

FY24 UKG Global Impact Report

# Forward with Purpose





# A Message from Our CEO



## UKG stands apart as a pioneer that redefines what is possible to improve employee experiences at scale.

I have long admired the company’s culture-first solutions, world-class team, and conviction in people as the true drivers of workplace success. In July 2024, I joined UKG on our mission to inspire every organization to become a great place to work through technology built for all. We continue to reshape how companies achieve their talent and culture objectives through HR, talent, payroll, and workforce management solutions that exceed customers’ current and future technology needs.

Our vision for the future is to create a world where organizations succeed and thrive by putting people at the center of their workplace strategies. We integrate this approach into our core business strategy, aiming to lead by example and inspire others to pursue sustainable growth and long-term value creation. Our environmental, social, and governance (ESG) initiatives drive our commitment to lasting impact through ecological stewardship, social responsibility, and strong governance practices.

We strive to create great places to work and even better places to live. Therefore, we hold ourselves accountable for protecting our planet, building inclusive environments, and ensuring our actions match our words. This is how we show up as responsible corporate citizens, employers, customer partners, and neighbors in the many communities where our employees live. This inspires all of us at UKG to meet our purpose and unlock our full potential every day.

We are committed to creating great places to work and even better places to live.

We are dedicated to building inclusive communities.

We hold ourselves accountable by ensuring our actions match our words.

Our success is intrinsically linked to our ability to operate responsibly and sustainably. The following pages in our UKG Global Impact Report highlight overall FY24 progress on a wide range of meaningful — and highly purposeful — initiatives designed to maximize our social impact, ensure rigor throughout our corporate governance, and minimize our environmental footprint.

We’re all in at UKG, and we invite you to join us on this journey.

