

OUR CORPORATE RESPONSIBILITY LEADERSHIP BY DESIGN 2025



Always Designing
for People®



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Letter from our CEO

As a global leader in HR and payroll solutions, ADP equips businesses and their people with the technology and expertise to elevate the way they work.

In a world of constant change, we drive purposeful innovation while staying true to the values our founders built into our DNA—ethics, integrity, and a commitment to doing things right.

Integrity is everything to us. We deliver unmatched expertise. We obsess over the client experience and demand service excellence. All the while, we push boundaries responsibly, unleash innovation, and find ways to help our clients grow.

These values are reflected in our people and products. Each year, ADP solutions deliver more ways to help our more than 1.1 million clients meet their compliance obligations, reach workforce planning goals, and track business performance.

At the same time, ADP's 67,000 associates worldwide help strengthen our commitments to data privacy and security, business continuity, social responsibility, and sustainable operations.

This global reach fuels meaningful progress.

Leading with purpose

Always designing for people: It means we put people first, combining deep human insight with industry-leading technology to make work easier, smarter, and more human. This perspective drives our decisions, shapes our investments, and powers product development.

For us, innovation starts with listening, asking the right questions, engaging with teams and clients, and seeking a clear understanding of their challenges. This feedback helps us draft blueprints for solutions to real workplace needs, adapt to changing demands, and shape the workforce of today—and tomorrow.

Compliance by design

In a complex regulatory world, ADP is a constant. As artificial intelligence and generative AI transform technology and workflows, we recognize the importance of transparency, privacy, and accountability. Our governance processes reflect our understanding of the great responsibility we have to approach these innovations in a way that is ethical, secure, and compliant.

Building community

For more than 75 years, we have lived our values. Our culture has fueled our success and continues to guide us forward. We give back to the communities where we live and work.

Inside our workplace, we foster collaboration, respect, and shared success. We support associate well-being, empower our people with career opportunities and skills development, and create a culture of belonging.

Associates dedicate thousands of hours to volunteer service in the communities we call home. Our nonprofit ADP Foundation extends this commitment beyond our offices, partnering with charitable organizations to deliver real-world impact.



Steadfast resolve, collective strength

This report shows ADP's unwavering commitment to helping people and businesses flourish through responsible action.

Making a difference requires collective effort, and I am deeply grateful for the ADP team, including our associates, clients, partners, and other stakeholders. Together, we will continue to build a sustainable and inclusive future, one that leaves a positive and lasting impact on the world.

With appreciation,

A handwritten signature in black ink, appearing to read 'Maria Black'.

Maria Black
President and Chief Executive Officer

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Letter from our ESG Officer

I'm pleased to share our latest corporate social responsibility report. At ADP, our motto is always designing for people. It's an ambition central not only to our products and processes, but also to our purpose.

We design products that cultivate personal development and human connection. We create processes that enable people to thrive because of—not in spite of—who they are. And we work in partnership with businesses and nonprofit organizations to keep people at the center of our global operations in the more than 140 countries and territories we serve.

Designing for people is how ADP leads in the world of work.

Leading with integrity

Integrity is ADP's guiding principle. It's embodied in our leadership, embedded in our corporate responsibility objectives, and reflected in our operations. From our robust culture of compliance to our unwavering focus on security and data privacy protection, our governance structure serves as the foundation of our global operations.

We recognize that operational resilience in a complex and ever-changing world of work requires ethical oversight and accountability. Technological advancement must be matched

with transparency, sound judgement, and a clear-eyed approach to mitigating risk. Equally, a culture of compliance is built from the ground up through comprehensive associate training and multilayered security processes that safeguard trust.

Leading with integrity also means that we deploy our unparalleled, global data repository to deliver accurate and nuanced insights that clients and other stakeholders need to make informed decisions about hiring, compensation, promotion, and employee well-being.

Leading with purpose

We harness artificial intelligence, machine learning, and mobile technology to identify, quantify, and cultivate in-demand skills with an eye toward the evolving employment needs of the workplace.

We aspire to drive transformative progress in human capital management and development through business-unit strategies, initiatives, programs, and solutions that shape the future of work.

Through our associate business resource groups, we foster a community grounded in mutual respect, equity, and support, and we celebrate those shared experiences. We are a company that gives, contributing nearly 59,000 volunteer

hours in 2024, directing philanthropic dollars to causes our associates care about, and providing relief in times of disaster and hardship.

A diverse and engaged workforce is essential to ADP's innovation roadmap, because when you design for people, all people, belonging and inclusion aren't optional. They're requirements that infuse our workplaces, inform and energize our product strategy, and serve as launchpads for investments that strengthen our communities.

In the world of work, we stand for people: those who run businesses, those who bring their talents and skills to the job each day, and those they serve.

Leading for the long run

ADP's 75-year history reflects an enduring commitment to service excellence for our clients and their employees. In 2021, we pledged to achieve net-zero greenhouse gas emissions by 2050. Today, we're making progress driven by a renewable energy strategy and comprehensive green-building initiatives customized to our global footprint.

While data is ADP's middle name, sustainability is a focus of our operations. We've modernized our facilities with best-in-class, energy-efficient standards. Our greener data centers balance innovation with environmental stewardship.



This commitment sustains ADP's corporate longevity and underscores our integrity-driven leadership. Moreover, through multi-stakeholder collaboration with international partners, we champion the adoption, amplification, and acceleration of sustainable business practices that help deliver long-term value for companies and the communities they serve.

Designing for people is how ADP leads in the world of work. Our global data, advanced technology, and deep expertise help employers of all sizes make sound decisions, capture opportunities for innovation, and invest in their most important resource: their people.

In partnership,

A handwritten signature in black ink, reading "Nela".

Nela Richardson, Ph.D.
Chief Economist and ESG Officer

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Our commitment to **Governance**

At ADP, integrity, ethics, and compliance aren't just programs—they're the operating system of our business and foundational to our culture. Our mission is to provide insightful human capital management solutions that meet the changing needs of our clients and their people.

The solutions ADP delivers to our more than 1.1 million clients and their 42 million workers in more than 140 countries and territories reflect our values. We are building a world of work that is easier, smarter, and more human.



Leading with integrity

ADP's commitment to maintaining the highest ethical standards starts at the top and resides with every associate.

The Board of Directors leads with transparency and an eye to meaningful shareholder rights, pairing [sound governance](#) and [open shareholder dialogue](#) to deliver sustainable long-term value. The Board discusses feedback from stakeholder engagements and enhances disclosures and practices as appropriate.

The Nominating/Corporate Governance Committee of our Board of Directors oversees environmental, social, and governance-related policies and programs. This committee receives periodic reports and updates from the company's ESG Officer, who leads the internal operating and steering committees overseeing these matters. This [governance structure](#) keeps the Board actively engaged in informed, transparent, and ongoing dialogue.

The Board also oversees the company's enterprise risk assessment and integrated risk management activities, which are designed to identify, assess, prioritize, monitor, and mitigate risk, be it operational, financial, or strategic. The Board's Nominating/Corporate Governance Committee oversees enterprise risk management and recommends how to allocate risk oversight responsibilities among the Board and its committees.

Directors also provide [strategic oversight](#), guiding our management teams as they implement strategic plans and respond to emerging challenges.

➔ To learn more about the Board's role in risk and strategy oversight, please see our [2025 proxy statement](#).

SPOTLIGHT ON

The Board of Directors

Continuity and renewal

A balanced mix of tenures—fresh perspectives from new directors paired with the institutional knowledge of longer-serving members—supports both innovation and stability.

Independence and accountability

Ten of our 12 directors are independent. Our directors are committed to investor engagement, including outreach focused on corporate strategy, governance, and executive compensation.

Strategic expertise and leadership experience

Eight of our 10 independent directors are current or former C-suite executives at major public companies. Seven bring significant expertise in technology.

➔ To learn more about the Board, please see [our website](#).

