



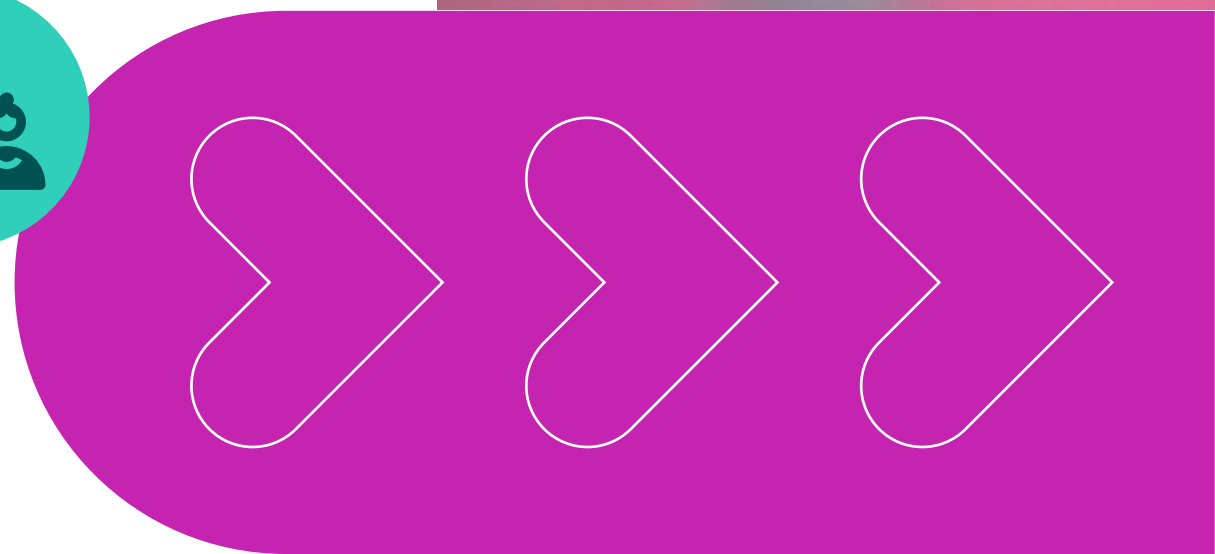
# Social

*Making an impact that raises opportunity for all people*

## Our social approach

We believe that when people feel valued and that they belong, their innovative spirit is unlocked and they are empowered to tap into their unique talents for the good of themselves, their team, their company, their customers, and their community.

## 2023 key social focus areas





# Belonging, Equity, and Impact



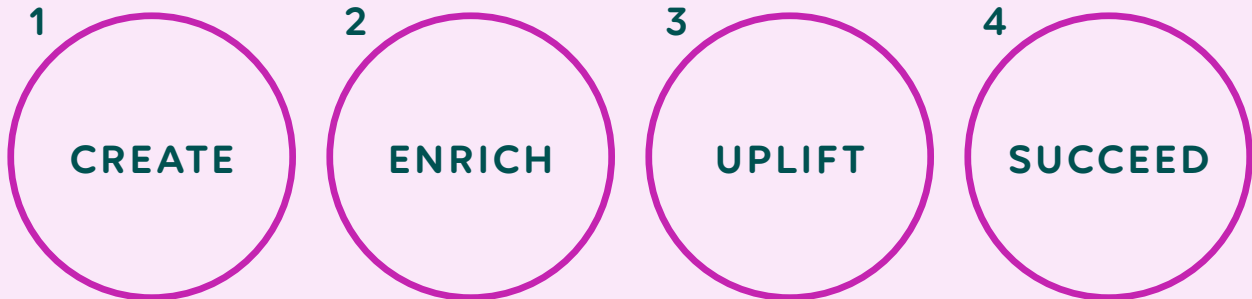
## The UKG belonging, equity, and impact focus is 'For All'

Uniquely you. Uniquely valued. Uniquely empowered.

At UKG, our belonging, equity, and impact (BEI) efforts drive strategy, programs, and initiatives to elevate opportunity for our people, our customers, and our communities by celebrating unique identities and perspectives, championing inclusive cultures, and driving positive change around the world – for all.

Our success framework is based on four key pillars:

- 1. **Creating opportunities for every person** to be their true selves and achieve more, both individually and together
- 2. **Enriching every workplace culture** via education and technology rooted in inclusion and belonging
- 3. **Uplifting every community** via investment and commitments to level the equity playing field for all people
- 4. **Showcasing the competitive advantage** for organizations that embrace diversity, equity, inclusion, and belonging (DEI&B) and social impact practices





### Bringing purposeful stories to life

The BEI team took a fresh approach to a typical DEI&B and social impact report and introduced a unique interactive digital experience for readers that brings stories to life and chronicles the impact our strategy and initiatives have made on our employees, partners, and communities.

This unique experience debuted as the [2022 Stories with Purpose](#).

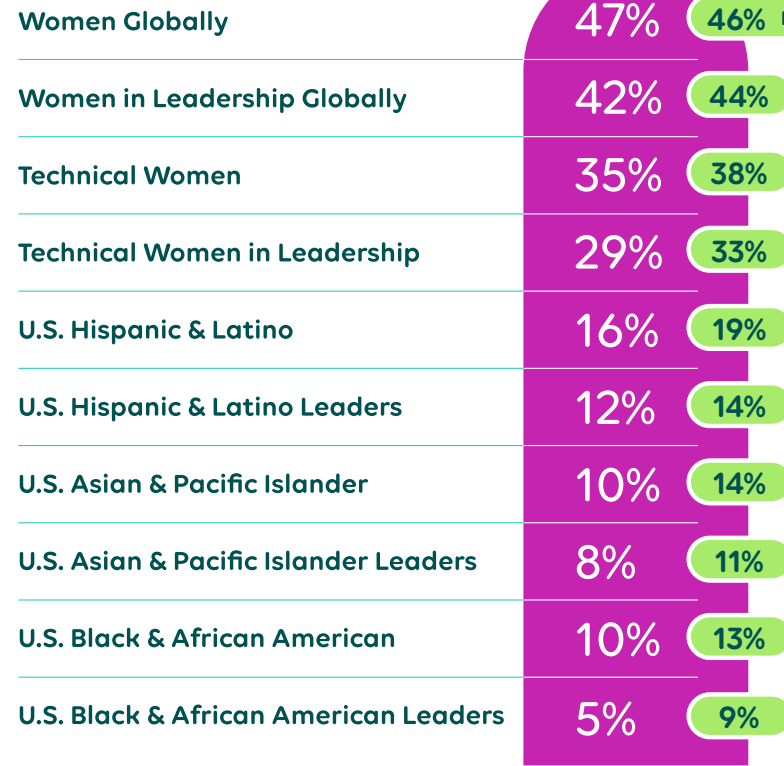
At the heart of our BEI strategy is people, which is why this experience leads with a storytelling approach centered on the impact our efforts have made on employees, partners, and communities versus a traditional report style, which often leads with the programs themselves.



## Our belonging, equity, and impact commitments and progress

In 2022, UKG set out on a journey to measure our progress toward our BEI goals — and since then we’ve continuously and rigorously evaluated the goals themselves and our progress on them. We do this in partnership with our amazing people data team and our global Belonging, Equity, and Impact Council to set aspirational goals for women globally, women in leadership roles globally, women in technical roles globally at the employee level, and women in technical leadership roles globally, as well as goals for representation of race and ethnicity in the United States at the employee and leadership levels.

Through this ongoing journey, we’ve carefully considered — and continue to consider — a number of factors when creating our goals, and we use this same framework for evaluation of our progress. We look at our five-year hiring plan and the representation in the communities where we are growing and create goals that allow for great innovation, progress, and expanded opportunity and equity for all to be successful. Our aspirational date to achieve the following goals is by 2026:



2023 REPRESENTATION ● 2026 GOAL ●

### Social Impact

2026 Goal: Achieve 50% increase in employee giving and volunteering hours

2023 Result: *EXCEEDED* our goal with a 65% increase in employee giving and volunteering hours

We are very transparent and proud of the journey we are on at UKG. We have initiatives and programs that are helping us make progress toward these goals, and we are constantly looking for ways to improve.

And we continue to review and iterate on our goals. As a software company that’s focused on innovative products, we added a goal in 2023 focusing on women in technical roles and women in technical leadership roles. We continue to evaluate our goals and our progress toward them.

Why do we do this? Because great organizations aspire to have an employee population that represents the customers and communities they serve. This alignment drives greater innovation, employee engagement, and employee retention, which are business imperatives and drive greater success.

### Global growth in women employees leads to early goal achievement

An example of our early success is the global increase in our people who identify as women. At the beginning of 2022, we set our goal at 46%. At the time we set these goals, 27% of our India team identified as women, and since then, the growth and diversity of hiring in India has been incredible. Since 2022, our global talent acquisition teams and business leaders have made excellent strides in diverse hiring — and in India specifically, we’ve hired people who identify as women at a rate of 34%. Because of these efforts, we achieved our goal early for women globally, building a more equitable and representative workplace.



### BEI PILLAR

# Create



We live in a world where talent is distributed equally — but opportunity is not. We seek to change that by creating opportunities for all people to not only be their authentic selves but also achieve more. **We believe that success is possible only when all people feel valued and respected and are empowered to tap into their unique talents.** This is why we not only seek out but also celebrate unique identities and perspectives — and foster a workplace where all people feel valued, respected, safe, and confident that they have abundant opportunities to grow.

## Expanding diverse recruitment and hiring

Our efforts to create a diverse, equitable, and inclusive culture — where all employees feel they belong — start with hiring a diverse workforce. The UKG External Diverse Talent Engagement program creates a strategic talent pipeline throughout the company by hiring individuals early in their careers.

Through part of our Empower U initiative, we partner with targeted organizations and nonprofits as well as historically Black colleges and universities and minority serving institutions (MSIs) that focus on employment of traditionally underrepresented and/or disadvantaged groups (e.g., veterans, women, underrepresented minorities, the LGBTQIA+ community, and people who identify as having a disability).

In 2023, we expanded the number of schools we partner with, including our great and growing relationships with Kennesaw State University, Georgia State University, Florida International University, and the University of Massachusetts. In addition, we’ve leveraged our robust partner ecosystem for successful events with Reboot Representation, the National Society of Black Engineers, and Management Leadership for Tomorrow.

We’ve also begun a strategic engagement with legislative representatives to expand and enhance our commitment to supporting diverse talent pipelines, elevating the UKG brand, and creating potential job opportunities within the communities we serve.





## Georgia State University and UKG: A partnership built on success

In just two years, Georgia State University (GSU) has emerged as a priority school for UKG’s recruitment efforts, thanks to the strategic work of our external diverse talent engagement team. As one of Georgia’s top MSIs, GSU has become a prime focus in UKG’s search for top talent.

Our collaboration with GSU has been fruitful, with our presence at career fairs and Empower U events gaining great visibility. We’ve also made a conscious effort to establish UKG on campus as a top workplace. As a result, we’ve proudly hired 20 GSU students in the past year alone.

