

PAYCOR HCM, INC.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

PURPOSE

Paycor (the “Company”) recognizes the importance of environmental, social and governance (“ESG”) issues and our commitment extends to the consideration of ESG factors in connection with our business operations and investment practices. We seek to assess, address, and monitor our impact on the environment; our relationships with associates, customers and the communities in which we operate; and our governance of ESG issues. This policy (the “ESG Policy”) is intended to provide a broad framework for our approach to considering ESG impacts on our business. By maintaining this ESG Policy, we further advance our principles of Taking Care of Customers First, Taking Care of Each Other and Doing the Right Thing.

SCOPE

This ESG Policy applies to how we evaluate and engage across the Company’s operations. All Company associates contribute to the effective implementation of this Company’s ESG Policy.

GUIDING PRINCIPLES

Environmental Stewardship

- **Environmental Impact, Resource Management and Sustainability:** The Company is committed to responsible use of natural resources, reducing consumption where practicable, and managing environmental risks that are material to our business, including energy consumption, emissions and integrating environmental considerations into planning for data center needs. We work to manage waste and water use and prioritize initiatives to reduce consumption of energy, water and waste and to recycle. We seek to engage with partners who share our sustainability goals and expect suppliers to apply sustainable practices and consider the environmental impact of their operations as outlined in our [Supplier Conduct Guidelines](#).

Social Responsibility

- **Associate Engagement & Wellbeing:** The Company is committed to investing in our associates, bolstering associate engagement and promoting associate wellness. In connection with this commitment, the Company strives to provide best-in-class benefits, performance rewards, and professional development opportunities to attract and retain top talent.
- **Diversity, Equity and Inclusion:** Diversity, equity and inclusion (“DE&I”) is a priority at Paycor and we strive to create a culture of inclusion and belonging for all. For us, that means committing to strategic education and awareness, transparency in our data, equity of pay, hiring and treatment of targeted populations, and purpose for the work. We work to create a culture that supports and embraces the rich mosaic of diversity in our associates, customers, and partners. We are passionate about encouraging individuality and authenticity. We are also committed to the development and growth of a strong and diverse supplier network, as

outlined in our [Supplier Conduct Guidelines](#). Please see our [Diversity, Equity, & Inclusion Policy](#) for additional details.

- **Human Rights and Supply Chain:** We seek to avoid human rights and labor risks and promote high standards of integrity and ethics among our suppliers, contractors and consultants, as described in our [Supplier Conduct Guidelines](#). We do not permit or condone unlawful harassment or discrimination or any use of involuntary labor, corporal punishment, threats of violence, physical abuse or other forms of physical coercion, harassment or intimidation against workers.
- **Community Giving:** Giving back is in our DNA. We give back to the communities in which we live and work and empower our associates to make a difference in a way that is meaningful to them. We prioritize a number of charitable initiatives, including Paycor it Forward, where associates volunteer to causes they believe in, Community Partners, a grassroots organization funded by associates who choose to give their own time and resources to serve, and Paycor Community Impact Fund, a 501(c)(3) charitable investment account that provides project grants to philanthropic organizations selected by our associates.

Governance

- **Business Integrity:** Paycor is committed to a culture of integrity, honesty and ethical behavior. We avoid actual or apparent conflicts of interest in personal and professional relationships, promote full, fair, accurate, timely and understandable disclosure in reports and documents filed with or submitted to the Securities and Exchange Commission and promote compliance with all applicable laws, rules and regulations. In connection with this commitment, the Company has adopted a Code of Ethics (the “Code”), which includes provisions on honest and ethical conduct, conflicts of interest, confidentiality, fair dealing, political activity and contributions, compliance, disclosure, encourages reporting and investigation of violations of the Code and prohibits retaliation. We also maintain an Insider Trading Policy, Code of Ethics for Senior Financial Officers, Related Transactions Policy and Whistleblower Policy that associates can use to anonymously submit concerns to a third-party hotline.

OVERSIGHT AND RESPONSIBILITIES

Our Nominating and Governance Committee is responsible for reviewing the ESG Policy annually and revising or supplementing the ESG Policy as deemed appropriate, such as with changes in industry demands and regulations. As appropriate, our ESG Committee will seek input from the Board of Directors and other resources.

The Nominating and Governance Committee also oversees this ESG Policy and is responsible for its enforcement across our operations. The Audit Committee assists the Board of Directors with ESG oversight from a reporting and procedural perspective and the Nominating and Corporate Governance Committee assists the Board with respect to strategy, communication and shareholder engagement.