Jennifer Morgan  
CEO at UKG





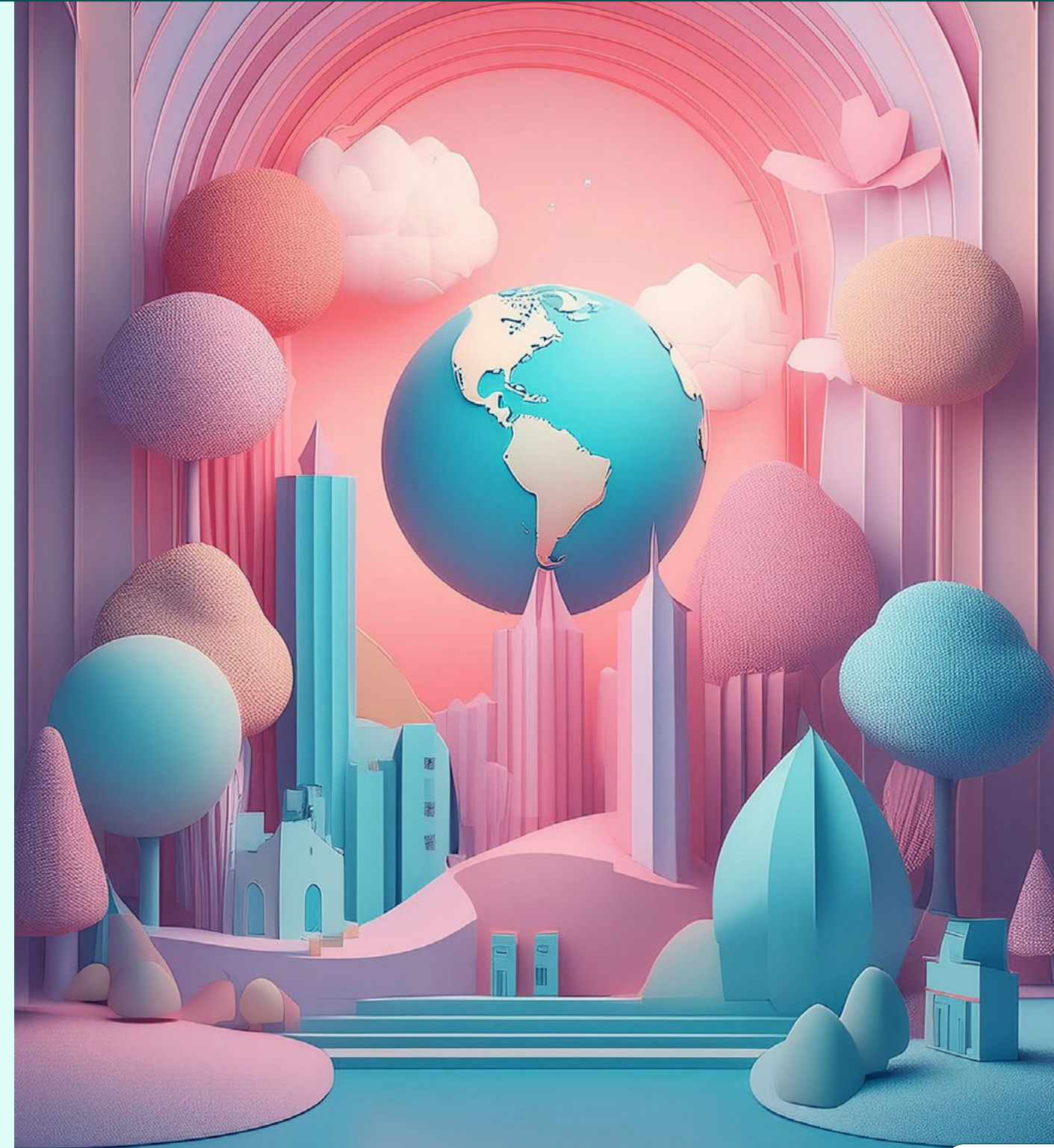


# ▶ About This Report

The FY24 UKG Global Impact Report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance from October 1, 2023, to September 30, 2024, unless otherwise noted. This edition of the UKG Global Impact Report marks a significant transition as we shift to a fiscal year reporting schedule. UKG is committed to regular, transparent communication of our ESG progress and will continue to provide updates about our ESG journey at least annually.

This report has been prepared in reference to the [Global Reporting Initiative \(GRI\)](#) utilizing the updated [Universal Standards](#), and it aligns with the Software and IT services standard of the Financial Reporting Standards Foundation's Sustainability Accounting Board (SASB) and with the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#) recommendations.

Visit [ukg.com/esg](https://ukg.com/esg) for more information about our ESG initiatives, ambitions, and progress. We welcome any comments and questions at [esg@ukg.com](mailto:esg@ukg.com).





# Appendix

## Global Reporting Initiative (GRI) Index

UKG has reported the information cited in this GRI content index for the period October 1, 2023 through September 30, 2024, 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
<b>GENERAL DISCLOSURES</b>		
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
<b>THE ORGANIZATION AND ITS REPORTING</b>		
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	UKG is committed to regular, transparent communication of our ESG progress and will continue to provide updates about our ESG journey at least annually. The FY24 UKG Global Impact Report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance from October 1, 2023, to September 30, 2024, unless otherwise noted. We collect data for our ESG reporting on a fiscal year basis, and therefore report on a fiscal year cycle. Published on April 21, 2025. For any questions, please email <a href="mailto:esg@ukg.com">esg@ukg.com</a> .
2-4	Restatements of information	In 2024, UKG calculated our FY24 emissions to align with our fiscal year financial reporting to prepare for future audit and assurance processes. We also recalculated our 2023 emissions to align with our fiscal year, compared to our previous calendar year measurement periods, to ensure a like-for-like comparison across the same time periods on an annual basis. With the change to fiscal year emissions reporting, we have selected FY23 as our base year for our climate targets.
2-5	External assurance	UKG worked with Ernst & Young (EY) 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.



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
<b>ACTIVITIES AND WORKERS</b>		
2-6	Activities, value chain, and other business relationships	<a href="#">About Us</a>
2-7	Employees	<a href="#">Performance Tables</a>
2-8	Workers who are not employees	From time to time as business needs dictate, UKG engages contingent workers via staffing agencies. These workers temporarily augment the UKG workforce to help cover peaks in demand or to substitute for UKG employees on leave.
<b>GOVERNANCE</b>		
2-9	Governance structure and composition	<a href="#">UKG Leadership</a>
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 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 ESG 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.
2-13	Delegation of responsibility for managing impacts	Under the direction of our Chief Legal Officer as the program's Executive Sponsor, ESG has been instated as an annual topic for the UKG Board of Directors. As part of the UKG review process, the UKG ESG 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 ESG at UKG, including both involvement in the Company's biennial ESG materiality assessment process and the risks and opportunities identified in the process.



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-15	Conflicts of interest	<a href="#">UKG Code of Conduct</a>
2-16	Communication of critical concerns	<p>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.</p> <p>While UKG tracks the number and nature of matters reported to its Board, it does not report on that information publicly.</p>
2-17	Collective knowledge of the highest governance body	Under the direction of our Chief Legal Officer as the program’s Executive Sponsor, ESG has been instated as an annual topic for the UKG Board of Directors. As part of the UKG review process, the UKG ESG 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.



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
<b>STRATEGY, POLICIES, AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	<a href="#">Executive Summary</a>
2-23	Policy commitments	<a href="#">Relevant Policies and Standards</a>
2-24	Embedding policy commitments	<a href="#">Relevant Policies and Standards</a>
2-25	Processes to remediate negative impacts	<a href="#">UKG Code of Conduct</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">UKG Code of Conduct</a>
2-27	Compliance with laws and regulations	Confidentiality constraints. UKG does not publicly disclose this information.
2-28	Membership associations	<a href="#">Partners</a>
<b>STAKEHOLDER ENGAGEMENT</b>		
2-29	Approach to stakeholder engagement	<a href="#">About Us</a>
2-30	Collective bargaining agreements	<p>The percentage of employees from our total global workforce* covered by collective bargaining agreements is 2.07%. This data was determined using the percentage of regular employees in Belgium, Spain, and France out of the total number of regular employees.</p> <p>*Data reported as of the end of the 2024 fiscal year                      **Limited to regular employees (excludes interns, temporary workers, contractors)</p>





DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
<b>MATERIAL TOPICS</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-1	Process to determine material topics	To remain focused on the ESG areas we're best positioned to impact, UKG conducts a biennial global materiality assessment in partnership with an independent, impartial third-party provider. These assessments shape our strategy, inform our goals, and guide our current and future business operations.
3-2	List of material topics	<a href="#">ESG at UKG</a>
3-3	Management of material topics	<a href="#">ESG at UKG</a>
<b>GRI 200: ECONOMIC</b>		
<b>GRI 204: PROCUREMENT PRACTICES</b>		
3-3	Management of material topic	<a href="#">ESG at UKG</a>
204-1	Proportion of spending on local suppliers	The UKG Strategic Sourcing Program is designed to optimize procurement processes and create strong relationships with our partners. The program focuses on partnering with third-party vendors and partners that align with the Company's strategic goals.
<b>GRI 205: ANTI-CORRUPTION</b>		
3-3	Management of material topic	<a href="#">Governance and Ethics</a>





DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
205-1	Operations assessed for risks related to corruption	As the UKG global footprint continues to grow, so do our efforts to ensure adequate due diligence of our international reseller partners. All such partners are evaluated leveraging a combination of risk analysis tools and more in-depth analysis based on risk scoring. More generally, 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.
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR</b>		
3-3	Management of material topic	<a href="#">Governance and Ethics</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Confidentiality constraints. UKG does not publicly disclose this information.
<b>GRI 300: ENVIRONMENTAL</b>		
<b>GRI 302: ENERGY</b>		
3-3	Management of material topic	<a href="#">Climate and Energy</a>
302-1	Energy consumption within the organization	<a href="#">Performance Tables</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
302-2	Energy consumption outside of the organization	<a href="#">Performance Tables</a>
302-3	Energy intensity	<a href="#">Performance Tables</a>
302-4	Reduction of energy consumption	<a href="#">Performance Tables</a>
302-5	Reductions in energy requirements of products and services	We did not have quantifiable energy reductions in place for our sold products and services in FY24.
<b>GRI 305: EMISSIONS</b>		
3-3	Management of material topic	<a href="#">Climate and Energy</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Performance Tables</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Performance Tables</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Performance Tables</a>
305-4	GHG emissions intensity	<a href="#">Performance Tables</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
305-5	Reduction of GHG emissions	<a href="#">Performance Tables</a>
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.
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
3-3	Management of material topic	<a href="#">Sustainable Procurement</a>
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	<a href="#">Sustainable Procurement</a>
<b>GRI 400: SOCIAL</b>		
<b>GRI 401: EMPLOYMENT</b>		
3-3	Management of material topic	<a href="#">Careers</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
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	<a href="#">Benefits</a>
401-3	Parental leave	<a href="#">Benefits</a>
<b>GRI 404: TRAINING AND EDUCATION</b>		
3-3	Management of material topic	<a href="#">Talent and Culture</a>
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 2024, the average hours of completed training per employee was approximately 33 hours.
404-2	Programs for upgrading employee skills and transition assistance programs	<p><a href="#">Talent and Culture</a></p> <p>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 VPs — grow, which are facilitated through both online programs and in-person meetings. We provide self-paced/self-selected learning opportunities with LinkedIn Learning as well as our own Product Learning. Employees are also provided with real-time learning — from when they are onboarded to key annual activities such as performance management. Business units provide additional training opportunities through on-the-job opportunities such as 48-hour hackathons to upskill on role-specific needs.</p> <p>UKG works with a vendor to provide personalized, customized programs to meet the needs of transitioning employees who are navigating their next career opportunity or retirement. Solutions provided include dedicated consultants who assist with consulting, planning and support, cutting-edge technology, financial planning, and entrepreneurial coaching.</p>



DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
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 discussion. 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 2024 are eligible for an annual review.
<b>GRI 413: LOCAL COMMUNITIES</b>		
3-3	Management of material topic	<a href="#">Social Impact</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Social Impact</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Social Impact</a>
<b>GRI 418: CUSTOMER PRIVACY</b>		
3-3	Management of material topic	<a href="#">Privacy and Data Protection</a>
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: <a href="https://www.ukg.com/about-us/esg/privacy-and-data-protection">https://www.ukg.com/about-us/esg/privacy-and-data-protection</a> .





### 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	<a href="#">Performance Tables</a>
	(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	<a href="#">Performance Tables</a>
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	<a href="#">Performance Tables</a>
Data Privacy and 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: <a href="https://www.ukg.com/privacy">https://www.ukg.com/privacy</a> .
	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 <a href="https://www.ukg.com/privacy">https://www.ukg.com/privacy</a> and the Data Privacy and Protection Page: <a href="https://www.ukg.com/about-us/esg/governance/privacy-and-data-protection">https://www.ukg.com/about-us/esg/governance/privacy-and-data-protection</a> .
	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.