**The following stories are two inspiring examples of students who’ve found their home at UKG and are now proud members of the U Krew:**

Before a chance encounter at a GSU career fair, **Victor Micah** had never heard of UKG. Feeling disheartened about his career prospects, he found solace in our Elevate Program, which he learned of at the fair.

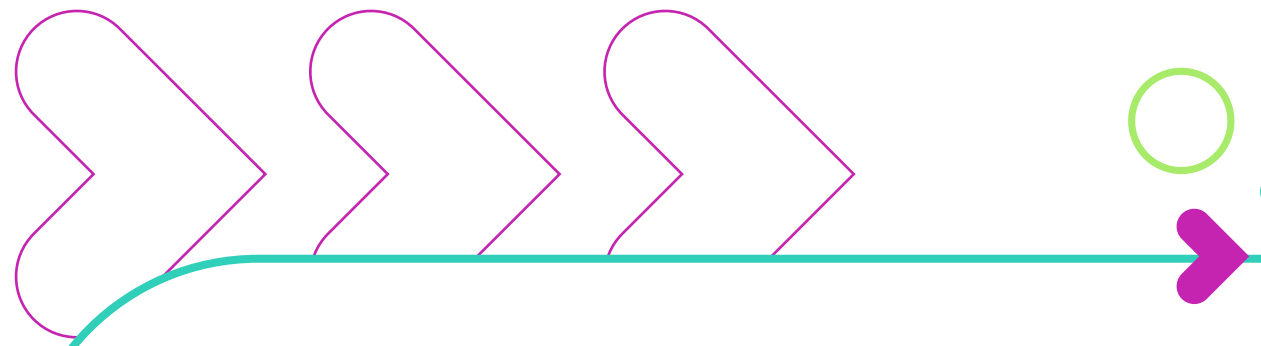
After a series of interviews, Victor secured a spot in the January 2023 Elevate Program Cohort. What set this cohort apart is that it was held in Atlanta, breaking away from the usual location in Indianapolis. The decision to branch out to Atlanta was influenced by the valuable input of the external diverse talent engagement team, which strongly advocated for the program’s expansion to attract a wider array of talented applicants.

During the program, Victor received invaluable mentoring and networking opportunities with the team, equipping him with the skills and resources needed for success. Now, he is a valued member of our talent and benefits team as a solutions consultant, having proved himself during a busy season. In just one year, he has achieved numerous milestones and even earned a Q4 CSAT Award.

**Destini Perryman** attended a GSU Sales Club meeting early in 2023, not knowing it would shape her future career. Special guest Derek Valentine, director of BEI at UKG, shared insights about career opportunities. Being prepared, as always, Destini had her résumé on hand and made it her mission to network with Derek and a representative from the UKG talent acquisition team.

After a series of interviews, Destini secured a position as a summer sales intern on the new logo team. Her exceptional performance earned her an extension through the fall, and she remained in constant contact with our external diverse talent engagement team. Her dedication and contributions were recognized by both leadership and her peers, leading to an extension of her internship until April 2024, followed by a full-time position upon her graduation in May.

These stories demonstrate the power of unwavering dedication, coupled with the opportunities, resources, and support provided by our external talent engagement team, creating a win-win situation for all involved.



### LOOKING FORWARD: EMPOWER U TO INCREASE TALENT ENGAGEMENT OPPORTUNITIES

The BEI team is expanding its Empower U initiative across all program areas focused on realizing the value of BEI across UKG. We believe a better world is possible only when all people are equally empowered to thrive. That’s why Empower U, by UKG, creates opportunities for everyone in our ecosystem — students, partners, and communities — to tap into their unique abilities so they can pursue their dreams.

Our programs will equip underrepresented groups with the skills, support, and tools they need to succeed in their careers, uplift their communities, and positively impact those they serve.

No matter who you are, where you’re from, or where you want to go, we’re here to empower you.

In fiscal year 2024 and beyond, Empower U will accelerate the scope and impact of external talent engagement initiatives with support from U.S. congressional members. Empower U will offer HCM certification in partnership with MSIs and colleges. In addition, we will augment and extend UKG implementation services and reseller capabilities through an expanded engagement with certified, diverse partners. We will also create signature social, equity, opportunity, and impact programs focused on empowering diverse communities across the globe via solar-powered community hubs.



# Developing meaningful partnerships for a great workplace

**At UKG, we build strategic partnerships with organizations that share our values.** We know that we need strong partners to help us achieve our goals in continuing to be a great place to work for all. These partners include:

- Black Enterprise Women of Power Summit
- Disability:IN
- Grace Hopper/AnitaB.org Institute
- Management Leadership for Tomorrow
- Massachusetts Conference for Women
- National Society of Black Engineers
- Reboot Representation
- Every Woman Summit
- Latinas in Tech
- Ascend National Convention
- Out & Equal
- Lean In

We create opportunities through these partnerships for underrepresented minorities, people with disabilities, and the LGBTQIA+ community. We enrich our employee experience through engagement and leadership development, and we support diverse communities through our partnerships and sponsorships.

## Spotlight Story

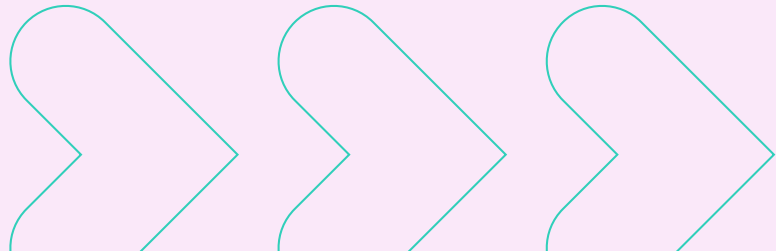
### U Krewers gain insight on workplace inclusion

In July 2023, a group of 10 U Krewers headed to Orlando, Florida, to attend the Disability:IN Conference, an event promoting disability inclusion through education on topics such as talent sourcing, employee resource groups (ERGs), etiquette, and how to leverage artificial intelligence (AI) for those with disabilities in the workplace. The experience had a significant impact on conference attendees.

“ My biggest takeaway from the conference was the etiquette session. The panelists had various disabilities and described what they encounter each day. **Their honesty and vulnerability were inspiring and taught us so much**, from tips about remembering to introduce yourself in virtual calls before you speak, to reading the chat aloud in virtual meetings, to asking before you help a person with a disability. Once we know better, we can do better each day. **I am so thankful and humbled to have been able to attend this conference. I am a better ally as a result of what I learned and experienced.** ”

—Julie DeQuattro, manager, events at UKG

At the event, UKG was honored for the third consecutive year with a top score of 100% on the Disability:IN Disability Equality Index. The score renews our status as a Best Place to Work for Disability Inclusion, a designation exemplified by our inclusive workplace culture, our business practices, and our HR, payroll, and workforce management solutions being accessible for all people.







Spotlight Story

### Reboot Representation event promotes diversity in technology

In October 2023, the UKG Atlanta office warmly welcomed Reboot Representation, a prominent organization dedicated to increasing diversity in the technology industry. The event began with the quarterly coalition meeting, where the UKG BEI team, leaders, and representatives from various **companies gathered to discuss strategies, challenges, and successes in advancing diversity and inclusion in tech. The following discussions were essential in charting the path toward a more equitable tech ecosystem:**

- **Engaging and inspiring future tech leaders**, including 25 Reboot Scholars from prestigious institutions such as Spelman College, Georgia State University, and Georgia Tech. These scholars, with their diverse backgrounds and incredible potential, are a testament to the promising future of the tech industry.
- **An employee resource group (ERG) panel discussion** with U Krewers informed the scholars about the significance of ERGs in organizations and how they contribute to building an inclusive and vibrant corporate culture. U Krew panelists shared their experiences and the impact of ERGs at UKG — making the conversation engaging and inspiring.
- **A networking session**, Reboot Scholars connected with the UKG team, asked questions, and shared their aspirations. This interaction was a valuable bridge between the aspiring tech talent and the seasoned professionals, fostering a sense of community and collaboration.

The event illustrated the remarkable potential of these Reboot Scholars — some of whom may become future U Krewers — and highlighted the commitment of tech organizations like UKG to building a more diverse and inclusive industry.



BEI PILLAR

# Enrich

**When a workplace truly puts people first, only then can a culture where everyone belongs become possible.** Inclusion and belonging are the foundation on which we share our experience, knowledge, and solutions to enrich every workplace culture. This is because a culture of belonging leads to more effective, connected, and inspired team members, and it's why we drive awareness, advance workplace inclusion and belonging, and expand opportunities for all team members, customers, and communities to create superior outcomes for all.





# Employee resource groups develop knowledge and understanding

At UKG, we believe in not only celebrating diverse thoughts and perspectives but also putting them into action. **We knew that by bringing together our unique employees, we could achieve extraordinary outcomes that would make a difference in the world.** This belief is at the heart of why we created our employee resource groups.

ERGs connect team members who share a common ethnicity, culture, gender, interest, nationality, or sexual orientation. Employees don't have to share identities or direct experiences to join one of these groups. In fact, allies are strongly encouraged to join an ERG in support of their colleagues, as we believe it's beneficial to both the employees and the organization to expand knowledge and understanding and to offer an alternative perspective.

ERGs are at their best when they include a diverse group of participants and perspectives. They provide professional development through mentoring, volunteerism, and community involvement. ERGs also give team members an opportunity to make a positive impact on our business, as members can provide insight and feedback during the development of programs, products, and processes.



**ADAPT** (Accessibility & Disability Allies Partner Together)

Raises awareness and support for people with disabilities.



**AsPIRE** (Asians & Pacific Islanders Raising Equity)

Recognizes Asian and Pacific Islander history and heritage.



**BUILD** (Black U Krewers in Leadership & Development)

Unites, empowers, and promotes excellence within our Black community at work.



**CARES** (Chronic Illnesses, Awareness, Resources, Education & Support)

Provides resources and support to employees, friends and families, affected by chronic health conditions.



**FIRE UP** (Female Inclusion, Resilience & Excellence)

Cultivates a community to advance equity for all women in the workplace.



**NEST** (Nurture, Empower, Support, & Thrive)

Provides the community resources and support to empower parents and caregivers to thrive at home, at work, and in life.



**PRIDE** (LGBTQIA+ Community & Allies)

Drives inclusion for members of the LGBTQIA+ community, allies and all UKG employees.



**UNIDOS** (Supporting our Hispanic-Latin Community & Allies)

Elevating Hispanic-Latin U Krewers and allies in who they are to foster advocacy and spark change.



**VETS** (Veterans & Allies)

Empowering veterans, their families, friends, and UKG colleagues to thrive in the workplace through camaraderie and support.