Resources

[Code of Business Conduct & Ethics](#)

[Code of Ethics for Principal Executive Officer and Senior Financial Officers](#)

[Anti-Bribery Policy](#)

[Insider Trading Policy](#)

[Modern Slavery Statement](#)

[Vendor Code of Conduct](#)

➔ To learn more about our corporate governance policies and practices, please see [our website](#).

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Ethics and compliance

Ethics and compliance guide our decisions and daily operations, backed by clear oversight and consistent training. Our Code of Business Conduct & Ethics guides behavior companywide.

Global ethics

Our Global Ethics Team is the backbone of ADP's culture of integrity. It delivers guidance, training, counsel, and support to associates on all aspects of our Code of Business Conduct & Ethics while overseeing investigations and reporting.

Investigations. Global Ethics applies a rigorous, standardized process to every report, whether from associates, contractors, vendors, clients, or other parties via the helpline, email, phone, or in person. Each case is logged, thoroughly investigated, and resolved. When we identify patterns or emerging risks, the team will recommend corrective action or proactive measures such as targeted training, improved communication, or audits. Global Ethics partners with the ADP Global Human Resources team, including its Associate Relations Center of Excellence, and the ADP Global Security Organization in the conduct of investigations.

Reporting. The team regularly briefs the Board's Audit Committee on the volume, nature, and trends of investigations, providing insight into emerging ethics-related risks.

Global compliance

Our Global Compliance Team identifies, assesses, and prioritizes enterprise-wide compliance risks to determine whether they're managed effectively.

The team's work enables responsible growth by helping the company, its business units, its functions, and our associates adhere to applicable legal requirements and enterprise-wide ADP compliance policies.

The team provides associates with guidance, training, and support, particularly in critical areas such as our anti-bribery policy, thus reinforcing a culture of accountability and ethical conduct.

Compliance also is embedded into our products and services, supporting business integrity and long-term profitability.

OVERSIGHT AND STRUCTURE



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Ethics and compliance

Training and awareness

Associate training. In fiscal 2025, we achieved 100 percent participation in mandatory annual training on our Code of Business Conduct & Ethics.

Role-based training. We supplement our core curriculum with targeted compliance training tailored to specific roles.

Ongoing communication. Training efforts are reinforced with ongoing awareness campaigns, written material, videos, and other internal communication designed to keep ethics and compliance front and center within the organization.

Integrated assurance and risk management

Our assurance efforts, including those led by Global Compliance and Global Ethics, are integrated with business line managers, who are responsible for maintaining effective day-to-day controls.

Board oversight. The Board of Directors and its committees oversee risk-management activities. Programs and practices are designed to protect our brand and reputation, foster ethical conduct, and deliver shareholder value.

Data and privacy. Our Chief Data Office leads data governance, especially on analytics, partnering with our global security, privacy, and business teams to safeguard data and enforce access limitation and usage standards. Our Core AI Team, which oversees the responsible deployment of artificial intelligence models and monitors their performance using advanced machine learning, reports to our Chief Product & Artificial Intelligence Officer, a position we created in 2024.



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Security and resilience

The digital landscape changes constantly, bringing new and increasingly complex threats. At ADP, security is embedded in our products, processes, and infrastructure to protect data, safeguard privacy, and prevent fraud. We earn and protect the trust our clients and stakeholders place in us.

Global converged and multilayered security

ADP integrates physical security and cybersecurity under a single, global leadership structure to deliver end-to-end protection across the organization. More than 400 security specialists in a dozen countries monitor and respond swiftly to cyberthreats, physical threats, fraud, and emerging risks.

Converged security. ADP's Global Security Organization is a converged, cross-functional team that applies a multidisciplinary approach to managing cybersecurity, information security, compliance, operational risk, workforce protection, client security, and business resilience. Our Chief Security Officer reports to the Chief Administrative Officer, who is independent from the information technology division. This structure strengthens objectivity, accountability, and governance.

Governance. The Board of Directors commissions an independent, third-party assessment of the entire program each year. Initiatives are guided by the five pillars of the U.S. National Institute of Standards and Technology (NIST) Cybersecurity Framework and are reviewed by the Board quarterly.

Business resiliency. Our [Global Business Resiliency Program](#) combines business continuity planning, risk assessment, testing, and real-world crisis response to keep our operations running during potential disruptions.

Multilayered controls. ADP builds multiple layers of protection into our products, business processes, and infrastructure, including intelligent threat detection, data protection, fraud detection, and identity safeguards.

External collaboration. We collaborate with government and industry partners to share threat intelligence, gaining real-time information and best practices that help us respond quickly in an evolving threat landscape.

Training and awareness. All associates and contingent workers complete an annual interactive training program that covers key security policies, responsibilities, and risk scenarios. Contingent workers complete the training within their first week. In addition, ongoing education is delivered through live and virtual sessions, infographics, blogs, newsletters, and intranet resources. Security news and alerts, emergency response guidance, security procedures, best practices, and external resources are available on our intranet hub.

➔ To learn more about our security program and controls, please see [our website](#).



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Data privacy

At ADP, data privacy permeates every level of our organization, including our culture, processes, and systems. As technology transforms the way we work, safeguarding personal data is central to our role and to earning the trust of more than a million clients and millions of individuals around the world.

Our governance framework makes privacy a shared responsibility at every level of the organization. We not only comply with all global privacy laws as they apply to ADP in the provision of our services, we also embed privacy into product design and processes and help clients meet their own obligations.

Global leadership

The Global Privacy Team, led by our Global Chief Privacy Officer, comprises regional data-protection officers for the Americas, Europe, the Middle East and Africa, and the Asia-Pacific region, as well as cybersecurity and privacy-by-design specialists.

The cross-disciplinary Privacy Leadership Council has members from ADP legal, compliance, and business units who oversee our global privacy framework. Privacy stewards are designated in business units and functional areas to safeguard the responsible handling of personal data.

Global privacy principles

ADP's Global Privacy Policy is grounded in a set of clear, actionable principles:

- **Privacy by design.** Privacy protections are embedded at every stage of product and service design and development.
- **Transparency and notice.** Tailored privacy statements clearly inform associates, clients, business contacts, and job applicants about the data we collect and how it is used.
- **Data minimization and access control.** We collect only data required for our business needs. Internal access is controlled.
- **Documented data processing.** Data flow maps and privacy assessments help us inventory and manage activities.
- **Standardized record management.** Retention schedules specify what data is kept and for how long.
- **Incident management.** Information security incidents are addressed swiftly and in compliance with all laws and ADP policies.
- **Third-party oversight.** Vendors are vetted and contractually bound to meet ADP security and privacy standards.

Binding Corporate Rules

ADP is among a select group of companies approved to implement European Binding Corporate Rules (BCRs) as both a data processor handling client data and a data controller managing ADP associate and business contact information. BCRs are broadly recognized as the gold standard for protecting personal data.

Our three sets of BCRs were approved by European Union regulators in March 2018 and are legally binding, implementing data privacy standards consistent with the requirements of the European Union General Data Protection Regulation (GDPR). We apply our BCRs related to ADP associate and business contact data globally, and those related to client data originating in the European Economic Area, Switzerland and South Africa (and the United Kingdom through a version approved by the UK regulator).

Efforts are under way to expand these protections to client data originating in countries in Latin America and the Asia-Pacific region. But even where they're not directly applicable, our BCRs serve as the foundation of our global program for protecting client personal data.

State privacy laws

We continuously adapt to changing laws, including U.S. state privacy statutes such as the California Privacy Rights Act (CPRA) of 2023. Our U.S. privacy program is modeled on our BCRs, as noted above, and takes account of the CPRA to support compliance for both ADP and our clients.

ISO 27701 certification

ADP's infrastructure is certified to ISO/IEC 27701:2019, the international standard for privacy information management. This significant milestone recognizes our commitment to privacy protections.

