

CERTIFICATE OF REGISTRATION

Artificial Intelligence Management System – ISO/IEC 42001:2023

The Certification Body of Schellman Compliance, LLC hereby certifies that the following organization operates an Artificial Intelligence Management System that conforms to the requirements of ISO/IEC 42001:2023

Paycom Payroll LLC

for the following scope of registration

The scope of the ISO/IEC 42001:2023 certification is limited to the artificial intelligence management system (AIMS) supporting the Paycom application, in the role of an AI producer and AI provider. The AI systems in-scope include: Ask Here Automation (AHA), Employment Predictor (SOC autocoder), Expense Receipts, Help Menu AI Search & Summary Response, IWant, Job Description, and SMART Goal Writing Assistance (Performance management), in accordance with the statement of applicability version 1.0, dated July 14, 2025.

which includes the following in-scope location(s) on page 2 of 2

Certificate Number: **1594770-1**



Authorized by:



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Issue Date
November 13, 2025

Original Registration Date
November 13, 2025

Expiration Date
November 12, 2028

Certificate Version
Original - No Revisions

CONDITIONS & LIMITATIONS:

1. The aforementioned organization has a perpetual responsibility to maintain compliance with ISO/IEC 42001:2023 during the period of certification.
2. This certificate is subject to the satisfactory completion of annual surveillance audits by Schellman Compliance, LLC
3. ISO/IEC 42001:2023 compliance audits are not designed to detect or prevent criminal activity or other acts that may result in a breach. As such, this certification should not be construed as a guarantee or assurance that an organization is unsusceptible to breaches.
4. The information in this document is provided "AS IS", without warranties of any kind. Schellman Compliance, LLC expressly disclaims any representations and warranties, including, without limitation, the implied warranties of merchantability and fitness for a particular purpose.
5. This certificate is the property of Schellman Compliance, LLC and is bound by the conditions of contract. The authenticity of this certificate can be validated by contacting Schellman Compliance, LLC
6. The organization operating the certified AIMS is monitored by Schellman Compliance, LLC during the term of the certificate.
7. This ISO/IEC 42001 certificate does not authorize the labelling of products, processes, or services.

In-Scope Location(s)

Location	Function / Role
7501 W Memorial Rd Oklahoma City, Oklahoma 73142 United States	Corporate Headquarters and Main Location of the AIMS: Data Science, Software Development, Software Quality Assurance, Legal, Product Management, Software Delivery, Information Technology, Operations
20435 N 26th Ave #940 Phoenix, Arizona 85027 United States	Data Center Operations