### Introducing Nurture, Empower, Support, and Thrive – UKG’s newest employee resource group

In 2023, we expanded our ERG wingspan with the launch of Nurture, Empower, Support, and Thrive (NEST) to assist U Krewers who balance work and family care. This ERG supports them in all stages of that journey, from those working toward starting a family and those parenting children of all ages and abilities to those caring for adults or older people. The experience had a significant impact on conference attendees. The goal of NEST is to create a community of support, resources, and events that builds personal and professional relationships, expands the community of working families, and helps members maintain a healthy balance between their personal and professional lives.

“ We understand that a healthy work-life balance is important to pursuing your goals and achieving success both personally and professionally. I am thrilled to be the executive sponsor of NEST, where our U Krewers can find support, resources, and advice from a community of like-minded U Krewers.

—Pat Wadors, EVP, chief people officer at UKG



## Unified Belonging, Equity, and Impact Foundational Learning enhances retention

At UKG, we value diversity and inclusion. We understand that **only by creating an equitable environment where everyone can thrive as their authentic selves can we all reach our potential.** To ensure this happens, UKG developed a unique peer-to-peer learning program called Unified Belonging, Equity, and Impact Foundational Learning (Unified).

This program was designed to provide employees with the necessary skills and knowledge to support them in their own personal BEI journeys. Unified enables all U Krewers to fully contribute to building a great culture. Through bite-sized bursts of practical content combined with actionable advice and reflection activities, the program enables all people at UKG to gain a deeper understanding of complex topics related to belonging, equity, and social impact.

Unified also encourages small but powerful habits of inclusion that can be incorporated into daily routines across the organization. By focusing on personal improvement at both individual and organizational levels, Unified provides participants with real-world examples they can use in their own working lives.

The goal of the program is for every employee who takes part in Unified to have an enhanced level of empathy and understanding when interacting with colleagues from different backgrounds or perspectives. In addition, each participant develops awareness around how they can make a positive social impact within their teams, departments, and local communities by leveraging what they learn during Unified sessions, ultimately helping create a better world.

The success of Unified has been remarkable. Employees who engage with Unified have left nearly 10,000 comments and more than 14,000 reactions to content. We’ve found that **U Krewers who engage with the content - according to data from Unified and our employee engagement surveys - feel a greater sense of belonging and are two times more likely to give more effort in their roles.**



# Belonging, Equity, and Impact Ambassadors program supports connections

Our UKG BEI Ambassadors are internal advocates of advancing workplace inclusion, expanding opportunities, championing social impact, and creating better outcomes for all. They are an extension of our BEI team and amplify our programs and initiatives as well as advocate for creating a great place to work for all.

**In 2023, we had more than 100 ambassadors across the globe** representing all of our major business units and geographies. These ambassadors extend our impact and create feedback loops for everyone at UKG to be their best selves.

# Global Volunteer Time-Off Policy encourages a culture of giving

At UKG, we firmly believe in doing the right thing for our employees, our customers, and our communities. Part of that is making a difference through volunteering. Giving of ourselves to help others is ingrained in our culture. U Krewers volunteer around the world, serving people in their local communities — from hands-on volunteering to skills-based volunteering and everything in between.

To further support these selfless efforts, **UKG launched our Global Volunteer Time-Off Policy in 2023, giving all employees at least two days of paid time off per calendar year for volunteer activities, either in person or virtually, at organizations of their choosing.** This lets U Krewers focus on giving to and serving the nonprofits and causes closest to their hearts and lets them participate in UKG-organized service events.

This volunteer time represents a potential total of more than **245,000 hours** of global impact each year!

Volunteering promotes an inclusive culture that strengthens relationships among employees, leaders, and stakeholders, and maximizes each employee’s contribution and engagement at UKG and in the communities where they live and work.

## Spotlight Story

### U Krew Kickoff Service Week promotes volunteering

The belonging, equity, and impact team marked the 2023 U Krew Kickoff Service Week, a yearly event at UKG to help build energy and excitement for the new fiscal year, with five days of global volunteering and ERG fairs around the world.

In early October, U Krewers globally had an opportunity to make an impact on their local communities. Through service events that ranged from boxing produce at Feeding America food banks across the U.S. and building homes with Habitat for Humanity to creating a weeklong expo for Udaan, a monthlong giving event in India, U Krewers supported their communities by giving their time. **More than 400 U Krewers participated at 40-plus locations and events around the world and logged more than 1,700 volunteer hours.**

After U Krew Kickoff Service Week, many U Krewers provided feedback about their experience and the importance of volunteering, including these comments:

*“I had so much fun working on a team with a few other U Krewers sorting through and organizing the food donations. We listened to music, laughed, and got to know each other — plus, we boxed up thousands of pounds of donations for the community. Great experience!”*

—Jody Kaminsky, chief marketing officer at UKG

*“Participating in Habitat for Humanity was such a fulfilling experience. We felt that we really helped a local family in need. At the end of our shift, the homeowner was in tears and so thankful for all of the help we provided. I thank UKG for allowing myself and fellow U Krewers to help our community.”*

—Ryan Nault, senior talent acquisition partner at UKG

*“This was my first opportunity to serve as a volunteer for our U Krewer Service Day in 2023. This experience truly provided a sense of unity with my fellow U Krewers to give back to the community that I love so much. UKG has empowered us with an opportunity to be of service to the great city of Atlanta, Georgia, and we are proud to be of service on behalf of our amazing company!”*

—Kamaree Odom, senior technical program manager at UKG





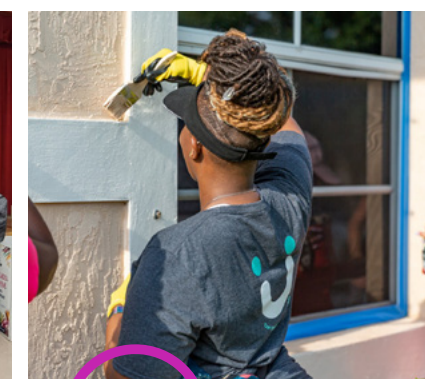
## Global volunteerism in action

**Giving of ourselves to help others is ingrained in our culture.** U Krewers around the world volunteer to serve people in their local communities, from helping food banks to visiting grade schools and clothing the homeless. These examples illustrate the range of U Krewers' volunteer activities:

- Global Pay It Forward Day:** UKG once again celebrated Global Pay It Forward Day, a worldwide celebration of kindness that takes place annually in April, with U Krewers globally volunteering to support local organizations. In the U.S., U Krewers packed meals for families at local food banks; painted and landscaped homes in Fort Lauderdale, San Francisco, and Atlanta; and visited children at the Greater Lowell YMCA. In our Asia/Pacific (APAC) region, U Krewers in India volunteered at a community prep school that helps less privileged children (ANK) study and join the urban workforce. Our Australia and New Zealand and Southeast Asia (ANZ SEA) region U Krewers created enrichment toys for cats and dogs to support the Lost Dogs Home in Melbourne, Australia. In our Europe, Middle East, and Africa (EMEA) region, U Krewers made both in-person donations and online contributions to support local community projects, charity partners, or their own charitable interests.
- 9/11 Meal Pack Service Day:** U Krewers in Boston, New York City, and Atlanta came together and partnered with 9/11 Day, a 501(c)(3) nonprofit supporting the 9/11 community, to help combat hunger in America by volunteering at events to pack meals for families in need.
- Light Up the Harbor with Children's Harbor:** To help make the holidays special for our nonprofit partner Children's Harbor, U Krewers decorated Christmas trees and hung holiday lights all around the family homes on campus. For more than 27 years, Children's Harbor has been providing a harbor of hope and healing for children who've been impacted by the trauma of child abuse.
- Collins Elementary Backpack Day:** In partnership with Broward Education Foundation, UKG provided school supplies for Collins Elementary, a Title I Broward County school in Dania Beach, Florida. U Krewers then distributed school backpacks filled with the supplies to students at Collins and wished them a great school year.
- Intern Service Day:** Through the UKG Intern Academy, UKG interns at our offices in Lowell, Weston, and Atlanta all participated in volunteer events to support their local communities. In Lowell, interns spent the morning at Mill City Grows harvesting vegetables, creating a flower bed, and weeding around the farm. In Weston, interns packed more than 100 backpacks and inventoried more than 1,000 books at the Broward Education Foundation School Supply Center. In Atlanta, interns sorted, packed, and inspected 11,366 pounds of grocery food donations at the Atlanta Community Food Bank, equating to up to 9,472 meals for local families in need.

“ I wanted to take a moment to express my sincere gratitude for the incredible team of UKG volunteers who recently dedicated their time and effort to putting up the Christmas lights on our campus. **Having worked with various volunteer groups over the years, I can confidently say that the UKG folks stand out as my absolute favorite.** Their enthusiasm, intelligence, and genuine desire to excel in every task they undertake truly make them a remarkable group of volunteers. Not only did they execute the project with amazing precision, but their pleasant demeanor and constant smiles throughout the day made the entire experience enjoyable for everyone involved. Their commitment to excellence and positive attitude significantly contributed to the project's success.

—Pete Pino, director of facilities at Children's Harbor







BEI PILLAR

# Uplift

We know that great workplaces are only possible in a world that cares for, respects, and empowers all people. This is why **we seek to uplift every community through investments and commitments that level the equity playing field for all people.** We are dedicated to investing in, partnering with, and supporting organizations that share our values to collectively drive positive, impactful change and build diverse, equitable, and inclusive communities where everyone can thrive.

## UKG social impact efforts amplify opportunities

At UKG, we believe in making investments that accelerate opportunities for the future of all people. We are making an impact by supporting our global communities, providing relief during times of crisis, empowering U Krewers to volunteer, and establishing and expanding strategic partnerships and initiatives to help others. These efforts help us work toward a world that cares for and empowers all people.

Throughout the year, we partner with a variety of global nonprofits, participate in philanthropic initiatives, and provide charitable support worldwide.



In 2023, UKG invested

# \$6 million

in philanthropic initiatives and other programs impacting our global communities. This includes a **\$4 million direct philanthropic commitment in the areas of health, human services, education, and disaster relief. This commitment supports critical causes benefiting more than 170 nonprofit organizations** and helps facilitate the vital work they do every day to care for people across our global communities.

Above and beyond our direct philanthropic commitment, **an additional**

# \$2 million

**in financial support for nonprofits came from programs throughout UKG, including our Close the Gap pay equity initiative** launched late in 2021, as well as other diversity, equity, inclusion, and belonging partnerships with organizations such as LeanIn.org, Reboot Representation, Power to Fly, and others.