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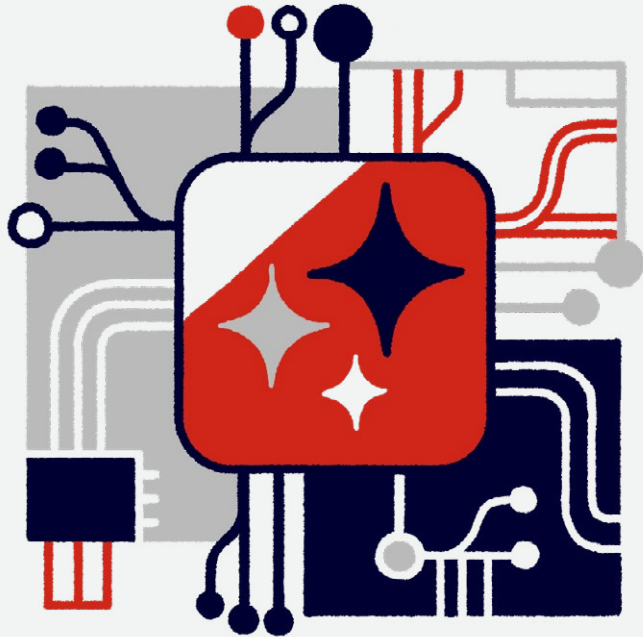
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Artificial intelligence and machine learning

At ADP, innovation drives everything we do. Our AI-powered tools and emerging technologies are purpose-built to solve HR's most pressing operational challenges. Our clients can trust that every AI feature we build is rooted in an HR problem our clients face daily. Each feature undergoes a systematic development approach that includes rigorous testing and client feedback before release.



Human-centered, ethically designed

ADP has adopted a rigorous set of principles and related processes to govern its use of AI, machine learning, and other newer technologies. We embed ethical oversight and human judgment into every phase of our technology development. We commit to transparency around our AI offerings and build them in a responsible manner to enhance trust.

We also believe trust starts with people. This human touch begins with our Data and Ethics Council of internal and external experts. The council, established in 2019, provides guidance on the principled use of data, artificial intelligence, and emerging technologies.

We equip associates with the knowledge, policies, and tools to use AI responsibly and ethically.

Transparency, accountability, and safety

We take a compliance-by-design approach throughout the AI lifecycle. Privacy, security, and intellectual property considerations are addressed from day one, ensuring tools are designed to be transparent and accurate.

Our tools provide insight to inform decisions while human decision-makers remain in control. Before releasing any tool that might influence hiring, tasks, or compensation, we ensure:

- The tool is easy to use.
- It serves a clearly defined purpose.
- Clients receive clear explanations of how it works, how to use it, and its limitations.

Bias monitoring and oversight

We employ a multi-faceted approach to mitigate risk of bias, including:

- Identifying and reducing sources of bias and refreshing models as needed.
- Continuously monitoring tool performance, even after deployment.
- Applying formal reviews to all AI use cases at the proof-of-concept, pilot, and release stages.
- Working with outside experts to help us review the potential for bias in appropriate cases.

Global standards

ADP is implementing the U.S. NIST AI Risk Management Framework, which is built around four core functions: govern, map, measure, and manage. Our team of experts is committed to complying with all AI-related laws and regulations including current and pending U.S. state and local regulations as well as adhering to the current requirements of the European Union's Artificial Intelligence Act.

→ To learn more about Responsible AI at ADP, please visit [our website](#).

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Public policy and government engagement

As the largest single source of U.S. tax payments and employment tax reports, ADP has considerable expertise in tax administration and other employment-related administrative matters.

Our Government Affairs Team contributes to sound government policy, laws, and regulation by educating and engaging with policymakers, agencies, and regulators. ADP met with senior Internal Revenue Service (IRS) officials to discuss improved electronic services and worked with the Treasury Department and IRS to align on the SECURE 2.0 Act of 2022, which changed retirement laws.

We maintain a team of dedicated professionals who closely monitor legislation and regulatory developments affecting human resources, payroll, tax, and benefits administration, to keep our systems and services up to date and facilitate our clients' compliance with applicable laws and regulations.

Political contributions

ADP prohibits the use of corporate funds to support political candidates, parties, and political action committees anywhere in the world. We do not sponsor or maintain a PAC. This commitment is detailed in our [Political Contributions Policy](#) and reinforced in our [Code of Business Conduct and Ethics](#).

➔ To learn more about our government affairs activity, please visit [our website](#).



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Our commitment to **Social Responsibility**

Each person counts. This simple truth guides ADP actions and is central to our values. A true sense of belonging fuels engagement and powers creativity. People who feel they belong bring their best ideas, energy, and passion to their work. That's why we focus on fostering a values-based culture that is woven throughout our policies, practices, and products to ensure every person feels they belong and can thrive.

One of our guiding principles has always been to nurture and grow all talent. We seek to foster an environment in which everyone feels seen, heard, and valued, from entry-level hires to executives. This commitment helps us attract and retain top talent while building a strong, more connected company.



Leading with purpose

Since our founding in 1949, ADP has always sought to advance the world of work in powerful ways for our clients and our associates. On a foundation of stability, ethics, and integrity, we have built a collaborative and agile culture that welcomes all perspectives and gives people freedom to flourish. We respect and embrace all our associates, clients, and business partners.

This principle is embedded at the highest level of leadership, and our commitment to inclusion, diversity, equity, and belonging is its foundation. Leading these efforts to attract and retain associates and clients is our IDEB Impact Council, which is comprised of senior leaders from across the enterprise.

Championed by the Office of Inclusion, Diversity, Equity, and Belonging, the council's work is organized around four strategic pillars, each with a clear focus area and measurable outcomes:



Technology and innovation

Empowering clients to cultivate inclusion in their organizations.



Culture and belonging

Fostering connections and a sense of community.



Business practices

Enhancing service to meet the needs of all communities.



Talent practices

Building a workforce that reflects the communities we serve.



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Designing for all

ADP is always designing for people, all people.

Our principles of inclusion and belonging help shape how we build and deliver solutions for our more than 1.1 million clients. From compliance to accessibility, we are committed to making our products easy, smart, and human.

Accessibility is an element of ADP's product strategy, and accessibility standards are built into our products and user experience. By combining responsible AI, compliance, and inclusive design, ADP helps organizations create workplaces where every voice is heard, every individual feels valued, and inclusion drives sustainable business success.

Our comprehensive dataset informs solutions that empower organizations to make informed decisions that promote opportunity at scale.

➔ To learn more, see [ADP Assist](#) and [ADP DataCloud](#).



SPOTLIGHT ON BrightJump



It's estimated that most resumes read by applicant tracking systems never encounter a human being. [BrightJump](#), ADP's free online resume builder and AI career coach, was created to help job applicants successfully navigate today's digitally driven job market. The tool adapts resumes for successful computer screening, can generate cover letters, and lets applicants see how well their submission matches each job opportunity.

BrightJump can boost the visibility of job-seekers with varied work backgrounds and level the playing field for candidates who might lack soft skills or computer expertise. In partnership with the Criminal Justice Employment Initiative at the ILR School, Cornell University, BrightJump is being used to help formerly incarcerated persons find work. And employers are deploying the system as an outplacement tool for separated workers.

ADP made BrightJump free to the public in June 2023. As of the first six months of 2025, it had posted a twentyfold growth in registered users.

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Bridging gaps, building community

Great companies are built by great people, and people thrive when they feel they belong.

Through inclusive hiring, fair pay, accessible products, and thoughtful language, we empower associates to bring their authentic selves to work, giving them freedom to contribute to an agile, innovative, and collaborative workplace.

Inclusive hiring and recruitment

We're committed to inclusive hiring practices that reduce bias and open doors.

We endeavor to prioritize skills over credentials, expanding opportunities for individuals without degrees but who have on-the-job training and experience. To mitigate bias in the hiring process, ADP leverages best-in-class strategies to ensure we capture the best talent.

We partner with colleges, universities, and other educational institutions to build a robust talent pipeline. We don't just show up for career fairs. We engage students at every stage of their academic journey by maintaining a strong and consistent presence on campuses to support career preparedness and build brand awareness.

Our paid internship programs immerse students in ADP culture and prepare them for full-time roles through mentorship and hands-on experience. Through our HCM Academy, participants gain practical training and insights from industry experts to prepare them for careers in human capital management.



