,” “seek,” “anticipate,” “estimate,” “believe,” “could,” “project,” “predict,” “continue,” “goal,” “target” or other similar words or expressions, are forward-looking statements. Forward-looking statements are based upon current plans, estimates and expectations that are subject to risks, uncertainties and assumptions. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those indicated or anticipated by such forward-looking statements. The inclusion of such statements should not be regarded as a representation that these plans, goals, targets, or expectations will be achieved. Important factors that could cause actual results to differ materially from such plans, goals, targets, estimates or expectations include, among others: changes in economic, political and business conditions; epidemics, global hostilities, natural disasters or other significant events that disrupt normal business operations or other events beyond our control and actions by governments, businesses and individuals in response to the situation; technological advances or innovation; mergers and acquisitions or significant business model changes; unexpected delays, difficulties and expenses in executing against our goals set forth in this report; and changes in laws or regulations, including those related to climate initiatives. The forward-looking statements in this report are made as of the date of this report unless otherwise indicated. UKG undertakes no obligation to revise or update any forward-looking statements contained in this report.

Notes on materiality

As used in this report, the term "materiality" is used solely to identify or describe those elements of our ESG strategy that we consider to be fundamental to its long-term success. Material issues or priorities described in this report are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities or other laws, or as used in the context of financial statements and reporting. Under the Corporate Sustainability Reporting Directive (CSRD), the European Financial Reporting Advisory Group, the technical adviser to the European Commission developing draft European Sustainability Reporting Standards (ESRS), requires companies within its scope to report using a "double materiality" perspective in compliance with ESRS adopted by the European Commission as delegated acts. Where materiality is to be understood as the criterion for the inclusion of specific information in corporate reports, double materiality is a concept that provides criteria for the determination of whether a sustainability topic or information must be included in the undertaking's sustainability report.

Notes on goals

The goals and projects described in this report are aspirational. As such, no guarantees or promises are made that these goals and projects will be met or successfully executed. Furthermore, data, statistics, and metrics included in this report (excluding our limited assurance of our Scope 1 and 2 FY25 emissions) are non-audited estimates, not prepared in accordance with generally accepted accounting principles (GAAP), continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees and are subject to future revision.

For more information on the UKG Corporate Responsibility and Sustainability program,

please contact corporateresponsibility@ukg.com

UKG™

UKG Corporate Responsibility and Sustainability

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