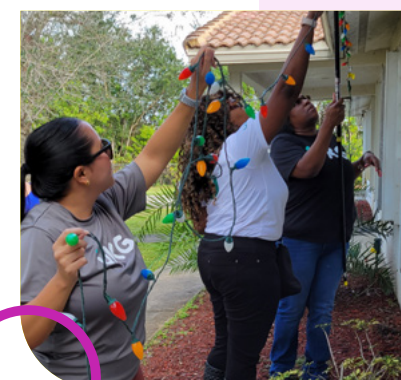


## Global philanthropic support impacts thousands of people

Our giving is globally inclusive and locally focused, supporting organizations and communities around the globe through financial contributions and 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. Highlights from our support in 2023 include:

- Child Rescue Coalition:** UKG and our philanthropic partner Child Rescue Coalition hosted an informative lunch-and-learn session in Weston, Florida, to assemble care packages for children rescued from dangerous predatory situations. Child Rescue Coalition is a nonprofit that provides law enforcement with 100% free access to a proprietary technology platform that assists in tracking, arresting, and prosecuting child predators. The blankets and bears care packages were donated to local law enforcement for distribution.
- Fourth Annual UKG Virtual Angel Tree Toy Drive:** U.S.-based U Krewers unwrapped joy this past holiday season by donating more than 8,000 toys to 2,000 children across the country from nonprofit partners such as the Boys & Girls Clubs, House of Hope, The Wish Project, Community Teamwork, Kids In Distress, Children’s Harbor, Wayfinder Family Services, and Murphy-Harpst Children’s Centers.
- American Heart Association:** UKG partnered with the American Heart Association to provide CPR training and a CPR & First Aid Anywhere Training Kit to philanthropic partner Women in Distress. The kit contains everything needed to train 10 to 20 people at once in the lifesaving skills of CPR and first aid.
- Generation Mexico:** In 2023, UKG supported Generation Mexico, part of the global nonprofit network Generation, whose mission is to transform education to employment systems to prepare, place, and support people in life-changing careers that would otherwise be inaccessible.
- Cardz for Kidz:** UKG partnered with Cardz for Kidz — a Chicago-based nonprofit that hand delivers cards made by U Krewers to sick and recovering children and older people.
  - UKG also partnered with Cardz for Kidz to help provide a portable gaming system to philanthropic partner Joe DiMaggio Children’s Hospital. The portable gaming system helps patients and families pass the time when waiting for medical procedures or when they cannot leave their hospital room. One U Krewer experienced this benefit when taking their child to Joe DiMaggio Children’s Hospital for a medical procedure and said, “My son was definitely scared of his procedure this morning right up until they brought him this Xbox to play with, which took his mind off the surgery and calmed him down.”
- Mill City Grows:** UKG provided support to Lowell-based nonprofit Mill City Grows, which fosters food justice by improving physical health, economic independence, and environmental sustainability in Lowell through increased access to land, locally grown food, and education. Through the Mill City Grows’ 2023 Harvest Day at the Farm, community members had the opportunity to see the working urban farm up close and taste the harvest.
- Broward Mental Health Summit:** We continued our longtime support of the annual Broward Mental Health Summit, which brings together the leading mental health providers in South Florida to discuss and examine current mental health issues in Broward County. The interactive sessions are intended to educate, inform, and offer tools for mental wellness in the community.





## UKG India employees deeply engage with their communities during India Giving Month

Aligned with our global scope of giving, the UKG India team embraced India Giving Month by hosting a monthlong giving event called “Udaan.” The event focused on three pillars — community support, health and environment, and supporting the less privileged — in partnership with multiple nonprofit organizations, including the longstanding UKG Learning Center – ANK.

Throughout the month, more than 100 employees participated in activities guided by themed weeks such as:

- **Wish fulfillment**, including a wish tree for children where U Krewers fulfilled more than 160 children’s wishes
- **Pay it forward**, participating in a project to provide safe drinking water at a school and providing new and gently used books
- **Art of giving**, featuring an art wall and exhibition for charity in coordination with ANK
- **ANK @ work (UKG)**, joining forces at the UKG India office for a children’s visit, a blood drive, and education about caring for the environment where more than 750 indoor plants were adopted by U Krewers

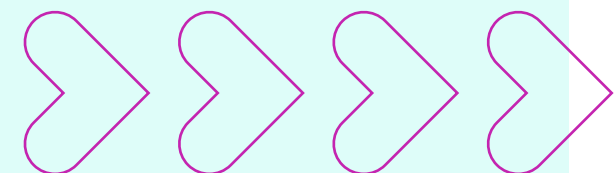
UKG India Giving Week commenced with a milestone moment with the launch of The Udaan Centre in collaboration with Lok Bharti, a leading vocational institution for skilling and reskilling people in India. This initiative empowers women in the underserved urban center of Noida, India, giving them access to a sewing machine operator training course and leading to a certification by the National Skill Development Corporation (NSDC), which enables them to have lifelong employability in India’s extensive textile industry.

The Udaan Centre operates six days a week, in two shifts per day, providing 50 students with education and skills training fully funded by UKG. Led by professionally qualified teachers, the women are taught advanced cloth-making skills, which are in high demand at export firms, enabling them to be valued members of the country’s workforce. The project was soft-launched during the COVID-19 pandemic and recently celebrated the graduation of its first 50 students.

Each year, The Udaan Centre aims to change the lives of more than 200 women who are seeking to gain the skills necessary for employment, leading to increased self-reliance, confidence, and purpose.







## Delivering community support in times of crisis

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% matching campaigns and help deliver much-needed support to people in impacted areas.

Examples of our employee giving in 2023 included:

- **New Zealand floods:** When devastating floods caused unprecedented damage across New Zealand, UKG supported the New Zealand Red Cross, which provided crucial support, supplies, and life-changing assistance to those impacted.
- **Hawaii wildfires:** To support those affected by wildfires in Hawaii, one of the deadliest wildfires in the history of the U.S., UKG and our employees donated to the Red Cross, The Center for Disaster Philanthropy, and Community Foundation of Hawaii.
- **Covenant School tragedy:** UKG partnered with the Community Foundation of Middle Tennessee and the Caring for Covenant Fund to support the victims and families impacted by the shooting in Nashville, Tennessee.
- **Middle East Conflict:** As the situation in the Middle East escalated, UKG and employees came together to provide support for the Red Cross Red Crescent Movement, the International Committee of the Red Cross, and The Center for Disaster Philanthropy’s Israel and Gaza Relief and Recovery Fund.
- **Canadian wildfires:** To help with relief efforts after the wildfires in Canada, UKG supported the Canadian Red Cross, which provided emotional support, supplies, after-the-fire cleanup kits, and life-changing assistance to those impacted.
- **Hurricane Idalia:** After Hurricane Idalia made landfall in Florida, leaving more than 200,000 people without electricity, UKG supported World Central Kitchen in their work to provide hot meals and water and assess food needs in the impacted communities.
- **South Florida floods:** When heavy rains caused record flooding and damage in parts of South Florida, where our Weston headquarters is located, UKG partnered with the American Red Cross and the Community Foundation of Broward to help provide shelter support, supplies, and life-changing assistance to those impacted.

Spotlight Story

### U Krewers aid earthquake victims in Turkey and Syria

When the tragic string of earthquakes struck Turkey, UKG donated to the Center for Disaster Philanthropy’s (CDP) Turkey and Syria Earthquake Recovery Fund, which provides targeted grantmaking that prioritizes needs identified in collaboration with local partners. In addition to our corporate donation, U Krewers were able to make a personal donation through the CDP fund.

With an intersectional racial equity lens and an emphasis on medium- and long-term recovery, CDP works to identify gaps in recovery funding to help direct financial and technical support where it’s needed most.

“ The devastation in Turkey and Syria is unimaginable. While we know that UKG’s donation is just a small part of the recovery efforts that will be needed in response to this tragedy, **we were honored to be able to support the equitable recovery efforts in the impacted areas** with our partners at the Center for Disaster Philanthropy.

—Heather Geronemus, senior director, social equity, opportunity, and impact at UKG



## Creating an equity ecosystem for all

Pay equity is critical to the health and welfare of the people it impacts. But it's also critical to the success of all businesses — including our own.

As part of the UKG Close the Gap initiative to help close the wage gap, UKG is contributing 18¢ (the current gender wage gap) for every employee paid each year via a UKG payroll solution. UKG payroll solutions are used to pay more than 15 million employees each year, meaning:

UKG is making a **\$3 million** investment in critical programs and initiatives to fight for pay equity.

Spotlight Story

### UKG partners with National Women's Soccer League to level the pay equity field

In 2023, UKG and the National Women's Soccer League (NWSL) made history on April 19 when the 2023 UKG NWSL Challenge Cup brought the first-ever \$1 million-plus prize pool to U.S. women's soccer.

In our first year as the tournament's title sponsor, we aimed to not only bring pay equity to the world of professional sports but also to shed light on the need for continued commitment by employers across every industry to focus on achieving equity of opportunity and equity of pay for women and all underrepresented groups.

After already [increasing the bonus pool tenfold in 2022](#), UKG doubled the prize pool for the 2023 UKG NWSL Challenge Cup, representing a significant step forward in reaching pay parity with the U.S. men's game.

Further, we collaborated with NWSL athletes Sydney Leroux and Christen Press to rally national awareness and support for pay equity by challenging everyone to level the playing field.

In conjunction with the tournament kickoff, UKG and the NWSL are launching a co-branded Challenge Accepted campaign, emphasizing unwavering support for equity on and off the field, as seen in this [Challenge Accepted video](#).



## Nonprofit support lifts up women and girls

As part of the Close the Gap initiative in 2023, UKG directly supported four nonprofits focused on promoting advocacy and creating equity of opportunity, education, and employment for women and girls. Highlights from the campaign include:

### Lean In

UKG continued bringing Lean In's industry-leading training programs to our employees and customers in the areas of allyship and bias. UKG continued to sponsor Lean In's Network Leaders development program for a second year, with **193 women having completed a comprehensive 16-week program that helps women become stronger leaders**. Participants complete self-assessments and modules focused on inclusiveness, influence, and building an executive presence.

The program, which cumulatively reaches 100,000 women, trains network leaders — volunteers who support women by creating Lean In Circles and organizing events to generate a sense of community. These networks reach EMEA, APAC, and the Americas, and include small countries such as Benin and Mongolia, as well as India, where women typically don't have access to these types of resources.

As an additional contribution this year, **UKG leveraged the sponsorship of the National Women's Soccer League (NWSL) to support the launch of Lean In Girls**, a leadership program that helps girls see themselves as leaders in a world that often tells them they're not. Specifically, UKG provided six Lean In Girls advertising slots on the streaming service Paramount+ that aired during live broadcasts of NWSL games. In addition, UKG also secured Lean In Girls advertisements to be displayed in stadiums during three NWSL games.







## Reboot Representation

In addition to being one of only three senior executive members of the Reboot Representation coalition, **UKG provided a grant** — facilitated through Reboot — to the University of Florida to create a pipeline of opportunities designed **to bring more Black, Latina, and Native American women into K-12 computer science (CS) education**. This funding will expand outreach, scholarships, and mentoring for CS educators who inspire persistence and engagement among students.