SPOTLIGHT ON
Championing veterans

We value the leadership, skills, and perspectives that veterans and military spouses bring to ADP's strengths-based culture, and work to support their transition to civilian careers.

On our dedicated [veterans career page](#), candidates can enter their military occupational specialty, or MOS, to receive tailored job recommendations.

We engage veterans pursuing higher education through campus recruiting and partnerships with military installations near our U.S. offices, including Fort Bliss (Texas), Naval Station Norfolk (Virginia), Fort Eisenhower (Georgia), Luke Air Force Base (Arizona), and Fort Knox (Kentucky).

In collaboration with veteran groups, we host sessions on resume writing, career planning, personal branding, and interview preparation.

Through the [U.S. Department of Defense SkillBridge program](#), we offer active service members internships, apprenticeships, and industry training during their final months of service, equipping them with civilian work experience.



ADP prioritizes the well-being of the communities where we live and work. By supporting critical causes, fostering community growth, and engaging emerging markets, we build a strong foundation for sustainable business success.

➔ To learn more, see our [strategic advisor](#) and [supplier](#) programs.

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Supporting pay equity

ADP remains committed to fair and equitable pay for all of our 67,000 global associates. As part of our journey to ensure each associate is valued for their contributions, we have implemented a framework that defines work within comparable roles globally with aligned pay ranges.

Every year, we leverage market survey data to inform salary ranges and update them accordingly. We make pay decisions based on skills, job-related experience, the market value of the job, and performance. Pay equity reviews are conducted annually as part of our year-end compensation cycle. Adjustments consider differences in management level, education, and job experience. Globally, we don't ask job applicants for their salary history, except in markets where it is legally required.

Advancing accessibility and inclusion

In the United States, people with disabilities have an [unemployment rate](#) nearly double that of other adults. As a leader in human capital management, we have both the opportunity and responsibility to close this gap.

ADP seeks to make our website, products, and services accessible to every user. We strive to embed accessibility throughout the product lifecycle consistent with Web Content Accessibility Guidelines (WCAG) 2.2 Level AA. This includes design, development, and regular testing.

Our internal accessibility team, with the assistance of a third-party digital accessibility consultancy, collaborates with product teams to maintain best practices and accessibility guidance. Our commitment to make work easy, smart, and human is reinforced by our global investment in continuing training and resources for associates in product inclusion and digital accessibility.

Fostering respect and authenticity

Inclusion is embedded throughout the associate lifecycle, beginning with a respectful and welcoming culture for new associates. ADP is a place where each person counts and words matter.

Our inclusive language program, active in more than 21 countries as of 2025, helps associates communicate respectfully across borders. We regularly review our communication practices to identify and eliminate terminology that could exclude or alienate our clients or our associates.



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We empower associates to express their authentic selves by opting to share personal identifiers such as a preferred name, pronouns, military service, or disability status. Our products give clients the option to offer similar choices to their own employees, should they wish to.

Cultivating community

ADP business resource groups are voluntary networks open to all associates. These groups help our teams connect and thrive while positively contributing to business results. As of June 2025, approximately 29 percent of our global associates were engaged in at least one BRG. These groups host cultural, educational, and networking events, champion inclusion, and strengthen connections to local communities through partnerships and volunteer activities.

ADP BRGs

- Adelante (Hispanic/Latino)
- Cultivate (Black/African American)
- Elevate (Pan-Asian)
- Generations (multigenerational)
- Green (environmental sustainability)
- Inspire (innovation)
- iWIN (International Women’s Inclusion Network)
- Military Strong and Allies (military)
- PRIDE (LGBTQ+)
- Thrive (people with disabilities)

In collaboration with these business resource groups, ADP has groups that align with specific career paths, including WiSL (Women in Sales Leadership), WiT (Women in Technology), and WiL (Women in Leadership).

SPOTLIGHT ON Green

More than 5,000 associates globally have joined Green, a sustainability-focused business resource group launched in 2022 that has boosted our collective efforts to conserve natural resources. In 2025, Melbourne and Sydney associates cleaned beaches in Australia, a team in Norfolk, Va., removed 200 pounds of litter from a local park, and New Jersey associates collected 320 pounds of litter from the state’s Sandy Hook shoreline.



Diversity at a glance, 2025

53%
of global ADP associates are women

44%
of management positions worldwide are held by women

43%
of U.S. associates are from traditionally underrepresented groups

33%
of U.S. managers are from traditionally underrepresented groups

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Supporting well-being

ADP offers a competitive benefits package designed to promote the physical, emotional, and financial well-being of our associates. Benefits vary by role and region but typically include health care coverage, retirement and savings plans, wellness services, tuition reimbursement, and employee assistance programs.

Family planning

We regularly review and enhance our family planning benefits to meet the changing needs of associates and their families. In the United States we offer the following programs:

- **Fertility.** Personalized guidance and coverage for fertility medications, in vitro fertilization, and egg freezing.
- **Adoption and surrogacy.** Reimbursement of qualifying costs for associates expanding their families through adoption or surrogacy.
- **Childcare.** Back-up childcare at a nominal fee for associates working at least 20 hours per week, with up to 10 days each year through Bright Horizons.
- **Parental leave.** Up to six weeks paid leave for associates working at least 20 hours per week, available within one year of a child's birth, adoption, or foster placement.

Wellness, health, and safety

We take a holistic approach to wellness, offering programs that promote healthy lifestyles, prevent injuries, and foster open dialogue about personal challenges. Each May, ADP celebrates its Global Month of Wellness, highlighting physical, mental, spiritual, financial, and career well-being. Offerings include a voluntary

program focused on physical and mental well-being, including sleep, nutrition, exercise, and stress reduction, and incentives to associates and their spouses or domestic partners for completing wellness activities.

In addition, we provide:

- Personal health assessments and free consultations with nutrition and fitness experts.
- Thirteen on-site health and wellness centers staffed by physicians or nurse practitioners, with online services in certain U.S. states.
- Free therapy sessions through our employee assistance program.
- Safety education and regular reviews of health and safety procedures.
- A health and safety manual and website, available worldwide.
- CPR and automated external defibrillator training (AED) on site and education through the ADP Mobile Solutions app in partnership with the American Heart Association.

Work-life balance

We help associates achieve a healthy and sustainable work-life balance. Our programs, resources, and practices help associates identify productive and flexible work-management solutions that meet their needs while supporting the company's objectives.

As a global company, we integrate remote options into events, meetings, and daily operations to foster collaboration and ensure that all team members have access to these resources, regardless of location.

SPOTLIGHT ON Hands-Only CPR



ADP proudly supports the American Heart Association's [Nation of Lifesavers](#) initiative with a goal to turn bystanders into lifesavers through nationwide CPR & AED awareness and education. In 2024, we worked with the American Heart Association to expand CPR education through in-person training and the ADP Mobile Solutions app. As of October 2025, more than 325,000 ADP associates and client employees have earned a digital Nation of Lifesavers badge by completing Hands-Only CPR education.

The program has the potential to reach 14 million active monthly users, both associates and client employees. We host in-person Hands-Only CPR/AED training at 18 of our U.S. offices and plan to deploy 100 in-person sessions by 2026.

By integrating information about Hands-Only CPR training into the ADP Mobile Solutions app, ADP and its clients are preparing people to act in an emergency.

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Building a better workforce

ADP is committed to the growth, development, and career success of our associates.

We recognize that service-oriented leadership drives associate engagement, client satisfaction, and business performance, so we invest heavily in leadership and professional development at all levels, from aspiring leaders to senior executives.

Our strategy is grounded in three principles:

- **Development journeys.** Long-term programs, rather than stand-alone training events, are designed to foster sustained behavioral change.
- **Experiential learning.** Realistic simulations delivered in person and through technology-enabled exercises help leaders practice effective behaviors and decision-making.
- **Measurement and insights.** Learning measurement theory pairs with technology to deliver actionable feedback on performance and inform HR business partners and leaders.

Our leadership development programs are built on a foundation of values. We focus on building trust and belonging among associates to create a collaborative culture which yields better client experiences and supports business growth. Our programs guide our global leaders to:

- Understand the impact of bias through our BE CLEAR program.
- Build psychological safety and trust among team members and other associates.
- Demonstrate empathy.