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Data Privacy and Freedom of Expression	(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 <a href="https://www.ukg.com/transparency-report">https://www.ukg.com/transparency-report</a> .
	List of countries where core products or services are subject to government-required 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 <a href="https://www.ukg.com/transparency-report">https://www.ukg.com/transparency-report</a> .
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 2024, 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	<a href="#">Governance and Ethics</a> <a href="#">Cybersecurity</a> <a href="#">Privacy and Data Protection</a>
Recruiting and Managing a Global Skilled Workforce	Percentage of employees who 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 completes regular company-wide employee surveys. In 2024, the response rate was 91% and the engagement score was 77%.



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
<b>Intellectual Property Protection and Competitive Behavior</b>	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.
<b>Managing Systemic Risks from Technology Disruptions</b>	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 (SLA) of 99.75%. In FY24, most of our products met or exceeded this standard.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	<p>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.</p> <p>The program aligns to ISO 22301 standards and is reviewed by the Resiliency Steering Committee.</p>
<b>ACTIVITY METRIC</b>			
	(1) Number of licenses 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.



### Task Force on Climate-related Financial Disclosures (TCFD) Index

UKG discloses relevant information based on the reporting recommendations set forth by the Task Force on Climate-related Financial Disclosures (TCFD) in the index below. These disclosures include references to the UKG CDP Climate Change 2024 Response. With the disbandment of TCFD in 2023, UKG intends to align with upcoming guidance from the FSB and the IFRS Foundation.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
<b>GOVERNANCE</b>		
<p><b>Disclose the organization’s governance around climate-related risks and opportunities.</b></p>	<p>a) Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>Under the direction of our Executive Sponsor and Chief Legal Officer, ESG has been instated as an annual topic for UKG’s Board of Directors. As part of the new UKG review process, the UKG ESG Team presents to the Audit Committee and/or the complete Board at least annually.</p> <p>The Board of Directors has oversight responsibility with respect to UKG’s management of the strategic and operational risks and opportunities related to ESG. 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.</p> <p>Climate-related issues are included when examining and assessing strategy, risk management, and metrics and targets. As we look to submit our climate-related targets to the Science Based Targets initiative (SBTi), we intend to present to and engage our board to demonstrate alignment with our recent Climate Risk Assessment and Scenario Analysis. This work is supported by the ESG Team’s presentation to the Board on regulatory preparedness in response to the enhanced emerging obligations risk being identified as key for UKG.</p>
	<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>UKG has a robust governance structure to support our ESG program. The program, which is overseen by a steering committee, is cross-functional in nature and leverages the expertise of leaders throughout the business.</p> <p>The ESG Steering Committee meets at least quarterly and is otherwise engaged in strategic initiatives related to ESG on a daily basis. In addition to the Steering Committee, which includes several members of UKG’s CEO staff, UKG has an ESG Leadership Team.</p> <p>The ESG Leadership Team is composed of functional leaders from different business units and is responsible for developing and implementing UKG’s ESG strategy, including our goals and KPIs.</p> <p>At an operational level, UKG’s ESG Cross-Functional Working Group is responsible for implementing UKG’s ESG initiatives and activities — including data collection, reporting, and progress on priorities and goals.</p>



STRATEGY		
<p><b>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</b></p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>UKG is committed to understanding and managing the climate-related risks and opportunities that are facing our Company. In 2023, we completed an initial climate risk scenario assessment and scenario analysis in alignment with the recommendations of the <a href="#">Task Force on Climate-related Financial Disclosures</a> (TCFD).</p> <p>When evaluating risks and opportunities related to climate, UKG defines short-, medium-, and long-term risks as 0–3, 3–10, and 10–30 years, respectively. The results of our recent climate risk scenario assessment and scenario analysis identified eight material risks and opportunities, three of which highlighted potential impact in the short term (acute severe weather events, enhanced emerging obligations, and changing customer behavior) and the rest in the medium term.</p>
	<p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p>	<p><a href="#">Climate and Energy</a></p>
	<p>c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization’s businesses, strategy, and financial planning.</p>	<p>Please see our 2024 CDP 5.1, 5.1.1, and 5.1.2 responses.</p> <p>In our inaugural assessment, we evaluated risks and opportunities against two climate scenarios, which are plausible representations of the future climate based on current climate observations and different GHG emission scenarios. We also have explored a wide range of potential physical and transition risks to, and opportunities for, our business and our value chain relative to climate change.</p> <p>The results from our climate-related risks and opportunities analysis give us actionable next steps and allow us to communicate potential risks to our stakeholders. Based on the results of the analysis, we believe developing resiliency and adaptation pathways for the identified risks is the most responsible action we can take. We plan to complete this process every two years and build on the methodologies used in our kickoff year.</p>