Upon completion of a K-12 CS education certificate program, the teachers are equipped to seek state certification and become CS teachers in their local schools. Their presence allows students to see a broader representation of women with this expertise in the teaching field, and the program builds robust and diverse tech career pathways for learners. In the first cohort (2022–2023), 15 of the 20 teachers admitted completed their graduate certification in CS education, and an additional 23 were recruited and awarded scholarships in the second year (2023–2024). **Each of these 38 teachers will impact more than 83,000 students over the next two decades.**

## Grantmakers for Girls of Color (G4GC)

UKG contributed to eight unique organizations explicitly focused on the continuum of support that is needed for girls, femmes, and gender-expansive youth of color, **providing access to education and skill-building, financial support to participate in internships or other opportunities** to advance their professional and career interests, leadership development, and advocacy skills and strategies to dismantle policies and conditions that prevent them from entering, staying in, and remaining safe in the workplace. UKG supported IGNITE, Transgender Resource Center of New Mexico, Asian + Pacific Islander (AAPI) Women Lead, Fannie Lou Hamer, Merze Tate, Voces en Accion, HEART, and Sister to Sister International.

## 9to5

UKG partnered with 9to5, an advocacy organization dedicated to putting women’s issues on the public agenda. Throughout the year, we promoted and pushed web traffic to customized tool kits produced by 9to5, which are focused on intersectional Equal Pay Days. Each tool kit and online magazine was curated to drive action, with specific calls to action centered on the Paycheck Fairness Act. **This contributed to more than 13,000 impressions and 600 actions across 9to5’s social media platforms as part of the organization’s Equal Pay Digital Campaign.**



## Support for U Krewers via the PeopleInspired Giving Foundation

Founded during the COVID-19 pandemic, the PeopleInspired Giving Foundation is an independent 501(c)(3) that **supports U Krewers and their family members by providing financial relief grants during times of crisis**. The foundation has distributed more than half a million dollars in grants to U Krewers around the world since its founding in 2020.



## Customer-driven giving through UKG Pro Giving

Our UKG Pro Giving solution enables organizations to easily set up charitable campaigns and empower their employees to donate to philanthropic causes. In the spirit of philanthropy, we offer UKG Pro 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**, including Feeding America, Meals on Wheels, and the Salvation Army.



BEI PILLAR

# Succeed

BEI principles not only improve the lives of our people and customers but also are the key to unlocking successful business outcomes for any organization. **When people are empowered to be their best selves, they're free to do their best work.** We seek to use our innovative solutions and thought leadership initiatives to guide organizations to a brighter future where every person belongs and every outcome is better than the last.

## Global Belonging, Equity, and Impact Council drives initiatives

Similar to the overarching ESG governance structure, UKG maintains a global Belonging, Equity and Impact Council, which includes executive leaders from across UKG who champion the business imperative of BEI and meet quarterly to drive initiatives forward, discuss ways to enhance the program, and measure overall progress. The committee is chaired by CEO Chris Todd and co-chaired by Chief Belonging, Equity, and Impact Officer Brian Reaves.

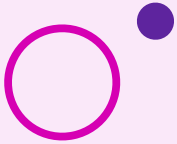
## Belonging, equity, and impact scorecards illustrate progress

At UKG, we know that transparency is critical to trust, which is why many of our departments leverage what we call scorecards. Scorecards provide transparency into our leaders' progress, with metrics that support the achievement of our short- and long-term program goals.

The BEI scorecard shares leader impact in several key areas, including global gender representation, global women in technical roles representation, U.S. ethnic representation, early talent-hiring representation, Unified Belonging, Equity, and Impact Foundational Learning completion, organizational participation in ERGs, DEI&B, and social impact-related employee sentiment from our annual employee engagement survey.







## Permeating belonging, equity, and impact into the sales and customer journey

UKG leverages our unique advantage as an industry leader to encourage greater understanding and appreciation for BEI in the workplace, our industry, and across society with our customers.

The BEI sales enablement and customer engagement initiative focuses on sharing our DEI&B and social impact best practices with our customers, including meeting with them one-on-one, supporting customer conferences, and providing examples of BEI-related tools, resources, and communications. This is done to help empower our customers as they engage on their own DEI&B and social impact journey, furthering the world of work for our customers and their employees.

## Infusing belonging, equity, and impact principles into our products

At UKG, we strongly believe that every person deserves to be part of a great workplace. We made a significant stride in bringing that belief to life for our customers when Great Place To Work® Institute joined the UKG family in [September 2021](#). **This relationship puts UKG in a unique position as the only HCM vendor that delivers both the technology and the insights needed to create a great workplace.**

We believe HCM technology facilitates the actions that make up *what* needs to be done to become a great place to work, but many organizations still need help with *how*. No other vendor can solve for both sides of the *what* and *how* equation like UKG can.



The DEI&B discussion and presentation were super insightful, and **[it was] reassuring that our DEI team is starting down the right path.** We'd love any opportunity to soak up the knowledge and experience that you've gained on your BD&E journey again in the future.

—Tracy Davenport, IT business analyst at Zaxby's



HR solutions required to make a great workplace



Research and insights to create a workplace culture For All



The only partner that delivers both the technology *and* insights needed to create a great workplace.

# UKG Great Place To Work Hub delivers actionable insights

In November 2022, we experienced a milestone moment with the launch of the [UKG Great Place To Work Hub](#). By bringing together decades of Great Place To Work benchmarks and Trust Index™ survey results with UKG Pro® HCM suite data, leaders can unlock never-before-seen drivers of engagement, belonging, and performance.

This new, unique offering is helping turn typical HR metrics into opportunities to build inclusive, equitable cultures by aligning them to proven benchmarks based on more than 100 million employee survey responses and providing clear strategic recommendations in the flow of work. **This enables organizations to proactively pursue the right culture-building opportunities — ones that help people thrive in their roles, lead with integrity, and reach results that make organizations stand out from the crowd.**

With UKG Great Place To Work Hub, complex data is simplified into insights and actionable steps for creating equitable opportunities for all people and replaces reporting and compliance with highly impactful opportunities to take intentional actions that help leaders and managers support and champion all people.



Benchmark to the best

Measure trust and belonging



Insights that build equitable cultures

Take action based on proven practices



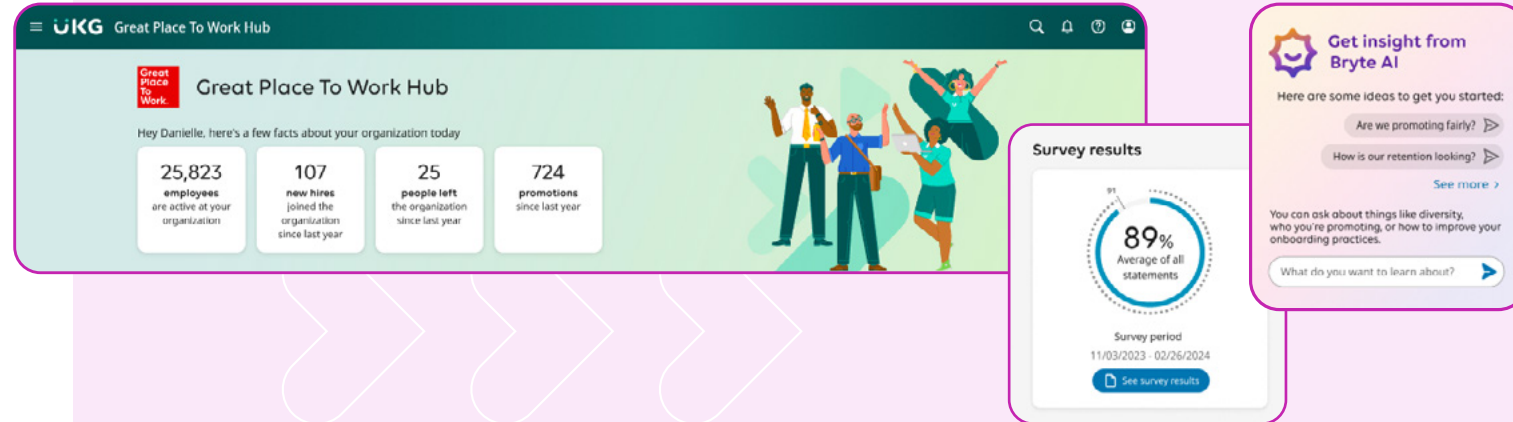
For All leadership development

Learn how to better support your people



Fostering a diverse, inclusive, and equitable organization isn't a nice-to-have for companies, it is a business imperative. **The Best Workplaces™ around the world are succeeding because they work every day to ensure every employee has equal opportunities to thrive.** And now, with UKG and Great Place To Work together, we will provide far more than compliance-related dashboards: We can help our customers drive real change, informed by the voices of their unique employees, to help achieve their DEI&B and business goals by putting belonging at the center of their HCM strategy.

—Brian K. Reeves, chief belonging, equity, and impact officer at UKG



## Brightening the future with UKG Bryte AI

Because our purpose is people at UKG, we understand that providing an overview of workplace culture isn't enough. So, in November 2023, we introduced [UKG Bryte](#) an AI-powered sidekick to help guide leaders in being intentional about building a for-all culture with specific, real-time actions they can take — removing the guesswork out of how to support people when and where they need it most.

**Keeping to our people-purpose focus, AI in our products is different because we put the human at the center, with a vision of building great workplaces.** It's not just about making decisions or automating tasks. It's about using the world's largest curation of people, work, and culture data to guide, recommend, and surface information and suggestions so everyone — an employee, manager, or executive — can make more informed decisions.

With the introduction of UKG Bryte AI, managers can use a conversational search experience to ask questions and then receive purposefully curated feedback, recommendations, and guidance based on an extensive library of Great Place To Work and UKG content, including books, white papers, blogs, video transcripts, and more.

AI-powered intelligent nudges in Great Place To Work Hub also enable HR leaders and people managers to understand where they stand on the five "For All" leadership levels cemented by Great Place To Work, making **recommendations on actions, behaviors, and best practices that will help them achieve the next level on their people manager journey.**

**Insights like the Pay Equity Dashboard help uncover information that may require actions to support equitable pay practices across the organization, and UKG Pro Giving enables organizations to set up charitable campaigns and empower employees to donate to philanthropic causes.** This ensures that all people — regardless of disability, race, gender, or nationality — can access workplace experiences that empower them to connect with our products in meaningful ways.

Woven into our [UKG Pro](#) and [UKG Ready](#) solutions, UKG Bryte builds on our history with AI in the workplace coupled with our BEI philosophies, allowing us to **shine a light on workforce data to illuminate the best path forward on an organization's journey in creating a great workplace.** It's AI at work, in service of all people.







# Supplier diversity

Our commitment to elevating opportunity through our BEI strategies, programs, and initiatives extends throughout our supply chain. We recognize that a diverse supply chain helps represent local markets, and we depend on these suppliers' contributions to support our teams and serve our customers around the world. That's why **we have embedded supplier diversity as a key factor in the consideration of sourcing any component and/or service at UKG.**

A partnership between our BEI and procurement teams, the UKG Supplier Diversity program has a mission to develop a growing portfolio of viable, competitive minority- and women-owned businesses, which will enable UKG to increasingly utilize a supplier base that truly reflects the diversity of our customer base. The program also works to ensure inclusion of the minority-, women-, and veteran-owned businesses in the competitive bidding process at UKG, in support of our commitment to provide quality products and services to our customers while delivering outstanding value to our shareholders.