As part of our strengths-based talent-management strategy, global associates use the StandOut platform for weekly check-ins and performance conversations with their direct leadership, generating continuous feedback. Our quarterly global StandOut Engagement Pulse surveys give all associates the power to share how they think and feel about their work and their colleagues. Enterprise-wide, our Engagement Pulse scores consistently exceed top-quartile external benchmarks.

MyVoice, an annual culture survey, gives associates an opportunity to share their perspectives on corporate culture, social responsibility, ethics, compliance, innovation, leadership and other topics. The results remain overwhelmingly positive, exceeding top-quartile external benchmarks on most survey items.

Career growth for all

Growth and development are among the most powerful drivers of associate engagement. We believe professional growth is the combined responsibility of ADP, our leaders, and our associates themselves. To that end, we offer associates multiple ways to build their career paths and foster collaboration with leadership.

Career advisors help associates identify and pursue growth opportunities through CareerDriver, an internal platform that combines resources, guidance, and personal support. Associates also can tap into technology, self-paced learning, and instructor-led sessions to build skills in areas such as relationship-building, personal branding, and networking.

Our virtual library of on-demand and instructor-led training courses delivers product knowledge, technical skills, and more to associates and clients. Guided real-time walk-throughs embedded in ADP products provide seamless, real-time support to associates and

clients to reduce stress and optimize utilization. These tools are regularly updated to reflect new features or legislative changes.

Results-driven learning

Empowering associates and clients through practical, accessible learning is integral to our collective success. From our comprehensive onboarding journey and throughout the continuous learning cycle, our associates build their knowledge and develop an inclusive, client-centered mindset that supports the breadth and scope of our buyers, their roles, their industries, and their market needs.

Further, we ensure our clients are equipped with the necessary knowledge and skills to leverage ADP solutions effectively and ethically.

We enhance our learning experiences through data-driven insights, thoughtful design, and internal expertise to keep learning accessible and engaging and provide timely, targeted support.

As ADP incorporates technological innovation in training, we remain committed to preserving the human element at its core and maintaining robust governance standards. Embedded generative AI optimizes associate development and growth opportunities.

- **Next Gen knowledge management.** This AI-powered online knowledge base centralizes essential information to support associates who serve clients by delivering relevant, personalized, and easily digestible answers to user queries.
- **AI-enabled tools.** Innovations such as AI-powered role-play allow associates to practice client interactions, develop problem-solving skills, and engage in adaptive, language-sensitive learning experiences.

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Understanding equity

We analyze emerging trends, such as pay transparency and regulatory changes, to understand their impact on equity and offer resources to help our clients navigate these changes.

Educational summits

Since 2020, ADP has hosted Women at Work, an annual, free virtual event that brings together business leaders and HR professionals to learn about new [ADP Research](#) findings and discuss topics relevant to women in the workplace. [The 2025 summit](#) focused on how to prioritize people and trust amid rapid technological change and explored how to prepare leaders for the next 25 years.



SPOTLIGHT ON The Ada Lovelace Program

In Brazil, women, particularly those from economically disadvantaged backgrounds, are underrepresented in technology. Only 16.4 percent of Afro-Brazilian women aged 18 to 24 attended secondary school in 2023, and just 6.5 percent obtained a diploma, according to Brazilian census [data](#). A 2022 [UNESCO report](#) found that women comprise 45 percent of Brazil’s formal workforce but only 26 percent of its STEM workers.

To help close this gap, ADP leads the Ada Lovelace Program, which connects young women from underprivileged communities to careers in technology, addressing both industry demand for skilled talent and social inequalities.

Launched by ADP Brasil Ltda in 2023 in collaboration with public secondary schools and a corporate-image consulting NGO, the program equips participants with technical and professional skills. The curriculum provides training in coding, payroll processing on ADP platforms, and skills such as emotional intelligence, time management, and financial literacy. Students receive professional portraits and coaching and mentoring from ADP associates.

To improve scalability and accessibility, the program leverages ADP’s client training platform, giving participants experience directly aligned with workplace needs.

The 120 young women who have completed the program as of July 2025 either have been hired or are well-positioned for apprenticeships or full-time roles at ADP or at employers in its client network, where there is high demand for people trained in ADP systems.

ADP believes this initiative can be transformative and is exploring how to replicate it in other countries. The program expanded to Chile in September 2025, and plans are under way to set up training in India.



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The ADP Foundation

The ADP Foundation magnifies the impact of associate giving and volunteering, supporting causes that align with our corporate values and social responsibility priorities. The ADP Foundation supports organizations that are aligned with the following pillars:

- Education and employability
- Health and well-being
- Environmental sustainability
- Inclusion and belonging
- Community relief response

The ADP Foundation champions initiatives in support of ADP's corporate social responsibility principles, including:

- Oversight of ADP Cares, our global associate hardship fund.
- Donation processing and matching for eligible associate contributions.
- Review and approval of grant requests.
- Fundraising to support eligible charities.
- Administration of the Henry Taub Memorial Scholarship to benefit associate dependents.
- Sponsorship of the associate volunteer program.

Associate giving

ADP's myGiving tool enables associates to contribute to thousands of charitable organizations. U.S. associates also can participate in a matching gift program, with ADP matching 100 percent of donations up to \$5,000 annually for each associate, \$10,000 annually for executive-level leaders, and \$20,000 annually for corporate officers, including Executive Committee members and our Board of Directors.

In calendar 2024, associate donations in the United States, including the ADP Foundation match, were valued at nearly \$12 million. On Giving Tuesday 2024, associate donations and a 200 percent match from the ADP Foundation totaled \$4.4 million on a single day in support of thousands of charities.

Associate volunteerism

Since our founding in 1949, ADP has prioritized supporting important causes and fostered community growth.

U.S. associates receive up to eight hours of paid time off annually to volunteer in their community, and many do. During calendar 2024, U.S. associates volunteered nearly 59,000 hours. For each hour U.S.-based associates volunteer outside of regular work hours, the ADP Foundation donates \$10. Similar associate volunteer programs operate outside of the United States.

SPOTLIGHT ON

Associate volunteers

Our South Africa associates worked with a local non-profit council for the blind, tackling overdue outdoor maintenance, washing windows, and doing other behind-the-scenes work. Unemployment among the visually impaired is as high as 97 percent in rural parts of South Africa, making the council's work and mobile clinics essential.



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SPOTLIGHT ON

Global Month of Caring

ADP's [Month of Caring](#), held annually in May, unites associates worldwide to serve their communities. In 2025, teams demonstrated remarkable dedication for the twelfth consecutive year, with more than 1,500 associates volunteering more than 7,400 hours of their time in the United States alone.

Elsewhere, volunteers in Australia cleaned up local beaches. Brazil associates held workshops for young women and donated essential personal care products. China associates volunteered at senior homes and centers for people with disabilities. ADP France donated books, and ADP India beautified a school. ADP associates in Romania worked with a local charity to build a new educational center in Bucharest to benefit 170 children and young people.



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Our commitment to **Environmental Stewardship**

At ADP, we pursue sustainable practices to drive lasting impact, with integrity as our guide.



Leading for the long run

We run ADP for the long term, which has allowed us to build a strong track record of investing in and adapting operations to improve resource efficiency and reduce our impact on the environment.

Oversight of environmental stewardship starts at the top, a responsibility that is embedded in the charter of the Board of Directors' Nominating/Corporate Governance Committee. Our directors have open access to our ESG Officer, who leads our internal ESG steering and ESG operating committees, which provide strategic guidance, operational insights, and progress on our environmental commitments.



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Energy and emissions

In 2021, ADP made a commitment to achieve net-zero greenhouse gas emissions across Scopes 1, 2, and 3 by 2050. In 2022, we further committed to reduce our absolute global Scope 1 and Scope 2 emissions by 25.2 percent by 2025 and by 50 percent by 2030, each from a 2019 baseline, which we believe is consistent with the Paris Agreement goal to limit global warming to 1.5°C.