RISK MANAGEMENT		
<p><b>Disclose how the organization identifies, assesses, and manages climate-related risks.</b></p>	<p>a) Describe the organization’s processes for identifying and assessing climate-related risks.</p>	<p>In 2023, we completed a climate risk scenario assessment and scenario analysis in alignment with the recommendations of TCFD. The goal in doing so was to enhance our understanding of the impact climate change could have on our business. Specifically, we sought to (1) define the most material physical and transition risks for UKG, and (2) identify the most appropriate climate scenarios to be used for climate scenario analysis.</p> <p>The results gave us actionable next steps and allowed us to convey risks to our customers and stakeholders. We plan to complete this process every two years, building on the methodologies utilized in 2023.</p>
	<p>b) Describe the organization’s processes for managing climate-related risks.</p>	<p>UKG has established multiple environmental goals and commitments. This includes setting science-based emissions reduction targets — across our value chain — that are aligned with the Science Based Targets initiative (i.e., consistent with keeping global warming to 1.5° Celsius above preindustrial levels) and are intended to reduce our impact on the environment.</p> <p>UKG’s Executive Team regularly evaluates the risks that are potentially material to our business and opportunities to mitigate those risks. This evaluation includes environmental and climate risks. Where appropriate, UKG’s Executive Team may direct resources to mitigate and/or further assess these risks and opportunities and report back. UKG also conducts an annual business impact analysis of our core functions and services. This analysis includes an evaluation of our critical processes using a commonly used framework that considers both quantitative and qualitative data or findings, and the inherent/residual risks. Climate-related risks are included in this analysis as well. On an operational level, climate-related risks are considered as part of business impact assessments conducted by UKG’s Business Resiliency Team. The results of these assessments are reviewed by UKG’s executive leadership.</p>
	<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>Please see our 2024 CDP 2.2.1, 2.2.2, 5.3.1, and 5.3.2 responses. Please see our responses for Risk Management a and b.</p>



METRICS AND TARGETS		
<p><b>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.</b></p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p><a href="#">Performance Tables</a></p>
	<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p><a href="#">Performance Tables</a></p>
	<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p><a href="#">Performance Tables</a></p>



### 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 existing disclosures and commitments UKG has made in alignment with the UNGC Principles.

GLOBAL COMPACT PRINCIPLE	UKG WRITTEN COMMITMENT
<b>HUMAN RIGHTS</b>	
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.	<a href="#">UKG Code of Conduct</a> <a href="#">UKG Third-Party Code of Conduct</a> <a href="#">UKG Human Rights Policy</a> <a href="#">UKG Modern Slavery Statement</a> <a href="#">UKG Commitment to Responsible and Ethical Use of Artificial Intelligence</a> <a href="#">Relevant Policies and Standards</a>
<b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses.	
<b>LABOR</b>	
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<a href="#">UKG Code of Conduct</a> <a href="#">Relevant UKG Policies and Standards</a>
<b>Principle 4:</b> Businesses should uphold the elimination of all forms of forced and compulsory labor.	<a href="#">UKG Code of Conduct</a> <a href="#">UKG Human Rights Policy</a> <a href="#">UKG Modern Slavery Statement</a> <a href="#">Relevant Policies and Standards</a>
<b>Principle 5:</b> Businesses should uphold the effective abolition of child labor.	
<b>Principle 6:</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.	



ENVIRONMENT	
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	
<b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility.	<a href="#">UKG Code of Conduct</a> <a href="#">UKG Global Environmental Policy</a> <a href="#">UKG Global Cleaning Policy</a> <a href="#">Relevant Policies and Standards</a>
<b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	
ANTI-CORRUPTION	
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	<a href="#">UKG Code of Conduct</a> <a href="#">UKG Third-Party Code of Conduct</a> <a href="#">Relevant Policies and Standards</a>




## Performance Tables

For Environmental Performance Tables, emissions and environmental performance metrics were calculated using a verified carbon accounting calculation tool. Methodology aligns with the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, uses an operational control approach, and utilizes conversion factors from IPCC AR6.

In 2024, UKG calculated our FY24 emissions to align with our fiscal year financial reporting to prepare for future audit and assurance processes. We also recalculated our 2023 emissions to align with our fiscal year, compared to our previous calendar year measurement periods, to ensure a like-for-like comparison across the same time periods on an annual basis. With the change to fiscal year emissions reporting, we have selected FY23 as our base year for our climate targets.

We engaged EY as an independent third party to review our FY24 greenhouse gas (GHG) inventory and received limited assurance of its accuracy and completeness. The scope of this review includes our global Scope 1 and Scope 2 (location- and market-based) GHG emissions.



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Independent Accountants' Review Report

To the Management of UKG, Inc.,

We have reviewed UKG, Inc.'s ("UKG") accompanying Schedule of Greenhouse Gas (GHG) Emissions (the "Subject Matter") included in Appendix A for the year ended September 30, 2024, in accordance with the criteria also set forth in Appendix A (the "Criteria"). UKG's management is responsible for the Subject Matter, in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of UKG and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

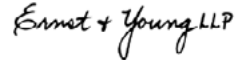
As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

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The information included in UKG's 2024 Global Impact Report Update, other than the Subject Matter as described in Appendix A, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the Schedule of Greenhouse Gas (GHG) Emissions for the year ended September 30, 2024 in order for it to be in accordance with the Criteria.



