

Giving at UKG

2021 PHILANTHROPY REPORT



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Giving Is Core to Our Culture

Every day, we are focused on helping people across the areas of health, human services, education, and public safety.

A Letter from Leadership

At UKG, our purpose is people™. Every day, we're focused on empowering and inspiring people to greatness so they have the support and resources needed to thrive. This focus begins with the way we treat our employees — our U Krewers — and extends to how we care for our customers, their people, and our local, national, and international communities.

This past year saw continued disruptions and uncertainties as we all navigated an ongoing pandemic impacting millions of people across the world. At the same time, UKG continued to build on the momentum of our 2020 merger, which brought two incredible people companies together. Through it all, UKG remained committed to serving our U Krewers, customers, and communities. Because we know doing the right thing for people will always be the right thing to do.

Throughout the year, we partner with a variety of nonprofits, participating in philanthropic initiatives and providing charitable support worldwide. We are focused on helping people across the areas of health, human services, education, and public safety.

Though this Philanthropy Report is a look back, UKG continues to look forward. In 2022, we continue to enhance our programs, increase our commitment, and advance our innovation to support philanthropic goals and shape a brighter future for all people.



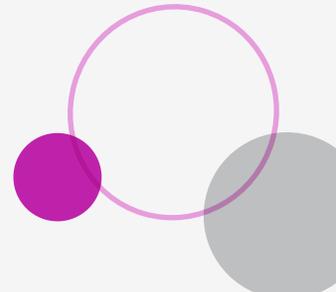
Chris Todd
Chief Executive Officer, UKG

“*Because we know doing the right thing for people will always be the right thing to do.*”
– Chris Todd, Chief Executive Officer, UKG

At UKG

We firmly believe in doing the right thing for our employees, our customers, and our communities.

We have developed guidelines for conducting our business that support and align with the values important to our customers, their employees, and our communities. Throughout the year, we partner with a variety of nonprofits, participating in philanthropic projects and providing charitable support worldwide.



Giving at UKG

UKG giving is globally inclusive and locally focused, supporting organizations and communities around the globe through financial contributions, donation-matching campaigns in times of crisis, and by inspiring and empowering our employees to take advantage of volunteer opportunities with paid time off for volunteering. Giving is core to our culture, and we will continue to use our platforms and resources to help others. These efforts help us work toward a world that cares for and empowers all people.



UKG is committed to making a difference for people through social programs, including philanthropy and volunteering; diversity, equity, inclusion, and belonging; and more.

Supporting Our Global Communities

In 2021, as many nonprofits struggled to recover from the ongoing impacts of the pandemic, including the inability to host in-person fundraising events and large-scale giving campaigns, UKG continued providing financial support to critical organizations and causes. We are proud to say we donated \$4 million and directly supported more than 170 nonprofit organizations, helping facilitate the vital work they do every day to care for people across our communities.

Examples of our philanthropic support in 2021 include:

Boston Children's Hospital

We supported the Child Life Program at Boston Children's Hospital. This program provides patients with an invaluable distraction from the stress and anxiety of illness, with opportunities for play and smiles through music therapy, visits from clowns and therapy dogs, and creative art sessions.

Broward Health

After overwhelming support for healthcare heroes waned in 2021, those workers were still heroically supporting our county's most vulnerable population, UKG partnered with Broward Health for its Feeding the Frontline campaign. Our \$10,000 donation provided lunches for caregivers at all hospitals in the North Broward Hospital district.

Clean the World

We partnered with Clean the World, a social enterprise with the mission of saving millions of lives around the world by collecting and recycling discarded soap and plastic amenity bottles from participating hospitality partners. To help stop the spread of COVID-19, U Krewers in our co-headquarters of Lowell and Weston assembled hygiene kits with items such as soap, a toothbrush, toothpaste, two-in-one shampoo and conditioner, socks, and lotion.

Meals on Wheels

UKG partnered with Meals on Wheels, which works to protect seniors from the threats of isolation and hunger, supporting its annual Thanksgiving meal-delivery program. Our donation and partnership enabled the organization to deliver meals to twice as many senior citizens in South Florida who would otherwise have been alone on the holiday.



\$4M
donated
in 2021

170+
organizations
supported

Supporting Our Global Communities

U Krewers in our offices around the world partner throughout the year with local nonprofits to support people in need following our pillars of health, human services, public safety, and education.

Noted examples of our international philanthropy from 2021 include:

ANZ SEA

Bábarra Women's Centre

This organization enables local women in northern Australia to develop and run women-centered enterprises that support healthy and sustainable livelihoods. In 2021, U Krewers donated more than 330 pounds of goods to the centre, whose team then traveled around distributing to remote communities.

Starlight Children's Foundation

The foundation works with health professionals to bring fun, joy, and laughter to help sick kids be kids. The 2021 UKG donation went toward creating "Starlight in a Box" surprise packs, which contain arts and craft items, toys, games, and immersive activities all designed to engage and positively impact children, young people, and families who might be in the hospital over the holidays.