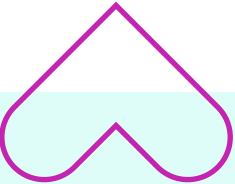
The program is supported by executive sponsors from the BEI, procurement, and finance teams, as well as the UKG Supplier Diversity Council, which has cross-functional representation and works to ensure progress in line with the company's long-term vision for supplier diversity.

In 2023, representatives from the UKG Supplier Diversity Council attended the National Minority Supplier Development Council Annual Conference to further enhance our efforts to accelerate equitable access and opportunity for minority business enterprises.

The goal of the program is a proactive business process that seeks to provide suppliers equal access to purchasing opportunities. It promotes supplier participation reflective of UKG's diverse customer base and diverse business community.

## LOOKING FORWARD: EXPANDING DIVERSE SUPPLIER OPPORTUNITIES

The UKG Supplier Diversity program aims to establish functional targets to further drive continued awareness of the importance of diverse suppliers in UKG's supply base and identify opportunities for improvement.



### Goal ● ● ● ● ● ● ● ●

Maintain at least 5% diverse supplier spend while expanding the program's enterprise focus year over year.

### Result ● ● ● **EXCEEDED**

During 2023, UKG spent more than \$81.7M with diverse and small businesses, representing more than 5% of diverse supplier spend.





# Talent and Culture



UKG has evolved over the years, so we decided in 2023 to revisit and evolve our employee value proposition (EVP) to ensure we are staying true to our values.

Our EVP represents the essence of who we are as an employer and how our U Krewers — who collaborate across teams and continents, inspire change, and impact workplaces worldwide — fuel our purpose-driven culture. This proposition clarifies what UKG values in our relationship with U Krewers and what they can expect from us as an employer.

U Krewer feedback was the foundation of our latest EVP, keeping to our promise to listen to our employees and to take action.

**Our employee value proposition is connected to our purpose, mission, and values, and is influenced by our DEI&B and ESG initiatives.** It serves as our guide in how we show up, interact, make decisions, and grow for the future.

This past year, we embarked on a journey to cocreate our EVP story and framework — in partnership with leadership, U Krewers, external candidates, and customers — culminating in our employer brand story and tagline:

**At UKG, our purpose is people.** We exist to help our customers build great places to work for all by putting people at the center of culture, technology, and business.

Our success starts and ends with you — our U Krew — the people who bring our mission to life.

Working at UKG means believing in our mission and feeling ownership for innovation every day. It means being part of an agile, ambitious organization that understands it takes commitment to achieve our purpose. It means every perspective and every voice is valued. It means we treat each other with respect and kindness, and hold each other accountable. And it means we invest in building the best managers and leaders in the industry.

Our promise is to create an environment where you can innovate with courage, grow professionally, and work with people who care about you and our shared vision. At UKG, you'll have access to some of the best managers of your career, leaders who inspire, a focus on inclusion, and unique total rewards that support you to invest in yourself and your community.

**UKG. United by purpose. Inspired by you.**

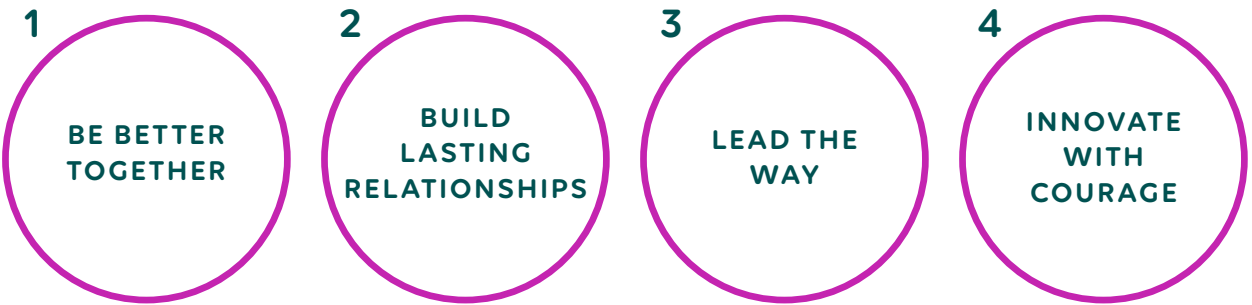






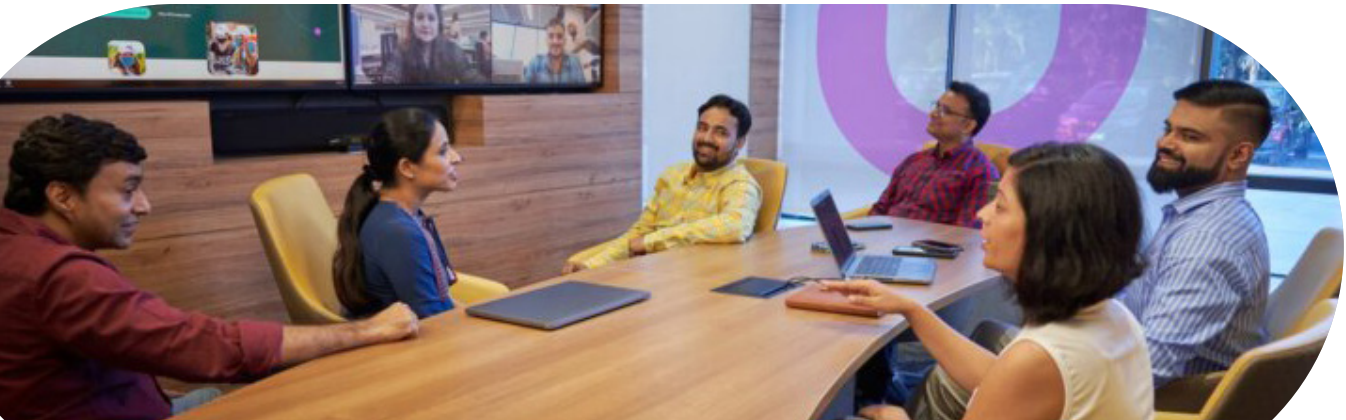
Our employee brand story and tagline represent our EVP, but there is more. Behind the story, we include our principles, goals, and actions, which are the foundation that helps drive our decisions, starting with our values of United, Kind, and Growing.

Beyond our principles, goals, and actions, we focused on our four messaging pillars to capture the reasons why present (and future) U Krewers come to work each day — and what they are looking for:



Using these pillars, we can align our employee programming and efforts to further support U Krewers, based on what they have shared is most important to them.

**We know our EVP doesn't end here. It is an ever-evolving and shared promise between our company and each U Krewer as we continue this journey together.** During this voyage, our EVP will continue to serve as our guide for the company and our U Krewers.



## The people HR team: Our what and our how

As our people team (aka human resources) embarked on our yearly planning, we first aligned on *what* we were going to focus on for 2023 and 2024, and *how* we were going to accomplish these goals.

Our *what* includes programs and initiatives centered on these main areas:

- **Build one UKG for all, with a focus on developing exceptional enterprise leaders.** This effort ensures we are speaking the same language as a leadership team and we are engaged as one team. This has helped us concentrate on building our leadership capabilities so our U Krewers get the best support from enterprise leaders.
- **Build a high-performing, healthy company that scales.** As we continue to grow globally, building scalable, healthy, and equitable solutions is critical. Many of our efforts have been focused on these areas.
- **Develop and continually improve how we use and leverage our own products.** This enables us to best partner with our product team to ensure we are serving our U Krew as well as our customers in this experience.

OUR WHAT

Our *how* tells the story of the way in which we build programs and initiatives that enable us to:

- **Show effectiveness and care** by supporting our U Krewers in the moments that matter, through technology, efficiency, compliance, and compassion.
- **Demonstrate equity and accountability** through practices and policies that are transparent, trusted, equitable, and inclusive throughout the employee lifecycle.
- **Foster leadership excellence** by investing and building great leaders and teams to drive the success of UKG, our U Krewers, and our customers.
- **Support U Krew development** with opportunities that build upon our capabilities while we embrace a growth mindset to better serve our careers, UKG, and our customers.

OUR HOW

This report is a great example of programs and initiatives that illustrate our *what* and our *how*.

## Employee benefits: Designed to support optimal wellbeing

UKG provides a comprehensive benefits program to all U Krewers worldwide to reflect our brand promise. These global benefits offer support and programs for employees and their dependents across all stages of life. For more information, visit [ukg.com/careers](https://ukg.com/careers).

A few new benefits and wellbeing programs and initiatives that further support our U Krewers include:

### U Choose: Benefits that are right for you

Part of caring for U Krewers around the world means offering flexible and equitable benefits that reflect the diversity of the needs and choices of all our U Krewers. That's why we introduced U Choose, a new and exciting global benefit program that went into effect January 1, 2023, to reimburse U Krewers quarterly for expenses — within four categories — that are most important to them and their families. Like its name, this benefit is all about choice.



In the U.S., regular full-time and part-time U Krewers scheduled to work a minimum of 30 hours per week are eligible to participate in U Choose beginning on their first day of employment. In Australia, Belgium, France, Germany, Netherlands, New Zealand, Spain, Switzerland, and the United Kingdom, all part-time, full-time, and fixed-term U Krewers are eligible for U Choose, regardless of the number of hours they are scheduled to work per week.

## Making UKG a safe place for all

UKG has earned a 100% score on the [Human Rights Campaign \(HRC\) Foundation's 2023–2024 Corporate Equality Index \(CEI\)](#). This is the third consecutive year that we achieved a perfect score on the nation's foremost benchmarking survey and report that measures corporate policies and practices related to LGBTQIA+ workplace equality.

**We have made some meaningful changes** — including a new change that went into effect in 2023 supporting our LGBTQIA+ community, their families, and their allies — **to make the company a safe place to work for all people**. Some of these changes in 2023 included:

- Continuing to stand with 332 other companies, including some of the largest and most well-known in the world, in opposing anti-gay and anti-trans legislation via the [Human Rights Campaign Pledge](#).
- Signing a partnership with [The GenderCool Project](#), a youth-led movement that reshapes misinformed opinions about the transgender and nonbinary community through positive experiences and interactions. Our Gold level partnership grants U Krewers who are parents of trans or nonbinary children access to 15 hours of curated support. U Krewers also can attend quarterly virtual hangouts and three real-time events during the year that are focused on the hottest topics in LGBTQIA+ rights.
- Adding to our U.S. healthcare plan a travel provision to assist U Krewers and their dependents in receiving healthcare, including gender-affirming and gender-expansive care.
- Furthering our support of the LGBTQIA+ community by participating in the Out & Equal 2023 LGBTQIA+ APAC Forum in Bangalore, India, to learn how to implement equitable workplace best practices and support the global LGBTQIA+ community. For the second consecutive year, we also were a Bronze Sponsor of the Out & Equal Workplace Summit and sent U Krewers from our PRIDE ERG and BEI team to bring back new ideas about ways we can be supportive of this community.