March 11, 2025

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Appendix A

Schedule of Greenhouse Gas (GHG) emissions  
For the Year Ended September 30, 2024

Metric <sup>1,2,3</sup>	Reported Value	Unit of Measure	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions <sup>4</sup>	1,189	Metric tonnes of carbon dioxide equivalent ("MT CO2e")	World Resources Institute ("WRI")/World Business Council for Sustainable Development's ("WBCSD") Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (GHG Protocol) and the GHG Protocol and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol
Scope 2 GHG Emissions, location-based method (LBM) <sup>5</sup>	8,050	MT CO2e	
Scope 2 GHG Emissions, market-based method (MBM) <sup>5,6</sup>	8,338	MT CO2e	

**Note 1 on Basis of Presentation:** UKG has selected an organizational boundary for the Subject Matter based on the company's operational control. All direct and indirect emissions from owned and leased corporate facilities and fleet vehicles within UKG's operational control are included in the scope 1 and scope 2 GHG emissions reported. Related sources from owned and leased corporate facilities include refrigerants, natural gas, purchased electricity, district heating, and district cooling. Related sources from owned and leased fleet vehicles include diesel and gasoline, as well as electricity consumption from electric and hybrid vehicles.

**Note 2 on Non-financial reporting:** Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

**Reported Value Footnotes:**

<sup>1</sup> UKG facility managers utilize utility invoices to capture energy consumption volumes, which are aggregated over the reporting period for purposes of calculating GHG emissions. Where actual consumption data is not available or cannot be obtained in a timely manner, UKG estimates consumption by facility type using the US Department of Energy's Building Performance Database. To calculate Scope 1 and Scope 2 (LBM & MBM) GHG emissions, UKG multiplies activity-level data by the GHG emissions factors indicated in the footnotes section titled "Sources of emissions factors and global warming potentials."

<sup>2</sup> The reporting boundary includes all global facilities and offices under the operational control of UKG, including facilities from previous acquisitions. For UKG sites located within multi-tenant buildings where submetering is not available, UKG's share of the total building consumption is estimated based on the square footage that UKG occupies. The building square footage that is shared with other tenants is considered outside of the reporting boundary and UKG's operational control, and is therefore not included in the calculation of emissions. For facilities where UKG subleases space (as sublessors), the utility consumption is considered to be outside of UKG's operational control and therefore is not included within the reporting boundary, except in circumstances where UKG retains operational control through utility billing.

<sup>3</sup> UKG includes CO2, CH4, and N2O greenhouse gases in its Scope 1 and Scope 2 GHG emissions calculations. Other GHGs are not included in UKG's inventory as they do not generate material emissions as part of the Company's operations. UKG does not present GHG emissions by greenhouse gas separately; instead, UKG converts all emissions to carbon dioxide equivalents (MT CO2e) for reporting.

<sup>4</sup> Scope 1 includes energy consumption from diesel, gasoline, natural gas, fuel oils, biofuels, coal, and refrigerants. The Scope 1 GHG emission sources include stationary combustion from UKG's facilities under operational control and mobile combustion from UKG's vehicle fleet emissions, which is inclusive of company-owned and leased passenger vehicles that are within UKG's operational control. UKG leverages mileage reports and odometer readings to calculate the mobile combustion footprint portion of their Scope 1 GHG emissions.

<sup>5</sup> Scope 2 includes purchased electricity, district heating, and district cooling. The primary greenhouse gas considered in Scope 2 emissions is CO2, but calculations include other gases such as CH4 and N2O, where relevant based on the energy source. UKG applies The GHG Protocol Scope 2 Guidance for both the market-based and location-based emissions by multiplying purchased electricity by the emissions factors indicated in the table in the footnotes section titled "Sources of emissions factors and global warming potentials."

<sup>6</sup> Scope 2 market-based method emissions incorporate the use of contractual instruments, including supplier specific emission rates. The accounting for these contractual instruments is in alignment with the GHG Protocol Scope 2 Guidance Quality Criteria. UKG also follows the GHG Protocol Scope 2 Guidance MBM Emission Factor Hierarchy.

**Sources of emissions factors and global warming potentials:**

Where possible, based on UKG's reporting timeline and public availability of recent emission factor sets, UKG uses the most up-to-date emission factors available. Below is a summary of the emission factors applied in UKG's GHG Calculations. UKG also applies the 2023 IPCC Sixth Assessment Report (AR6) Global Warming Potentials (GWPs) to its emissions calculations.