EMEA

Whizz-Kidz

This nonprofit provides disabled children and young people in the U.K. with vital mobility equipment, opportunities to meet and have fun, and training to help them gain skills and look forward to a brighter future. Our donations have provided motorized wheelchairs, enabled the repairs of others, and covered the costs of employability sessions and kids' camps.

ToekomstATELIERdelAvenir (TADA)

TADA provides voluntary, motivational, and society-orientated education to kids ages 10 to 14 living in Belgium's most socioeconomically disadvantaged areas. This past year, U Krewers from our offices in Belgium and Netherlands hosted Saturday morning workshops with young people to share what their roles involve on a day-to-day basis and how they got into them.

India

ANK India

ANK India is a nonprofit government organization (NGO) providing education to underprivileged children and building better livelihood opportunities. In 2021, under our community support and outreach initiative, U Krewers in India donated 14 oxygen concentrators to the Government Community Health Centre, which specializes in childcare, maternity, and COVID-19 care based in Noida.

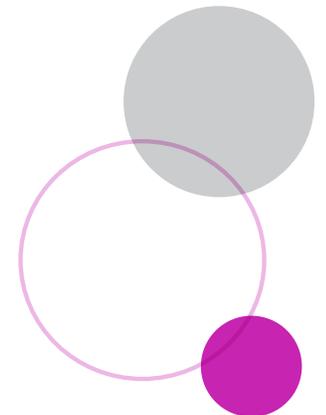
Prajna Foundation

This foundation provides the children of New Delhi's slums with the tools to escape the cycle of poverty. In 2021, U Krewers in India helped to build a "praangan" (ladies courtyard) at the Kalkaji center to support the physical and mental well-being of young girls and women in need.

LATAM (Latin America)

Fundación Alejandro

This nonprofit organization is dedicated to improving the quality of life for socially disadvantaged women, children, and seniors in the region. In 2021, U Krewers in Mexico donated depreciated laptops, mobile equipment, and branded materials that supported single mothers with equipment for their children's remote-schooling needs.



Providing Relief in Times of Crisis

From natural disasters to a life-changing pandemic, UKG responds during times of crisis to provide financial and volunteer support to people in need throughout our local, national, and global communities. Using our own UKG Pro Giving™ solution, U Krewers answer the call and donate funds through uncapped 100% donation-matching campaigns and help deliver much-needed support to people in impacted areas.

Examples of our employee giving in 2021:

Wildfires in Colorado

To support those impacted by wildfires in Colorado, UKG and our employees donated to the American Red Cross and the Center for Disaster Philanthropy.

Texas Winter Storms

To support millions of people across Texas impacted by deadly winter storms, UKG and our U Krewers donated to Feeding Texas and the American Red Cross.

Tornadoes in Kentucky

UKG partnered with the American Red Cross, the Center for Disaster Philanthropy, and World Central Kitchen to provide relief to residents displaced by devastating tornadoes in Kentucky and several other U.S. states.

Surfside Condo Collapse

To help the families of victims and those displaced by the Champlain Towers South Condo Collapse in Miami, Fla., we made a significant financial impact for the Support Surfside Fund.

COVID-19 Relief for India

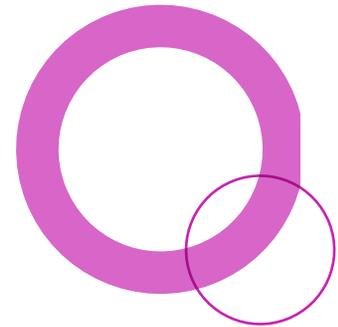
As COVID-19 devastated millions across India, UKG and our employees donated to Direct Relief. Together, we raised funds to provide oxygen, medications, and other resources to healthcare facilities caring for those in need.

Support for the Asian American and Pacific Islander (AAPI) Community

To support the AAPI community impacted by acts of violence, hate, and discrimination, we donated to the AAPI Community Fund, Stop AAPI Hate, and the Canadian Race Relations Foundation.

Help for St. Vincent

In addition to our support for the AAPI community, we helped those affected by the La Soufrière volcano eruption on the island of St. Vincent. UKG partnered with Direct Relief to offset the cost of getting medical supplies to the island.



Inspiring U Krewers to Volunteer

Giving of ourselves to help others is ingrained in our culture. Throughout the year, U Krewers around the world volunteer, serving people in their local communities in various meaningful ways — from helping food banks and running in charitable 5Ks to visiting grade schools and clothing the homeless.

To further support these selfless efforts, UKG encourages all employees to use their open paid time off for volunteering at organizations of their choosing, so they can focus on giving and serving the nonprofits and causes closest to their hearts.

Even a pandemic hasn't stopped U Krewers from donating their time. In an era of social distancing, our employees have participated in numerous virtual volunteer opportunities, partnering with organizations such as the American Red Cross, United Nations, and Translators without Borders to help serve people in need while remaining safe and healthy.

Examples of employee volunteering in 2021 include:

Atlanta Homeless Mission

U Krewers in our Atlanta office collected essential winter clothing items and used the donations to decorate an inspiring and colorful holiday tree. The tree helped encourage other employees around the office to contribute much-needed supplies such as mittens, gloves, hats, and socks. The donations were greatly appreciated by the local community during the winter season.