ADP reduced absolute Scope 1 and Scope 2 greenhouse gas emissions by 32 percent in calendar year 2024 from a 2019 baseline. This milestone reflects our commitment to operational efficiency and infrastructure resilience, and our strategic procurement of high-quality renewable energy credits.

We now are advancing toward our next goals: a 50 percent reduction in Scope 1 and Scope 2 emissions by 2030, and net zero across all scopes by 2050.

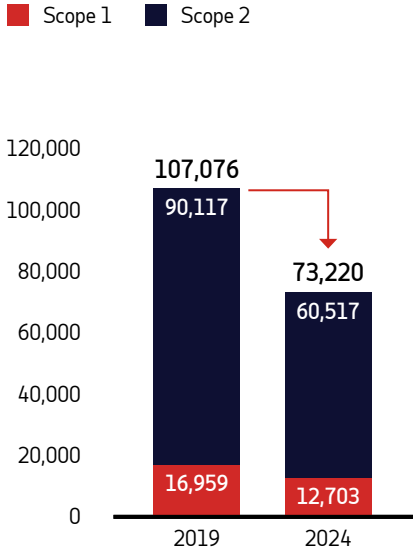
Our greenhouse gas emission trends are driven by facilities and data centers, which we have targeted for reductions through investments in renewable energy, energy-efficient infrastructure, and sustainable technology. Our real estate, facilities, and technology experts lead these efforts with a data-driven strategy to identify emission trends and implement initiatives that align our sustainability ambitions with long-term business objectives.

Transparency and reporting

Our global Scope 1, 2, and 3 greenhouse gas emissions are [independently verified](#) on a limited assurance basis. We disclose these emissions annually through various rating agencies and periodic updates at [investors.adp.com](#). Our reporting adheres to the methodologies of the Greenhouse Gas Protocol Accounting and Reporting Standard, which ensures consistency and comparability to other global entities.

In 2023, we expanded our Scope 3 reporting to include preliminary data related to the category of purchased goods and services, leveraging spend-based calculations and related emissions factors. Our work continues to enhance Scope 3 reporting.

Market-based GHG emissions (MTCO₂e)



ADP reduced absolute Scope 1 and Scope 2 greenhouse gas emissions by
32%
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Energy and emissions

Renewable energy

We strive to align our renewable energy procurement strategy with global best practices and standards.

Climate risk management

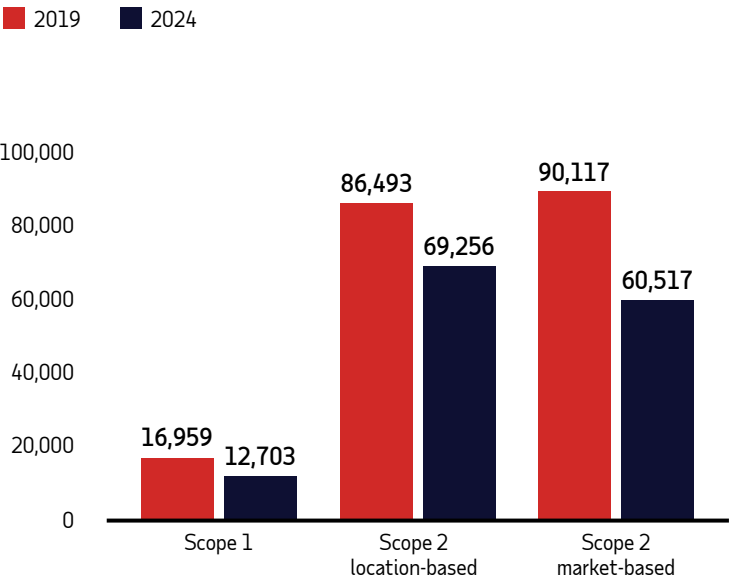
We do not anticipate material benefits or opportunities from climate change. As a company that provides human capital management solutions, including software and outsourcing services, ADP's emissions and potential climate-related opportunities are limited. Our focus is on resilience and risk mitigation.

We assess climate risk and any limited opportunities by evaluating:

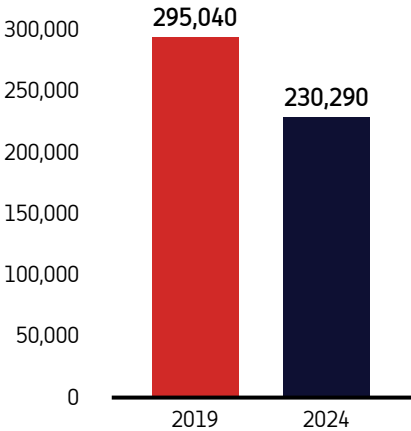
- Likelihood and severity
- Impact on stakeholders, including associates, clients, shareholders, local and global communities, and any associated risk to reputation and revenue
- Required investment
- Environmental and financial return on investment

These insights inform business continuity, facilities and data-center planning, and supplier oversight. We disclose any material climate risks in our annual Form 10-K filed with the Securities and Exchange Commission. We periodically reassess the potential for climate risk and opportunity, keeping our governance and risk-mitigation frameworks robust and responsive.

Global Scope 1 and 2 emissions (MTCO₂e)



Energy consumption (MWh)



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ADP is implementing a comprehensive and customized green building design standard, drawing on international standard-setting certification frameworks such as WELL and LEED. Our custom standard is being thoughtfully designed to align with ADP's unique breadth of facilities and to give project teams a clear path toward designing spaces that reduce energy consumption and resource use while increasing resilience and occupant well-being. This intentional approach to design strives to deliver an optimized global physical footprint and improved operational efficiency.

Smart use of space, modern energy-efficient systems, and high-performance data centers have reduced our use of natural gas and electricity.

Our selective choices of building materials, furnishings, and finishes improve indoor air quality, decrease embodied carbon, and reduce waste.

We've optimized device packaging, migrated our global desk phone system to the cloud, reduced our number of office printers, and replaced remaining printers with energy-efficient models.

SPOTLIGHT ON Milan, Italy

Elevating health and wellness

Status: Completed in 2023. Certified LEED Platinum and WELL Platinum in 2024.

The details: Our 31,000-square-foot Milan office is the second project of its kind in Italy to earn both LEED and WELL recognition.

- **Air quality.** Strict limits for particulates, volatile organic compounds (VOCs), inorganic gases, and radon. Enhanced ventilation and continuous indoor air quality monitoring.
- **Water.** Comprehensive chemical, biological, and Legionella controls. Routine water quality testing and reporting.
- **Wellness.** Biophilic elements and restorative spaces for stress management and well-being. Active furnishings, ergonomic workstations, and outdoor areas encourage movement.



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Greener data centers

We are cutting data center emissions by consolidating facilities and upgrading to state-of-the-art, energy-efficient technology. We have multiple initiatives under way:

- **Infrastructure efficiency:** Best-in-class cooling, hot aisle containment, and optimized airflow reduce energy use and improve thermal performance.
- **ISO 50001 certification:** In August 2025 we achieved ISO 50001 certification for our energy management systems, formalizing our approach to sustainable energy practices.
- **Strategic consolidation:** We are decommissioning Canadian co-location data centers to streamline infrastructure, reduce emissions, and cut costs.
- **Industry recognition:** In 2024, the Uptime Institute recognized ADP with its Data Center Uptime Performance award for delivering reliability and sustainability.
- **Energy Star certification:** All 400,000 square feet of our U.S.-based, company-owned data centers are Energy Star certified.

SPOTLIGHT ON Melbourne, Australia

Whole-life carbon

Status: Designed to consider total carbon impact.

The details: By modeling and optimizing both operational and embodied carbon, our Melbourne project is slated to result in lower overall GHG emissions when compared to a similar office space. Materials with lower embodied carbon impacts, when compared to industry benchmarks, are woven throughout the design, reducing the project’s overall emissions.