Metric	Sources of Emissions Factors
Scope 1 GHG Emissions	<ul style="list-style-type: none"> <li>2023 and 2024 DEFRA UK GHG Conversion Factors for Company Reporting</li> <li>Emissions for R-134a and R-410A - IPCC AR6 WG1 Chapter 7 Supplementary Material</li> <li>2023 and 2024 EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories</li> </ul>
Scope 2 GHG Emissions, LBM	<ul style="list-style-type: none"> <li>2023 and 2024 Australian National Greenhouse Accounts Factors</li> <li>2023 and 2024 DEFRA UKG GHG Conversion Factors for Company Reporting</li> <li>US EPA Emissions &amp; Generation Resource Integrated Database (eGRID) 2022 data (released in 2024)</li> <li>IEA (2024): Emission Factors for International Electricity Usage (kWh) (2022 Data Year)</li> <li>IEA (2024): Proxy factors assigned for CH4 and N2O (2022 Data Year)</li> <li>Environment Canada, National Inventory Report, 1990-2022 (2021) Part 3 Annex 13</li> </ul>
Scope 2 GHG Emissions, MBM	<ul style="list-style-type: none"> <li>2023 and 2024 Australian National Greenhouse Accounts Factors</li> <li>2023 Association for Issuing Bodies (AIB) European Residuals Mixes</li> <li>2023 Green-e® Residual Mix Emissions Rates (2021 Data)</li> <li>US EPA Emissions &amp; Generation Resource Integrated Database (eGRID) 2022 data (released in 2024)</li> <li>US EPA Emissions &amp; Generation Resource Integrated Database (eGRID) 2022 data (released in 2024); Proxy factors assigned for CH4 and N2O</li> <li>IEA (2024): Emission Factors for International Electricity Usage (kWh) (2022 Data Year)</li> <li>IEA (2024): Proxy factors assigned for CH4 and N2O (2022 Data Year)</li> <li>Environment Canada, National Inventory Report, 1990-2022 (2021) Part 3 Annex 13</li> <li>Supplier Specific emission rates associated with renewable energy programs</li> </ul>



## Performance Tables

**Table 1:** Greenhouse Gas (GHG) Emissions by Scope (METRIC TONS CO2e)\*

	FY24 (MTCO2e)	FY23 (MTCO2e)
Scope 1	1,189	1,166
Scope 2 — Location-Based	8,050	7,369
Scope 2 — Market-Based	8,338	7,609
<b>TOTAL SCOPE 1 AND SCOPE 2 LOCATION-BASED EMISSIONS</b>	<b>9,239</b>	<b>8,535</b>
Scope 3.1 — Purchased Goods and Services	106,882	147,135
Scope 3.2 — Capital Goods	2,964	2,852
Scope 3.3 — Fuel- and Energy-Related Activities	2,396	2,322
Scope 3.5 — Waste	706	475
Scope 3.6 — Business Travel	37,074	47,001
Scope 3.7 — Employee Commute and Remote Work**	17,827	11,670
Scope 3.8 — Upstream Leased Assets	97	72
Scope 3.9 — Downstream Transportation and Distribution	845	1,740
Scope 3.11 — Use of Sold Products	17,525	19,470
Scope 3.12 — End-of-Life Treatment of Sold Products	8	10
<b>TOTAL SCOPE 3 EMISSIONS</b>	<b>186,324</b>	<b>232,746</b>
<b>TOTAL EMISSIONS</b>	<b>195,563</b>	<b>241,281</b>

\*Please note that data in the text and figures may not always match exactly, due to rounding.

\*\*Employee commuting includes employee travel to office locations and remote working emissions.



**Performance Tables**

**Table 2:** Carbon Credits and Offsets (MTCO<sub>2</sub>e)

	FY24	FY23
Carbon Removal Credits	0	231
Sustainable Aviation Fuel (SAF)	16	0
<b>Carbon Credits Total</b>	<b>16</b>	<b>231</b>

**Table 3:** Greenhouse Gas (GHG) Emissions Intensities (location-based, MTCO<sub>2</sub>e)

	FY24	FY23
Scope 1 + 2 per Employee	0.65	0.54
Scope 1 + 2 per 1,000 sqft. Office Space	4.93	4.35
Scope 3 Commute and Remote Work Emissions per Employee	1.25	0.74
Scope 3 Business Travel Emissions per Employee	2.59	2.98
Energy Intensity Ratio (MWh per sq. ft. of Managed Office Space)	0.0123	0.0114



## Performance Tables

**Table 4:** Energy Type and Consumption

	FY24 (MWh)	FY23 (MWh)
Consumption of fuel for mobile combustion*	282	340
Consumption of fuel for stationary combustion*	2,377	2,163
Consumption of electricity in managed offices and vehicles**	20,726	20,182
Consumption of district heating in managed offices**	2	4
Consumption of electricity in upstream leased offices***	193	165
<b>TOTAL ENERGY CONSUMPTION****</b>	<b>23,580</b>	<b>22,854</b>
<b>Renewable Energy Consumption</b>		
Utility renewable energy tariffs (MWh)	366.996	140
Renewable electricity consumption (percentage of total electricity)	1.8%	0.6%
<b>Electricity Consumption by Country**</b>		
Australia	508	510
Belgium	191	799
Bulgaria	197	165
Canada	887	1,244
France	198	281
Germany	48	56
India	1,565	1,658

\*This includes fuel consumption for offices and vehicles under Scope 1.

\*\*This includes electricity consumption from offices and vehicles under Scope 1 and 2 operational control.

\*\*\*This includes electricity consumption in upstream leased offices under Scope 3.

\*\*\*\*This includes electricity consumption in Scope 1, Scope 2, and upstream leased offices under Scope 3.