Cardz for Kidz

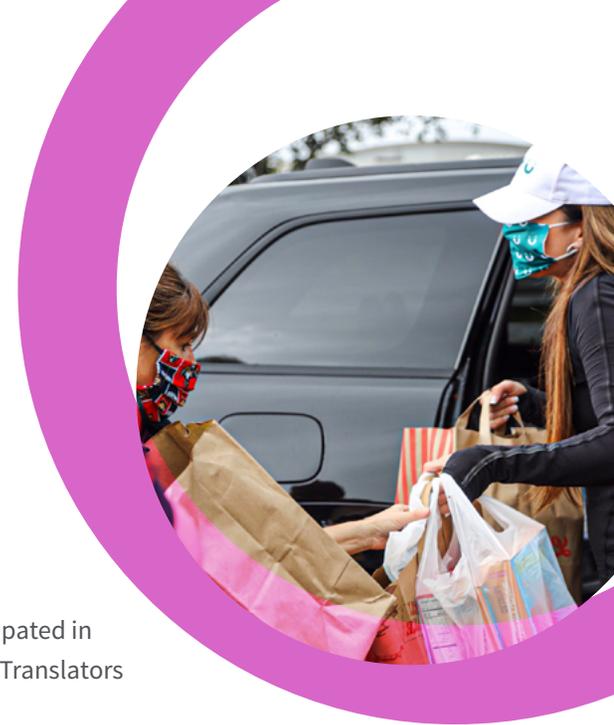
This Chicago-based nonprofit organization hand-delivers hope and love by card to sick and recovering children, elderly, and traumatized patients across the U.S. and overseas. Throughout the year, employees supported Cardz for Kidz by handwriting hundreds of inspiring cards, helping deliver much-needed joy to patients in the hospital.

MADD

UKG sponsors the annual Walk Like MADD and MADD Dash Fort Lauderdale 5K, which has become the most successful MADD fundraiser in the U.S., due in large part to the support of the many U Krewers who walk, run, and donate to this cause annually. In 2021, 50 UKG employees participated in person and virtually in the 5K as donors, runners, walkers, and volunteers. Together, Team UKG raised \$10,000 for MADD. In 2021, UKG extended its support of MADD and countless other national nonprofits to their chapters in the Northeast.

The Wish Project

U Krewers partnered with The Wish Project in Lowell, which helps families in need establish long-term residency by providing basic needs; critical immediate assistance to homeless families, and victims of fire, or disaster; and support in the community. Our employees have volunteered to assemble cleaning kits, sort incoming donations, assist customers as they shop for clothing, assist donors as they drop off items, and fill clothing bins.



Teaming Up to Support Our Communities

Each year, as part of our ongoing sponsorships of local professional sports organizations — such as the National Basketball Association’s Miami Heat and the National Hockey League’s Florida Panthers — we team up to host communitywide giving events, including fundraising campaigns for charity, food drives, housing renovations, and more.

This past year, we also partnered with the Heat to provide the Miami Police Department with specialized training from Dedication to Community. The nonprofit facilitates training of all Miami’s sworn police officers with the goal of positively impacting interactions between law enforcement personnel and our diverse, local communities — particularly the Black community.



Empowering Our Customers to Give

UKG Pro Giving enables organizations to easily set up charitable campaigns and empower their own employees to donate to philanthropic causes. In the spirit of philanthropy, we offer Giving free to our customers.

We are proud to say UKG customers have donated millions of dollars through the Giving platform to support nonprofit organizations such as Feeding America, Meals on Wheels, and the Salvation Army.

Learn more about our employee giving solution by [watching this video](#), where our customers share how the Giving platform has transformed their corporate giving programs.



UKG Pro Giving
helps
organizations build
cultures of
philanthropy.



Aiding U Krewers in Times of Need

The PeopleInspired Giving Foundation is an independent 501(c)(3) organization that supports UKG employees (U Krewers) and their family members by providing financial-relief grants during times of need. Since its founding in 2020, nearly \$500,000 in grants have been given to U Krewers around the world.

The Foundation is grateful for the support of UKG, U Krewers, and our equity partners for contributing the funding that makes this effort possible.

Grants made over the lifetime of the foundation



Officers

Jody Kaminsky
President

Ross Sabath
Treasurer and Compliance Officer

Heather Geronemus
Secretary

Board of Directors

Nicole Chaput
Nitcelle Emanuels

Jennifer Massa
Ali Mercier

Kimberly Roeder

*Grants made in Australia, Canada, Germany, India, Mexico, New Zealand, and the U.K.



Notes of gratitude from some of our grant recipients:

“ I am so happy and crying with JOY!
... If I was near you all, I would be giving
you a BIG HUG right now.”

“ I am truly grateful for the PeopleInspired
Giving Foundation during this devastating
loss my family has experienced. The
generosity of UKG is beyond measure.”

“ It means the world that my company
is willing and able to offer this kind of
support, and even more so that my director
encouraged me to ask for help.”

“ I continue to be awed by the generosity
of UKG and the great people who work here.”



Contact

For more information about the UKG Philanthropy Report or any initiatives included in this report, please contact:

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