## U Krewers praise U Choose

In 2023, over 93% of our U Krewers worldwide utilized the U Choose program, including these two who are among the many who have expressed their appreciation about its impact on their lives:

“It’s truly been a gift in helping us manage childcare costs specifically. We have 4-year-old twins, and the cost of daycare for one child is already a significant amount, so doubling that price can be challenging to stay on top of at times. **The U Choose program gives us the flexibility of putting money toward a variety of items that impact our family’s overall lifestyle, which has been a huge help.**”

—Brad Solecitto, U Krewer

“Anxiety and depression have been in my life for a long time, and **dancing has helped me** a lot to control that and **live a better life**. The group I dance with is very supportive, and it really cheers me up.”

—Verónica Lilia Flores Trejo, U Krewer

Snapshot



**LOOKING FORWARD: ENHANCING EMPLOYEE BENEFITS**

UKG always keeps a finger on the pulse of how to improve or enhance our benefits as an ongoing way to invest in our U Krewers.

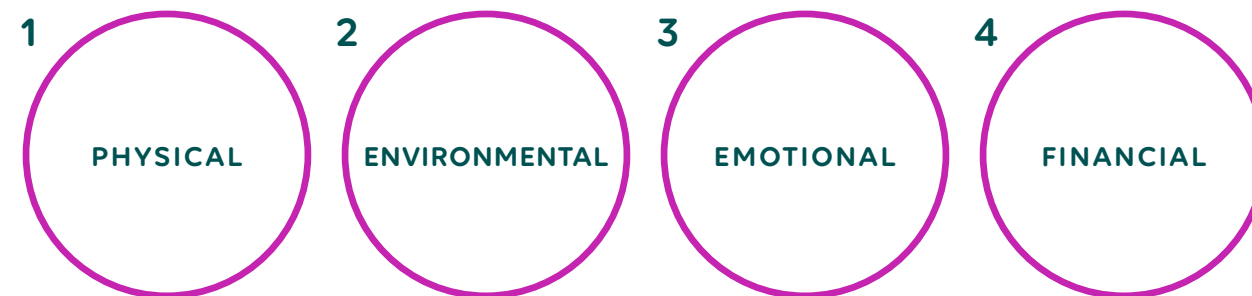
- **In the U.S. in 2024, we are enhancing our leave of absence policies** to provide more paid leave for our U Krewers to take care of family and to bond with a new baby, including:
  - **UKG Paid Leave** for taking care of family members is increasing from four weeks to six weeks of fully paid leave and will now include qualified domestic partners, for leaves beginning January 1, 2024, and after
  - **UKG Baby Bonding Leave** is increasing from four weeks to eight weeks of fully paid leave for both the birthing parent and non-birthing parent, for babies born on December 1, 2023, or later
  - **UKG Surrogacy Birth Leave** includes 12 weeks of paid leave following birth by surrogacy, for surrogacy births on or after January 1, 2024

These benefits serve as an investment in our U Krewers and their families and are a critical way to show our commitment to care for all.

**Employee health and wellbeing**

At UKG, we are committed to ensuring the safety, health, and wellbeing of every U Krewer while maintaining uninterrupted, exceptional support for our customers, suppliers, and partners. We provide support, guidance, and financial relief to our employees in both immediate (e.g., natural disasters) and prolonged (e.g., pandemic) crisis events.

Outside of crisis events, our health and wellbeing programs aspire to empower and support U Krewers and their families throughout their journeys to achieve optimal wellbeing and happiness, both at work and at home. The UKG health and wellbeing team focuses programming efforts on four pillars:



**Spotlight Story**

**Wellness Ambassador program launches in India**

After a successful launch of the Wellness Ambassador program in the Americas late last year, the UKG global benefits and wellness team has been actively working to launch and promote a Wellness Ambassador program in India. Participants were selected based on their involvement with the UKG India walkathon challenge earlier in the year and are finding the program beneficial.

“ **The walkathon challenge that was held in India last year helped me become the best version of myself, both emotionally and physically.** Walking for a minimum of 10,000 steps a day kept me extremely motivated, and the difference between my health then and now is clearly visible. Emotionally, taking part in this challenge lifted my mood every day, and earning the gym membership as a prize has been maintaining my spirit to continue with my wellness journey.

—Mahima Kapoor, principal software engineer and physical wellness ambassador at UKG





Spotlight Story

### Wellness Ambassador program champions total wellbeing

The UKG Wellness Ambassador program supports the four pillars of health and wellbeing at UKG: physical, environmental, emotional, and financial. **This peer-to-peer program not only empowers and connects employees with tools and resources to make their own health choices but also fosters our United, Kind, and Growing culture.** It also can create core partnerships between departments, where important organizational knowledge and education can be shared and cross-promoted.

The UKG Global Benefits and Wellness team strives to take a holistic approach to wellbeing, understanding the importance of supporting U Krewers during their journey across all dimensions of wellness. Each pillar is represented by its own Wellness Ambassador group that leads activities and initiatives related to the pillar.

Pillar ambassadors implement a minimum of one wellness activity per quarter for their region, an activity where employee participation and engagement can be measured. For the physical pillar, for example, quarterly activities might include hosting a virtual webinar for remote employees on tips and tricks for moving more, starting in-person weekly walking or stretching break sessions, workstation ergonomics, and organizing virtual 5k runs. **These ambassadors are an extension of the wellness team and serve as a resource to connect employees to health and wellbeing programs.**

Once each quarter, ambassadors have exclusive opportunities to learn more about health and wellbeing topics. This past year included guest speakers, workshops, and opportunities for ambassadors to present their work to our Chief Human Resources Officer Pat Wadors.

The program aims to enhance ambassadors' experience with health and wellbeing — while they volunteer their time and energy — and intends to expand into international regions across UKG.



### Supporting U Krewers in their health and wellbeing journey

As part of our health and wellbeing offerings, the team offers individual wellness coaching, fitness coaching, and group coaching, such as:

#### Individual coaching

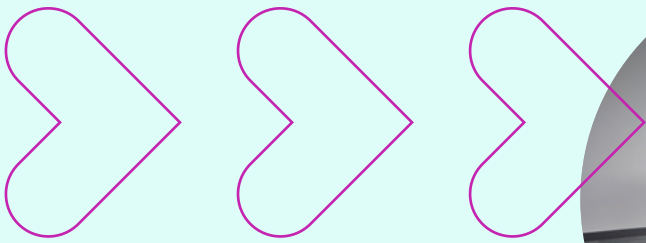
All benefits-eligible U Krewers in the U.S. have access to up to five individual coaching sessions per wellness goal with our wellness coach. Whether U Krewers want to work on losing weight, building healthier habits, following nutritional best practices, managing stress, establishing work-life balance, or anything else related to health and wellbeing, our coach is available to them.

#### Virtual group coaching

Wellness groups meet weekly for 12 sessions to discuss a number of wellness-related topics. UKG's wellness coach meets individually with group participants before sessions start to discuss their personal goals and determine the structure and topics for the group sessions. Our wellness coach is also available to meet with individual participants throughout their 12 weeks of group coaching as well as after the group has finished.

#### Individual SMART path fitness coaching

U Krewers can meet with one of our fitness specialists to create a workout routine tailored to their goals and preferences. The specialist works with individual employees to create a program that helps keep them on track to reach their fitness goals, with SMART checks used for accountability.







Spotlight Story

### Leadership stress and burnout prevention program

Through our employee engagement survey in 2023, we recognized that we need to better support our leaders in focusing on mental health and wellbeing to avoid burnout. With our leaders and people managers driving large-scale initiatives and change, they need opportunities to access wellbeing resources they can utilize for themselves and their teams.

We partnered with Thrive Global, an all-in-one platform designed to beat burnout while increasing engagement, performance, and productivity. Thrive Global aims to enable leaders to take micro-steps toward better management of stress and burnout prevention.

**More than 60% of UKG leaders at the director level and above signed up for our pilot of the Thrive Global platform.** In 2023 and into 2024, the Thrive Global team also will run three leadership journey workshops centered on wellbeing:

- Workshop #1: Putting Your Own Oxygen Mask on First
- Workshop #2: Managing Stress and Building Mental Resilience
- Workshop #3: Connecting with Yourself and Others



## Employee experience: Engaging and celebrating U Krewers

In embracing and living the “our purpose is people” tagline, we feel it’s important to recognize, celebrate, and thank our U Krewers for going above and beyond with our customers and one another.

### Recognition of our U Krewers

U Krewers can reward and recognize one another for a job well done through our Celebrate U! recognition program. The platform makes it easy to thank and reward U Krewers globally for everything they do for UKG and each other.

Celebrate U! includes peer-to-peer recognition, milestone service anniversaries, and a way to facilitate other reward and recognition programs across the organization. Building a culture of recognition is important to us at UKG.



In 2023, of our 15,000-plus employees eligible to participate, 82% visited the Celebrate U! site and more than 90% of our U Krewers received recognition from their colleagues.

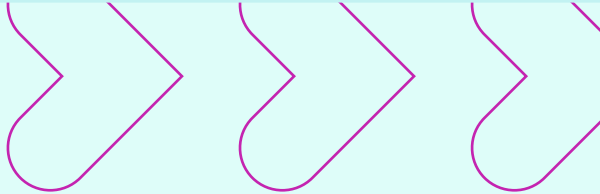
Spotlight Story

### UKG wins Ragan Communication award for Celebrate U!

Keeping employees educated, engaged, and inspired through internal campaigns and communications is an achievement recognized annually by Ragan Communications with its Employee Communications Awards. This year, **UKG was honored as the winner in the Employee Recognition or Reward Program category for our Celebrate U! program**, and we received honorable mentions in both the Best Overall Intranet and Diversity, Equity, and Inclusion Commitment categories.

Celebrate U! was recognized for its global versatility and recognition options — at all levels — including peer-to-peer recognition, service anniversary milestones, People Leader Awards, and custom divisional programs.





## Recognition of our people managers

**At UKG, we believe that every employee deserves a great manager.** To achieve this, we created the People Leader Award, a recognition program that celebrates leaders across our organization who have made a tremendous, positive impact on their teams and UKG during the previous year.

U Krewers nominate a UKG leader who lives and models our values every day, a leader who:

- **Unites for all:** Collaborative and inclusive, a great leader knows we are better when everyone is valued and encouraged to contribute. Unifying and bringing together the diversity of thought and abilities of all, they intentionally create spaces that unlock innovation and deepen team culture. They ensure everyone has a seat and voice at the table.
- **Is kind and clear:** Trustworthy and trusting, they are known for being supportive, both professionally and personally. They are self-aware, keep their commitments, and make people their purpose, listening genuinely and consistently, and offering constructive and transparent feedback.
- **Leads with a growth mindset:** A great leader champions agility and accountability, always adapting to changing conditions and seeking and encouraging new opportunities. They admit mistakes and learn from them, and model learning and growing for their teams. By embracing challenge, they inspire their teams to “think big,” overcome obstacles, and exceed goals.