- **Energy.** Estimated to be 25 percent more efficient than the LEED baseline, which reflects the standard energy use of a typical newly constructed office. Daylight-forward design is augmented by advanced controls and high-efficiency lighting and enhanced by the building’s self-shading façade.
- **Water.** Use is projected to be reduced by 45 percent when compared to a typical office. Rainwater harvesting is used for landscape irrigation.
- **Embodied carbon.** Estimated to be reduced by 40 percent from a comparable newly constructed project,



as defined by LEED, through targeted use of materials with low embodied carbon.

- **Construction waste.** An estimated 75 percent will be recycled, reused, or otherwise diverted from landfills.
- **Wellness.** Biophilic design throughout, including a large green wall.
- **Location.** A transit-rich urban site in a highly walkable area, with building amenities that include bike storage, electric vehicle chargers, and locker rooms.

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Sustainable, resilient buildings

ADP continues to right-size our global real estate footprint and improve building performance. Our internal green-building standard draws on international certification frameworks such as WELL and LEED to advance health, efficiency, and carbon reduction across our portfolio.

The International Well Building Institute's WELL standard sets evidence-based criteria for occupant health and well-being, covering air quality, access to natural light, acoustics, and other comforts. LEED certification from the U.S. Green Building Council recognizes resource-efficient, high-performance design and construction, which can lower operating costs and improve indoor environmental quality.

Transportation strategy

ADP invests in sustainable transportation to shrink our carbon footprint.

We've installed 108 electric vehicle charging ports at 12 U.S. sites, supporting more than 720 registered users. Additional stations are available in Spain, Australia, the United Kingdom, Italy, and France.

We continue to upgrade our international fleet with fuel-efficient vehicles to cut carbon emissions and drive progress toward our sustainability goals.

When selecting workspace, we prioritize sites with green-building certifications, which typically require features such as bike storage.



SPOTLIGHT ON

Wilmington, Delaware, United States

High-performance design

Status: New high-performance workspace maximizes pragmatic decarbonization strategies.

The details. For our Wilmington office, we created a resilient and high-performance space informed by the use of advanced modeling tools that simulated the project's energy use and daylight potential.

- **GHG emissions:** A more than 75 percent reduction, when compared to a similar newly constructed office, through use of high-efficiency lighting and HVAC systems, an optimized daylight design, and renewables.
- **Water.** High-performance fixtures will reduce use by 40 percent.
- **Construction waste.** More than 75 percent is expected to be diverted from landfills.
- **Wellness.** Materials are optimized for their environmental, economic, and socially preferable life-cycle impacts.



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We tackle waste through conscientious reuse, recycling, digitization, and efficiency, scaling smart, responsible, effective practices across our global operations. We promote the use of reusable, sustainable materials.

In-kind donations. When offices are closed or consolidated, surplus furniture and office supplies are donated. Since 2014, ADP has given more than 22,000 items to U.S.-based nonprofit organizations, supporting local communities and advancing the circular economy.

Electronic waste. ADP partners with an electronic waste recycler and reseller to reuse or recycle our electronics. Retired equipment is securely wiped of all data, collected, counted, certified, and disposed of responsibly, everywhere we operate. Since 2013, we have recycled 2,175 tons of electronic waste.

Plastics, aluminum, and glass. All ADP buildings are equipped with clearly marked recycling containers to encourage associates to minimize waste.

Paper. We've digitized services to curb associate and client paper use and implemented an internal print-on-demand initiative. Since fiscal 2022, print-reduction metrics have been tied to ADP executive bonuses to drive accountability.

Water. Our primary data centers use closed-loop cooling systems to minimize water use. Where possible, we install low-flow fixtures at our facilities, use reclaimed water for landscaping, and provide filtered drinking water for associates.

SPOTLIGHT ON **Water conservation**

Since 2023, ADP's El Paso office, one of our flagship sites, has used more than 12 million gallons of reclaimed purple-pipe water for irrigation and other non-potable uses, making us the city's largest consumer of reclaimed water.

It's no small thing. El Paso receives less than nine inches of rain annually on average, and the entire population of El Paso County has lived under drought or extreme drought conditions since August 2023, federal data shows.

By shifting demand away from potable supplies, we conserve resources, ease pressure on local infrastructure, and support community resilience, particularly for households sensitive to high utility costs.



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Statement of use	ADP has reported in accordance with GRI Standards for the period July 1, 2024 - June 30, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Information/Location in report
GRI 2: General Disclosures 2021	
2-1 Organizational details	Automatic Data Processing, Inc.: One ADP Boulevard, Roseland, New Jersey, 07068 ADP is listed on the Nasdaq Global Select Market (NASDAQ: ADP) 2025 Annual Report
2-2 Entities included in the organization's sustainability reporting	This report covers Automatic Data Processing, Inc. and its subsidiaries.
2-3 Reporting period, frequency and contact point	Reporting period: July 1, 2024 - June 30, 2025 Frequency: Annual Contact point: Investor.Mail@ADP.com
2-4 Restatements of information	There were no restatements of information during the reporting period.
2-5 External assurance	At this time, ADP has decided to not seek external assurance for the report. ADP will investigate this for future years.
2-6 Activities, value chain and other business relationships	2025 10-K
2-7 Employees	As of June 30, 2025, ADP had approximately 67,000 employees. 2025 10-K
2-8 Workers who are not employees	Given this data is immaterial to our business performance, we choose not to disclose this data at this time.
2-9 Governance structure and composition	ADP's Governance Framework, Corporate Governance Guidelines, Committee Charters and Committee Composition are available online at: Governance Overview , Governance Documents , and Committee Composition .
2-10 Nomination and selection of the highest governance body	2025 Proxy Statement

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GRI Standard	Information/Location in report
GRI 2: General Disclosures 2021	
2-11 Chair of the highest governance body	2025 Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement
2-13 Delegation of responsibility for managing impacts	2025 Proxy Statement
2-14 Role of the highest governance body in sustainability reporting	2025 Proxy Statement
2-15 Conflicts of interest	None
2-16 Communication of critical concerns	All interested parties who wish to communicate with the board of directors, the audit committee, or the non-management directors, individually or as a group, may do so by sending a detailed letter to Mail Stop #E405, One ADP Boulevard, Roseland, New Jersey 07068, leaving a message for a return call at 973-974-5770 or sending an email to adp.audit.committee@adp.com . See 2025 Proxy Statement .
2-17 Collective knowledge of the highest governance body	2025 Proxy Statement
2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-19 Remuneration policies	2025 Proxy Statement
2-20 Process to determine remuneration	2025 Proxy Statement
2-21 Annual total compensation ratio	2025 Proxy Statement
2-22 Statement on sustainable development strategy	Environmental Stewardship , Leading for the long run
2-23 Policy commitments	Leading with integrity
2-24 Embedding policy commitments	Leading with integrity
2-25 Processes to remediate negative impacts	Ethics and compliance

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GRI Standard	Information/Location in report
GRI 2: General Disclosures 2021	
2-26 Mechanisms for seeking advice and raising concerns	Ethics and compliance
2-27 Compliance with laws and regulations	For the reporting period, there were no significant fines or sanctions for noncompliance with environmental laws or regulations.
2-28 Membership associations	Our President and CEO is a member of the Business Roundtable .
2-29 Approach to stakeholder engagement	Active stakeholder engagement and dialogue is intended to capture the issues most important to our business and our stakeholders. We engage with investors, clients, employees, and local communities to understand the issues that are important to them and how ADP can impact them positively.
2-30 Collective bargaining agreements (CBAs)	We are committed to complying with all applicable laws and regulations wherever we do business.
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Leading with integrity
3-2 List of material topics	<p>ADP has a multi-faceted approach to identifying the environmental, social and governance (ESG) priorities that have the most potential to impact the financial value of our business. First, we seek the input of our talented associates who have a breadth of knowledge in human capital management and identifying the correlation between successful companies and engaged employees. Our associates also have deep expertise in the areas of risk management and sustainable operations. We benefit from interactions with our clients, investors, suppliers, communities, policymakers, and organizations that have engaged with us over time on these topics.</p> <p>We prioritize alignment with our business strategy and assess materiality based on our business priorities, including:</p> <ul style="list-style-type: none"> ▪ Meeting client and market needs ▪ Attracting, retaining and developing talent ▪ Operational efficiency ▪ Innovation that drives differentiation ▪ Risk management <p>We evaluate our initiatives and disclosures relative to business-relevant indicators identified by leading sustainability standards and reporting organizations, including GRI, SASB, and third-party ESG research providers. Additionally, we monitor regulations to stay up to date on reporting requirements from regulating agencies. This corporate social responsibility report contains disclosures on indicators deemed to be priorities for our business and stakeholders.</p>

