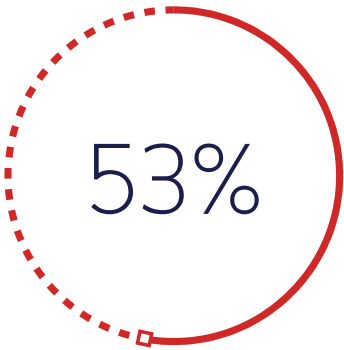




Always Designing for People®

2020 ESG Highlights

% FEMALE ASSOCIATES:



In June 2020, women represented 53% of ADP's global workforce

% ASSOCIATES RECEIVING ETHICS TRAINING:

100%

of our associates receive annual ethics training

TOTAL FY 2020 REVENUE:

\$14.5 billion

Generated over \$14.5 billion in revenue

2020 AWARDS & RECOGNITION:

AnitaB.Org Top Company for Women Technologists

Diversity Best Practices

HRC Corporate Equality Index

India Great Places to Work

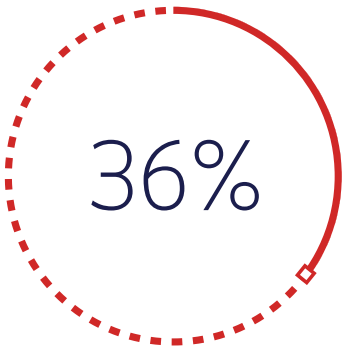
DiversityInc #4 Top Company for Diversity

ELECTRONIC WASTE RECYCLED:

230 tons

Diverted over 230 tons of electronic waste from landfills

% FEMALE BOARD COMPOSITION:



36% female board composition
*as of November 2020

PAPER RECYCLED:

2,165 tons

Our offices recycled 2,165 tons of paper

AVERAGE ASSOCIATE TENURE:

7 Years

On average, our associates stay with us for 7 years

TOTAL VOLUNTEER HOURS ACROSS THE US:

In 2019, our associates volunteered **51,914 hours**, or **2,163 days** of their time to non-profits in the US

BENEFITS:



Inclusive benefits



Health insurance



Parental leave for all associates