### People Leader Award winners celebrate in Boston

U Krewers think highly of leaders at UKG, as evidenced by the 1,400 nominations for the People Leader Award in 2023. The 39 amazing winners were honored at an awards ceremony in Boston, Massachusetts, to celebrate their significant and positive impact on their teams and our organization.

“As a leader, you play an incredibly important role in living and breathing 'Our purpose is people' and modeling the way for everyone around you. As winners of this prestigious award, it is clear you are extraordinary leaders, and I have no doubt that you will continue to do incredible things in the years ahead.

—Chris Todd, CEO at UKG



## Career development opportunities

Every employee should have equal opportunities to thrive in all aspects of their career. Career growth is one of the most important aspects of the UKG employee experience, and we are dedicated to supporting all U Krewers in their career aspirations.

To this end, we invest in several professional development, learning, and training programs that enable employees to build and refine skills, explore new career opportunities, and unlock their full potential. This includes complimentary memberships to LinkedIn Learning, with tens of thousands of courses spanning business, creative, and technology topics, as well as our Gigs@UKG program, which enables employees to participate in short-term, high-impact projects while trying new roles across the company. We also offer the opportunity for all U Krewers to earn professional certifications as another way to support their career growth.

Additionally, all employees participate in the performance management program at UKG. This program ensures U Krewers have a clear understanding of what is expected of them, creates a culture of feedback and support, and promotes accountability through a fair and equitable process. Goal setting, performance check-ins, stakeholder feedback, and annual performance reviews are key elements of the program. All employees receive training on the program and career opportunities within UKG to support development of their individualized career plans.

To complement these programs, the UKG Global Job Architecture provides a tangible tool for consistently defining jobs across UKG through job families and levels, which is important in defining career paths, discussing development, and establishing compensation benchmarks.



Spotlight Story



## Leadership development

Connecting back to our *what, to* “build one UKG for all with a focus on developing exceptional enterprise leaders,” in 2023 we launched our first Leadership Immersion program, which brought more than 250 VPs from across the company to develop our leaders around our UKG Leadership Framework.



### LOOKING FORWARD: LEADERSHIP IMMERSION

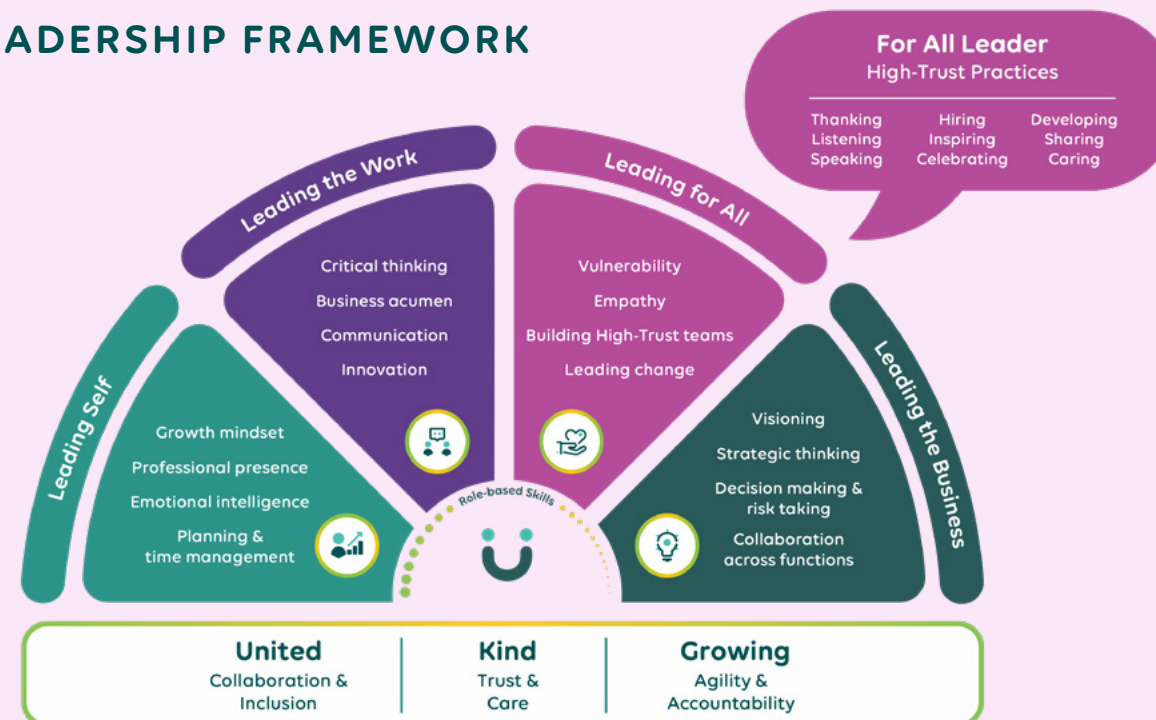
After a successful first year of Leadership Immersion, UKG looks to continue this leadership cohesion program that sets the tone for what is expected of leaders across the company, in service of our employees and customers.

The Leadership Framework is grounded in the UKG values and behaviors and is our catalyst for capability and behavioral change for U Krewers at all job levels.

The framework outlines critical characteristics across Leading Self, Leading the Work, Leading For All, and Leading the Business. It assumes ongoing growth and balances structure and simplicity into a set of capabilities for *all* U Krewers to aspire to embody at UKG. The Leadership Framework is our way of investing in our leaders, and they have found value in this experience, as illustrated by the evaluations of these two participants:

- “This was the most engaging, thought-provoking, and meaningful leadership off site I’ve attended.”
- “This type of meeting is well worth it, being able to learn and collaborate with cross-functional departments.”

## LEADERSHIP FRAMEWORK





## Learning Bursts

**At UKG, we believe every U Krewer deserves a great leader.** We know that learning doesn't ever end for our VP+ leaders. We want to ensure that all our people leaders have the opportunity to learn critical skills and practices shared during the Leadership Immersion, knowledge they can use and benefit from as they lead their teams. In 2023, we launched our Lead Forward Learning Bursts that focused on four main topics:

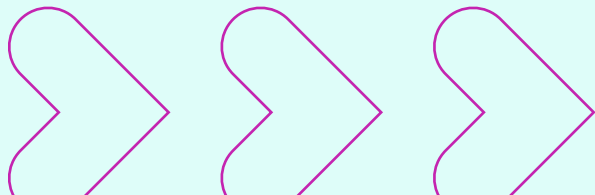
- Elevating Performance Conversations to Growth (and Why?)
- Tips and Tactics for Proactively Managing Performance
- Our Path to Being Extraordinary — UKG's New Leadership Framework
- Decision Making at UKG

These sessions took place over three months after our Leadership Immersion program and included tool kits and resources to help our people leaders continue to be successful in leading their teams. Leaders found the sessions valuable, as noted by these two participants:

- "Great to leverage for the upcoming performance conversations with regard to our development goals!"
- "Thank you for investing in our success as leaders so we can continue to invest in those in our care!"

### LOOKING FORWARD: LEAD FORWARD LEARNING BURSTS

In 2024, we will continue to host Learning Bursts following our Leadership Immersion program as a scalable way to continue growing all of our people leaders so they can be at their best for their teams.



## Recruitment and hiring

Our candidate interview process is thorough, offering prospective and current U Krewers the opportunity to meet not only with hiring managers but also with other team members (including cross-functional teammates) they will be working with in the role.

**Our employee referral program is designed to help source top talent, build diversity, find candidates for hard-to-fill roles, decrease the cost per hire, and reduce the turnover rate.** To encourage U Krewers to participate in this program, a referring employee receives a cash reward following the start date of their successful referral as well as other recognition for their efforts in being a talent ambassador.

Spotlight Story

### UKG India wins SHRM India HR Excellence Award in Talent Acquisition

The UKG people team in India received the prestigious SHRM Excellence in Talent Acquisition Award, 2023. Aligned with bringing our EVP to life through "moments that matter," this recognition reflects our commitment to an exceptional employee experience while fostering a culture of growth, diversity, and excellence at UKG.

“ We're super proud to be acknowledged by SHRM for the impact we create with talent acquisition at UKG! **We strongly believe that every hire contributes to our success story.** Our collaborative efforts have made a lasting impact on our employees and the business, as evidenced by key metrics that we presented. We're looking forward to continuing our journey of building an exceptional team at UKG.

—Ramit Tyagi, director, talent acquisition, India at UKG







## Listening to our employees



As part of our employee experience, listening and keeping a pulse on employee engagement throughout the moments that matter in the employee lifecycle are critical to our growth and success as a company.

This includes the full lifecycle, from when candidates interview with us to their first 90 days as new employees to when they decide to find opportunities outside UKG. All interactions and responses provide critical information about what we need to continue doing and what we can do better.

We also conduct large-scale surveys with all U Krewers, including twice-yearly engagement surveys and the Great Place To Work Trust Index. As a result of these surveys, we're able to identify the areas where we need to remain committed and follow up during the year. By asking targeted questions about our manager population and UKG processes, culture, strategy, and practices, we can use the results to equip our managers with ways to action-plan and help them and their teams create better work environments. In 2023, the response rate of our twice-annual employee engagement survey was 90%.

### Goal ● ● ● ● ● ● ● ● ● ●

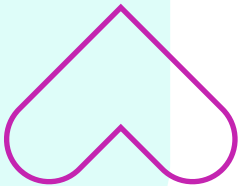
We have aligned the below goals with our twice-yearly employee engagement survey and strive to:

- Maintain or exceed an 80% or higher engagement score as part of our employee engagement survey through 2025
- Maintain or exceed an 85% or higher manager experience score as part of our employee engagement survey through 2025
- Maintain or exceed an 80% or higher belonging score as part of our employee engagement survey through 2025

### Result ● ● ● EXCEEDED

UKG exceeded all engagement score goals in 2023 with:

- Engagement score: 82%
- Manager experience score: 90%
- Belonging score: 84%



Through our use of the Great Place To Work Trust Index, **we can provide benchmarked survey insights that enable us to ensure we are creating a great work experience compared to other companies.** This past year, we administered the survey globally to all employees for the first time. These valuable insights have allowed us to dig deeper into the Trust Index at UKG and certify in all countries where we met the threshold.

## Being our own customer with UKG One View

At UKG, we believe in walking the talk and eating at our own restaurant, so to speak. In 2023, we launched a new offering called [UKG One View](#), transforming multi-country payroll and fundamentally reshaping how multinational organizations fairly, accurately, and efficiently pay employees around the world.

Uniquely, UKG was “customer zero,” representing our commitment to implement, test, and enhance our own products internally so that our company can better serve our customers’ needs.

One View tracks to the UKG ethos that everybody deserves to work at a great place, and the quality of our payday experience is part of that. One View supports organizations in more than 160 countries in providing all employees — regardless of which country they work in — with the same consistent, people-centric experience.

We are in the business of helping our customers become great places to work through technology built for all. Our learnings during implementation and testing will further improve the experience for our customers externally.