## Performance Tables

**Table 4:** Energy Type and Consumption, Continued

	FY24 (MWh)	FY23 (MWh)
<b>Electricity Consumption by Country**</b>		
Ireland	61	14
Mexico	45	79
Netherlands	0	15
United Kingdom	149	258
United States	16,834	17,459
Uruguay	45	151
<b>TOTAL ELECTRICITY CONSUMPTION</b>	<b>20,728</b>	<b>22,689</b>

\*This includes fuel consumption for offices and vehicles under Scope 1.

\*\*This includes electricity consumption from offices and vehicles under Scope 1 and 2 operational control.

\*\*\*This includes electricity consumption in upstream leased offices under Scope 3.

\*\*\*\*This includes electricity consumption in Scope 1, Scope 2, and upstream leased offices under Scope 3.

**Table 5:** Energy Consumption Outside the Organization

ENERGY CONSUMPTION BY SCOPE 3 CATEGORY	FY24 (MWh)	FY23 (MWh)
Scope 3.3 — Fuel and Energy-Related Activities	1,636	1,653
Scope 3.6 — Business Travel	49,105	47,225
Scope 3.7 — Employee Commute and Remote Work	26,916	16,438
Scope 3.8 — Upstream Leased Assets	193	165
Scope 3.11 — Use of Sold Products	43,798	46,245



## Performance Tables

**Table 6:** Water

WATER	FY24	FY23
Details	<p>Water did not come up as a high-priority topic in our most recent 2023 ESG materiality assessment; however, we understand the importance of water conservation and measuring water consumption at any level.</p> <p>At this time, we have limited data availability on the water consumption of our office buildings, as the vast majority of our office spaces are leased.</p> <p>While we are working to improve data collection and quality, we use the data we do have to calculate a water usage intensity that is then applied to the rest of our office space to estimate the total water usage.</p>	<p>Water did not come up as a high-priority topic in our most recent 2023 ESG materiality assessment; however, we understand the importance of water conservation and measuring water consumption at any level.</p> <p>At this time, we have limited data availability on the water consumption of our office buildings, as the vast majority of our office spaces are leased.</p> <p>While we are working to improve data collection and quality, we use the data we do have to calculate a water usage intensity that is then applied to the rest of our office space to estimate the total water usage.</p>
Total Water Withdrawn — Equal to Consumption (gal)	10,204,831	12,260,189
Percentage of Water Withdrawn in Regions with High or Extremely High Baseline Water Stress	8%	7%



## Relevant Policies and Standards

- Acceptable Use Policy
- Anti-Corruption and Bribery Policy
- Anti-Money Laundering Policy
- Anti-Trust and Competition Policy
- Business Resiliency Management Policy
- [Code of Conduct](#)
- Conflict of Interest Policy
- Employee Handbooks
- Export Control Policy
- Generative Artificial Intelligence Policy
- Gift and Hospitality Policy
- [Global Cleaning Policy](#)
- [Global Environmental Policy](#)
- Global Travel and Expense Policy
- [Human Rights Policy](#)
- IT Change Management Policy
- Mobile Device Policy
- [Modern Slavery Statement](#)
- [Privacy Notice](#)
- Procurement Policy
- Public Relations and Media Policy
- Security Policy
- Social Media Policy
- Software Asset Management Policy
- Speak Up Policy
- Subprocessor Privacy Policy
- Third-Party and Open-Source Policy
- [Third-Party Code of Conduct](#)
- Trademark Usage Policy
- Volunteer Time-Off Policy
- Work Modes Policy
- Workplace Anti-Harassment Discrimination Policy



## Endnotes

**Environmental Performance Tables:** Emissions and environmental performance metrics were calculated using a verified carbon accounting calculation tool. Methodology aligns to the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, uses an operational control approach, and utilizes conversion factors from IPCC AR6.

**Forward-looking statements:** The report does not cover all information about our business. The information, analyses, and conclusions contained in this report refer to the 2024 Fiscal Year and to information and data available to UKG (the Company) relating to that period. Where statements in the report address the Company's current expectations regarding future events, those statements (forward-looking statements) are based on currently available information and certain assumptions and analyses, and they do not purport to predict future events with certainty. Actual future results could be significantly different from any projection or forecast contained in this report. UKG undertakes no obligation to revise or update any forward-looking statements contained in this report.

**Notes on carbon removal credits:** In alignment with the latest climate science, we know we will have to do more than reduce our emissions. In addition to a robust reduction and offset strategy, we aim to regularly support certified, high-quality carbon removal projects. Acknowledging that a portion of our emissions will require additional support aside from meaningful reduction strategies to achieve net-zero emissions by 2040, we've purchased carbon removal credits for a high-quality reforestation project. The carbon removal credits were applied to our 2023 footprint and are part of a long-running community-led forestry/agroforestry program that combines activities to increase carbon sequestration, encourage sustainable land-use practices, and provide farmers with performance-based payments. The project works with established community structures to mobilize farmers and enable ongoing monitoring systems. Participating farmers receive training and attend workshops to identify forestry activities that are suitable to their needs. The project engages approximately 15,000 smallholder families across 73 communities, holds a UN SEED Award for being an exceptional social and environmental enterprise, and was purchased in partnership with our new carbon accounting platform.