



WHEREAS: The increasing rate and number of climate related disasters affecting society is causing alarms to be raised globally, making the corporate sector’s contribution to climate mitigation a significant policy issue.

In addition to environmental and social harms, climate change is creating systemic risks to the economy. The Commodity Futures Trading Commission last year underscored that [climate change could impair](#) the productive capacity of the U.S. economy.

Shareholders are increasingly concerned about material climate risk to their companies and their portfolios and seek clear and consistent disclosures from the companies in which they invest, including credible climate transition plans. BlackRock’s CEO notes that investment flows into “sustainable” and climate aligned assets will [drive long term outperformance](#) and that companies should disclose plans for how their business model will be compatible with a net zero economy.

In response to material climate risk, the Climate Action 100+ initiative (CA100+), a coalition of more than 575 investors with over \$54 trillion in assets, issued a Net Zero Benchmark (Benchmark) outlining metrics that create climate accountability for companies and transparency for shareholders. Indicators 1 through 5 of the Benchmark seek reporting on companies’ net zero emissions ambitions; short, medium and long term greenhouse gas (GHG) reductions goals; and strategic actions planned to [achieve these decarbonization targets](#).

Automatic Data Processing (ADP) provides human resources software and services to over 860,000 clients across 140 countries. Our company discloses its GHG emissions and is undertaking various energy efficiency activities, including optimizing certain building systems and upgrading lighting technology. These actions are a good first step, but ADP has not set targets to reduce GHG emissions across its entire enterprise beyond 2020 or put forth a set of actions to achieve Paris-aligned GHG emissions reductions. By setting and disclosing GHG emissions reduction targets, including net zero ambitions, reporting a clear climate transition plan, and demonstrating progress toward achieving them, ADP can provide investors with assurance that management is reducing its climate contribution in line with global goals and addressing risks associated with climate change.

BE IT RESOLVED: Shareholders request that Automatic Data Processing issue a report within a year, and annually thereafter, at reasonable expense and excluding confidential information, that discloses short, medium, and long term greenhouse gas targets aligned with the Paris Agreement’s goal of maintaining global temperature rise at 1.5



degrees Celsius, and progress made in achieving them. This reporting should cover the company's operational and product related emissions.

SUPPORTING STATEMENT: Proponents suggest, at Board and Company discretion, the report describe:

- The Company's climate transition plan for achieving its GHG reduction goals over time;
- How the Company's capital allocation plans align with the Company's climate transition plan, where relevant;
- A rationale for any decision not to set targets aligned with the Paris Agreement's 1.5 degree goal;
- Other information the Board deems appropriate.