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GRI Standard	Information/Location in report
GRI 3: Material Topics 2021	
3-3 Management of material topics	2025 10-K Introduction , Governance , Social Responsibility , Environmental Stewardship sections
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	2025 10-K
201-2 Financial implications and other risks and opportunities due to climate change	Environmental Stewardship
201-3 Defined benefit plan obligations and other retirement plans	2025 10-K , Note 11 of our Consolidated Financial Statements
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	Social Responsibility , Environmental Stewardship
203-2 Significant indirect economic impacts	Social Responsibility
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Energy and emissions
302-4 Reduction of energy consumption	Energy and emissions
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Energy and emissions Verification Opinion Declaration Greenhouse Gas Emissions
305-2 Energy indirect (Scope 2) GHG emissions	Energy and emissions
305-3 Other indirect (Scope 3) GHG emissions	Energy and emissions
305-5 Reduction of GHG emissions	Energy and emissions

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GRI Standard	Information/Location in report
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Waste reduction
306-2 Management of significant waste-related impacts	Waste reduction
306-3 Waste generated	Waste reduction
GRI 401: Employment 2016	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Supporting well-being LIFE @ ADP
401-3 Parental leave	Supporting well-being
GRI 403: Occupational Health and Safety 2018	
403-2 Hazard identification, risk assessment, and incident investigation	Supporting well-being
GRI 403: Occupational Health and Safety 2018	
403-3 Occupational health services	Supporting well-being
403-5 Worker training on occupational health and safety	Supporting well-being
403-6 Promotion of worker health	Supporting well-being
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supporting well-being
GRI 404: Training and Education 2016	
404-2 Programs for upgrading employee skills and transition assistance programs	Building a better workforce
404-3 Percentage of employees receiving regular performance and career development reviews	Building a better workforce

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GRI Standard	Information/Location in report
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	2025 Proxy Statement Leading with integrity Bridging gaps, building community
GRI 406: Non-Discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	Code of Conduct
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Bridging gaps, building community
GRI 415: Public Policy 2016	
415-1 Political contributions	Public policy and government engagement Political Contributions Policy

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SASB disclosure

Our responses to SASB disclosures include as much of the requested information as possible. In some instances, only partial information is available.

Topic	Accounting metric	Disclosure	Code
Environmental footprint of hardware and infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	See Energy and emissions in the Environmental Stewardship section of this report.	TC-SI-130a.1
Data privacy and freedom of expression	Description of policies and practices relating to targeted advertising and user privacy	ADP is committed to compliance with privacy requirements and the protection of all personal data processed by ADP. Our privacy principles are the foundation of our global privacy program, which includes our global privacy policy and Binding Corporate Rules (BCRs). For more information, please see www.adp.com/about-adp/data-privacy.aspx .	TC-SI-220a.1
	Number of users whose information is used for secondary purposes	Personal data is used only for the purposes of providing services to clients or in accordance with notice provided to individuals. Data is not used for secondary purposes unless it is first anonymized or aggregated.	TC-SI-220a.2
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	See our 10-K and 10-Qs for a description of any material monetary losses as a result of legal proceedings associated with user privacy.	TC-SI-220a.3
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	See our 10-K and 10-Qs for a description of any materials requests from law enforcement.	TC-SI-220a.4
Data security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	The ADP Board of Directors recognizes that security is integral to our products, our business processes and infrastructure. Our Global Security Organization (GSO) has a mission to protect client data and funds and prevent security incidents. The GSO monitors physical and cybersecurity risks, including operational risks related to information security and system disruption. A cross-functional, enterprise-wide management program operates to ensure our global cybersecurity program's effectiveness. Members of the company's executive committee routinely review strategy, policy, program effectiveness, standards enforcement, and security risk management. More information is available at www.adp.com/about-adp/data-security.aspx and on our Security at ADP page. Please also see our 10-K for a description of our cybersecurity risk management and strategy and governance.	TC-SI-230a.1

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Topic	Accounting metric	Disclosure	Code
Data security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	The ADP Board of Directors recognizes that security is integral to our products, our business processes and infrastructure. Our Global Security Organization (GSO) has a mission to protect client data and funds and prevent security incidents. The GSO monitors physical and cybersecurity risks, including operational risks related to information security and system disruption. A cross-functional, enterprise-wide management program operates to ensure our global cybersecurity program's effectiveness. Members of the company's executive committee routinely review strategy, policy, program effectiveness, standards enforcement, and security risk management. More information is available at www.adp.com/about-adp/data-security.aspx and on our Security at ADP page. Please also see our 10-K for a description of our cybersecurity risk management and strategy and governance.	TC-SI-230a.2
Recruiting & Managing a Global Diverse & Skilled Workforce	Employee engagement as a percentage	See Building a better workforce in the Social Responsibility section of this report.	TC-SI-330a.2
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	See Bridging gaps, building community in the Social Responsibility section of this report.	TC-SI-330a.3
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues, and (2) service disruptions, (3) total customer downtime	ADP products and services are designed and maintained with controls and procedures to prevent incidents. A dedicated, around-the-clock global team uses data analytics and other comprehensive controls to detect, investigate, and respond to anomalies and incidents. This team follows a defined incident lifecycle to address reported or detected issues. Policies and procedures govern this lifecycle, and an incident management system records facts, impact, and remedial actions taken. Post-incident reviews help the team learn and improve, completing the cycle. For more information, please see www.adp.com/about-adp/data-security.aspx .	TC-SI-550a.1
	Description of business continuity risks related to disruptions of operations	ADP is committed to keeping our services and operations running smoothly to provide clients with the best service possible. We identify and mitigate technological, environmental, process, and health risks that might interfere with our client services. An integrated framework governs our mitigation, preparedness, response, and recovery process. For more information, please see our Business Resiliency Fact Sheet and risks outlined in our 10-K and proxy statement .	TC-SI-550a.2

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SDGs	Definition	How ADP contributes
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	<ul style="list-style-type: none"> ■ The ADP Foundation makes sizeable charitable donations to ensure our communities and others have access to quality food. Many associates use their ADP-sponsored volunteer time to support organizations with a mission to fight hunger.
	Ensure healthy lives and promote well-being for all at all ages.	<ul style="list-style-type: none"> ■ ADP provides employee assistance programs (EAP) and health and wellness centers to its associates to support their physical and emotional health. ■ Participants in ADP's medical plans receive personalized guidance and support to help them understand their fertility treatment options. This inclusive benefit is available to all associates and their dependents, including members of ADP's LGBTQ+ community and single parents. ■ Associates can receive reimbursement towards qualifying costs of adopting a child or arranging a surrogate.
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	<ul style="list-style-type: none"> ■ To fill our pipeline with the best and brightest talent, we have established enterprise-wide internship programs. ■ ADP provides associate dependents up to five hours of free tutoring services per month. ■ We support education through scholarships for children and giving to key education partners.
	Achieve gender equality and empower all women and girls.	<ul style="list-style-type: none"> ■ ADP provides philanthropic support to organizations that deliver resources to families affected by domestic violence and socio-economic inequality. ■ Our recruiters are trained to uncover their individual unconscious biases to improve the hiring process. ■ Our iWIN (International Women's Inclusion Network) Business Resource Group, was founded with the purpose of positively impacting ADP's talent development through our purpose to engage, equip and empower women to achieve personal and professional success.
	Reduce inequality within and among countries.	<ul style="list-style-type: none"> ■ We continually investigate new ways to use our business to meaningfully improve people's lives. Through the ADP Foundation we're partnering and investing in organizations that help fight inequality around the world.

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